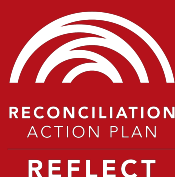




Reflect

Reconciliation Action Plan

October 2024 - May 2026



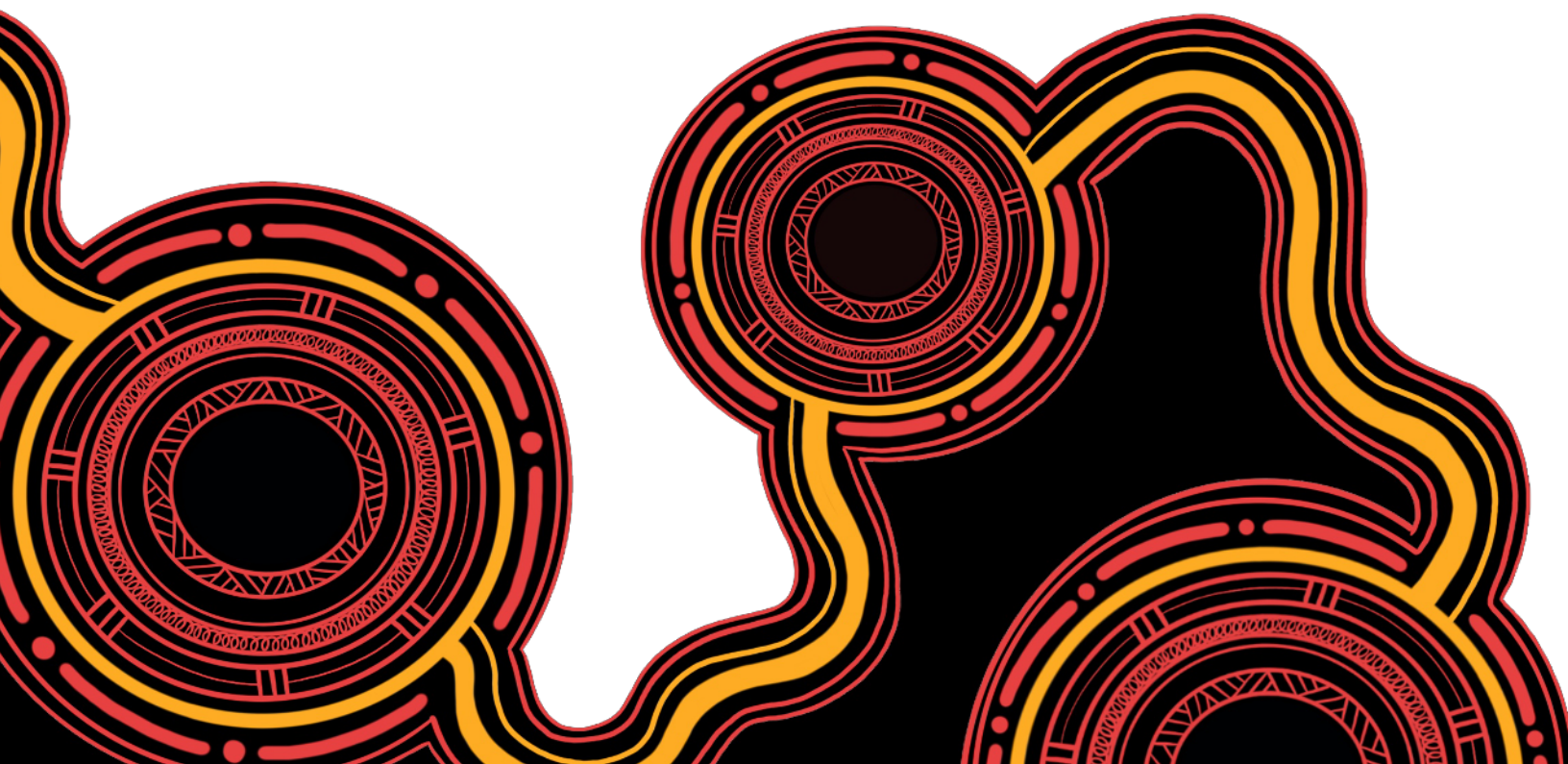
Acknowledgement of Country

We acknowledge the Traditional Custodians of the lands on which we work and live and recognise their continuing connection to land, water and community. We pay our respects to Elders past and present. We acknowledge their living culture and the many thousands of years in which they have raised their children to be safe and strong.



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A Message from our President

We are delighted to launch our inaugural Reconciliation Action Plan and commit to working hand in hand with First Peoples in enhancing the way we work.

We recognise that we are in the early stages of our reconciliation journey. We have, however, been committed to First People's priorities and advocacy for some time now. We proudly supported the Uluru Statement and more recently established a positive position to support the Voice to Parliament. We understand and know the importance of Acknowledging country and have been supporting and celebrating NAIDOC and Reconciliation weeks - and will continue to do so.

At Y Australia, we have always fostered relationships that strengthen and unite us, and advocating for First People's is just another way we do this as allies and champions.

Self-determination for us is genuine, and importantly this means embedding cultural changes that create platforms for a voice for young First Peoples to inform the way we do business at the Y.

We are committed to standing with and for the advancement of First Nations communities as inherent rights holders and will continue to learn and thrive from shared partnerships and experiences with First Peoples.

Amelia Shaw

President

A message from our Chief Executive Officer

We recognise our responsibility at Y Australia to walk with First Nations people for a better future.

Drawing from our collective footprint as one of the largest community movements in Australia, we see the opportunity to use our scale, reach and platform to drive meaningful outcomes with and for First Peoples, and to advocate for recognition and reconciliation.

We aspire to lead the way for sustained, intergenerational change, by empowering and enabling all children and young people to thrive and to live their best lives possible.

I am proud to lead a team who are passionate about driving reconciliation in a genuine and meaningful way, in pursuit of a better world with and for all young people.

Through our Reconciliation journey we have identified a number of actionable steps we can take to better partner with our communities, to build our capability to become stronger advocates for First Peoples, and to genuinely listen and actively respond.

We acknowledge we still have much to learn at Y Australia – but are committed to better understanding and engaging with the history, living cultures and traditions of First Peoples. We are committed to playing our part in contributing to Australia's reconciliation journey.

This RAP is just the beginning. We look forward to building on this foundation in supporting a brighter future for all children, young people and our communities.

Alexandra Ash

Acting Chief Executive Officer



Statement from CEO of Reconciliation Australia



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

Y Australia 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 Y Australia 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 Y Australia, 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

About the Artwork

The Artist

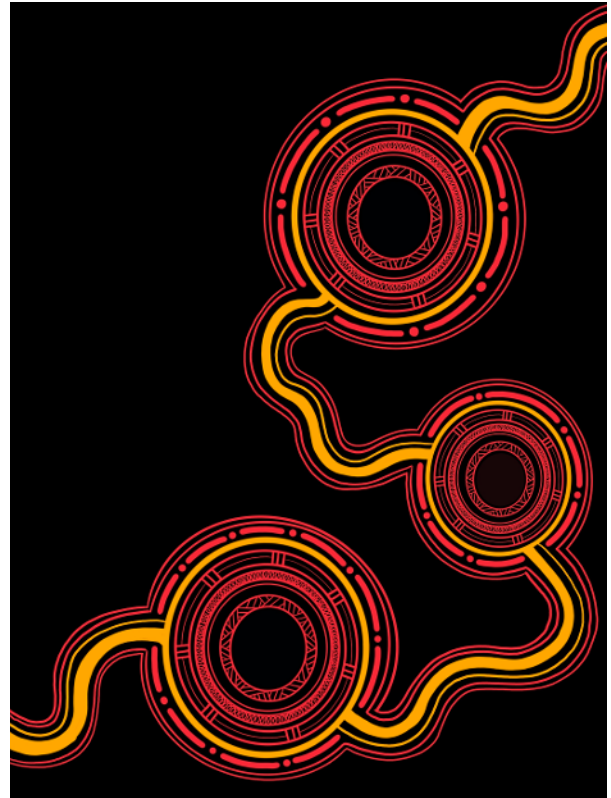
Rubii Red

(Lama Lama, b. 1998, Cape York, Queensland. Lives and works in Melbourne)

Rubii Red is a proud Lama Lama artist, activist and Twitch streamer who uses her work to share her culture and discuss issues affecting her and her community. Red's lifelong love of anime and comic books has influenced her graphic style, in a practice that spans portraits, abstract line work, character design and fan art.

Red's new work *White Australia* has a Blak history, 2022, commissioned for Melbourne Now as part of the Print Portfolio project, was created in response to Invasion Day (aka Australia Day). The design comes from a hand-painted sign that Red made for an Invasion Day rally in 2017 – which she has digitally redrawn and printed with Troppo Print Studio in Coburg – demonstrating the confluence of art and activism that often characterises her work. Summoning the iconic slogan that appeared on Mandandanji artist Laurie Nilson's NAIDOC week poster in 1987, Red draws subtle connections between First Nations activism across the intervening decades, and highlights Australia's enduring reluctance to meaningfully acknowledge First Nations people and the dispossession at the heart of Australian history. The play on words is not only a celebration of First Nations strength, continuity and sovereignty, but also an allusion to the shadowed history of colonial violence since invasion. For Red, this piece is a gentle reminder to the nation's citizens that the land they celebrate on always was, and always will be, Aboriginal land.

Red began posting her artworks on Instagram in 2015, where she now has more than 11,000 followers, and began streaming herself playing video games and drawing live on Twitch in 2019. Since then she has run character-design workshops for teenagers at the NGV (2022); created a guernsey design for the AFLW Western Bulldogs team (2022); exhibited her work in the group show *Roots of Identity* at Yirramboi Festival (2021); been featured in *Vogue Australia* (2020); designed the cover for *Blak Brow*, the Blak Women's Edition of local literary journal *The Lifted Brow* (2018); and collaborated on a landmark mural with renowned street artist Adnate to mark the twentieth anniversary of the Victorian Aboriginal Community Controlled Organisation (2016).



About Y Australia

Globally, the YMCA is the largest youth movement in the world, reaching 65 million in over 120 countries, in every continent.

In Australia, our 12 member associations span over 680 communities Australia wide, with more than 16 million participations a year, supported by 11,500+ staff and volunteers (more than half are young people).

12

Member
Associations

680

Communities
Australia Wide

16m

Participants
a year

11.5k

Staff and
Volunteers

Across our federated setting, the Y provides a broad range of services that support children and young people across the course of their lives – from childcare, outside school care and youth development programs, to disability services, access schools, career pathway programs and community recreation services. We also offer a wide range of programs for marginalised, disadvantaged and at risk, young people.

We are well positioned to drive meaningful outcomes for Australia’s children and young people by combining our extensive geographic reach and broad range of programs, with our deep connection to our local communities; all drawn together through our strong DNA – our unwavering commitment to stand with and for young people; and our passion for partnering with our communities to solve community problems.

Y Australia exists to amplify and enable our member Associations to deliver on our bold nation-wide vision: to drive systemic change to create a better world, with and for young people.

We are a small team of 18 employees at Y Australia with important work to do in supporting our Member Ys around the country. Located at our office on the Wurundjeri land of the Kulin Nation at Essendon Fields. At Y Australia our people bring their diverse backgrounds and unique perspectives to build a respectful, inclusive, flexible and intergenerational workplace. While the number of Aboriginal and Torres Strait Islander staff is currently not known, we will work within this RAP to determine culturally appropriate ways to understand this.

We are driven by making a meaningful impact for young people, our communities, member associations, customers and colleagues, each and every day.

Strategy 2030 is our blueprint for how we will work collectively across our federated setting over the next 7 years. We have committed to working together to drive systemic change

across four areas of impact; a just world, sustainable planet, community wellbeing and meaningful work. As we move into the implementation phase of Strategy 2030, we recognise the opportunity and importance of driving outcomes not just through our “Just World” pillar, but across all of our strategic pillars and areas of our business.

Y Australia's vision for reconciliation

To create a more just and equitable society for all First Peoples, sharing understanding, strengthening relationships, embracing and celebrating cultures and providing a voice.

Through Strategy 2023 Y Australia strives to create a fair and just world.

As such, Y Australia is committed to driving change and empowerment for First Peoples, ensuring genuine partnerships and self-determination are at the forefront of how we work. Our Y family, members, employees, volunteers and partners are all on this journey with us, learning and exploring the enrichment and vibrant cultural experiences that First Peoples and their communities bring us.

We will champion and lead on promoting healing, truth telling and self-determination and ensure we are always learning, and importantly, culturally safe. We want to be the employer of choice for First Peoples to work with us, share learnings, have meaningful opportunities to develop and foster connections to family and community. As part of our vision, we want to ensure, through education and awareness, that cultural practices and traditions are celebrated and part of the way we do our business.

The ultimate goal of reconciliation is to create a society that values diverse perspectives and experiences for everyone we work with and for and works towards a more harmonious future for all.

Y Australia will continue to learn and immerse ourselves in the culture of First Peoples to actively work towards true reconciliation.

We strongly believe that young people hold the key to shaping a just, fair and inclusive world – when they are enabled and empowered, and their voices are elevated and heard. We understand that we are not knowledge holders of First Peoples matters, yet we believe we can provide the necessary platforms and opportunities to have First Peoples, especially young people, lead us as we learn, develop and grow through this process.

Y Australia will work in collaboration with Traditional Owners and communities to develop strategies to improve opportunities for advocacy, lending our voice to support reconciliation and striving to be the best ally that we can be.

Y Australia RAP Journey

Our Y Australia team and board are committed to playing our part in support of reconciliation. We recognise First Peoples as the world's longest surviving culture and communities.

The development of our RAP is our next tangible step in turning our intention into action and will enable our organisation to develop greater cultural awareness and professional development practices. In this way, Reconciliation will be at the forefront of why and how we do business, ensuring we drive the right kind of influence as champions for First Peoples.

Y Australia is driven by our responsibility to use our position and our voice within communities to create healthier communities, inclusive of all Australians.

In line with our adherence to creating safe spaces for all employees, children and young people we are committed to cultural safety for all.

At the Y Australia, we recognise we are at the beginning of our reconciliation journey. It is, however, important for us that we do this well and with the right intention. As such, it was important to ensure we had the buy in and capability to deliver on our commitments – for us it had to be genuine and authentic. Thus far we have identified a number of ways we can activate our RAP:

01 Identifying and reducing barriers that prevent First Peoples from accessing Y services and working with us and our members.

02 Creating organisational value in understanding and enhancing our cultural knowledge through education and training.

03 Looking for opportunities to employ and support meaningful work opportunities for more First Peoples, to value and enrich our service offering, ensuring there is a voice to lead and inform us.

04 Continuing to support and celebrate days of significance, exploring traditional practices and sharing experiences together.

05 Identifying and improving our existing relationships with local First Nations organisations and individuals whilst looking to develop new partnerships that are respectful and sustainable.

Y Australia RAP Journey

Y Australia's passion for Reconciliation was sparked in 2021 when the Y issued a statement supporting the Uluru Statement of the Heart.

In this statement, Y Australia acknowledged First Peoples of this continent and the islands of the Torres Strait. We also recognised our shared history, the right to self-determination and the importance of connection to and access to Country. Y Australia acknowledged and respected distinct cultural differences, beliefs, values and languages for First Nation's communities.

The Y Australia Board, committee and staff team believed it was not enough to stop with the Uluru statement of the Heart, they wanted to turn words into action. Y Australia began a journey of education and exploration on how the Y could be allies of First Nations peoples. Subscribing to the SBS Inclusion program all Board and staff were given the opportunity to complete the First Nations Module. The module included learnings on responsibility for inclusion, who First Peoples are, and the importance of family and kinship in their cultures. Building on this training and a position we took in 2022 to allow staff to take an alternative public holiday to Australia Day, the team unanimously agreed that in 2023 staff would be given the option to work on January 26, for cultural reasons, and take an alternative day as a public holiday. On January 26 staff working were provided an opportunity to focus on a reconciliation experience. In 2023 this resulted in a local clean up around a creek to ensure we look after our local lands. In the future this date will be used to allow staff to connect with Wurundjeri peoples or attend rallies to show our support for First Nations Peoples.

Y Australia applied for a RAP in March 2022. Y Australia now strives for a reconciliation plan that is action-oriented, achievable, impactful and allows the Y to be a true ally of First Nations people.

We aim to make reconciliation a whole organisational journey that will enable Y people to be more educated, connected and more informed advocates not only in our community but in our personal lives, to ensure that all people who interact with the Y Australia team feel safe and welcome.



Case Study

Creating a position on The Voice

The Y conducted a national conversation with our people on the Voice to Parliament. We engaged broadly and deeply by seeking the views of young people, our staff and our Association Boards.

After a respectful and considered consultation process, the Y Australia Board endorsed our support for the Voice to Parliament.

The views of Young People were especially important to this result. Young people support the Voice to Parliament by a large majority. As the largest and oldest youth organisation in the world, the Y exists to empower children, young people and communities Australia-wide to build a just, sustainable, equitable and inclusive world.

We believe that our strategic objective of amplifying the views of young people in shaping a just world is particularly important on this historic, and critical issue. Y Australia has already committed to the Uluru Statement from the Heart. We consider support for a Voice to Parliament as the critical next step in our reconciliation journey.

Implementation of our Reconciliation Action Plan

Importantly, Y Australia will respectfully advocate for the recognition of First Peoples to ensure stronger inclusion, self-determination and advancement of rights

We will do this through the implementation of our RAP by:

- **Strengthening relationships** and bringing diverse perspectives and individuals together to strengthen our ability to promote and demonstrate diversity and inclusion.
- **Connecting** with First Peoples and communities to create and enhance opportunities for our Y family to learn more about First Nations history, culture, knowledge and connections.
- Increasing our **understanding** of culture, heritage and history through learning opportunities, training and engaging directly with First Peoples.
- **Demonstrating respect** for First People's cultures, practices, traditions and rights, valuing justice and equity for all.
- Developing **effective governance** processes to inform and guide the implementation of our Reflect RAP.

Reconciliation Action Plan Working Group

"I invite all Y People to participate in our reconciliation journey and to listen and learn about history and culture from those who have cared for these lands for more than 60,000 years. We are proud at Y Australia to walk together with Australia's First Nations People."

- **Andrea Kane, HR Manager, RAP Champion**

Our RAP Working Group (RAPWG) consists of passionate, motivated Y People who have been carefully selected based on their expertise and experience working with First Peoples. Members in our working group also have previous experience in working with youth support systems including safeguarding children and young people, governance, justice education and employment, making the RAPWG diverse and well skilled.

Our Rap group includes;

- Miranda Cross – Policy Advisor
- Jim Sapardanis – Finance Manager
- Andrea Kane – People and Culture Manager
- Nancy Saliba – Head of CEO's Office and Governance
- Sally Cordina – Executive Manager – Safeguarding

Importantly we have also ensured all areas of our business are represented in the membership to ensure accountability and commitment is shared.

Implementation of our Reconciliation Action Plan

We recognise that First Peoples are one of the most highly consulted groups and as such work hard to eliminate this burden by respectfully engaging expertise to advise and develop our initiatives.

We look forward to further growing this capability as our RAP develops into new stages. As part of our RAP journey, Y Australia will continue to seek out and create opportunities that involve more First People across our network and within our family.

We want to be strong allies, committed to delivering on our RAP. As such, Y Australia's RAP action plan will be more than a list of tasks – it will be a living breathing document, driven by passionate and motivated individuals who want to ensure Y Australia can positively contribute to reconciliation, self-determination and empowerment for First Peoples.

Our RAPWG champions the RAP internally but have made a concerted effort to create an environment to see positive, legitimate cultural change within our own organisations and into the future, enabling us to stand for justice and equity in everything we do with First Peoples. This means prioritising a platform for a voice for Young First Peoples to be heard and influence the way we deliver on our commitments to enhanced education, community involvement and relationships with Traditional Owners and communities where we work, live and play.



Commitment One

Relationships



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</p>	<p>Research best practice and principles that support fostering and building partnerships with First Peoples and organisations.</p>	<p>Oct 2024</p>	<p>People and Culture Manager</p>
	<p>Map our current relationships and activities with First Peoples and organisations, to understand our current state of play, and how we might strengthen mutually beneficial relationships.</p>	<p>Oct 2024</p>	<p>RAP Champion</p>
<p>Build relationships through celebrating National Reconciliation Week (NRW).</p>	<p>Promote and circulate information on the meaning of reconciliation, Reconciliation Australia's NRW resources, and NRW internal and external events to our staff.</p>	<p>May 2025</p>	<p>Office Manager</p>
	<p>Demonstrate our support of reconciliation through attendance at events promoting reconciliation throughout the year.</p>	<p>Ongoing</p>	<p>CEO of Y Australia</p>
	<p>RAP Working Group members to participate in at least one external NRW event in their local area.</p>	<p>May 2025</p>	<p>People and Culture Manager</p>
	<p>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</p>	<p>May 2025</p>	<p>CEO of Y Australia</p>

Commitment One

Relationships



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Nov 2024	CEO of Y Australia
	Identify external stakeholders that our organisation can engage with on our reconciliation journey, including at key Y Australia events and milestones.	Oct 2024	People and Culture Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Oct 2025	People and Culture Manager
	Understanding ways in which you can continue to support principles of the Voice within their organisational structure or Scope how you can continue to support the Uluru Statement of the Heart.	Oct 2024	National Director of Advocacy and Public Policy
	RAP Working Group to produce a video series to be shared with all Y Members that enables First Peoples who work at the Y to have their voice heard on reconciliation.	Apr 2025	People and Culture Manager
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Dec 2024	People and Culture Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Dec 2024	People and Culture Manager

Commitment Two

Respect



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Engage our staff team in the development of an action plan for increasing understanding, value and recognition of First Nation's cultures, histories, knowledge, and rights within our organisation.	Nov 2024	CEO of Y Australia
	Conduct a review of cultural learning needs within our organisation.	Dec 2024	CEO of Y Australia
	Educate Y Australia staff on The Voice to Parliament, treaty, and Uluru statement of the heart.	Nov 2024	National Director of Advocacy and Public Policy
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 organisations operational area.	Until Feb 2025	CEO of Y Australia
	Increase staff and volunteer understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Oct 2024	People and Culture Manager
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 -12 July 2023).	July 2025	People and Culture Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	Oct 2024	People and Culture Manager
	RAP Working Group to participate in an external NAIDOC Week event.	Oct 2024	People and Culture
Build a culturally safe space for First Nations people within our organisation.	Develop and Implement a Cultural Safety Framework including protocols.	Nov 2024	People and Culture Manager

Opportunities



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Review our recruitment practices, to support the development of an action plan for improving First People's employment and involvement with our organisation.	Jan 2025	People and Culture Manager
	Build understanding of current First Peoples staffing to inform future employment and professional development opportunities	Feb 2025	People and Culture Manager
	Consult with First Nations advisers to review leave provisions, to identify opportunities for First Peoples ceremonial leave.	Mar-May 2025	People and Culture Manager
	Ensure all advertised roles encourage applications by First Peoples.	Oct 2024	People and Culture Manager
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop an action plan to enhance procurement and supply from First Nations owned businesses, including for catering, merchandise, gifts and professional development.	Jan 2025	Office Manager
	Investigate Supply Nation membership.	Jan 2025	Office Manager
Engage First Nations people, particularly young people in all areas of governance.	Develop an engagement strategy to engage Young First Nations people in governance.	Mar 2025	Board President
	Identify opportunities to build first nations youth governance within our organisation.	May 2025	Board President

Commitment Four

Governance



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	Oct 2024 - April 2026	People and Culture
	Review 'Terms of Reference' for the RWG.	Oct 2024	People and Culture Manager
	Establish a First Nations Working Group (made up of First Nations young people across the movement) to inform RAP Working Group.	Oct 2024	People and Culture Manager
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs and ensure access to adequate resources for RAP implementation.	Nov 2024	CEO of Y Australia
	Engage senior leaders in the delivery of RAP commitments (RAP WG to have standing agenda item at Executive Team Meeting)	Oct 2024	People and Culture Manager
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Oct 2024	People and Culture Manager
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 out on important RAP correspondence.	Mar 2025	Board President
	Contact RA to request our unique link to access the online RAP Impact Survey.	May 2025	Board President
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 Oct Annually	People and Culture Manager
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Oct 2024	People and Culture Manager

Contact Details

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Position People and Culture Manager

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