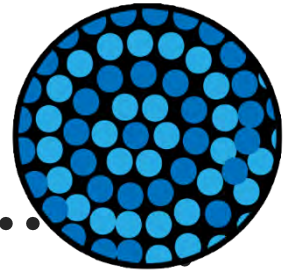


A Message from our CEO and Board



“

We are proud to present the YMCA Brisbane Reflect Reconciliation Action Plan (RAP) for 2022.

This Plan is a result of many months of hard work from our RAP Working Group and the many members of staff that have been consulted and whom provided feedback into the process.

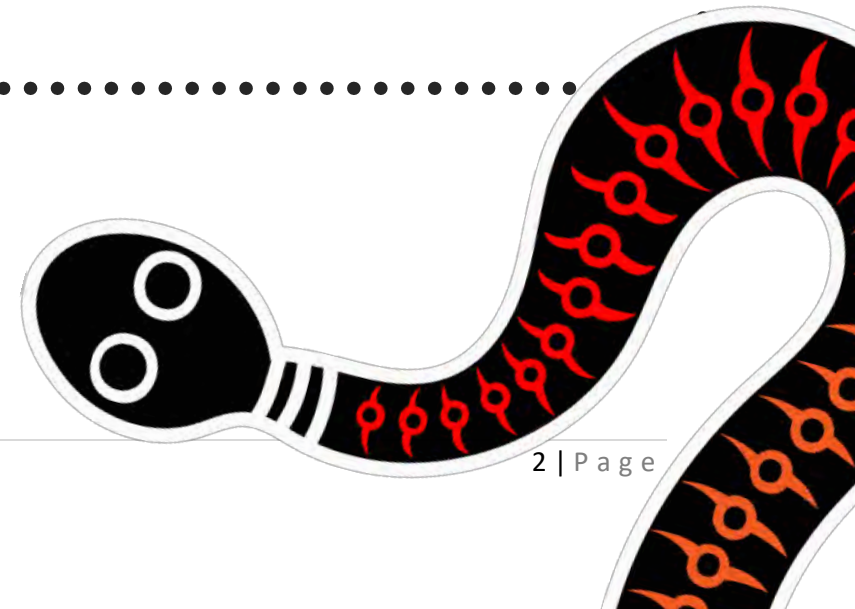
This YMCA Reflect RAP formalises our commitment to working with Aboriginal and Torres Strait Islander peoples and communities to progress reconciliation. It provides a clear framework to achieve our planned actions, and enables us to continue to build and foster stronger relationships with the First Peoples of Australia.

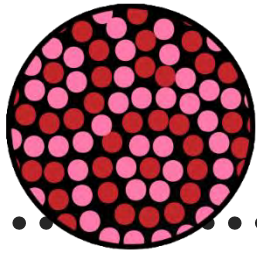
The foundation of these activities is built on the YMCA Core Values of Honesty, Respect, Caring and Responsibility. As a long-standing not-for-profit organisation, we commit to upholding these values and delivering on our obligations.

We are extremely proud to be making a contribution and playing a role in realising national prosperity for First Australians.

”

- **Alan Bray - CEO and Heather Allan Board President**





About YMCA Brisbane

The YMCA has been working in local communities across Australia since 1851 providing children's services, recreation, camping, youth services and community initiatives, events, training and accommodation.

YMCA Australia is a federation of 15 member associations across Australia of which YMCA Brisbane is one association. A local voluntary Board of Directors elected by its members governs each association, including YMCA Brisbane, to enable YMCA's to have a local community relevance and impact.

YMCA Brisbane is the third largest member association in Australia and was established in 1864. We have long held the belief that the community prospers when services are provided which identify, understand and meet community need.

While originally built on the effort of a dedicated and passionate base of volunteers, YMCA Brisbane now employs over 1000 passionate and dedicated staff members, and over 225 generous volunteers who donate their valuable time and talent. The number of Aboriginal and Torres Strait Islander staff and volunteers currently engaged by YMCA Brisbane is unknown at this time however; we are committed to working within our RAP to determine culturally appropriate ways to understand this. At the YMCA 'We believe in the power of inspired young people'. Our combined efforts to live and tangibly demonstrate our belief, is at the heart of our work.

YMCA Brisbane provide services to more than 1,518,113 participants annually, over 16,422 members of the community every week and operates services and programs from over 80 locations. Our Services and Programs include Children's Services, Youth and Community programs, Vocational Schools, Health and fitness, Camping, Community Accommodation, Sport and Recreation.

We seek to make a difference by providing each person with the opportunity to be healthy, happy and connected.

This RAP focusses on the activities and strategies for YMCA Brisbane for 2022-2023.



Our Mission and Values

The YMCA of Brisbane works to provide opportunities for all people to grow in Mind, Body and Spirit.

We are guided to achieve our mission by the following values:

- ▼ The dignity and intrinsic worth of all people regardless of age, gender, ethnicity or belief.
- ▼ The whole person, consisting of a body, a mind and a spirit, each of which is of equal importance.
- ▼ Healthy communities based on relationships between people which are characterised by love, understanding, mutual respect and a sense of belonging.
- ▼ Equality of opportunity and justice for all people.
- ▼ The diversity of people, communities and nations.
- ▼ Acceptance of personal responsibility.

These core values translate into four key operational values:

1. **Honesty**
2. **Caring**
3. **Respect**
4. **Responsibility**

*We believe
in the power
of inspired
young
people*



Our Vision for Reconciliation

At the YMCA of Brisbane, our vision for reconciliation is to create **happier healthier communities inclusive of all Australians.**

We believe in the importance of healthy communities for all Australians, based on relationships between people, characterised by **love, understanding, mutual respect and sense of belonging.**

In order to achieve this and to bring Aboriginal and Torres Strait Islander peoples and the rest of the population **together**, we believe all Australians must understand our nation's true history and accept our personal responsibilities for shaping a **better future.**

As a community organisation we, the YMCA of Brisbane, will use our **voice** and position to support all YMCA people, stakeholders, members, beneficiaries and the wider community to understand and acknowledge the harm caused to First Nations' Peoples, **the world's oldest living civilisation**, and learn from past mistakes.

We believe this is achievable in part by **listening** to and **honouring** Aboriginal and Torres Strait Islander cultures, communities and contributions and actively working towards true reconciliation through providing equality of **opportunity** and **justice** for all people.



Our RAP

Why YMCA Brisbane developed a RAP

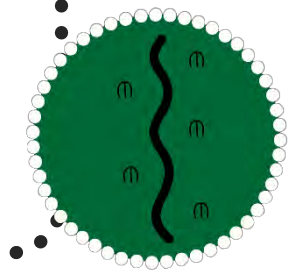
YMCA Brisbane recognises Aboriginal and Torres Strait Islander peoples as First Nations' Peoples and the world's longest surviving cultures and communities. We are developing this RAP to turn our good intentions into action and enable our staff to develop greater cultural awareness and professional development practices to strengthen relationships with Aboriginal and Torres Strait Islander stakeholders.

As an organisation who employs over 1000 people, operates from numerous locations, provides in excess of over 100 programs and services to over 700,000 participants annually, we have a moral and mission driven responsibility to use our position and our voice within community to create happier healthier communities inclusive of all Australians.

At the YMCA Brisbane, we recognise we are at the very beginning of our reconciliation journey but we are committed. We are committed to understanding and valuing Aboriginal and Torres Strait Islander cultures, rights and experiences, promoting and creating opportunities for equal participation, and recognising and celebrating Aboriginal and Torres Strait Islander cultures and heritage as a proud part of our shared heritage.

Our commitment to Aboriginal and Torres Strait Islander peoples will be achieved through:

1. identifying and improving our existing relationships with local Aboriginal organisations and individuals and looking to develop new partnerships that are respectful and sustainable
2. achieving greater understanding of and respect for Aboriginal and Torres Strait Islander peoples and cultures; and
3. enhancing opportunities for Aboriginal and Torres Strait Islander peoples to achieve self-determination in a way that leads to social inclusion, economic participation and health equality.

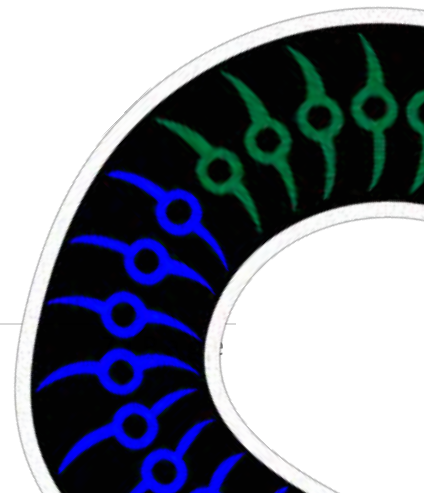
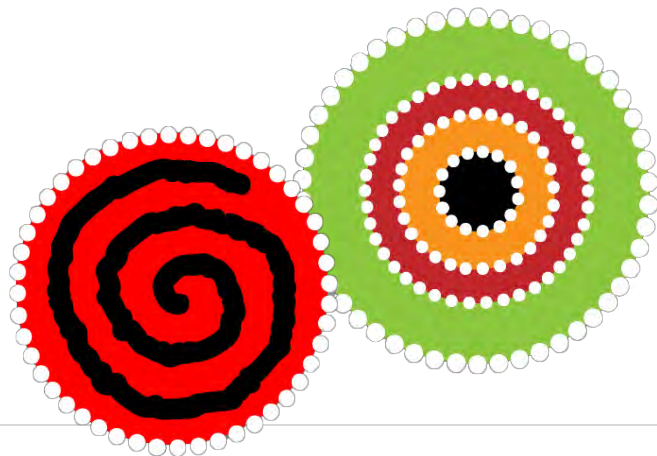


Our RAP Working Group

Consisting of participants from a cross section of the organisation's varying sectors, the YMCA Brisbane RAP Working Group was formed over 12 months prior to the release of the Reflect RAP. The early development held the sole purpose of exploring the understanding of, and commitment to, reconciliation by every single staff member and volunteer engaged by the organisation; including the organisation's own Board of Directors in order to create the Reflect RAP.

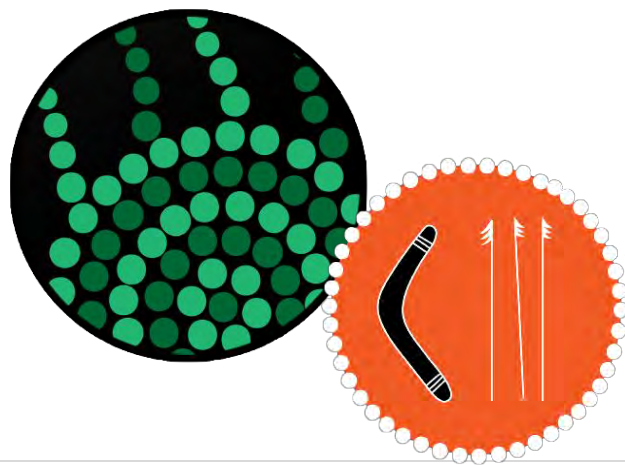
The development of the Terms of Reference (TOR) document is responsible for supporting the goals of the working group and dictates that the group will meet quarterly, at a minimum, to monitor achievements, address challenges, and provide thorough reporting to the YMCA Board on the actions and deliverables of the Working Group. The TOR also requires the annual review of the Working Group and provides the provision to be refreshed as required. The RAP Working Group will include Aboriginal representation either by staff, volunteer or externally through a cultural liaison.

The initiation of the work was undertaken by The YMCA's Brisbane Safeguarding Advisor who became the Working Groups Chair, Courtney Rohan, who has since left the organisation. Since then, the role of the chair is being shared between the Group Manager Children's Services Michele Meredith, and the Community Services Manager Bec Andlèmac. Both Bec and Michele are passionate and dedicated advocates for inclusion and diversity, as are the RAP Reference Group team members, who represent all areas of the organisation.

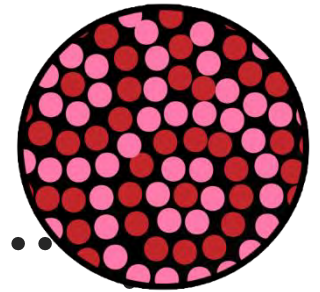


YMCA Brisbane's Reconciliation journey so far...2019 - now

- YMCA Brisbane includes a diverse range of sectors and we have identified that some of these sectors have already commenced service RAPs, and have established or are actively seeking connections with local Aboriginal communities, connection with local Aboriginal Elders and broader Aboriginal organisations. We have also identified some cultural protocols are in place, such as the use of Acknowledgement of Country by staff and children.
- We recognise as an organisation that this work is not occurring across all sectors. We aim to make reconciliation a whole of organisation journey; learning from the knowledge of our more experienced sectors and welcoming the fresh perspectives of all people, beneficiaries, members and their families including local Aboriginal communities, organisations and Elders.



Our partnerships and current activities



YMCA Brisbane is a multifaceted organisation with varying levels of engagement within local Aboriginal and Torres Strait Islander communities, business, organisations, activities and events. Some of our strongest connections and partnerships can be seen in our Children's Services and Social Impact sectors.

Some examples include:

- ▼ Attendance and participation at events held for occasions such as National Reconciliation Week, NAIDOC Week and National Sorry day.
- ▼ Relationships with local organisations and services such as the Murri School and Hymba Yumba.
- ▼ Relationships with local Members of Parliament, Elders and key figures in the community.

We recognise that this is just the beginning and there is much work to do in this area.

One of the key deliverables of our Reflect RAP is to develop more effective ways to record and track partnerships and current activities. Work on this has already commenced.



Commitment 1 - Relationships

YMCA Brisbane is committed to identifying and improving our existing relationships with local Aboriginal and Torres Strait Islander organisations and individuals and looking to develop new partnerships that are respectful and sustainable.

Relationships

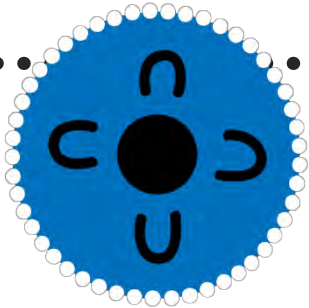
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	▼ Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	June 2022	Community Services Manager
	▼ Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2023	Impact Innovation and Impact Coordinator
	▼ Track relationships, partnerships and activities currently undertaken in the organisation and develop a method for recording this information. The process should be replicable so longitudinal data can be collected annually.	March 2023	RAP Chair
2. Build relationships through celebrating National Reconciliation Week (NRW).	▼ Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and document.	May 2022	Marketing Manager
	▼ RAP Working Group members to participate in an external NRW event and document.	27 May - 3 June 2022	RAP Chair

3. Promote reconciliation through our sphere of influence.

- ▼ Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW and document. May 2022 Community Services Manager
- ▼ Communicate our commitment to reconciliation to all staff. May 2022 Marketing Manager
- ▼ Identify external stakeholders that our organisation can engage with on our reconciliation journey. June 2022 RAP Chair
- ▼ Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. June 2022 Children's Services Business Development Manager

4. Promote positive race relations through anti-discrimination strategies.

- ▼ Research best practice and policies in areas of race relations and anti-discrimination. December 2022 Community Services Manager
- ▼ Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. December 2022 HR Manager



Commitment 2 - Respect

YMCA Brisbane is committed to achieving greater understanding of and respect for Aboriginal and Torres Strait Islander peoples and cultures.

Respect

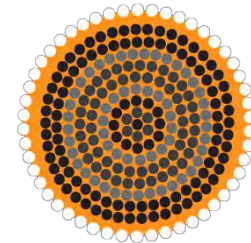
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	▼ Develop a strategy for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2022	RAP Chair
	▼ Conduct a review of cultural learning needs within our organisation.	June 22	HR Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	▼ Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	March 2023	Children's Services Inclusion Support Coordinators
	▼ Increase staff and volunteer understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. (YMCA Protocol)	March 2023	Children's Services Inclusion Support Coordinators
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	▼ Raise awareness and share information amongst our staff about the meaning of NAIDOC Week (5 th -12 th July).	June 2022	Marketing Manager
	▼ Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2022	Marketing Manager
	▼ RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2022	RAP Chair

Commitment 3 - Opportunities

YMCA Brisbane is committed to enhancing opportunities for Aboriginal and Torres Strait Islander peoples to achieve social inclusion, economic participation and health equality.

Opportunities

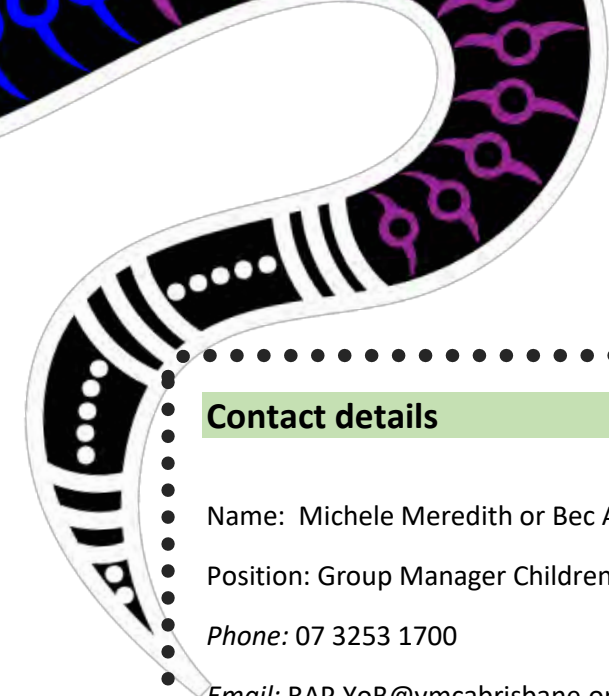
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	▼ Develop a strategy for Aboriginal and Torres Strait Islander employment within our organisation.	December 2022	HR Manager
	▼ Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2022	HR Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	▼ Develop a strategy for procurement from Aboriginal and Torres Strait Islander owned businesses.	December 2022	Children's Services Inclusion Support Coordinators
	▼ Investigate Supply Nation membership – Business case for membership	December 2022	Children's Services Inclusion Support Coordinators



Governance

Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	▼ Maintain a RWG to govern RAP implementation.	June 2022	RAP Chair
	▼ Review 'Terms of Reference' for the RWG.	October 2022	RAP Chair
	▼ Establish Aboriginal and Torres Strait Islander representation on the RWG.	March 2023	RAP Chair
11. Provide appropriate support for effective implementation of RAP commitments.	▼ Define resource needs for RAP implementation.	June 2022	RAP Chair
	▼ Engage senior leaders in the delivery of RAP commitments (RAP WG to have standing agenda item on EMM)	May 2022	RAP Chair
	▼ Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2022	Innovation and Impact Coordinator
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	▼ Contact RA to verify our primary and secondary contact details are up to date, to ensure we do not miss our on important RAP correspondence.	June 2022	RAP Chair
	▼ Contact RA to request our unique link to access the online RAP Impact measurement questionnaire	01 August 2022	RAP Chair
	▼ Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2022	Innovation and Impact Coordinator
13. Continue our reconciliation journey by developing our next RAP.	▼ Register via Reconciliation Australia's website to begin developing our next RAP.	March 2023	RAP Chair



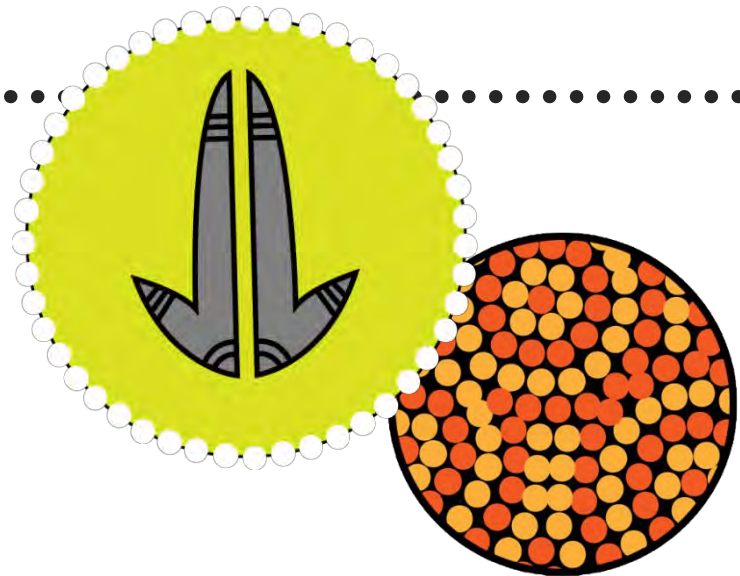
Contact details

Name: Michele Meredith or Bec Andlèmac

Position: Group Manager Children's Services or Community Services Manager

Phone: 07 3253 1700

Email: RAP.YoB@ymcabrisbane.org



Reconciliation Australia welcomes YMCA of Brisbane to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

YMCA of Brisbane joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables YMCA of Brisbane to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations YMCA of Brisbane, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



The Y Reflect R.A.P. Artwork designed by Chad is intended to reflect the eight core areas of work undertaken by the Y – Brisbane.

Chad Briggs is an Indigenous artist born in Brisbane, Queensland. His mother is a Muralag woman from the Torres Strait and his father is a Noongar man from Western Australia. Chad incorporates styles, techniques and colours from his Aboriginal and Torres Strait Islander heritage to create original contemporary art pieces. As a full-time artist since 2003, Chad has been commissioned by numerous children's education and care services, sporting clubs and associations, and government departments to create bespoke artworks and murals. His work can be viewed online at Chad-Briggs – Indigenous Designs.



Artist: Chad Briggs
Language: Kaiwaligau Ya