

## Walking on your Reconciliation Journey

As a member of Reconciliation NSW, we are keen to walk alongside your organisation on its reconciliation journey. Every journey will look different, and we are here to support yours, whatever form it takes.

Reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians. There are opportunities for all organisations to engage in both educational and operational activities across the five dimensions of reconciliation. As your organisation's knowledge, vision, and commitment grow, your actions can deepen and lead to the development of a Reconciliation Action Plan (RAP).

### Steps on Your Organisation's Reconciliation Journey

#### 1. Educate your Staff and Management

- Build awareness and understanding of Aboriginal and Torres Strait Islander histories and cultures among management and staff.
- Useful resources include:
  - [Narragunnawali Language & Terminology Factsheet](#)
  - [Aboriginal Nations and Languages Map](#)
  - [Welcome to Country vs Acknowledgment of Country Factsheet](#)
- Explore our merchandise (tote bags, gift cards, postcards, NSW & ACT Language/Nations maps), including licensing options.
- Engage with Indigenous-led media and voices:
  - Reconciliation NSW (Facebook, Instagram, LinkedIn)
  - IndigenousX
  - NITV
- Build your organisation's cultural competency through accredited training. Reconciliation NSW partners with the Centre for Cultural Competence Australia (CCCA), which provides online, foundation-level, self-paced Aboriginal and Torres Strait Islander cultural competence training.
- Build awareness of racism, its impacts, and effective responses. Reconciliation NSW has a suite of anti-racism resources available on our website.



## Membership Toolkit

# Walking on your Reconciliation Journey

## 2. Acknowledge First Nations Peoples Visibly

- Display the Aboriginal and Torres Strait Islander flags.
- Recognise the Traditional Custodians of the land:
  - On signage
  - In Acknowledgements of Country at significant events
  - On your website
- Connect with local 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. Our Connecting with Community factsheet offers practical guidance.
- Commemorate and celebrate Aboriginal and Torres Strait Islander histories and contributions by holding events for:
  - Schools Reconciliation Challenge
  - National Apology Day
  - National Sorry Day
  - National Reconciliation Week
  - NAIDOC Week
- Prepare a public statement of support for the Uluru Statement from the Heart. While the Constitutional Voice was not successful at the referendum, there is an ongoing need for other forms of Voice, Treaty, and Truth.
- Strengthen diversity and inclusion by:
  - Identifying and supporting First Nations team members
  - Creating mechanisms to include their voices across the organisation
- Address and overcome racism within your organisation by taking decisive action when it occurs, and by using Reconciliation NSW's anti-racism resources.
- Encourage staff and management to learn about local Aboriginal languages, and consider using these languages in naming parts of your workplace.



## Membership Toolkit

# Walking on your Reconciliation Journey

## 3. Invest in Aboriginal Communities and Initiatives

- Contract with Indigenous suppliers. Supply Nation provides a directory of Aboriginal and Torres Strait Islander businesses.
- Develop employment and retention programs to improve work equity across your organisation, and support economic development in Aboriginal and Torres Strait Islander communities.
- Consider whether it is time to embark on a Reconciliation Action Plan. Reconciliation Australia's RAP program can create wider opportunities for Aboriginal and Torres Strait Islander peoples and for your organisation.
- Support organisations and peak bodies that advocate for the rights of Indigenous peoples (including Reconciliation NSW).
- Reflect on how your organisation's activities contribute to Closing the Gap, and identify where you can strengthen this contribution.



This is just a starting point. There is no limit to the creativity, leadership, and practical action that organisations across NSW can contribute towards a more just and equitable state. We look forward to continuing this journey with you.

