

Reflect Reconciliation Action Plan

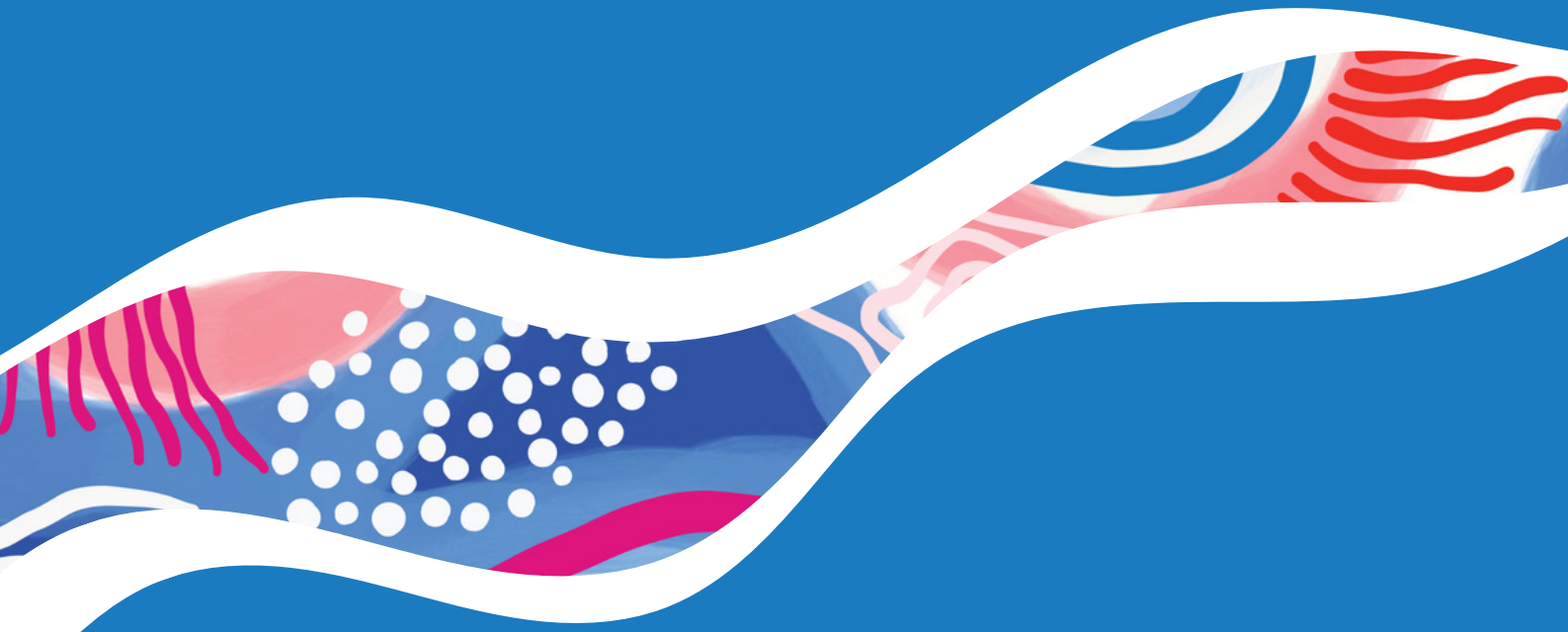
April 2022 - April 2023





Acknowledgement of Country

In the lands where we work, walk and live, The Pyjama Foundation respects and acknowledges the Traditional Custodians and pays respects to Elders past, present and emerging.



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Our RAP artwork

As the next generation is an important thread of the preservation of culture, a child's connection and identity is central to their wellbeing.

As a contemporary Aboriginal artist from Goreng Goreng Country, Rachael uses art as a powerful tool in storytelling, to educate and share Aboriginal culture and its evolution. Her style is fun and engaging but is drawn from her heritage and her role as an Aboriginal woman in a modern world.



This artwork, by Goreng Goreng artist Rachael Sarra, is an encouragement through empowerment and self-determination for our children so they can feel supported and reflected in the environment and community around them.

The Foundation was delighted to discover the beautiful work of Rachael Sarra and work in collaboration with her to create a piece of art that is reflective of the foundation and the families it supports. Rachael is an artist and designer whose work is an extension of her being and experiences.

Our artwork represents our commitment to First Nations families and how we will continue to learn and evolve by connecting with communities and Elders to provide a safe environment for all First Nations children and families.

Through respectful, trusted and consistent relationships, a child can be supported to develop and redevelop a sense of identity and place.



Sarra
By Rachael Sarra

Our business



The Pyjama Foundation is committed to changing the educational future of children in the foster care system, to therefore change the direction of their life path.


The Pyjama Foundation trains committed volunteers from the community to mentor a child in out-of-home-care, in their home on a weekly basis. The volunteers meet with the children weekly to read, tutor and implement educational play, while offering a safe and trusted friendship. The program has now expanded into numeracy and a variety of life skills, socialisation and life mentoring. The main objective of the program is to engage the children with their education and to make learning fun.

The Pyjama Foundation employs 30 people (on a full time and part time basis) and has more than 1300 active volunteers. Currently, the Foundation does not have any staff members who identify as Aboriginal and/or Torres Strait Islander people but has 12 volunteers who are Aboriginal and/or Torres Strait Islander people. With its Head Office based in Albion, Brisbane, the Foundation supports volunteers and children nationally across Queensland, Sydney and the surrounds, Newcastle and the Central Coast, Melbourne, Bendigo and Ballarat.

Our RAP

The Pyjama Foundation mentors children who are living in out of home care, with education, life skills and confidence in order to change the direction of their life path.

The Pyjama Foundation has appointed Founder and CEO, Bronwyn Sheehan as its RAP Champion who will be responsible for leading the Foundation's RAP Working Group and inspiring staff towards its commitment to reconciliation.



With more than 35% of the children in its Love of Learning Program who identify as Aboriginal and Torres Strait Islander people, the Foundation would like to improve our operations so First Nations children feel represented and included.

In 2020, The Pyjama Foundation made a further commitment on the path to greater awareness and inclusion of Aboriginal and Torres Strait Islander peoples and cultures within our organisation. Of the 1,230 children The Pyjama Foundation is currently mentoring weekly, 35% identify as Aboriginal and/or Torres Strait Islander people.

The Pyjama Foundation has implemented several actions over the years to ensure the organisation is inclusive towards Aboriginal and Torres Strait Islander children and young people. As the Foundation grows, it wants to formalise an approach, that guides its actions by implementing a Reconciliation Action Plan.

The Foundation's goal is to create an environment where every child in care sees themselves and their culture reflected, through our branding, program, and everything we represent.





One of the first important steps The Pyjama Foundation will take is appointing Founder and CEO, Bronwyn Sheehan as its RAP Champion who will be responsible for leading the Foundation's RAP Working Group and inspiring staff towards its commitment to reconciliation.

One of the biggest commitments the Foundation made was ensuring Aboriginal and Torres Strait Islander people felt represented through its marketing and image. As such, it appointed Rachael Sarra, an Indigenous artist and designer whose work is an extension of her being and experiences. As a contemporary Aboriginal artist from Goreng Goreng Country, Rachael uses art as a powerful tool in storytelling, to educate and share Aboriginal cultures and its evolution. The Pyjama Foundation proudly displays Rachael's beautiful artwork in the foyer of its office and includes elements of this throughout its branding and promotions.

The Pyjama Foundation has two key Aboriginal and Torres Strait Islander Ambassadors, who represent Aboriginal and Torres Strait Islander children and provide advice and guidance to The Pyjama Foundation.

All staff at The Pyjama Foundation have completed Aboriginal and Torres Strait Islander Mental Health First Aider Training and are exploring further Cultural Awareness training options for 2022.

At a Board level The Pyjama Foundation has formulated the criteria/charter for an Aboriginal and Torres Strait Islander Advisory Council, which will be a group of key personal who will meet regularly to advise The Pyjama Foundation on the cultural and resources needs of the organisation.





Message from Reconciliation Australia



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

The Pyjama Foundation joins a network of more than 1,100 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.

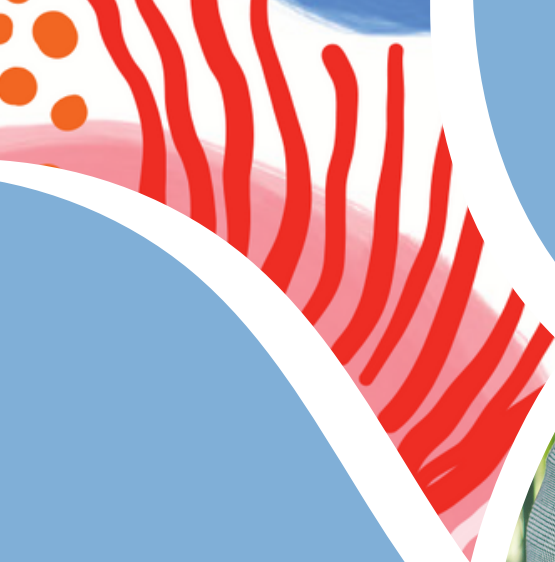
These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

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 the Pyjama Foundation 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 Pyjama Foundation, 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 partnerships

The Pyjama Foundation has recently engaged with Queensland Aboriginal and Torres Strait Islander Child Protection Peak, Practice Development Manager, Candice Butler.



Candice has provided resources, input and guidance around ensuring Aboriginal and Torres Islander children and young people remain connected to kin, community and cultures through The Pyjama Foundations volunteer mentors and wider organisation.

Candice suggested that the Foundation reminds children and young people in its Love of Learning Program about the UNCRC, The UN Convention on the Rights of the Child, as well as the Charter of Rights in the Child Protections Act 1999. Candice encouraged The Pyjama Foundation to promote National Aboriginal and Torres Strait Islander Children’s Day on the 4 August each year and has provided other key resources for volunteers to share with the children and young people. This engagement also prompted the Foundation to begin promoting other significant days and celebrations, such as NAIDOC Week and Indigenous Literacy Day which have become important parts of the annual calendar.

The Pyjama Foundation team have engaged Meeting Place Consultancy to undertake another important training course.



Conducted by Managing Director, Mark Watego, the team undertook an Aboriginal and Torres Strait Islander Mental First Aid Training day. This course also covered Cultural Awareness.

All staff have a certificate in Aboriginal and Torres Strait Islander Mental First Aid and a deeper understanding about supporting Aboriginal and Torres Strait Islander peoples on this level. Several staff members have completed 'A Foundation in Aboriginal and Torres Strait Islander Cultural Competence', which was run by The Centre for Cultural Competence Australia. The team is currently exploring training to help staff continue expanding their understandings this year by engaging with Jolleen Hicks of Aboriginal Insights.

Having a diverse group of Aboriginal and Torres Strait Islander Ambassadors as part of the Foundation was incredibly important as it paves its way forward towards reconciliation. After meeting and engaging with Aboriginal Elder Maroochy Barambah, she accepted to be an ambassador of The Pyjama Foundation. An inspiration to the many children in its Love of Learning Program, Aunty Maroochy is an Australian Aboriginal mezzo-soprano singer. From a background of out-of-home-care herself, Aunty Maroochy is a song woman, law woman and Elder of the Turrbal people.

Cape York Partnership CEO Fiona Jose is another proud Ambassador for The Pyjama Foundation. Cape York Partnerships is an Indigenous organisation driving a comprehensive reform agenda which is improving the lives of Indigenous families in the Cape York region. Fiona provides support and advice to The Pyjama Foundation Executive Team and is a valued part of The Pyjama Foundation's Aboriginal and Torres Strait Islander Advisory Council

As mentioned previously, The Pyjama Foundation commissioned Rachael in 2020 for The Pyjama Foundation First Nations art piece which is displayed in the foyer of Head Office. The Pyjama Foundation also uses Rachael's design elements across all of our branding.



Rachael has also designed a brooch for The Pyjama Foundation which is a design representing 'the child in the centre'. This is very relevant to The Pyjama Foundation as the child is at the centre of everything it works to achieve.

Jontay Gothachalkenin is a young Aboriginal Artist and Founder of WIKKID. The Pyjama Foundation uses Jontay's beautiful artistic cards to send out to key corporates and supporters. The Pyjama Foundation is proud to be using this art and sharing it throughout its marketing and beyond so all those we support feel represented.

Internal activities/ initiatives



Currently, The Pyjama Foundation engages in a number of activities and initiatives which it hopes to expand upon:

- The Pyjama Foundation delivers 'Acknowledgement to Country' at every event and volunteer training session.
- Has engaged an Aboriginal and Torres Strait Islander artist, who has commissioned a beautiful artwork which is displayed its Head Office, with elements used across all branding.
- Delivered an artwork launch in September 2020 at Parliament house and invited key Aboriginal and Torres Strait Islander peoples to launch, including First Nation children and families.
- In 2020, we noticed that our branding and marketing significantly lacked diversity and the faces of Aboriginal and Torres Strait Islander children we support. To combat this oversight, we commissioned Aboriginal and Torres Strait Islander children as models for images across marketing and branding to ensure the inclusive environment we're committed to promoting for all children is reflected in our branding.
- Commissioned an Aboriginal and Torres Strait Islander badge 'child in the centre', to represent Aboriginal and Torres Strait Islander children who are in our program
- Celebrates NAIDOC Week, Indigenous Literacy Day and National Aboriginal and Torres Strait Islander Children's Day
- Promoted National Reconciliation Week
- Purchased Indigenous books and resources for all resource centres
- Engaged two Aboriginal and Torres Strait Islander Ambassadors for The Pyjama Foundation
- Designed the charter for The Pyjama Foundation Aboriginal and Torres Strait Islander Advisory Board. Meeting scheduled for Sept 2021
- Working with a young Aboriginal artist to send out thank you cards to our supporters
- Worked with Meeting Place Consultancy to provide professional development for all Foundation staff in an Aboriginal and Torres Strait Islander Mental Health First Aid Course. This was extremely important as staff engage with many carers and Pyjama Angels each day from an Aboriginal and Torres Strait Islander background.
- Sought advice from Queensland Aboriginal and Torres Strait Islander Child Protection Peak
- Supported thousands of Aboriginal and Torres Strait Islander children over 17 years with a committed mentor



Relationships

Action

Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverable

April 2022
Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.
→ CEO

April 2022
Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.
→ CEO

Action

Build relationships through celebrating National Reconciliation Week (NRW).

Deliverable

May 2022
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.
→ Resource Manager

27 May - 3 June 2022
RAP Working Group members to participate in an external NRW event.
→ Events Manager

27 May - 3 June 2022
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.
→ CEO

Action

Promote reconciliation through our sphere of influence.

Deliverable

April 2022
Communicate our commitment to reconciliation to all staff.
→ Communications Manager

June 2022
Identify external stakeholders that our organisation can engage with on our reconciliation journey.
→ CEO

May 2022
Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.
→ CEO

Action

Promote positive race relations through anti-discrimination strategies.

Deliverable

June 2022
Research best practice and policies in areas of race relations and anti-discrimination.
General Manager

July 2022
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.
→ General Manager

Respect

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Action
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

January 2023

Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.
→ Communications Manager

January 2023

Conduct a review of cultural learning needs within our organisation.
→ National Program Manager and Resource Manager

Action

Deliverable

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Action
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

August 2022

Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.
→ National Program Manager

June 2022

Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.
→ National Program Manager

Action

Deliverable

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Action
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

July 2022

Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.
→ Communications Manager

July 2022

Introduce our staff to NAIDOC Week by promoting external events in our local area.
→ Communications Manager

July 2022

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

Action

Deliverable

Opportunities

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Action

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

Deliverable

October 2022
Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.
→ Partnership Manager

November 2022
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.
→ Corporate Partnership Manager

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Action

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

Deliverable

February 2023
Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.
→ Partnership Manager

October 2022
Investigate Supply Nation membership.
→ General Manager

Governance

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Action

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

Deliverable

April 2022
Form a RWG to govern RAP implementation.
→ CEO

May 2022
Draft a Terms of Reference for the RWG.
→ CEO

May 2022
Establish Aboriginal and Torres Strait Islander representation on the RWG.
→ CEO

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Action

Provide appropriate support for effective implementation of RAP commitments.

Deliverable

April 2022
Define resource needs for RAP implementation.
→ Resource Manager

April 2022
Engage senior leaders in the delivery of RAP commitments.
→ CEO

May 2022
Define appropriate systems and capability to track, measure and report on RAP commitments.
→ CEO

Action

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

Deliverable

June 2024
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.
→ CEO

1 August 2024
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.
→ CEO

30 September 2024
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.
→ Communications Manager

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Action

Continue our reconciliation journey by developing our next RAP.

Deliverable

January 2022
Register via Reconciliation Australia's [website](#) to begin developing our next RAP.
→ Communications Manager



For more about this document, contact:

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