



*Centre for Excellence
in Child and Family Welfare Inc.*

Reconciliation Action Plan

2017- 2018



Foreword

Victorian Aboriginal culture and identity are an important aspect of who we all are – as individuals, as part of our family and as part of our social and wider networks. Reconciliation for Aboriginal and Torres Strait Islander peoples acknowledges acceptance about our place in Australian history and society. We are one nation with many peoples who come from a diverse range of backgrounds. Together we make up a society in which our actions and our words can affirm what we believe in – as individuals, as a peoples, as communities and a society. We have fought as the First Nations peoples to demonstrate our place in Australian society, we need to have that place which is well supported so that we can truly achieve self-determination, self-management and self-control of our lives.

This first Reflect Reconciliation Action Plan (RAP) has been prepared as a roadmap to demonstrate what the Centre will do as part of its internal and external engagement and partnership with Aboriginal and Torres Strait Islander peoples who come to us at different points in the journey, usually in their time of need. The actions and deliverables within this RAP have been prepared to guide how we will work together to achieve greater understanding through our actions to ensure that we have a culturally respectful, responsive and safe service for Aboriginal and Torres Strait Islander peoples, children, families, carers and communities.

As Aboriginal and Torres Strait Islander children make up nearly 65% of the Aboriginal population we need to do what we can to ensure our children have the right supports to ensure they can be strong in their identity and culture and have every opportunity to return to country and connect with their families, culture, community and the land. When we know who we are, we know where we belong!

I am delighted to have the honour, privilege and opportunity to work with other Centre Directors and staff to support this RAP. I am confident that the actions within this RAP will demonstrate to others that the Centre values, supports and acknowledges the important place it has to ensure that Aboriginal and Torres Strait Islander cultures, values and aspirations are central to this part of its work.

Karen Milward
Independent Expert Board Member
Centre for Excellence in Child and Family Welfare



Message from the CEO

As the CEO of the Centre for Excellence in Child and Family Welfare, I'm very proud to launch our inaugural RAP.

In adopting this plan, we are committing ourselves to a vision for reconciliation – a vision where all Aboriginal children in Victoria grow up safe, thriving, engaged in education, strong in their culture, and connected to their families and communities; a vision in which the Victorian Government and child and family services in Victoria work together to support self-determination for Aboriginal peoples.

The Centre is the peak body for child and family services in Victoria – uniquely placed to grow partnerships between community service organisations, decision-makers, government bodies and bureaucracies, and Aboriginal peoples and organisations.

Connection to culture is fundamental to building strong Aboriginal children, families and communities. This plan accordingly sets out a strategy for us at the Centre to work respectfully and meaningfully with Aboriginal peoples and organisations, as well as exploring opportunities for cultural learning and development.

It is also the next step in our organisation's advocacy for a fair, just, and restorative Victorian child and family service system for Aboriginal peoples. The process started with the Centre's support of the sector's collaborative policy statement Beyond Good Intentions: committing the Centre to support greater day-to-day control, influence and oversight over child decision-making, programs and services for Aboriginal Community Controlled Organisations (ACCOs).

This RAP is an important foundation for turning good intentions into real actions that create reciprocal relationships and sustainable opportunities with Aboriginal peoples, communities and organisations.

Our reconciliation journey is ongoing.

I thank all of the Centre staff who have developed our RAP, in particular our internal Plan Champions.

I look forward to working with our Board and our staff to deliver this plan.

Deb Tsorbaris
Chief Executive Officer & Secretary
Centre for Excellence in Child and Family Welfare



Message from the Chair of the Board

As Chair of the Board for the Centre for Excellence in Child and Family Welfare, I am proud to introduce our RAP.

At the Centre, we work to make sure that Victorian children, young people and families have access to support as and when they need it. A critical element of this work is reconciliation with Aboriginal and Torres Strait Islander peoples.

Many Aboriginal¹ children in Victoria live in loving and safe families, in which they are taught to be proud of their culture, society and history – but there are far too many Koori babies and children who live in vulnerable circumstances.

It is greatly disturbing to see that from 2013 to 2015 there was a 59 percent increase in the number of Aboriginal children in out-of-home care in Victoria, and the numbers have grown since. We know that Aboriginal young people are more likely to be in contact with the police and the youth justice system and more likely to be incarcerated, particularly if they have been in the statutory care of the state, than their non-Aboriginal peers.

We recognise the role of intergenerational trauma – from invasion and dispossession, and from new experiences of trauma in Aboriginal communities – in the circumstances that have led to higher proportions of Aboriginal young people being in care or in youth justice.

As the leading peak organisation in the child and family welfare sector we need to listen to, work closely with, and support, Aboriginal organisations, families and communities to contribute to reconciliation and make self-determination a reality. Our decision to implement this RAP is one way of doing this.

I acknowledge the work done by Centre staff in establishing this plan. In committing to a RAP, the Centre understands that this is one part of a broader reconciliation journey, and there is still much work to do. I look forward to continuing that work with the Centre and my sector colleagues as we strive to uphold the rights of Aboriginal children and young people experiencing vulnerability.

Paul McDonald
Chairperson
Centre for Excellence in Child and Family Welfare



Message from Reconciliation Australia

Reconciliation Australia congratulates the Centre for Excellence in Child and Family Welfare on the endorsement of its first RAP, which will build the foundations for the relationships, respect and opportunities essential to reconciliation.

This Reflect RAP will assist the Centre to develop a solid RAP governance model and build the business case for future commitments to cultural learning, practising cultural protocols, and promoting Aboriginal and Torres Strait Islander employment.

In its first RAP, the Centre has demonstrated a keen commitment to further develop and strengthen relationships with key Aboriginal and Torres Strait Islander peoples, communities and organisations. We see this where it commits to celebrating and promoting community events such as National Reconciliation Week (NRW) and NAIDOC Week.

Commitment to showing respect and understanding for Aboriginal and Torres Strait Islander peoples, histories and cultures is demonstrated in the Centre's RAP through its actionable goal to promote and encourage culturally respectful behaviour in the workplace, including developing a Centre-specific Acknowledgement of Country in consultation/ collaboration with the local Traditional Owners.

The Centre's dedication to providing opportunities and employment pathways for Aboriginal and Torres Strait Islander peoples is communicated through its commitment to investigate partnerships with other organisations to identify, build and promote education pathways at the Centre, including exchanges and internships.

On behalf of Reconciliation Australia, I commend the Centre on its inaugural RAP and look forward to following its reconciliation journey.

Justin Mohamed
Chief Executive Officer
Reconciliation Australia

¹ For the purposes of this document the term 'Aboriginal' refers to both Aboriginal and Torres Strait Islander People. The term Koori refers to Aboriginal people from south east Australia.



Our work

The Centre acknowledges the Traditional Owners of the land on which we work and live, the people of the Kulin nation, and recognises their inalienable right to self-determination. We pay our respects to Elders past and present and those of the future.

The Centre is the peak body in Victoria representing member organisations and individuals in the child and family services sector. We have over 100 member organisations, some of which are Aboriginal organisations, and many of which provide support and services to Aboriginal children, young people and families. Our vision is that all Victorian children, young people and families are safe, happy and connected, with access to support as and when they need it.

The Centre develops, influences and advocates for public policies that advance the rights and wellbeing of children, young people and families and address the social, economic and cultural barriers to improving their lives. We lead and share research to support innovation and evidence-based practice, and strengthen the capacity of organisations to provide services that best suit the needs of vulnerable families and children.

The Centre has 20 staff currently working across areas of program design, social policy and research, learning and development, and communications. We currently do not employ any people who identify as Aboriginal and Torres Strait Islander.



Our RAP

A RAP is a framework for organisations to articulate, monitor and report on their actions contributing towards reconciliation, which includes three key sections: relationships, respect, and opportunities.

A Reflect RAP builds the foundations on which an organisation can develop strong relationships, respect and opportunities with Aboriginal peoples and organisations. A Reflect RAP will give our organisation the time and opportunity to raise awareness and support for our RAP inside our organisation and within the sector. It will also assist our organisation to develop a strong RAP governance model and build the business case for future partnerships, commitments to cultural learning, and considering Aboriginal and Torres Strait Islander employment.

In developing the Centre's first RAP, we aim to:

- reflect on and demonstrate our commitment to reconciliation;
- build strong, mutually beneficial and equal relationships with Aboriginal peoples, organisations and communities;
- consider how we can strengthen the Centre as a culturally safe and respectful organisation; and
- create employment and educational opportunities with Aboriginal peoples and organisations.

At the Centre, we believe we have a critical role in reflecting on our own values, practices and knowledge of Australia's history to improve our cultural understanding and inform our practice; in supporting the self-determination of Aboriginal peoples; and in leading the child and family services sector's efforts towards reconciliation.

Through our work, we recognise the strength and resilience of many Aboriginal individuals, families and communities and their strong connection to culture. However, we also remain deeply concerned about the over-representation of Aboriginal children and young people in the child protection and youth justice systems, and the significant issues children and families face in these systems. Many of these children and young people are disconnected from their culture and communities, evidenced by the latest research which shows that a Koori child is now 14.6 times more likely than a non-Aboriginal child to be placed in out of home care during their childhood. Effective strategies to address these issues require genuine and

meaningful relationships with Aboriginal peoples, organisations, and communities, and commitment to supporting the right of Aboriginal peoples to self-determination. Our RAP will help us to measure the effectiveness of our efforts in this space.

Reflecting on and demonstrating our contribution to reconciliation in Australia means committing to being a culturally safe and respectful organisation. It means reflecting on our individual values, practices and knowledge of Australia's history, committing to enhancing the knowledge and cultural awareness of our staff, and ensuring that our organisation provides a welcoming environment and services that are culturally safe. It also involves thinking about how we can create tangible economic opportunities for Aboriginal individuals and organisations, either within our organisation, or through developing mutually beneficial partnerships.

Our RAP will assist us to promote reconciliation within our membership. It will also enable us to work with other non-Aboriginal organisations to advance reconciliation and articulate this in their own RAPs. The Centre has an important role to play in encouraging and supporting our non-Aboriginal member organisations to build strong relationships with Aboriginal organisations in their local communities. This will be particularly important as the child and family services sector works with Aboriginal organisations to transfer resources and decision-making for Aboriginal children in out of home care from non-Aboriginal community service organisations to ACCOs.

The recent reports of the Commissioner for Aboriginal Children and Young People, *Always was, always will be Koori children*, and *In their best interests*, have demonstrated the need for government and child and family service organisations to improve their cultural awareness and cultural safety. The Centre sees a critical role for our organisation in supporting the child and family services sector to provide culturally safe and responsive services for Aboriginal children and families.

“Reconciliation means acknowledging the footsteps we walk in, good and bad, learning, and walking forward with inclusivity and respect.”

- Jo-Anne McMahon, Project Co-ordinator,
Out of Home Care Funders Group

Our vision of reconciliation

Our vision for reconciliation is that all Aboriginal children and young people in Victoria grow up safe, thriving, strong in their culture, connected to their families and communities, and engaged in education. A critical part of our vision is a strong commitment to Aboriginal self-determination.

The Centre is committed to advocating for the rights of all children, including Aboriginal children, to engage in their culture and be connected to their community, and to grow up healthy, safe and thriving. We hope that our RAP will help us to strengthen existing relationships with Aboriginal individuals and organisations, identify opportunities for further collaboration and areas where the Centre can advocate for the rights of Aboriginal children, young people and families to be upheld.

Our journey

The Centre's reconciliation journey began on May 26, 1998, when the former Children's Welfare Association of Victoria Inc. formally presented an Apology to the Aboriginal communities of Victoria for past policies of child removal and the ongoing trauma these have caused. We also acknowledged and supported the findings of the *Bringing Them Home* report of the Human Rights and Equal Opportunities Commission National Inquiry into the Stolen Generations. This details the ongoing ramifications of past laws, policies and practices on the lives of Aboriginal peoples that continue today.

We recognise that we are still at the beginning of our reconciliation journey. This beginning is grounded in the recognition that Aboriginal peoples are the Traditional Owners and Custodians of this land, that their sovereignty was never ceded, and that the structural inequality created by colonial invasion continues to this day. We recognise that as an organisation and individuals we have much to learn about Aboriginal knowledge, cultures and communities. We believe that reconciliation must be informed by an appreciation of the importance of Aboriginal knowledge and cultures, and recognition of the strength, resilience and leadership of many Aboriginal peoples and communities.

In recent years, the Centre's reconciliation journey has involved supporting and collaborating with Aboriginal organisations to address the over-representation of Aboriginal children and young people in the child protection system, out of home care, and the youth justice system.

The Commissioner for Aboriginal Children and Young People, Andrew Jackomos, and our colleagues in ACCOs across Victoria have been powerful advocates for upholding the right to culture, kin and community for Aboriginal children and young people. The Centre looks forward to strengthening partnerships with Aboriginal Elders, communities and colleagues in the Commission for Children and Young People and ACCOs to advance shared goals and objectives.

The Centre has been participating in a number of projects to contribute to reconciliation. These include:

- the development of the *Koorie Kids: Growing Strong in their Culture* policy document in 2013 and the subsequent update in 2014, which outlined a plan to improve services provided to Koori children in out of home care in Victoria
- the development of *Beyond Good Intentions*, which outlines a commitment to the self-determination of Aboriginal peoples and communities to make decisions about the care of their children. This includes making sure that adequate resources and programs are transferred to Aboriginal services and communities to restore their capacity to care for Aboriginal children and families
- NAIDOC celebrations in Bendigo in 2016
- the Aboriginal Children's Summit and subsequent Aboriginal Children's Forums
- the Family Matters campaign, coordinated by SNAICC (the Secretariat of National Aboriginal and Islander Child Care), to eliminate the overrepresentation of Aboriginal children in out of home care.

Our internal RAP champions are the members of the working group. The internal working group comprises:

- Senior Project Co-ordinator, Fostering Connections
- Communications and Engagement Coordinator
- Senior Policy and Research Officer
- Executive Assistant to the CEO
- Business Development Officer.

At the moment there are no Aboriginal members of the working group, however a key action of our RAP is to form a broader working group with Aboriginal members from external organisations.



1. Relationships

At the Centre, building strong and effective relationships is central to our work. Our relationships are guided by listening, understanding and engaging respectfully with all people.

Our relationships with Aboriginal peoples, communities and organisations are grounded in the spirit of learning, and communicating our learnings to others through our work in policy, advocacy and training. Our learning comes through discussions, forums

and training with Aboriginal peoples, communities and organisations, and through personal reflection and research into their histories, cultures, challenges and achievements. It is grounded in recognition of the right of Aboriginal peoples to self-determination.

Through this process, we seek to continually evolve our learning and relationships, helping us to reevaluate our ideas and assumptions as we embark on our reconciliation journey.

Action	Deliverable	Timeline	Responsibility
1.1 Establish a RAP Working Group with external and internal membership	• Form an operational RAP Working Group to support the development of our RAP, comprising of Aboriginal peoples and decision-making staff from across our organisation	May 2017	RAP Coordinator
	• Develop a project plan for the implementation of the RAP	May 2017	RAP Coordinator
	• Oversee the implementation of the RAP and meet monthly to monitor progress and outcomes	September 2017	RAP Coordinator
1.2 Build internal and external relationships and partnerships with Aboriginal and Torres Strait Islander peoples and organisations	• Develop a list of Aboriginal peoples, communities and organisations within our sphere of influence, with a view to building the Centre's knowledge of people or organisations that we could approach, and to identify potential opportunities for collaboration or building relationships	May 2017	Senior Project Co-ordinator, Fostering Connections
	• Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with and learn from on our reconciliation journey	May 2017	Senior Project Co-ordinator, Fostering Connections
	• Develop a list to identify existing partnerships with Aboriginal organisations and map the strength of the relationship and opportunities where they can be strengthened	May 2017	Senior Project Co-ordinator, Fostering Connections
	• Pursue four opportunities to strengthen existing relationships and build new partnerships with Aboriginal people and organisations	October 2017	Senior Project Co-ordinator, Fostering Connections
1.3 Actively contribute to advocacy to support the rights and self-determination of Aboriginal and Torres Strait Islander children, young people, families and communities	• Actively contribute to government discussions on issues relating to Aboriginal children in out of home care, and improving supports and services for Aboriginal children, families, communities and organisations, including the Aboriginal Children's Forums	September 2017	CEO
	• Promote and contribute to advocacy that supports self-determination and other priority issues as identified by our Aboriginal colleagues	September 2017	Director, Social Policy and Research
	• Promote partnerships in the sector between non-Aboriginal organisations and ACCOs in their local areas	September 2017	CEO
	• Include issues facing Aboriginal children, families, communities and organisations as a core focus of any policy submission	September 2017	Director, Social Policy and Research
	• Advocate for organisations to promote the cultural safety of Aboriginal children when supporting them to be child safe	August 2017	Senior Policy and Project Officer, Strategic Projects
	• Encourage and support our non-Aboriginal member organisations to develop RAPs	September 2017	Director, Communications

Relationships continued

Action	Deliverable	Timeline	Responsibility
1.4 Participate in and celebrate National Reconciliation Week (NRW)	• Encourage our staff to attend a NRW event	June 2017	RAP Coordinator
	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May 2017	RAP Coordinator
	• Promote NRW through our social media channels and email network	June 2017	Director, Communications
	• Ensure that the Working Group participates in an external event to recognise and celebrate NRW	June 2017	RAP Coordinator
1.5 Raise internal and external awareness of our RAP	• Develop and implement a communications plan to raise awareness amongst all staff across the organisation about our RAP commitments	May 2017	Director, Communications
	• Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP	May 2017	Director, Communications
	• Develop a communications strategy to raise awareness of our RAP amongst our stakeholders and the community	June 2017	Director, Communications
	• Host a launch of the RAP	June 2017	Director, Communications
1.6 Engage our senior leaders in the delivery of RAP outcomes	• Through the Centre's Board, encourage and support the organisations of our Board members to develop RAPs if they do not already have them	September 2017	CEO
	• Include monitoring of the RAP in monthly Board papers	September 2017	RAP Coordinator

"For me, there are several keys to reconciliation – I believe listening, learning and acting are critical. I am proud that the Centre has developed our RAP through listening to our Aboriginal and Torres Islander colleagues, learning from our past and committing to act in solidarity with Aboriginal and Torres Strait Islander communities across Victoria."

- Sheree Limbrick, CatholicCare, Board member

"I am very excited and proud to work at an organisation that has set specific goals to play its part in working towards reconciliation. For me that means becoming more educated personally and professionally, and using that knowledge to continually inform and improve my work with vulnerable families and kids in Victoria."

- Ondine Childs, Project Officer, Strategic Projects



2. Respect

The Centre is committed to valuing diversity and respecting all individuals regardless of their colour, race, religion or socio-economic background.

Respect for Aboriginal peoples, cultures, knowledge and history is integral to the Centre's vision for reconciliation. We recognise that Aboriginal cultures are among the oldest living cultures in the world and are a vital part of Australia's identity.

Central to respecting Aboriginal cultures and knowledge is reflecting on and challenging our own knowledge, values and perspectives. Through adopting a RAP, the Centre will build respect by increasing the cultural awareness and competency of our employees

and Board, celebrating National Reconciliation Week and NAIDOC week, and performing Acknowledgement of Country and Welcome to Country ceremonies.

Action	Deliverable	Timeline	Responsibility
2.1 Investigate Aboriginal and Torres Strait Islander cultural learning and development	• Develop a business case for increasing awareness of Aboriginal cultures, histories and achievements within our organisation	August 2017	Manager, Learning and Development
	• Capture data and measure our staff's current level of knowledge and understanding of Aboriginal cultures, histories and achievements	July 2017	Manager, Learning and Development
	• Conduct a review of cultural awareness training needs within our organisation	August 2017	Manager, Learning and Development
	• Provide annual cultural awareness training and other cultural professional development opportunities for all staff and Board members, including alternative opportunities for people who are unable to attend	September 2017	Manager, Learning and Development
	• Review the Centre's training policies and procedures to see if these are culturally sensitive and aligned with the RAP intention and principles	November 2017	Manager, Learning and Development
2.2 Participate in and celebrate NAIDOC Week	• Raise awareness and share information amongst our staff regarding the meaning of NAIDOC Week, which includes information about the local Aboriginal peoples and communities	July 2017	Senior Policy and Project Officer, Strategic Projects
	• Introduce our staff to NAIDOC Week by promoting community events in our local area	July 2017	Senior Policy and Project Officer, Strategic Projects
	• Ensure that a staff member from our organisation participates in an external NAIDOC Week event	July 2017	Senior Policy and Project Officer, Strategic Projects
2.3 Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	• Explore who the Traditional Owners are of the lands and waters in our local area	August 2017	Executive Assistant to the CEO
	• Scope and develop a list of local Traditional Owners of the lands and waters within Victoria	August 2017	Executive Assistant to the CEO
	• Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols)	August 2017	Executive Assistant to the CEO
	• Promote and encourage culturally respectful behaviour in the workplace, including developing a Centre-specific Acknowledgement of Country in consultation/collaboration with the local Traditional Owners	September 2017	Executive Assistant to the CEO
2.4 Celebrate/recognise Aboriginal and Torres Strait Islander dates of significance	• Promote Aboriginal dates of significance and community events on social media and through our email networks to members and subscribers	September 2017	Director, Communications
	• Encourage our staff members to participate in at least one Aboriginal event annually	September 2017	Senior Policy and Project Officer, Strategic Projects



3. Opportunities

The Centre's RAP will provide guidance on how we can create sustainable opportunities and partnerships in our workplace for Aboriginal peoples and organisations.

We are keen to identify and address barriers to Aboriginal employment within our organisation, and consider how we can build mutually beneficial partnerships with Aboriginal

organisations in the delivery of training, joint advocacy, and education and employment opportunities.

Action	Deliverable	Timeline	Responsibility
3.1 Investigate Aboriginal and Torres Strait Islander employment	• Examine the opportunities for and barriers to Aboriginal employment within our organisation, and how these can be addressed to make our organisation more culturally safe	August 2018	Director, Operations and Finance
	• Develop a business case for Aboriginal employment within our organisation	August 2018	Director, Operations and Finance
	• Review our employment advertising to identify where it can be made more culturally sensitive and accessible for Aboriginal peoples	August 2017	Director, Operations and Finance
3.2 Investigate Aboriginal and Torres Strait Islander supplier diversity	• Develop an understanding of the mutual benefits of procurement from Aboriginal owned businesses	December 2017	Director, Operations and Finance
	• Develop a business case for procurement from Aboriginal owned businesses	February 2018	Director, Operations and Finance
	• Identify Aboriginal owned businesses from which we could procure services	June 2017	Executive Assistant to the CEO
	• Procure an Aboriginal owned business for the design of the RAP	May 2017	RAP Coordinator
3.3 Investigate Aboriginal and Torres Strait Islander employment pathways	• Investigate partnerships with other organisations to identify, build and promote employment opportunities for Aboriginal peoples at the Centre, including traineeships and secondments	March 2018	Director, Operations and Finance
	• Investigate partnerships with other organisations to identify, build and promote education pathways at the Centre, including exchanges and internships	March 2018	Manager, Learning and Development

"I am thrilled to commit publicly that, as a board representing many wonderful organisations, we are focused on building our internal and external capacity to effectively support self-determination of Aboriginal and Torres Strait Islander children, families and communities, as it is with them that the solutions lie and we can learn."

- Lisa J. Griffiths, OzChild, Board member



4. Tracking and Progress

As part of our RAP, the Centre will develop a monitoring and evaluation plan, with specific objectives and indicators that can tell us whether we have achieved the actions specified in our RAP.

These measures will be reported and monitored on a monthly basis by the Governance Group of the Board, and reviewed annually over the life of the RAP, allowing us to incorporate ongoing learnings. Annual reporting to Reconciliation Australia is a key

requirement of the RAP program, and ensures that the Centre can track and evaluate its progress against its commitments. We will also report on our learnings, challenges and achievements in our Annual Report.

The implementation of the RAP will include ongoing engagement with Aboriginal peoples and organisations to consider whether outcomes are being achieved and whether we need to adapt our methods.

Action	Deliverable	Timeline	Responsibility
4.1 Build support for the RAP	• Define resource needs for RAP development and implementation	May 2017	Director, Operations and Finance
	• Define systems and capability needs to track, measure and report on RAP activities	May 2017	Director, Social Policy and Research
4.2 Report on progress of the RAP	• Report to the Governance Group of the Board on a monthly basis for the group to monitor progress	September 2017	RAP Coordinator
	• Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia	September 2017	RAP Coordinator
	• Report on our RAP in the Annual Report each year	October 2017	RAP Coordinator
4.3 Review and Refresh RAP	• Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	November 2017	RAP Coordinator
	• Submit draft RAP to Reconciliation Australia for review	December 2017	RAP Coordinator
	• Submit draft RAP to Reconciliation Australia for formal endorsement	April 2018	RAP Coordinator

Contact Details

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Artwork Story

The Centre for Excellence in Child and Family Welfare's vision is for all Aboriginal children and young people to grow up safe and strong in their culture.

The three circular forms represent the growth stages of an Aboriginal child through to adulthood and the etched markings within these forms represent strength of culture and connection to

families and communities. These circular forms also evoke the small, medium and large community service organisations that the Centre represents across Victoria.

The background linear design is a visual expression of the Centre's connection to all the service organisations across Victoria and the strong communication lines that exist for each organisation.

The linear star patterns represent the ongoing journey pathways that these service organisations will continue to embark.

This original artwork design was created by Marcus Lee, a proud Aboriginal descendant of the Karajarri people.



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in Child and Family Welfare Inc.

About the Centre

For over 100 years we have advocated to advance the rights and wellbeing of children, young people and families experiencing economic, social and cultural disadvantage.

We advocate for the rights of children and young people to be heard, to be safe, to access education and to remain connected to family, community and culture.

We represent over 100 community service organisations throughout Victoria working across the continuum of child and family services, from prevention and early intervention to the provision of out of home care.

Our member agencies are at the forefront of supporting vulnerable children, young people and families and we support their capacity to meet their goals.

We respectfully acknowledge the traditional land of the Kulin Nation and we acknowledge the Wurundjeri people who are the Traditional Custodians of this land.

We pay respects to their past, present and future Elders. We recognise that their sovereignty was never ceded and the structural inequality created by invasion continues to this day.

We appreciate and celebrate diversity in all its forms. We believe diversity of all kinds makes our teams, services and organisations stronger and more effective.



The Centre acknowledges
the support of the
Victorian Government

www.cfecfw.asn.au

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