C&K acknowledges the Traditional Custodians of the lands on which our offices and services across Queensland are located, and their continuing connection to land, sea and community. C&K also pays respects to all Elders - past, present and future.
The reconciliation journey for C&K, in many respects, began with the foundation of our organisation over a century ago, in 1907. C&K has a long history of commitment to improving education outcomes for Aboriginal and Torres Strait Islander children and was one of the first education providers to establish dedicated kindergarten programs for the Aboriginal and Torres Strait Islander community. This Reconciliation Action Plan takes that journey forward to allow us to celebrate existing partnerships, establish new partnerships, and ensure the ethos of cultural safety and reconciliation is fully embedded across everything we do at C&K and through a new generation of young Australians. It will help guide our journey to a future where there is 100 per cent participation of Aboriginal and Torres Strait Islander children in quality early childhood education and care, so that they will have the same educational opportunities as other Australian children. We recognise the commitment required to achieve the goals in this Reconciliation Action Plan, and we encourage all C&K staff in the journey to make them possible.

The embedding of reconciliation as a core principle for C&K, is fully supported and encouraged by the Board of C&K. We want the stories that shaped our country to be celebrated and respect to be paid to the Traditional Custodians of the lands on which our services and offices are based. We will continue to encourage practices which both embrace and encourage Aboriginal and Torres Strait Islander communities and create environments where children from those communities are encouraged to reach their full potential. We want the Reconciliation Action Plan to build on existing foundations with an eye to the future. This Reconciliation Action Plan is the culmination of more than 12 months of consultation and collaboration and I recommend it to all C&K services and indeed to the wider community, to help guide your reconciliation journey into the future.
Information from the various streams of consultation was collated and analysed to draw out key themes and possible actions. Over 300 actions were identified. These were refined and consolidated, and then filtered by asking which actions:

- are appropriate for C&K as an organisation, in terms of reconciliation?
- are possible to achieve in the next two years?
- build a strong foundation for C&K’s future contribution to reconciliation?

C&K is committed to implementing a realistic and foundational set of actions for our RAP over the next two years to build our organisational knowledge and provide a basis for increased commitment in future years. The aim is to build stronger relationships, increased mutual respect and sustainable opportunities for Aboriginal and Torres Strait Islander Peoples.

This RAP is focused on learning, acknowledging and respecting, and on embedding cultural safety in all aspects of our business.

The ideal outcome would be to implement all of the excellent ideas from our consultation and research. However, in line with the C&K Learning and Development Framework, the focus is to pursue what is possible and meaningful, what is implementable, what is achievable, and what we can do as an organisation, without imposition on Aboriginal and Torres Strait Islander communities, demonstrating our integrity and commitment through meaningful and sustained action.

This plan focuses on what C&K can do to build on our existing foundations to become a more culturally-safe organisation. In future plans, we expect that C&K will have reached a stage of trust, strengthening and enabling connections, partnership, collaboration and stretch targets, with clear goals and strategies to aim for and report on, to hold C&K accountable into the future.

With this two-year plan, we will build a foundation of learning, acknowledgement, trust and respect and embed these practices in C&K’s daily operations and all aspects of our business across Queensland.
WHAT DOES RECONCILIATION MEAN TO C&K?

- Acknowledge history
- Build mutual respect
- Respectfully embed
- Sharing culture
- Connect with community
- Recognise First Peoples
- Unique relationships with sea and waterways
- Celebrate Indigenous success everyday
- Ask forgiveness without expectation
- Indigenous cultural perspectives

Say Sorry
- Address disadvantage
- Respect peoples
- Understand history
- Share history
- Recognise Cultural Respect
- Understand Perspectives

- Ask
- Balance
- Working together
- Stop racism
- Ask
- Mutual respect
- Acknowledge Traditional Owners
- Constitutional recognition
- Stop racism
- Mutual respect
- It’s our responsibility
- Opportunities
- Seek support

- Ask
- Balance
- Constitutional recognition
- Working together
- Say Sorry
- Build mutual respect
- Sharing culture
- Connect with community
- Recognise First Peoples
- Unique relationships with sea and waterways
- Celebrate Indigenous success everyday
- Ask forgiveness without expectation
- Indigenous cultural perspectives

- Acknowledge history
- Build mutual respect
- Respectfully embed
- Sharing culture
- Connect with community
- Recognise First Peoples
- Unique relationships with sea and waterways
- Celebrate Indigenous success everyday
- Ask forgiveness without expectation
- Indigenous cultural perspectives

- Acknowledge past injustice
- Honour languages
- Bridge the gap
- Moving forward
- Not blaming
- Opportunities
- Seek support

- Respect
- Celebrate culture
- Respect practice
- Bring together
- Shared custodians
- Respect beliefs

- Respect
- Celebrate culture
- Respect practice
- Bring together
- Shared custodians
- Respect beliefs

- Rebuild relationships
- Understand context
- Build trust
- Understand your own culture
- Make amends
- Improve relationships
- Competence boundaries
- Equality
- Acknowledge culture

- It’s our responsibility
- Opportunities
- Seek support

- Rebuild relationships
- Understand context
- Build trust
- Understand your own culture
- Make amends
- Improve relationships
- Competence boundaries
- Equality
- Acknowledge culture

- Rebuild relationships
- Understand context
- Build trust
- Understand your own culture
- Make amends
- Improve relationships
- Competence boundaries
- Equality
- Acknowledge culture
WHAT SIMPLE ACTIONS CAN C&K TAKE?

Learn
- Acknowledge Country
- Talk to children
- Cross-cultural training
- Share culture
- Raise awareness
- Show respect
- Confidence through learning
- Acknowledge history
- Understand your own culture
- Willing to learn
- Awareness

Three flags
- Physical spaces
- Connect with community
- Ask positive reinforcements
- Be open
- Include
- Embed in daily practice
- Demonstrate commitment
- Meeting rooms
- Bush tucker gardens
- Our responsibility
- Music

Mentoring
- Develop leadership
- Help build confidence
- Source resources
- Showcase good stories
- Contribute
- Use local resources
- Educate local stories
- Local heroes
- Learn history

Embrace
- Be thoughtful
- Teach the children to be considerate
- Use local languages
- Hidden histories
- Respect languages
- Maintain relationships
- Our responsibility
This RAP is a two-year plan, with a focus on building a strong foundation for C&K into the future. The first priorities in the plan are to learn more about Aboriginal and Torres Strait Islander Peoples’ history, cultures and achievements, so that they can better be honoured as part of our shared Australian history, together with C&K’s organisational history that includes our Aboriginal and Torres Strait Islander teaching teams, advisory staff and long standing identified kindergartens; and to identify, develop and better share resources across the business to help our learning journey to reconciliation.

The actions in this document are grouped into the four key themes set by Reconciliation Australia: Relationships, Respect, Opportunities and Tracking progress. This chart shows the implementation timing.
C&K believes building and maintaining meaningful, ongoing relationships between Aboriginal and Torres Strait Islander Peoples and the broader Australian community is fundamental to achieving our organisational purpose to maximise children’s life outcomes and guide their learning journey. We are committed to building relationships across our organisation in partnership with Aboriginal and Torres Strait Islander Peoples and communities to embed reconciliation strategies across C&K.
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<tr>
<th>Action</th>
<th>Deliverable</th>
<th>Timeline</th>
<th>Champion</th>
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<tbody>
<tr>
<td>1.1</td>
<td>RAP Governance</td>
<td>RWG oversees the development, endorsement and launch of the RAP</td>
<td>July 2016</td>
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<tr>
<td></td>
<td></td>
<td>Ensure Aboriginal and Torres Strait Islander Peoples are represented on the RWG where possible</td>
<td>December 2016 and 2017</td>
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<td></td>
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<td>Meet at least twice per year to monitor and report on RAP implementation</td>
<td>July and December 2016 and 2017</td>
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<td>Review, refine and strengthen terms of reference</td>
<td>December 2016 and 2017</td>
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<tr>
<td>1.2</td>
<td>Promoting Reconciliation</td>
<td>Develop and maintain a Communication Plan for C&amp;K’s RAP to inform and engage internal and external stakeholders</td>
<td>July 2016</td>
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<td></td>
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<td>Embed the promotion of reconciliation through all levels of C&amp;K employees’ Key Performance Indicators (KPIs)</td>
<td>January 2017</td>
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<td>Scope and develop a plan to promote Aboriginal and Torres Strait Islander Peoples’ stories, strengths and successes, such as:</td>
<td>June 2017</td>
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<td>• Promoting positive stories and examples of the achievements of Aboriginal and Torres Strait Islander Peoples</td>
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<td>• Seeking stronger connections with local Aboriginal and Torres Strait Islander communities and organisations</td>
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<td>• Respectfully and appropriately displaying photos or profiles in C&amp;K indoor and/or outdoor spaces or via intranet</td>
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<td>• Interview and profile an Aboriginal and/or Torres Strait Islander person to feature in C&amp;K eNews on a regular basis</td>
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<td>• Invite external Aboriginal and/or Torres Strait Islander Peoples to participate in a range of C&amp;K events as honoured guests</td>
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<td>Continue to gather, record and discuss C&amp;K’s own history as an organisation working to improve the early educational opportunities of Aboriginal and Torres Strait Islander children to support a future history project</td>
<td>December 2016 and 2017</td>
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<td>Action</td>
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<tr>
<td><strong>1.3 Stronger Relationships</strong></td>
<td><strong>Develop and nurture stronger relationships with Aboriginal and Torres Strait Islander Peoples, communities and organisations based on authentic and constructive engagement</strong></td>
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<td></td>
<td>Review, develop and maintain a list of key Aboriginal and Torres Strait Islander contacts for community reference at a local level</td>
<td>December 2016 and 2017</td>
<td>General Manager, Children’s Services</td>
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<td></td>
<td>Develop and implement a ‘C&amp;K partnerships framework’ that seeks to develop joint ventures, partnerships, pro bono support or secondment and community capacity opportunities with our Aboriginal and Torres Strait Islander stakeholders</td>
<td>September 2016</td>
<td>General Manager, Business Development and Strategy</td>
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<tr>
<td></td>
<td>Develop guiding principles for engagement with Aboriginal and Torres Strait Islander Peoples, Elders and organisations, at strategic and local levels</td>
<td>September 2016 and 2017</td>
<td>Executive Advisor, Aboriginal and Torres Strait Islander Strategy</td>
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<td></td>
<td>Maintain effective communication with relevant Aboriginal and Torres Strait Islander organisations to build strong working and advocacy relationships</td>
<td>December 2016 and 2017</td>
<td>General Manager, Children’s Services</td>
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<tr>
<td><strong>1.4 Supporting programs and services</strong></td>
<td><strong>Increase support for Aboriginal and Torres Strait Islander Early Childhood Education and Care services</strong></td>
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<td>Continue C&amp;K’s commitment to supporting our Aboriginal and Torres Strait Islander services by ensuring all new service models and support models recognise the specific needs of Aboriginal and Torres Strait Islander Peoples</td>
<td>July 2017</td>
<td>General Manager, Children’s Services</td>
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<td></td>
<td>Engage with Early Childhood Education and Care services for advice and input to assist with informing strategic C&amp;K initiatives that will support Aboriginal and Torres Strait Islander Peoples accessing C&amp;K programs/services</td>
<td>July 2017</td>
<td>General Manager, Children’s Services</td>
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<tr>
<td><strong>1.5 National Reconciliation Week (NRW)</strong></td>
<td><strong>Celebrate and participate in NRW by promoting stronger relationships between Aboriginal and Torres Strait Islander peoples and other Australians</strong></td>
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<td>Each C&amp;K service and C&amp;K Central will organise at least one internal event per year to celebrate and participate in NRW</td>
<td>27th May – 3rd June 2016 and 2017</td>
<td>General Manager, Marketing and Communications</td>
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<td>C&amp;K to join with and support at least one external NRW event</td>
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<td>Encourage RWG members to attend at least one external NRW event each year, where possible</td>
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<td>Ensure NRW is included on the C&amp;K Events calendar</td>
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<td>Register C&amp;K NRW event/s and initiatives on Reconciliation Australia’s NRW website</td>
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<tr>
<td><strong>1.6 Narragunnawali RAPs for early learning and schools</strong></td>
<td><strong>Promote service-based RAP development using the Narragunnawali: Reconciliation in Schools and Early Learning RAP model</strong></td>
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<td>Promote C&amp;K’s RAP commitment to supporting the goals of Narragunnawali: Reconciliation in Schools and Early Learning as part of each service’s Quality Improvement Plan (QIP)</td>
<td>July 2016</td>
<td>General Manager, People &amp; Culture</td>
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<td>Information disseminated to C&amp;K services and stakeholders about Narragunnawali: Reconciliation in Schools</td>
<td>July 2016 and 2017</td>
<td>General Manager, People &amp; Culture</td>
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<tr>
<td></td>
<td>Promote Narragunnawali: Reconciliation in Schools and Early Learning as a program driving reconciliation in the education setting</td>
<td>July 2016</td>
<td>General Manager, People &amp; Culture</td>
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<td></td>
<td>Establish strong relationship with Narragunnawali project team to provide additional guidance, education and support in relation to Narragunnawali: Reconciliation in Schools and Early Learning RAP model</td>
<td>July 2016</td>
<td>General Manager, People &amp; Culture</td>
</tr>
</tbody>
</table>
Stop racism

Make amends

Understand perspectives

Bring together mutual respect

Moving forward
C&K is committed to fostering and demonstrating respect for Aboriginal and Torres Strait Islander Peoples’ cultures and achievements. We seek to build staff knowledge and understanding of the continuing contribution of First Nation Peoples in Australia. We believe it is important for all staff to understand the history and context of our Aboriginal and Torres Strait Islander Peoples in Australia as a critical first step towards reconciliation for a better reconciled Australia. We seek to contribute to this through understanding history, learning about culture and developing resources.
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<tr>
<td>2.1 Acknowledge and participate in significant Aboriginal and Torres Strait Islander events, including NAIDOC Week. Provide opportunities for Aboriginal and Torres Strait Islander employees to engage with their culture and communities by celebrating significant events, including NAIDOC Week</td>
<td>Provide opportunities for our Aboriginal and Torres Strait Islander staff to participate in significant cultural events, including NAIDOC Week events.</td>
<td>1st Sunday - 2nd Sunday July 2016, 2017 and 2018</td>
<td>General Manager, People and Culture</td>
</tr>
<tr>
<td>2.2 Cultural Protocols Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as ‘Welcome to Country’, and ‘Acknowledgement of Country’, to ensure there is a shared meaning</td>
<td>Develop and implement an overall C&amp;K Cultural Protocols document as a guide to encouraging and supporting the implementation of local level Cultural Protocols such as ‘Welcome to Country’ and ‘Acknowledgement of Country’</td>
<td>September 2016</td>
<td>Executive Advisor, Aboriginal and Torres Strait Islander Strategy and General Manager Marketing and Communications</td>
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<td></td>
<td>Review and maintain a list of key contacts for organising a ‘Welcome to Country’ and maintaining respectful partnerships</td>
<td>September 2017</td>
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<td>Establish protocol to invite a local Traditional Owner to provide a ‘Welcome to Country’ for at least one significant event per region (including Central C&amp;K)</td>
<td>September 2016 and 2017</td>
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<td>Include an ‘Acknowledgement of Country’ at the commencement of all important internal and external meetings</td>
<td>June 2016 and 2017</td>
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<td>In consultation with Aboriginal and Torres Strait Islander stakeholders, incorporate culturally welcoming principles into C&amp;K’s branding and style, written marketing materials, events (not only ones relating to Aboriginal and Torres Strait Islander events or programs), incorporating ‘Welcome to Country’ or ‘Acknowledgment of Country’ for different events and services</td>
<td>June 2016 and 2017</td>
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<tr>
<td>2.3 C&amp;K Cultural Knowledge, Resources &amp; Artefacts Acknowledge the Aboriginal and Torres Strait Islander culture that has flowed alongside and through C&amp;K for more than 100 years</td>
<td>Scope and develop a plan in consultation with Aboriginal and Torres Strait Islander Elders, organisations and communities, to guide the C&amp;K Education Resource Library and ensure resources are respectfully and appropriately made available to support all C&amp;K services’ cultural development including:</td>
<td>December 2016 -ongoing</td>
<td>Executive Advisor, Aboriginal and Torres Strait Islander Strategy</td>
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<tr>
<td></td>
<td>• facilitate sharing of resources</td>
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<td>• showcase good work and successful practice</td>
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<td>• preserve history for former, current and future employees, educators and contacts</td>
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| 2.4 Cultural Learning Opportunities | Develop and implement a cultural integrity training strategy that includes a range of cultural learning needs, and consider various ways in which learning can be provided. These may include:  
  • online, face to face workshops, locally-facilitated Aboriginal and/or Torres Strait Islander cultural experiences or immersion  
  • Reconciliation Australia’s ‘Share Our Pride’ online tool for introduction to Aboriginal and Torres Strait Islander Peoples’ cultures, history and achievements  
  • working with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training package for C&K  
  • hosting talks (e.g. lunchbox sessions) by internal and external Aboriginal and/or Torres Strait Islander Peoples  
  • supporting and/or funding access to external training | October 2016 | Executive Advisor, Aboriginal and Torres Strait Islander Strategy and General Manager, People and Culture |
| | Ensure Aboriginal and Torres Strait Islander cultural training opportunities are included in annual C&K mandatory training including an assessment to record cultural knowledge learnt | March 2017 | - |
| 2.5 Culturally safe spaces | Seek Aboriginal and Torres Strait Islander cultural advice on how to respectfully and appropriately incorporate Aboriginal and Torres Strait Islander cultures such as local languages and design elements into C&K’s workspaces including property fitout and design:  
  • Physical spaces (classrooms, foyers, offices, entries include elements that embrace Aboriginal and Torres Strait Islander cultural diversity for children), and  
  • Aboriginal and Torres Strait Islander materials, language and design elements (flyers, posters, flags, resources) | October 2017 | General Manager, Corporate Services |
| | Seek local Aboriginal and Torres Strait Islander peoples cultural advice to create culturally-welcoming spaces, what they look like, sound like and feel like; and how authentically welcoming and inclusive behaviours support this. | April 2017 | General Manager, Children’s Services |
| 2.6 Early Childhood Education Curriculum (ECEC), pedagogy and practices | Research best practice in Aboriginal and Torres Strait Islander Early Childhood Education in the areas of wellbeing, inclusion and cultural safety in ECEC | March 2018 | General Manager, Children’s Services |
| | Include Aboriginal and Torres Strait Islander cultural integrity in our pedagogy and practice; and help educators know how to embed culture as part of the relevant strategic initiative. | December 2017 | - |
| | Showcase initiatives from C&K services and educators who have improved cultural safety within their service or through partnership with Aboriginal and Torres Strait Islander Peoples | December 2017 | - |
| | In consultation with our Aboriginal and Torres Strait Islander staff, external organisations and stakeholders, gain information of culturally appropriate resources and knowledge. | December 2017 | - |
C&K is committed to creating sustainable opportunities for Aboriginal and Torres Strait Islander Peoples across all areas of our work as part of our contribution to reconciliation. This includes supporting existing Aboriginal and Torres Strait Islander employees, and working to increase management-level and Board-level representation, also procuring goods and services from Aboriginal and Torres Strait Islander businesses.
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<tr>
<td><strong>3.1 Employment Opportunities</strong></td>
<td>Collect relevant information about our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities</td>
<td>September 2016 December</td>
<td>General Manager, People and Culture</td>
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<td></td>
<td>Develop a C&amp;K Aboriginal and Torres Strait Islander employment and retention strategy, including:</td>
<td>2016 December 2016 and 2017</td>
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<td>• Creating training and career pathways which lead to employment reflective of the service locations and community demographics and apply a merit based recruitment approach</td>
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<td>• Review and improve HR policies and/or procedures to ensure there are opportunities for Aboriginal and Torres Strait Islander employees and future applicants to support employment and retention within C&amp;K</td>
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<td>Ensure an Aboriginal and/or Torres Strait Islander representative is part of recruitment and selection panels, as appropriate</td>
<td>December 2016</td>
<td>General Manager, People and Culture</td>
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<td>Ensure all job advertisements include wording ‘Aboriginal and Torres Strait Islander Peoples are strongly encouraged to apply’</td>
<td>December 2016 and 2017</td>
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<td></td>
<td>Promote C&amp;K employment opportunities in Aboriginal and Torres Strait Islander media and networks</td>
<td>December 2016</td>
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<td></td>
<td>Consult with C&amp;K Aboriginal and Torres Strait Islander employees to support the development of the retention strategy which includes:</td>
<td>December 2016 and 2017</td>
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<td>• Develop and implement strategies and opportunities for mentoring and cultural support in C&amp;K.</td>
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<td>• Provide mentoring and support in relation to training and career pathway progression</td>
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<td><strong>3.2 Recognised Training Organisation</strong></td>
<td>Scope, develop and implement a marketing and attraction strategy which includes partnerships, to increase participation of Aboriginal and Torres Strait Islander students at the C&amp;K College</td>
<td>December 2016</td>
<td>General Manager People and Culture</td>
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<td></td>
<td>Review and update enrolment procedures to include ongoing cultural mentoring and support for Aboriginal and Torres Strait Islander students enrolled in the C&amp;K College</td>
<td>December 2016</td>
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<td>Continue to develop and implement a career pathway strategy to create apprenticeships and traineeship opportunities and further qualifications for Aboriginal and Torres Strait Islander employees</td>
<td>December 2016</td>
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<td>Apply for funding opportunities and programs specifically available for Aboriginal and Torres Strait Islander apprenticeships and traineeships</td>
<td>December 2016 and 2017</td>
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<td>3.3 Supplier diversity</td>
<td>Promote engagement of Aboriginal and Torres Strait Islander businesses through reviewing and updating of C&amp;K’s procurement policies and processes</td>
<td>December 2016</td>
<td>General Manager, Corporate Services</td>
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<tr>
<td>Embedding opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within C&amp;K</td>
<td>Identify any barriers to Aboriginal and Torres Strait Islander businesses that C&amp;K might engage with</td>
<td>December 2016</td>
<td>General Manager, Corporate Services</td>
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<td></td>
<td>Encourage C&amp;K services to connect with local Aboriginal and Torres Strait Islander businesses to procure goods and services and to develop a local level list of suppliers easily accessible to all staff.</td>
<td>December 2016</td>
<td>General Manager, Corporate Services</td>
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<td></td>
<td>Investigate becoming a member of ‘Supply Nation’ or partnering with the local Indigenous Chamber of Commerce</td>
<td>December 2017</td>
<td>General Manager, Corporate Services</td>
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<td></td>
<td>Partner with commercial enterprises to strengthen relationships with Aboriginal and/or Torres Strait Islander owned businesses.</td>
<td>September 2017</td>
<td>General Manager, Corporate Services</td>
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Tracking Progress
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</table>
| 4.1 Internal monitoring and reporting  
Monitor the progression of C&K RAP commitments | Establish the impact measures and process for annual reporting against the RAP to a range of audiences - CEO, Board, Executive Management and staff within C&K, and ultimately external stakeholders and Reconciliation Australia  
Invite external Aboriginal and Torres Strait Islander Peoples, within C&K’s sphere of influence, to participate in RWG discussions where appropriate  
Invite C&K Executive Management, Senior Management, and Board to join RWG discussions where appropriate | April 2016                | CEO  
General Manager, People and Culture  
General Manager, Business Development and Strategy |
| 4.2 Report RAP achievements, challenges and learnings to Reconciliation Australia | Complete and submit the RAP Impact Measurement Questionnaire and submit to Reconciliation Australia annually  
Investigate participating in the RAP Barometer | Submit by 30 September 2016 and 2017, April 2017 | General Manager, People and Culture  
General Manager, Business Development and Strategy |
| 4.3 Report RAP achievements, challenges and learnings internally and externally | Publicly report and showcase our RAP achievements, challenges and learnings | October 2016 and 2017 | General Manager, Marketing and Communications |
| 4.4 Review, refresh and update RAP | Review, refresh and update RAP based on learnings, challenges and achievements  
Send draft RAP to Reconciliation Australia for formal feedback and endorsement | April 2017                | General Manager, People and Culture |

Build mutual respect  
Shared custodians  
Connect with community
YOUR RAP STORY
About the cover

C&K would like to sincerely thank all of our services across Queensland for their contributions to this C&K Reconciliation Action Plan 2016-2018. The design on the front cover of the document was inspired by a contribution from C&K Estelle Cardiff Community Kindergarten in Mount Isa. We are also very grateful to the following C&K services for their contributions of children’s handprints, photographs and inspiration for this document:

Bribie Island Kindergarten
Bundaberg TAFE Community Child Care Centre
Coral Coast Community Kindergarten
Burketown Kindergarten
Cotton Tree Community Child Care
Estelle Cardiff Community Kindergarten
The Family Place
Geebung Kindergarten
Koobara Aboriginal & Islander Kindergarten
Nundah Community Kindergarten
Oakleigh Community Kindergarten
Palm Beach Community Kindergarten
Tewantin Community Child Care Centre
Yuingi Community Child Care
Where children come first

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