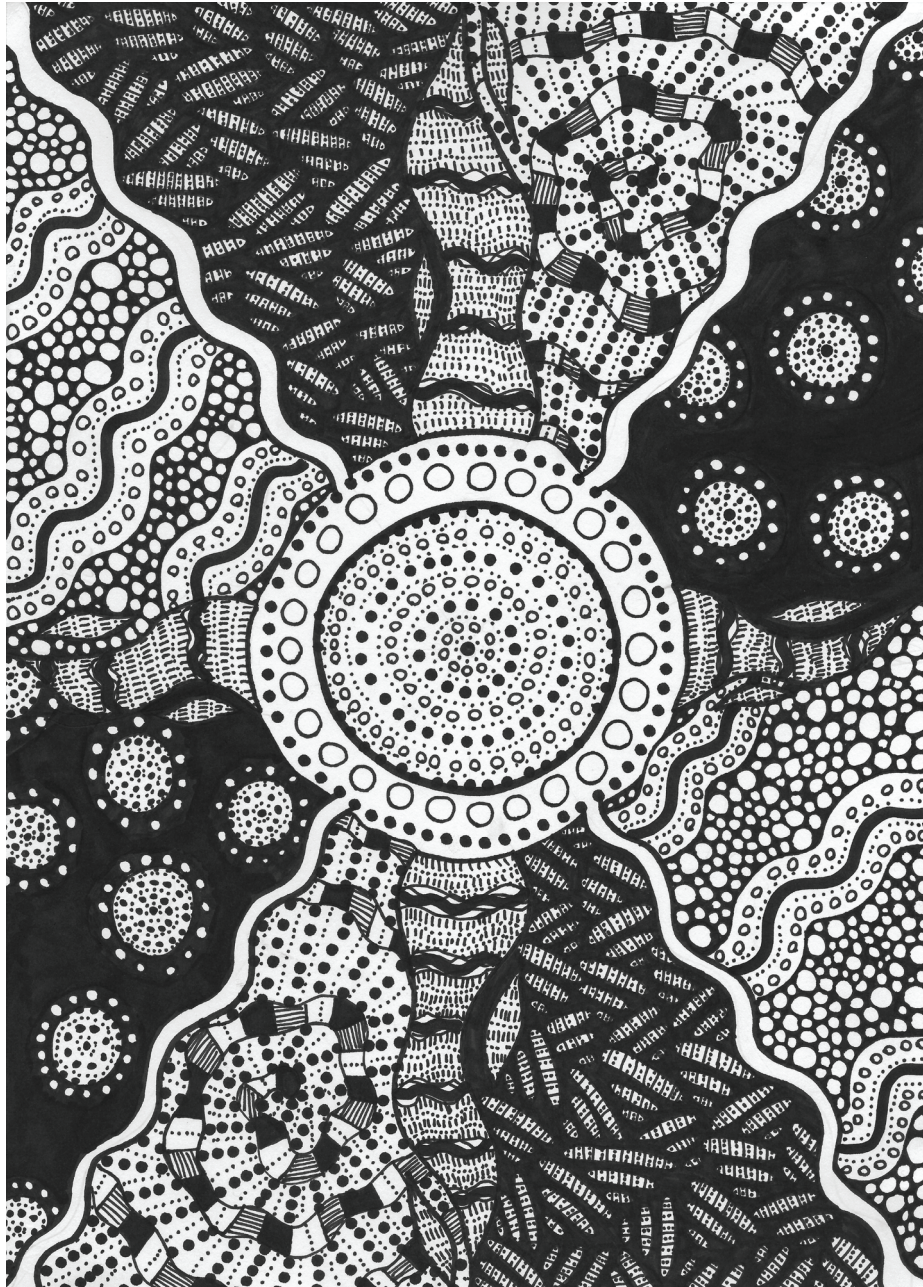


RECONCILIATION ACTION PLAN

December 2019 - December 2020



RECONCILIATION
ACTION PLAN

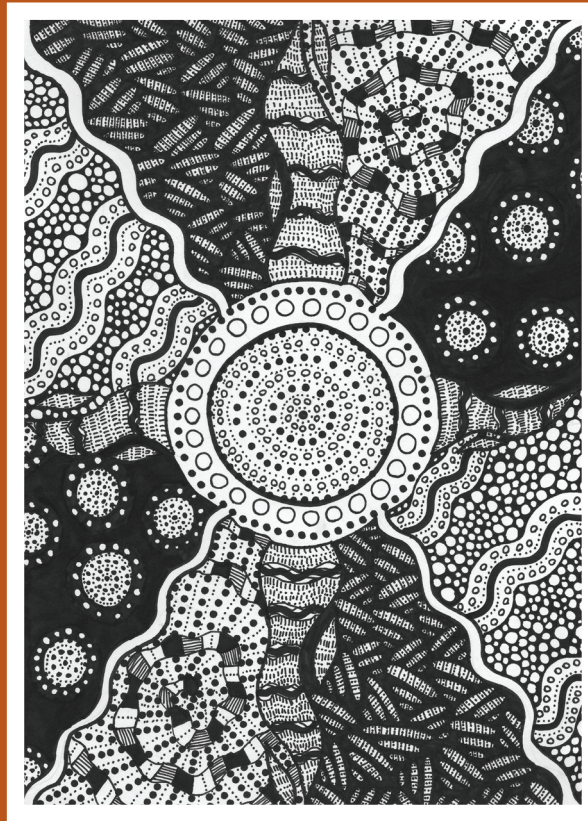
REFLECT

INDEPENDENT EDUCATION UNION

IEU

VICTORIA TASMANIA

UNITY



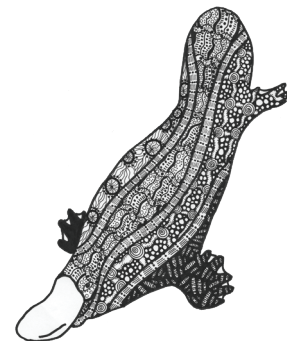
by Kiara (Marla) George

Kiara (Marla) George, 15, is a proud Wurundjeri girl and artist. The Independent Education Union Victoria Tasmania is proud to have commissioned her to create all the stunning artwork featured throughout our Reconciliation Action Plan.

See the back page for a complete biography of the artist as well as stories about the other artworks featured in our RAP.

“The central circle represents the sun, which all living creatures rely on for survival. The patterns all leading to the sun represent this dependence while also highlighting that everyone/thing - different creatures/people/mobs/cultures all share this need and so it is the sun who unites us all.”

FROM THE SECRETARY



Our union is a proud affiliate of the Victorian Trades Hall Council and Unions Tasmania. Our charter calls for the elimination of discrimination in all of our workplaces, be that gender, sexual orientation, disability or race.

In the area of sex discrimination, we have a strong record of campaigning to remove all legislative barriers that allow non-government schools to discriminate against workers. As an education union we know that we can do more about inclusive curriculum, acknowledgement of stolen lives and stolen wages, and closing the education gap for Aboriginal and Torres Strait Islander children.

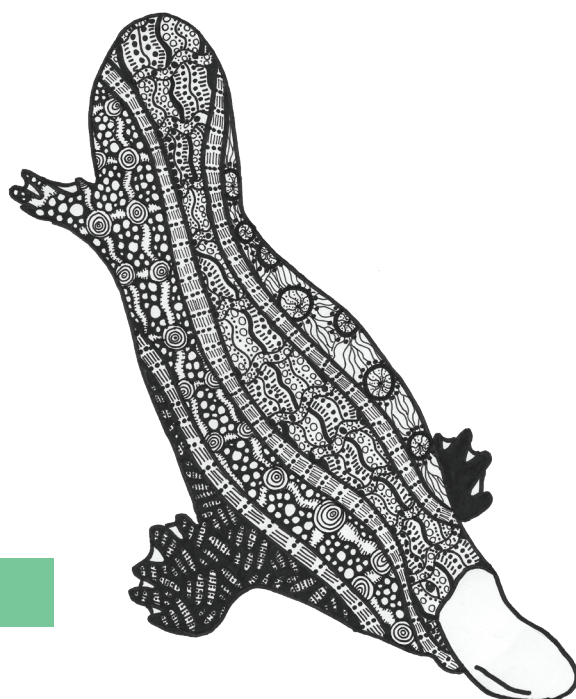
This Reconciliation Action Plan is our first step in acknowledging that we have been relatively silent on many of the issues that face our First Nations peoples and that we want and need to do more.

Debra James

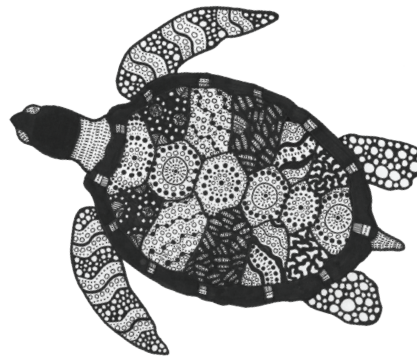
General Secretary

Independent Education Union

Victoria Tasmania



WHO WE ARE



The Independent Education Union of Australia Victoria Tasmania Branch (IEU) was created in 1994 through the amalgamation of associations representing staff in independent schools, Catholic schools and English Language Colleges in Victoria and Tasmania. Today, the IEU represents 20,000 members in Victorian and Tasmanian non-government schools and educational organisations.

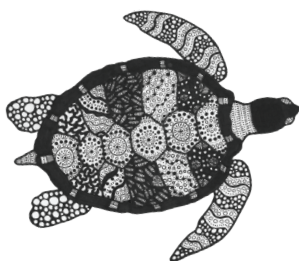
The history of the IEU can be traced back to 1919, to the Victorian Assistant Masters' Association (VAMA), which represented teachers in independent boys' schools. This was followed in 1921 by the establishment of the Assistant Mistresses' Association of Victorian (AMAV) which represented teachers in independent girls' schools.

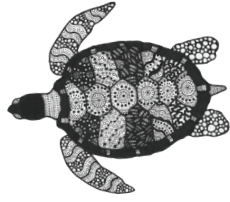
In 1940, AMAV petitioned for a Wages Board, which it achieved finally in 1946. The Board to be known as the Teachers (Girls' Schools) Board was announced on 15 January 1946.

In 1975 the AMAV and VAMA (by that time called ATIS) amalgamated to form the Victorian Association of Independent Schools (VATIS). Around the same time Catholic teachers formed the Association of Teachers in Victorian Catholic Secondary Schools (ATVCSS) and the Victorian Catholic Primary Teachers' Association (VCPTA).

During the 1980s all three associations would undergo name changes to acknowledge that they had members other than teachers that were education support personnel. The VCPTA would become the Victorian Catholic Primary Staff Association (VCPSA), the ATVCSS would become the Staff Association of Catholic Secondary Schools (SACSS) and VATIS would change to the Victorian Independent Education Staff Association (VIESA).

In 1994 the three bodies amalgamated to form the Victorian Independent Education Union (VIEU). The biggest campaign during the VIEU years was for parity of wages with Government





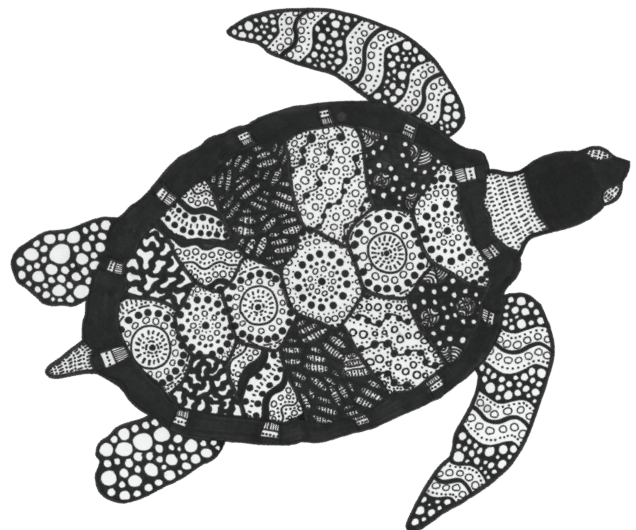
schools for all staff, with increases from the same date. During 1997 mass meetings, stoppages and protests were held until this outcome was achieved.

In 2010 the IEU Tasmania amalgamated with VIEU which necessitated a further name change to the Independent Education Union Victoria Tasmania, so that now in 2019 the IEU Victoria Tasmania has coverage of all staff in non-government schools in Victoria and Tasmania.

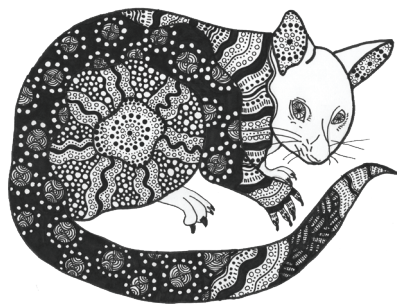
Over the last 100 years, the IEU has tirelessly campaigned for the rights of workers in non-government education settings, by advocating for collective bargaining rights, pay parity with Government schools, long service leave, protection from unfair dismissal, discrimination and redundancy. The IEU will continue to campaign for the rights of education workers in Victoria and Tasmania and maintain its unwavering commitment to improving the lives of these workers.

The IEU Victoria Tasmania Branch employs 52 people of various backgrounds and cultures. At present, no employees within the IEU Victoria Tasmania Branch identify as Aboriginal or Torres Strait Islander peoples.

We have two office locations in Melbourne and Tasmania.



OUR RAP



The cultures, histories, and achievements of Aboriginal and Torres Strait Islander peoples are a fundamental feature of the society and land in which we live, work, and educate, and should be acknowledged at all points of contact. As a union of education workers united by a vision to enhance the quality of life for non-government workers, the IEU recognises the significance of committing to a formalised process of reconciliation. As representatives of this industry, we have a responsibility to model reconciliation through the language, policies and practices we promote through our organisation.

We wish to develop our relationships with Aboriginal and Torres Strait Islander members and recognise that they play a significant role in both the education sector and the union movement. The IEU acknowledges the many challenges faced by Aboriginal and Torres

Strait Islander peoples through unfair and unjust colonial policies and practices. We seek to act in solidarity with First Nations peoples and endeavour to play our part in reparation, beginning with formal reconciliation.

Our commitment to reconciliation is a natural extension of our broader commitment to social justice and will be promoted at all levels of our operation.

Our working group is representative of our staff and consists of a combination of administration staff, communications staff, and union officials. We represent both Victoria and Tasmania, and endeavour to engage members in our ongoing commitment to reconciliation as part of the Reflect RAP.

Our workplace is in the initial stages of our reconciliation journey. We are committed

to ensuring the successful implementation of our Reflect RAP by working closely with Reconciliation Australia, with our members who recognise as Aboriginal or Torres Strait Islander peoples and the many allies who form our membership.

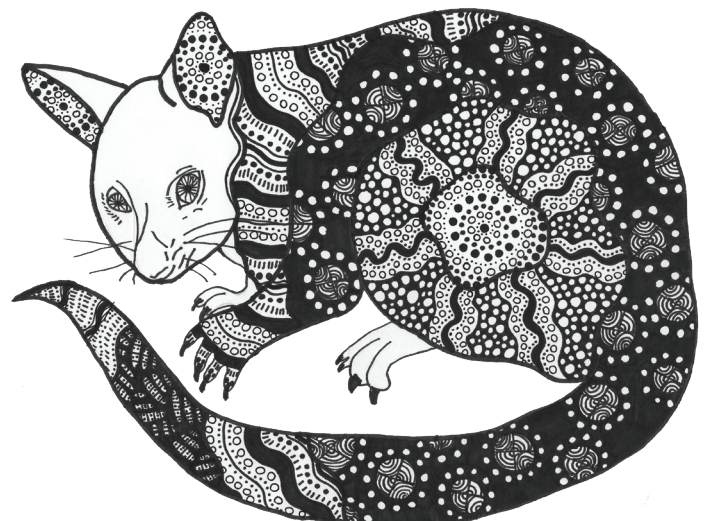
We have connected with other branches of the IEU nationally, some of whom have begun their reconciliation journey and have completed RAPs. This connection has led to a strengthening of our understanding and ability to seek support from colleagues who understand the impact this journey is having on our members and students.

We have become a union member of the First Nations Workers Alliance (FNWA) and many of our staff have chosen to become individual members as well. With their approval we have

promoted the work of FNWA on our website and within our publications.

Our staff are committed to offering a genuine and respectful Acknowledgement of Country at all formal gatherings.

The actions and deliverables in our Reflect RAP outline our commitment to reconciliation and allow us to be accountable to our staff and our stakeholders.





RELATIONSHIPS

Actions and Deliverables



**Identify existing relationships of IEU
Victoria/Tasmania staff with Aboriginal
and Torres Strait Islander
organisations and leaders to better
understand our connections.**

**Complete mapping of relationships with Aboriginal
and Torres Strait Islander members and allies.**

February 2020 - Reception Organiser

**Identify Aboriginal and Torres Strait Islander
stakeholders and organisations within our local
area or sphere of influence.**

May 2020 - Reception Champion, RWG

**Research best practice and principles that support
partnerships with Aboriginal and Torres Strait
Islander stakeholders and organisations.**

May 2020 - Reception Organiser

**Hold monthly reading/discussion groups for staff
and members to voluntarily attend.**

October 2020 - Reception Officer

**Identify opportunities
for relationship building.**

**Formally acknowledging our relationship with key
Aboriginal and Torres Strait Islander organisations
(on website, publications, etc.).**

January 2020 - Communication Team

**Recognising each language group, we work
with as having their own cultural and historical
knowledge and protocols and aiming to
acknowledging these when visiting their area.**

June 2020 - IR Officer Champion, RWG

**Identify key Aboriginal and Torres Strait Islander
events for IEU Victoria/Tasmania staff to participate in.**

January 2020 - Champion, RWG

**Promote activities and events of IEU Victoria/
Tasmania among Aboriginal and Torres Strait
Islander organisations, schools and members.**

February 2020 - Communication Team

**IEU Victoria/Tasmania to develop partnership with
the First Nations Workers Alliance .**

November 2020 - Chair, RWG

**Promote partnership with First Nations Workers
Alliance on IEU Victoria/Tasmania website.**

November 2019 - Chair, RWG

Promote reconciliation through our sphere of influence.

Communicate our commitment to reconciliation to all staff and members.

November 2019 - General Secretary

Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.

February 2020 - Chair, RWG

Identify external stakeholders that our organisation can engage with on our reconciliation journey.

July 2020 - Chair, RWG

Brief all current and incoming staff on our RAP so they are aware of their obligations and are encouraged to participate in reconciliation activities.

January 2020 - Champion, RWG

Have copies of our RAP publicly available online and in hard copy for IEU Victoria/Tasmania members to read.

February 2020 - Communication Team

Promote and encourage participation with Aboriginal and Torres Strait Islander peoples and communities to increase active memberships.

Drafting and distributing personal letters to Aboriginal and Torres Strait Islander members to actively promote opportunities to be involved in reconciliation.

February 2020 - Chair, RWG

Establish a cross-Branch IEU First Nations Facebook group with appropriate policies and protocols.

November 2020 - IR Officer

Invite new Aboriginal and Torres Strait Islander members to join and participate in IEU First Nations Facebook group.

November 2020 - Reception Officer

Promote positive race relations through anti-discrimination strategies.



Research best practice and policies in areas of race relations and anti-discrimination.

May 2020 - IR Officer

Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.

August 2020 - IR Officer

Build relationships through celebrating National Reconciliation Week (NRW).



Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.

April 2020 - Champion, RWG

RAP Working Group members to participate in an external NRW event.

May – June 2020 - Champion, RWG

Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.

May – June 2020 - Champion, RWG



RESPECT

Actions and Deliverables



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.

November 2019 - IR Officer Chair, RWG
Champion, RWG

Conduct a review of cultural learning needs within our organisation.

June 2020 - Chair, RWG

All current staff participate in cultural sensitivity training.

November 2020 - Chair, RWG

Include cultural awareness introduction and materials for all new staff inductions.

November 2020 - Chair, RWG

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.

June 2020 - Champion, RWG

Develop a shared understanding amongst all staff of the significance and process for performing Welcome to Country and Acknowledgements of Country.

February 2020 - Chair, RWG

Include Acknowledgement of Country for all important internal and external meetings.

February 2020 - Chair, RWG

Organise and display an updated Acknowledgement of Country plaque on IEU Victoria/Tasmania buildings.

February 2020 - Chair, RWG

All staff to include an Acknowledgement of Country as part of their email signature.

February 2020 - Communication Team Leader

Provide IEU Victoria/Tasmania staff opportunities to engage with Aboriginal and Torres Strait Islander union members, culture and community.



Raise awareness and share information amongst our members and staff about the meaning of NAIDOC Week.

July 2020 - Chair, RWG

Introduce our staff and members to NAIDOC Week by promoting external events in our local area.

July 2020 - Chair, RWG

RAP Working Group to participate in an external NAIDOC Week event.

July 2020 - Chair, RWG

Publish an article in The Point on NAIDOC week and external celebrations/events.

July 2020 - Chair, RWG



OPPORTUNITIES

Actions and Deliverables



Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Develop a strategy for Aboriginal and Torres Strait Islander employment opportunities within our organisation.

Nov 2020 - IR Officer

Advertise all jobs on Indigenous Employment Australia website.

Nov 2020 - Office Manager

Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.

June 2020 - Reception Officer

Promote professional development and internship programs directly to Aboriginal and Torres Strait Islander member lists.

Nov 2020 - Reception Officer

Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.

Nov 2020 - IR Officer

Investigate Supply Nation membership.

July 2020 - Champion, RWG

Increase Aboriginal and Torres Strait Islander representation on union committees, councils and participation with peak stakeholders bodies.

Identify and support Aboriginal and Torres Strait Islander members with relevant training and development to increase opportunity for successful appointment into union structures.

Nov 2020 - Deputy General Secretary

Increase cultural leave clauses in workplace EBAs covered by IEU Victoria/Tasmania.

Audit current EBAs to identify inclusion of cultural leave clauses.

July 2020 - Industrial Assistant

Encourage addition of cultural leave clause in new EBAs.

Nov 2020 - IR Officer




REPORT

Actions and Deliverables



Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.



Form a RWG to govern RAP implementation.

March 2020 - Chair, RWG

Draft a Terms of Reference for the RWG.

March 2020 - Chair, RWG

Establish Aboriginal and Torres Strait Islander representation on the RWG.

March 2020 - Chair, RWG

Provide appropriate support for effective implementation of RAP commitments.



Define resource needs for RAP implementation.

February 2020 - RWG

Engage senior leaders in the delivery of RAP commitments.

November 2019 - RWG

Define appropriate systems and capability to track, measure and report on RAP commitments.

March 2020 - Chair, RWG

Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

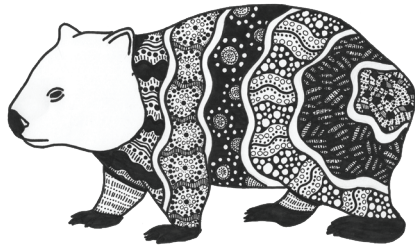
Continue our reconciliation journey by developing our next RAP.

Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.
September 2020 - Chair, RWG

Register via Reconciliation Australia's website to begin developing our next RAP.
October 2020 - Chairs, RWG



CONTACT



Name: Jacqui Scott

Position: Project Organiser

Phone: (03) 9254 1860 0431 910 785

Email: jscott@ieuvtas.org.au

Name: Cara Maxworthy

Position: Organiser

Phone: (03) 9254 1860 0490 889 035

Email: cmaxworthy@ieuvtas.org.au

ABOUT THE ARTIST



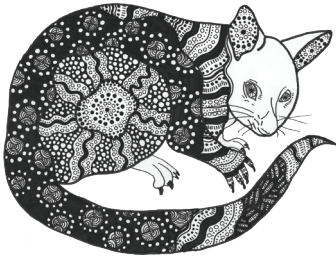
Kiara George's traditional name is Marla (wallaby). She was given her Indigenous name by her Great Uncle, Murrundindi, an elder of the Wurundjeri People, when she was 8.

Marla is 15 and lives in Melbourne with her family. She is a proud Wurundjeri girl, who has always been creative and loved to draw. Over time she has refined and evolved her unique designs, creating her signature black and white impressive artwork.

Murrundindi, a direct decent of William Barak has provided constant inspiration and encouragement for Marla, helping her understand and appreciate her heritage.

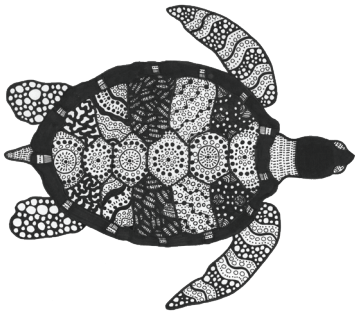
Marla is inspired by shapes and patterns she invents or observes in the natural world. She has created artwork for Zoos Victoria, various schools and as illustrations for picture story books. Marla enjoys expressing her identity and culture through her contemporary Indigenous artworks. She hopes her art provides a modern perspective of her ancient culture.

BRUSHY THE BRUSHTAIL POSSUM



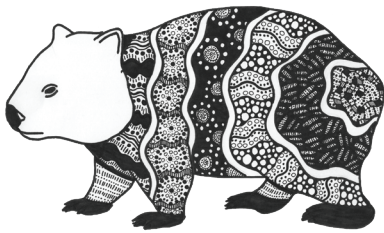
The meeting place design featured on the possum's tummy represents the social nature of our native possum. The possum was very significant to the Wurundjeri People. It was a vital food source, and its fur was used to make important cloaks and coverings.

LEATHERBACK, THE SEA TURTLE



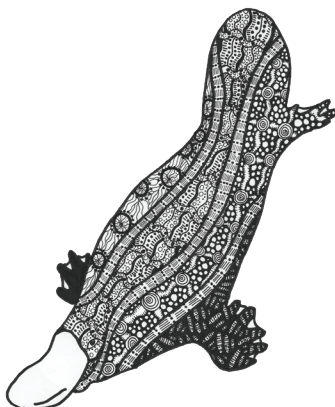
The turtle is old and wise, the six circle designs on its shell represent the decades lived and the many journeys travelled.

WILSON WOMBAT



One of the best places to find a wombat is at Wilson Prom National Park. The wombat builds extensive underground networks of tunnels, a haven for their sleeping nature. The patterns on Wilson's body represent the tunnels he has dug.

PAIGE PLATYPUS



The platypus is a cheeky, playful creature who is hard to spot in nature. I have created a camouflaged design that uses long lines to represent the water rushing over her body. I named her Paige after my sister, who is named Jenna Paige (Woterang) after the platypus.



RECONCILIATION
ACTION PLAN

REFLECT

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VICTORIA TASMANIA