



Regional Early Education  
and Development Inc

## Commitment

Our Aboriginal Engagement, Employment & Equity Strategy builds on the achievements of our former strategy. It guides our work and shapes our connections with community. This strategy highlights our goals and commitment for effective engagement that respects, values and celebrates Aboriginal People and Culture and improves the quality and delivery of our early childhood education and development services.

## Guiding Principles

- Trust & Respect
- Equity
- Cultural Integrity
- Improved Child Outcomes
- Genuine Career Pathways
- Child Safe Principles



# Aboriginal Engagement, Employment & Equity Strategy



### Children's Access



Increase Aboriginal Child participation in ECEC in REED Services.

#### **REED will:**

Provide culturally safe and inviting services.

Address barriers to child participation.

Be innovative and supportive of out of the box initiatives.

Set targets for Aboriginal Child attendance.

Provide wrap around services for Aboriginal families supporting their access to ECEC.



### Meaningful Employment



Increase Aboriginal employment.

#### **REED will:**

Offer genuine career pathways.

Provide training and development through traineeships.

Exhibit Cultural competency.

Develop support mechanisms for Aboriginal staff.

Set targets for numbers of Aboriginal Staff.



### Engaged Communities



Build strong, trustful relationships with our Aboriginal Communities.

#### **REED will:**

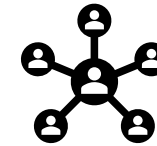
Develop effective strategies to reach our Aboriginal communities.

Develop relationships with Aboriginal Elders and key stakeholders.

Employ Aboriginal Engagement Officer, develop an annual work plan.

Actively link with other providers.

Seek out potential third party payers



### Strong Partnerships



Partner with Aboriginal Corporations within our communities.

#### **REED will:**

Seek organisations with aligning values and goals.

Establish partnerships to improve outcomes for Aboriginal Children and Families.

Develop annual strategies for each partnership.

Collaborate on projects and seek funding to support Aboriginal Childrens access and participation in ECEC.



### Reconciliation Action Plan



Develop and implement a Reconciliation Action Plan.

#### **REED will:**

Listen and be guided by our Aboriginal Communities on their desired outcomes.

Collaborate on agreed outcomes.

Ensure REED is a culturally competent organisation and provide ongoing opportunities for training and development.

# Children's Access



Provide culturally safe and inviting services.	<ul style="list-style-type: none"> <li>• All services have an Acknowledgement of Country</li> <li>• Services are safe and inviting in appearance and atmosphere</li> <li>• Individualised to local Aboriginal language group</li> <li>• Provision of Yarning Circles</li> </ul>	
Educators are culturally competent and Aboriginal culture embedded in REED Services.	<ul style="list-style-type: none"> <li>• All employees complete cultural competency training</li> <li>• Regular PD is scheduled on Aboriginal Culture to inform practices</li> <li>• Practices and competences are reflected/reviewed periodically</li> </ul>	
Set Aboriginal Child participation/enrolment targets that form a key KPI.	<ul style="list-style-type: none"> <li>• Each individual service is set a target for Aboriginal Child Enrolments (TBD by service/location)</li> <li>• Cluster Managers address this key KPI in bi-monthly reporting</li> <li>• Cluster Managers are supported by ICLO and Aboriginal Advisor role to meet KPI</li> </ul>	
Support Aboriginal Families with enrolment processes.	<ul style="list-style-type: none"> <li>• ICLO / Admin continue to make access easier for new enrolments by supporting families with this process</li> <li>• Regular contact/conversations are made with families to keep them engaged and remove barriers of attendance</li> </ul>	
Investigate opportunities for funding to support specific initiatives, meeting the needs of individual services and communities.	<ul style="list-style-type: none"> <li>• Create annual work plan as an organisation, identifying key project areas for which funding could be sought</li> <li>• Link with existing Aboriginal corporations to co-design projects</li> </ul>	
Childrens Voices	<ul style="list-style-type: none"> <li>• Ensuring children are provided an opportunity to have input</li> <li>• Childrens voices are heard</li> </ul>	

# Meaningful Employment



Set target for Aboriginal employment.	<ul style="list-style-type: none"><li>• REED management team to set target for Aboriginal employees separated by roles, e.g. trainees, leaderships etc.</li></ul>	
Aboriginal Traineeship Program.	<ul style="list-style-type: none"><li>• SMT to set target for Aboriginal Trainees by service, offering at least one trainee position per site</li><li>• Seek funding to support the training and wrap around services for trainees to support them with studies</li></ul>	
Aboriginal employee support programs.	<ul style="list-style-type: none"><li>• Link with Community Aboriginal corporations to partner in providing wrap around services to support students/trainees</li><li>• Review leave and entitlements to align with other industry including cultural leave</li></ul>	
Opportunities for further learning and paid personal development/ leadership programs.	<ul style="list-style-type: none"><li>• Develop Aboriginal Leadership Program, support succession planning for Aboriginal Employees</li><li>• Provide paid individualised development and supports e.g. financial counselling, mental health support, wellbeing, counselling to support their employment longevity</li></ul>	
Incorporate a role in Management team for Aboriginal Engagement.	<ul style="list-style-type: none"><li>• Implement an Aboriginal Engagement Officer into the senior management team to oversee this plan and drive change in a culturally appropriate way</li></ul>	
Board Diversity.	<ul style="list-style-type: none"><li>• Promote the addition of an Aboriginal Board Member to represent our Aboriginal communities</li></ul>	

# Engaged Communities



Develop effective external communication strategies.	<ul style="list-style-type: none"> <li>• Survey for appropriate methods of communication</li> <li>• Utilise partnerships for dissemination of comms/marketing material</li> </ul>	
Seek Aboriginal Elders to form strong, trusted relationships in community.	<ul style="list-style-type: none"> <li>• Form relationships for advice and liaison about events and cultural inclusivity</li> <li>• Invite Elders for incursions to share stories and culture with children</li> </ul>	
Inclusion of a role in the management team for Aboriginal Engagement Officer (mentioned above).	<ul style="list-style-type: none"> <li>• Listed above</li> </ul>	
Hold events to meet and engage with Aboriginal families and children.	<ul style="list-style-type: none"> <li>• Family engagement days, enrolment processes and benefits of ECEC</li> <li>• Support families to enrol and gather required docs</li> <li>• Support families with advice for Centrelink</li> </ul>	
Promote community connection in services.	<ul style="list-style-type: none"> <li>• Provide staff paid time off to volunteer in Aboriginal community events</li> <li>• Donate to community events/support</li> <li>• Hold annual events such as NAIDOC week celebrations</li> </ul>	

# Strong Partnerships



Form partnerships with key Aboriginal stakeholders.	<ul style="list-style-type: none"> <li>• Identify and meet with Aboriginal Corporations</li> <li>• Identify and meet with Aboriginal Elders</li> <li>• Link with Schools, particularly AIEO roles</li> <li>• Collaborate on projects that meet both organisations values and goals</li> </ul>	
Work in partnership on initiatives to benefit Aboriginal Children and families in accessing ECEC.	<ul style="list-style-type: none"> <li>• Develop programs to positively impact children such as breakfast programs and transport to ECEC services</li> <li>• Parent information sessions with relevant topics</li> <li>• Promote ECEC to families and how they can access CCS</li> </ul>	
Link with employment program providers to promote Traineeship Program.	<ul style="list-style-type: none"> <li>• Collaborate with local employment providers to promote ECEC as a career and traineeship program for school leavers and unemployed</li> <li>• Attend or run career days, offer industry tasters</li> <li>• Seek funding to support out of pocket expenses such as course fees, WWWC, police checks etc</li> </ul>	
Develop annual work plan /strategies with partners.	<ul style="list-style-type: none"> <li>• Meet partners regularly to develop, implement and evaluate work plans</li> <li>• Set annual goals and survey families for effectiveness of these programs</li> <li>• Build on each others core strengths and reputation, sharing knowledge or resources to benefit the Aboriginal community</li> </ul>	