

Reflect Reconciliation Action Plan

January 2024 - June 2025



Teach Learn Grow



RECONCILIATION
ACTION PLAN

REFLECT



Acknowledgement of Country

Teach Learn Grow respectfully acknowledges the Traditional Custodians of the lands across Australia and we pay our respects to Elders past, present and emerging.

In particular, we acknowledge the Whadjuk people of the Noongar nation as the Traditional Custodians of the land on which this report was produced. We also recognise the many First Nations communities we are privileged to visit and work alongside during our programs.

We recognise that Aboriginal and Torres Strait Islander Peoples have been teaching and learning on these lands for tens of thousands of years. We celebrate their ongoing contributions to the education of all young Australians.



Photo credit: Teach Learn Grow. Volunteer and students playing basketball during the Rural Program, 2023.

Statement from CEO of Reconciliation Australia

Inaugural Reflect RAP

Reconciliation Australia welcomes Teach Learn Grow to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Teach Learn Grow joins a network of more than 2,500 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 Teach Learn Grow 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 Teach Learn Grow, 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



Our Business

Teach Learn Grow is a Perth-based volunteer-led not-for-profit with the vision of an Australia where all students reach their potential. Our mission is to help rural, regional and remote students overcome barriers by improving their educational outcomes and expanding their aspirations. We do this by providing free one-on-one tutoring and mentoring to students experiencing disadvantage due to their location, background or circumstances across Australia, aiming to improve educational outcomes, attitudes towards school and attendance rates.

Established in April 2011, Teach Learn Grow has grown from two university friends - our co-founders Travis Elliot and David Sherwood - to garnering the support of thousands of volunteers and the communities with whom we work. We operate in both Western Australia and New South Wales and have one office in Perth, Western Australia. The values that our organisation strives for are:

Purpose

We are focused on achieving TLG's vision and mission. We are passionate about creating positive change for the communities we service and deliver excellent programs with measurable impact. We seek out feedback and encourage innovation and initiative to achieve our goals. We recognise that we are part of a broader movement to reduce educational disadvantage.

Community

We believe collaboration is the key to achieving our goals and recognise that community is at the centre of everything TLG does. We celebrate diversity and seek out diverse perspectives. We seek to develop long-lasting, mutually beneficial and impactful relationships with all members of our community and celebrate their contributions. We show respect and compassion in all our interactions, and we prioritise the health and safety of all members of our community.

Integrity

We hold ourselves to a high standard in everything that we do. We are transparent about our actions and our decisions, and we are accountable to each other and all members of our community. We communicate openly and honestly with all members of our community.

Leadership

We empower members of our community to reach their full potential. We used evidence and innovation to be leaders in our field. We utilise feedback to help us to continually improve and we hold high expectations of our community members and ourselves. We develop young leaders who will influence positive change in the future.

Our People

TLG employs 6 (~4 FTE) paid employees, and over 50 management volunteers, and 500 program volunteers in Australia each year. In the past 12 months, TLG had employed 1 First Nations paid employee and 2 First Nations volunteers.

Our Reach

TLG's reach is on a regional stage, having established community networks in each region of Western Australia, and some of regional New South Wales. We have supporters across the globe including many of our Alumni who live and work in numerous countries around the world. A major benefit of the TLG community is that our volunteers become part of a movement of positive change and social impact that they drive into their careers.

Our Reconciliation Action Plan

Our Why

Teach Learn Grow has developed this RAP to support and strengthen our commitment as an organisation towards reconciliation. We recognise that without reconciliation, we will not overcome the barriers faced by Aboriginal and Torres Strait Islander students and therefore TLG will not achieve our vision of an Australia where all students reach their potential.

Our vision of an Australia where all children reach their potential means quite plainly for all children to have equal opportunities, and we believe that without striving towards reconciliation, this is not practically possible. TLG believes that it is only when we work together, that we can achieve our potential. All children deserve to thrive in a community where their backgrounds, location and circumstances do not affect their ability to reach their potential. Working towards reconciliation will make this mission possible. There is a long way to go and TLG is committed to playing a proactive and positive part in achieving this goal.

We also acknowledge the long and rich histories of Aboriginal and Torres Strait Islander peoples of this land and appreciate how much we have to learn from Aboriginal and Torres Strait Islander ways of knowing, being and doing.

Our Journey to Date

TLG has always provided its volunteers and staff with cultural awareness training but commenced a more comprehensive offering in 2020. Since then, we have continued to expand the range of cultural awareness training opportunities for our team. Implementing this Reflect RAP is the next major milestone in our reconciliation journey. Some of the ways we have been supporting reconciliation include sharing Noongar language, history and culture across our social media; introducing a policy where staff do not have to take January 26 as a public holiday and can instead take a different day; undertaking a research project with the support of Volunteering WA to look into the barriers to Aboriginal and Torres Strait Islander young people volunteering; investing in self-paced cultural awareness training with AIATSIS and with SBS to promote inclusion among our team.

TLG also demonstrates our support for reconciliation by sharing an Acknowledgment of Country in our meetings, events, email signatures, on our website and all external publications.

Developing and implementing our RAP is a key strategic priority for TLG because we engage with a large number of Aboriginal and Torres Strait Islander students through every one of our programs. While we have taken steps internally to improve our knowledge and understanding of Aboriginal and Torres Strait Islander cultures, heritage and knowledge, creating and implementing a RAP will keep us accountable and will strengthen our resolve to work towards a better future for all children across Australia, irrespective of their cultural background.

Our Approach

We are establishing a RAP Working Group to bring together a group of people from different vocations who can champion our RAP and support us in implementing it every step of the way.

In 2022 we updated our organisational values and each of these links closely to our approach to drafting and implementing our RAP.

Our Partnerships & Current Activities

Community Partnerships

Our team aims to work even more closely with the communities with whom we partner and engage, collaborating to provide the best support possible to the school and students. This includes our volunteers often connecting with Aboriginal and Islander Education Officers (AIEO) when tutoring and mentoring students so that they can support them in ways that are culturally appropriate and inclusive. Much of our community partnerships and involvement with Aboriginal and Torres Strait Islander cultures and knowledge has been informal and we aim to change that through this RAP. Entering into more formalised partnerships within each community is one way by which we intend to strengthen and sustain our commitment to reconciliation over the years ahead.

Internal Activities & Initiatives

Teach Learn Grow, by virtue of working with school communities in rural, regional and remote areas of Western Australia and New South Wales, already provides unimpeded access to our programs for Aboriginal and Torres Strait Islander students. TLG is fortunate to have the opportunity to work with Aboriginal and Torres Strait Islander students across a wide range of schools and locations and for our volunteers to participate in a mutually beneficial mentorship.

For the past few years, TLG has equipped our volunteers with cultural awareness training to support their understanding and knowledge of Aboriginal and Torres Strait Islander peoples' experiences, histories and cultures before visiting a remote community. TLG has engaged Aboriginal and Torres Strait Islander-led organisations Dandjoo Darbalung and AIME Mentoring, Emeritus Professor Simon Forrest and Ronnie Forrest, and Dylan Collard to run a range of different Aboriginal cultural awareness workshops with our staff and volunteers.

At all major events and meetings, TLG staff and volunteers begin with an Acknowledgement of Country, and in 2023 our team were offered the opportunity to work on their own personal Acknowledgements of Country by participating in the Acknowledge This and Acknowledge That workshops run by Acknowledge This!. Major external events (such as the TLG Ball) include a Welcome to Country from an appropriate Elder.



RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify additional Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	March 2024	Development Director
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2024	CEO
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and volunteers.	April 2024	General Manager of Development, Volunteer Director
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2024	Development Director
	Encourage and support staff, volunteers and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2024	CEO
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff and volunteers.	February 2024	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2024	CEO, Development Director
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2024	Development Director
Promote positive race relations through anti-discrimination strategies.	Research best practices and policies in areas of race relations and anti-discrimination to build on existing inclusion training offering	August 2024	CEO, Volunteer Director
	Conduct a review of internal policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2024	CEO



RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2024	Development Director, Volunteer Director
	Conduct a review of cultural learning needs within our organisation.	March 2024	Development Director, Volunteer Director
	Organise for all new staff to attend Aboriginal Cultural Awareness Training	February 2024	CEO, Volunteer Director
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.	May 2024	Development Director
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2024	CEO, Volunteer Director
	Introduce Acknowledgment of Country into meeting and training protocols.	February 2024	Volunteer Director, Program Director
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.	March 2024	Volunteer Director, General Manager of Development
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024, 2025	Development Director, General Manager of Development
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2024	Development Director



OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2024	CEO, Volunteer Director
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2024	CEO
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2024	Finance Director
	Investigate Supply Nation membership.	July 2024	Finance Director, Development Director



GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	April 2024	Development Director
	Draft a Terms of Reference for the RWG.	April 2024	Development Director
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	April 2024	CEO
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	February 2024	Development Director
	Engage senior leaders in the delivery of RAP commitments.	March 2024	CEO
	Appoint a senior leader to champion our RAP internally.	February 2024	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2024	Development Director
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Development Director
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Development Director
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Development Director
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2025	Development Director

Contact Details

Cate Leedman
Development Director

0421 964 754
developmentdirector@teachearngrow.org.au