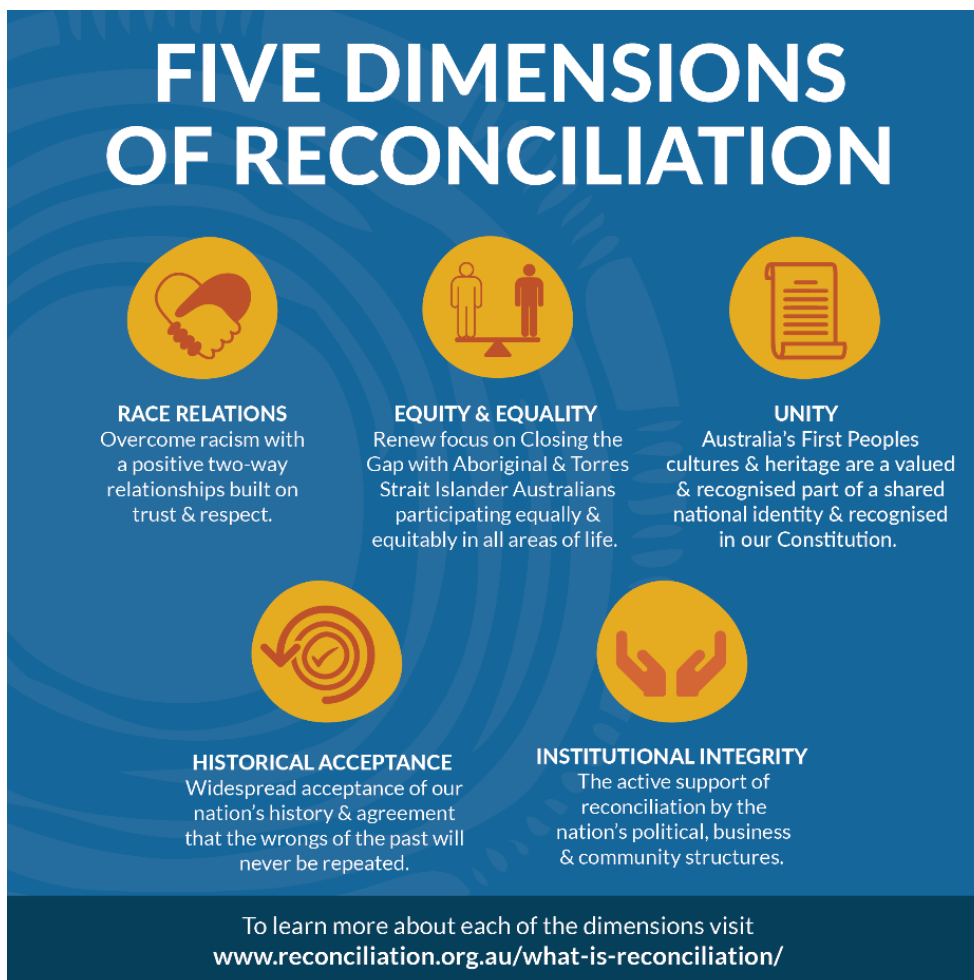


Walking on Your Reconciliation Journey

As a member of Reconciliation NSW we are eager to walk on this journey with your organisation. As leaders and innovators in communities across NSW in many areas, we expect organisations will also lead in the area of reconciliation. Each organisation's journey will be different, and we hope to be here to support that journey, whatever form that may take.

WHAT IS RECONCILIATION?

At its heart, reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.



FIVE DIMENSIONS OF RECONCILIATION

- RACE RELATIONS**
Overcome racism with a positive two-way relationships built on trust & respect.
- EQUITY & EQUALITY**
Renew focus on Closing the Gap with Aboriginal & Torres Strait Islander Australians participating equally & equitably in all areas of life.
- UNITY**
Australia's First Peoples cultures & heritage are a valued & recognised part of a shared national identity & recognised in our Constitution.
- HISTORICAL ACCEPTANCE**
Widespread acceptance of our nation's history & agreement that the wrongs of the past will never be repeated.
- INSTITUTIONAL INTEGRITY**
The active support of reconciliation by the nation's political, business & community structures.

To learn more about each of the dimensions visit www.reconciliation.org.au/what-is-reconciliation/

WHERE CAN ORGANISATIONS START?

There are opportunities to engage in educational and operational activities in each of these five dimensions for any organisation.

As your organisation's knowledge, vision and commitment to reconciliation grows, the actions you commit to undertake can become deeper, and may lead to the development of a RAP.

STEPS ON YOUR ORGANISATION'S RECONCILIATION JOURNEY

Educate your staff and management:

- Build awareness and understanding of Aboriginal and Torres Strait Islander peoples history and culture for management and staff. Management and staff may find these factsheets helpful:
 - [Narragunnawali Language & Terminology Factsheet.](#)
 - [Aboriginal Nations and Languages Map in NSW & ACT](#)
We also have [merchandise](#) (tote bags, gift cards, post cards and NSW & ACT Languages/Nations maps, which we offer licensing agreements for).
 - [Welcome to Country vs. Acknowledgement of Country Factsheet](#)
 - [Factsheet: 10 Positive Ways to Engage with Indigenous Issues, Shannon Dodson](#)
 - [Factsheet: How To Be a Good Ally, Summer Finlay](#)
- Engage with Indigenous-led media.
 - Follow us on social media ([Facebook](#) and [Instagram](#)),
 - [Indigenous X](#)
 - [NITV](#)
 - [ABC Indigenous](#)
- Build your organisations cultural competency via accredited training. NSW partners with The Centre for Cultural Competence Australia (CCCA), which specialises in online Aboriginal and Torres Strait Islander cultural competence training. Courses are foundation-level, non-confrontational, and self-paced. Find out more here: <https://reconciliationnsw.org.au/cultural-competency-training-2/>
- Build awareness of racism, its impacts, and how to respond effectively. Reconciliation NSW has a suite of anti-racism resources at <https://reconciliationnsw.org.au/anti-racism-education/>.

ACKNOWLEDGEMENT FIRST NATIONS PEOPLES VISIBLY

- Display the Aboriginal and the Torres Strait Islander Flag
- Recognise the Traditional Custodians of the land:
 - On signage
 - In acknowledgement of Country at important school events
 - On the school website
- Connect with Aboriginal and Torres Strait Islander communities and build genuine relationships. Connecting with your local community is a process that comes with the three Ts: Time, trust and a cup of tea. See our [Connecting with Community factsheet](#) for more information.
- Commemorate or celebrate Aboriginal and Torres Strait Islander Peoples history and contributions by holding events for:
 - Schools Reconciliation Challenge
 - National Apology Day
 - National Sorry Day
 - National Reconciliation Week
 - NAIDOC Week
- Prepare a public statement that your organisation supports the Uluru Statement From the Heart. Even though Constitutional Voice was not successful in the Referendum, we are still in need of other forms of Voice, Treaty and Truth.
- Diversity & Inclusion – Identify and support First Nations team members and develop mechanisms to include their voices across the organisation.
- Address and overcome racism within your organisation by taking decisive action if it happens. See [Reconciliation NSW's resources on racism](#).
- Encourage management and staff to learn about local Aboriginal languages, or consider re-naming parts of your work environment.

MAKE A LARGER INVESTMENT OF RESOURCES IN ABORIGINAL COMMUNITIES AND INITIATIVES

- Contract with Indigenous suppliers – Supply Nation is a national directory of Aboriginal and Torres Strait Islander businesses
- Employment and retention programs to improve work equity across your organisation and build community economic development in Aboriginal and Torres Strait Islander communities.
- Consider embarking on a Reconciliation Action Plan – is it time for your organisation to create one? Reconciliation Australia's RAP Program can create a wider range of opportunities for Aboriginal and Torres Strait Islander Australians.
- Support organisations and peak bodies to fight for the rights of Indigenous people (like us! Thank you!)
- Does your organisation's activities contribute to Closing the Gap? If not, consider how can it?

This is just a small list of possibilities we compiled to get our new members started. There is no limit to the ingenuity and contributions that Australian organisations can make to help achieve a more reconciled, just and equitable NSW. We look forward to continuing these conversations with your organisation and growing our relationship.