

# OUR RECONCILIATION ACTION PLAN

ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES ARE ADVISED THAT THIS DOCUMENT MAY CONTAIN NAMES AND IMAGES OF DECEASED PERSONS WHICH MAY CAUSE SADNESS OR DISTRESS.



Butterflies Childcare & Early Learning Centre was formed on the lands of the Wurundjeri People of the Kulin Nation.  
We acknowledge Aboriginal & Torres Strait Islander Peoples as the Traditional Custodians of this country and their connection to the land, water and community in which we operate.  
We pay our respect to them, their cultures and customs and to Elders both past and present.

## Vision for Reconciliation

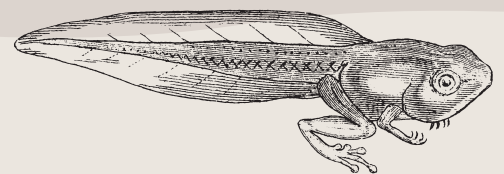
Our Reconciliation Action Plan (RAP) will reflect our genuine commitment to providing an inclusive environment for Aboriginal and Torres Strait Islander people, whilst also educating children, families, and members of the community on the importance of the Aboriginal and Torres Strait Islander cultural beliefs and traditions in connection with the Early Years Learning Framework.

Our goals are to continue our positive relationship with indigenous children, families and community members.

Our RAP will be a continuous work in progress – something that our service can reflect on and add to each day, to ensure we are moving forward and working collaboratively with Aboriginal and Torres Strait Islander people. Butterflies Childcare & Early Learning Centre aims to work with Aboriginal and Torres Strait Islander people to provide employment opportunities as well as student placement opportunities at the service.

Our mission is to empower all Indigenous and non-Indigenous children to value the importance of the Aboriginal and Torres Strait Islander cultural beliefs and traditions in connection with the Early Years Learning Framework.

At Butterflies Childcare & Early Learning Centre we are proud to be part of, one of the richest and oldest continuing cultures in the world.



We will do this through:

- Valuing and acknowledging Aboriginal and Torres Strait Islander histories and cultures.
  - Promoting respect for Aboriginal and Torres Strait Islander cultures and participating in appropriate Aboriginal and Torres Strait Islander cultural experiences.
- Developing relationships with local Aboriginal and Torres Strait Islander community members.
- Integrating Aboriginal and Torres Strait Islander perspectives into key learning areas and integrated units of work.

We see reconciliation as treating and being treated as equals, regardless of background and upbringing. Australia is a multicultural society and we aim to embrace and treasure what each individual brings to our school. A reconciled Australia is what we see now in many instances - acceptance and respect. We see and encourage this in our service and community every day.

What does reconciliation mean to us?

- What does a reconciled Australia look like?
- What does our school or early learning service do to promote reconciliation? How successful has it been? What are the challenges?
  - What more can we do?
- What is our sphere of influence? Who can we engage?

Using Respectful and Inclusive Language and Terminology

Using respectful and inclusive language and terminology is an essential component of reconciliation and strengthening relationships between Aboriginal and Torres Strait Islander peoples and other Australians. Given the diversity of Aboriginal and Torres Strait Islander cultures and identities across Australia, one should always seek advice from Aboriginal and Torres Strait Islander people in the community regarding preferences and protocols around terminology use.

While they are guidelines only, below are some recommendations for using respectful and inclusive language and terminology. Please consider these guidelines, alongside guidance from local Aboriginal and Torres Strait Islander community.



## ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

IT IS OFTEN BEST PRACTICE TO USE 'ABORIGINAL AND TORRES STRAIT ISLANDER' WHEN REFERRING GENERALLY TO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES. 'ABORIGINAL' (AND LESS COMMONLY ACCEPTED VARIANTS SUCH AS 'ABORIGINALS' OR 'ABORIGINES') ALONE IS ALSO NOT INCLUSIVE OF THE DIVERSITY OF CULTURES AND IDENTITIES ACROSS AUSTRALIA, FOR WHICH REASON IT SHOULD BE ACCOMPANIED BY 'PEOPLES' IN THE PLURAL. FURTHERMORE, THE TERM 'ABORIGINAL' IS NOT INCLUSIVE OF TORRES STRAIT ISLANDER PEOPLES, AND REFERENCE TO BOTH ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES SHOULD BE SPELT OUT WHERE NECESSARY. PLURALISED REFERENCE TERMS SUCH AS 'FIRST NATIONS' OR 'FIRST PEOPLES' ARE ALSO ACCEPTABLE LANGUAGE AND RESPECTFULLY ENCOMPASS THE DIVERSITY OF ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES AND IDENTITIES.

## WHAT ABOUT 'INDIGENOUS'?

IT IS IMPORTANT TO RECOGNISE THAT, IN SOME PARTS OF THE COUNTRY, THE TERM 'INDIGENOUS' CAN BE CONSIDERED OFFENSIVE. THAT IS, IT HAS SCIENTIFIC CONNOTATIONS WHICH HAVE BEEN USED HISTORICALLY TO DESCRIBE ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES AS PART OF THE 'FLORA/FAUNA' RATHER THAN THE HUMAN POPULATION OF AUSTRALIA, AND CAN BE SEEN AS A PROBLEMATICALLY UNIVERSALISING OR HOMOGENISING LABEL FOR WHAT ARE, IN REALITY, HIGHLY DIVERSE IDENTITIES.

AN EXCEPTION FOR THE TERM 'INDIGENOUS' IS CONSIDERED IN SOME SITUATIONS, FOR EXAMPLE:

- IF AN ABORIGINAL AND TORRES STRAIT ISLANDER PERSON PREFERS AND/OR HAS APPROVED THE WORD 'INDIGENOUS' TO BE USED.
- IF AN ORGANISATION HAS APPROPRIATELY REFERRED TO A PROGRAM OR JOB TITLE (E.G. "INDIGENOUS PROGRAMS UNIT" OR "INDIGENOUS PROGRAMS MANAGER");
- IF THE WORD 'INDIGENOUS' HAS BEEN APPROPRIATELY EMBEDDED INTO AN ORGANISATIONAL I.E. FEDERAL GOVERNMENT, STATE GOVERNMENT AND LOCAL GOVERNMENT—POLICY.



## Some other important things to remember:

- 'Aboriginal' and 'Torres Strait Islander' should always be capitalised. As capitalisation demonstrates respect, also capitalise terms such as Indigenous, Traditional Owners, Custodians, Elders, and Country.
  - Do not abbreviate 'Aboriginal' or 'Torres Strait Islander' or use the acronym 'ATSI'.
- Assimilationist terms such as 'full-blood', 'half-caste' and 'quarter-caste' are extremely offensive and should never be used when referring to Aboriginal and Torres Strait Islander peoples.

## Our RAP Committee responsibilities and members

- Our RAP committee was established in 2014 and consists of committed, passionate and respectful members. The purpose of the committee is to implement and embed the RAP at our services, continue developing the RAP, monitor its progress and report back findings. Develop, implement and review the cultural awareness and cultural learning needs of employees in all areas of our business. Committee members are responsible for updating the Reconciliation Action Plan, support and seek advice from other committee members as well as consulting with Aboriginal and Torres Strait Islander communities and partner organisations.
  - Committee members are also responsible for increasing staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. Ensure the Acknowledgement of Country is included at the commencement of important internal meetings.
  - Ensure a member of the RAP committee meets with Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.
- Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors and invite to continuously contribute to the improvement of our anti-discrimination policy.



## Our committee members are as follows:

Terry Franklin (Company Director)

Sue Franklin (Company Director)

Rebecca Cantrill Nominated Supervisor of Orchard Road and Mulwala Drive

Amanda Franklin Centre Director (Orchard Road)

Jessica Kuppe Centre Director (Orchard Road)

Amber Ryan- Assistant director (Mulwala Drive)

Lorna Hulley- Assistant director (Mulwala drive)

Melissa Wetherman- Educational leader (Mulwala drive)

Amber Ryan- Assistant director Mulwala Drive

Belinda Bartholomeusz - Assistant Director (orchard road)

Diana Cincotta- Educational leader (Orchard Road)

Lorna Hulley- Assistant director (Mulwala Drive)

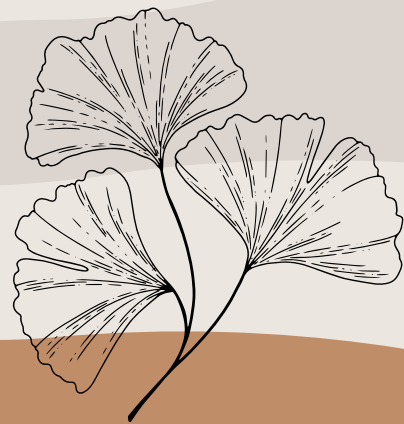
Ashleigh Atkinson- Current family

Nora O'Reilly- Current family

Emily James- Current family

We welcome members to join our committee at any stage and are looking to extend our committee group to include employees, clients, family members, Elders and community members.

We also invite you to continuously contribute to the improvement of our anti-discrimination policy.



**OUR COMMITTEE DATES ARE AS FOLLOWS, UNLESS ADVISED OTHERWISE**

Friday 1st September

Friday 6th October

Friday 3rd November

Friday 1st December

These meetings will be held on zoom, unless advised otherwise to ensure all committee members have the opportunity to participate.

2024 dates to be announced

