



# Strategic Plan

2021-2025



**RECONCILIATION**  
QUEENSLAND



# Acknowledgement of Country

Reconciliation Queensland acknowledges and pays respect to Queensland's diverse Aboriginal and Torres Strait Islands First Nations peoples and their Elders past, present and emerging because they are the traditional custodians of this state's vast lands. We also acknowledge that the continuation of the cultural, spiritual, and educational practices of Aboriginal and Torres Strait Islander peoples on country is essential for building and maintaining a more sustainable and resilient Queensland.

Aboriginal and Torres Strait Islander peoples should be aware that this document may contain images or names of people who have passed away.

#### Please note:

Reconciliation Queensland's purpose and role as a peak body for reconciliation does not extend to providing Indigenous Land and Territorial Acknowledgements (or similar), and as such, will in no way become party to, involved in, or give opinions on, Indigenous territorial disputes. However, until Queensland's Aboriginal and Torres Strait Islands First Nations and the Queensland Government have formal 'treaties' in place, Reconciliation Queensland will continue to support the recognition of persons or groups that have been officially recognised as the Traditional Owners of certain land, following the outcome of an Indigenous Land and Territorial Acknowledgment or dispute.



## About the artwork

Designed with the main logo colours in mind. The colour pallet is made up of subtle colours of the the land. Earthy tones to create a calmness of all working together. Also adding the blue as a base colour to represent the waters that our people respect, whether it be freshwater or saltwater. There are the three main sections representing the connections Aboriginal, Torres Strait Islander and Non-Indigenous people working together. Colours and the markings are used to show communities and pathways, together and connecting, and also represent our landscape.

Elaine Chambers-Hegarty, Cultural Edge Designs



Reconciliation Queensland:

# who we are

Reconciliation Queensland is a not-for-profit organisation established over 20 years ago by a group of First Nations people and non-Indigenous people in response to the nation's emerging reconciliation movement supported through the Council of Aboriginal Reconciliation (CAR).

The founding groups' spirit united in honouring the deep spirituality, knowledge, courage, and resilience of Aboriginal and Torres Strait Islanders, the First Nations peoples of this land, whose cultures endure and prosper to this day.

This core spirit remains strong. Reconciliation Queensland aspires for a Queensland that is free from racism, discrimination and bias, and that values and supports the Aboriginal and Torres Strait Islander peoples in all aspects of Queensland life.

Since 2000, Reconciliation Queensland has operated as an Incorporated Association. With resolute support, our management committee, members and other volunteers continue to provide services, and host events and programs for our members, RAP organisations and local reconciliation groups.

Reconciliation Queensland projects, events and services are funded from a variety of sources, including association memberships, philanthropic support, and the valuable and significant financial support of our partners. To date, funding from the Queensland Government, our members, sponsors, partners, and philanthropic supporters, including BHP and Reconciliation Australia, has helped to develop our reach and services, and to promote events into regional communities across Queensland.

This Strategic Plan is a roadmap for advancing reconciliation in Queensland from 2021 to 2025 and beyond. National priorities for reconciliation will continue to be supported through the four key strategic objectives of this plan, including a new reconciliation framework approach focused on increasing regional engagement and collaboration of key stakeholder groups and partners across the five dimensions of reconciliation: education and training; health and wellbeing; cultural sustainability; justice; and self-determination.

Reconciliation Queensland recognises the Queensland Government's new Tracks to Treaty initiatives to help reframe the relationship with Aboriginal and Torres Strait Islander Queenslanders. In particular, the recent \$300 million commitment to support a Path to Treaty approach, with truth telling as a key component, is a significant measure that will help support and advance reconciliation for all Queenslanders.

However, Queensland's communities will need more than formal agreements supported by truth telling to reconcile a whole state. They will need more resourcing, including better informed processes for civic leadership at the regional level about local status of reconciliation progress across its five key dimensions. Importantly, once Treaty becomes a reality in Queensland, it will help focus the efforts necessary to achieve Australia's shared journey to reconciliation.

Reconciliation Queensland, as a member of the broader Australian Reconciliation Network, supports the call for Queensland's Aboriginal and Torres Strait Islander First Nations peoples to have the opportunity to be formally part of a First Nations Voice to Federal Parliament. This voice should be both recognised and enshrined in the Australian Constitution with the First Nations groups in other states and territories.

During the implementation of this Strategic Plan, Reconciliation Queensland will undertake several sustainability initiatives designed to improve member services, communication, management, and governance processes. More details will be provided as milestones are achieved.

Reconciliation Queensland invites and encourages individuals and organisations to be a part of the next chapter of the Queensland reconciliation journey by joining as a Reconciliation Queensland member, partner, sponsor or volunteer. For more details, please visit Reconciliation Queensland at [www.rqi.org.au/partnerprogram](http://www.rqi.org.au/partnerprogram).

## Message from Reconciliation Queensland Co-Patrons



Jackie Huggins AM FAHA

"Reconciliation Queensland is a voluntary organisation that works hard to achieve equity and respect for all. I am proud to have been associated with RQI as its Co-Patron since its inception. This Strategic Plan will build on the already good work established and promote future activities."



The Honourable Dame Quentin Bryce AD CVO

"Congratulations to RQI on your dedication and commitment that shines through this significant document setting directions for the next five years for our greatly admired and respected organisation. It has clearly been developed with the benefit of experience, consultation, energy and engagement.

The VISION, PURPOSE and VALUES will stand as a source of inspiration and support as we work together to translate our hopes and aspirations for true reconciliation into practice throughout our community and our state.

It is an honour for me to be Co-Patron with my dear friend Jackie Huggins, who brings outstanding and wise leadership.

I appreciate the opportunity to observe the hard work and professional skill of all involved in the vitally important role that RQI plays in Queensland."

# Our Vision for Reconciliation

An equitable and informed Queensland that recognises a shared past and respects Aboriginal peoples and Torres Strait First Nations peoples as the first Australians.

## Our Purpose

Reconciliation Queensland is a catalyst organisation that facilitates and promotes opportunities towards a reconciled Queensland.

## Our Values

**TRUTH** – We are open, honest, and understanding in all our interactions.

**RESPECT** – We value and honour the Aboriginal and Torres Strait First Nations peoples, cultures, and heritage as Australia's first peoples.

**COURAGE** – We have the strength and confidence to act in accordance with our truth.

**INTEGRITY** – We recognise and celebrate the Aboriginal and Torres Strait Islander cultural protocols in all our interactions.

## Reconciliation Queensland Strategic Objectives

Reconciliation Queensland's vision for reconciliation will be realised through the four core strategic objectives, as outlined below. It provides for increasing regional reconciliation engagement and collaboration with Queensland-based industry, local government and community sectors, including First Nations groups and organisations. The strategy and steps to progress for each of these objectives are detailed in the following sections.

**OBJECTIVE 1: EDUCATION** – Reconciliation Queensland raises community awareness and understanding of Australian history and contemporary issues from the perspective of Aboriginal and Torres Strait Islanders.

**OBJECTIVE 2: RELATIONS** – Reconciliation Queensland, through its regional reconciliation engagement approaches, will partner with and support Queensland organisations, industries, and governments to achieve their reconciliation goals.

**OBJECTIVE 3: ADVOCACY** – Reconciliation Queensland advocates for policies and informed discussions that advance Queensland's progress in all its regions against the five dimensions of reconciliation.

**OBJECTIVE 4: OPPORTUNITY** – Reconciliation Queensland supports Aboriginal and Torres Strait Islander individuals, communities and organisations in their aspirations related to education and training, health and wellbeing, cultural sustainability, justice, and self-determination.



## 1. EDUCATION

Through education, Reconciliation Queensland raises community awareness and understanding of Australian history and contemporary issues from the perspective of Aboriginal and Torres Strait Islanders.

STRATEGY	STEPS TO PROGRESS
Grow the Narragunnawali Reconciliation in Education program in schools and educational facilities throughout Queensland.	<ul style="list-style-type: none"> <li>Identify and support Queensland schools wanting to implement a Narragunnawali program.</li> <li>Develop resources and information on key topics for Queensland education organisations to access online.</li> </ul>
Strengthen the Local Reconciliation Groups (LRG) network throughout Queensland.	<ul style="list-style-type: none"> <li>Support the establishment of Local Reconciliation Groups by providing an operational framework and resources.</li> <li>Provide ongoing support for Local Reconciliation Groups through promotion and attendance at events and programs.</li> </ul>
Plan and host annual events, programs, and workshops (including National Reconciliation Week and NAIDOC Week).	<ul style="list-style-type: none"> <li>Establish and promote a calendar of events, programs, and workshops to be hosted by Reconciliation Queensland and LRGs – including online.</li> <li>Promote Reconciliation Queensland events and workshops through online, social media and traditional communication channels.</li> <li>Develop reconciliation programs for online and face-to-face delivery for various audiences.</li> </ul>
Foster a network of Queensland community members who support, promote and advocate reconciliation.	<ul style="list-style-type: none"> <li>Form alliances with Aboriginal and Torres Strait Islander and other community leaders, speakers, and teachers who can attend events, programs, and workshops.</li> </ul>

## 2. RELATIONS

Partner with and support Queensland organisations, industries, and governments to achieve their reconciliation goals.

STRATEGY	STEPS TO PROGRESS
Partner with key community, government and industry stakeholders, including First Nations organisations, to establish regional reconciliation forums across Queensland.	<ul style="list-style-type: none"> <li>Using geographical arrangements similar to the existing regional organisation of councils for Queensland, consult with key stakeholders and regional engagement networks to:               <ul style="list-style-type: none"> <li>co-design processes for supporting and delivering these forums annually</li> <li>establish a program for the ongoing collection and processing of regional data and statistical information profiles to inform the forum processes.</li> </ul> </li> <li>Provide a biennial State of Reconciliation in Queensland update report to track statewide progress in advancing reconciliation in collaboration with key partners.</li> </ul>
Provide more opportunities for organisations to participate, sponsor and partner in Reconciliation Queensland events across Queensland.	<ul style="list-style-type: none"> <li>Develop and promote a Reconciliation Queensland Partnerships program with new combined opportunities for key state and regional events, including National Reconciliation Week and regional reconciliation forum events.</li> </ul>
Strengthen and maintain the Reconciliation Queensland volunteer network to assist with events, forums, workshops, and development activities.	<ul style="list-style-type: none"> <li>Develop and implement a volunteer recruitment program.</li> <li>Appoint Reconciliation Queensland volunteer liaison as central point of contact for volunteers.</li> </ul>
Grow and strengthen the network of Reconciliation Queensland members, partners and sponsors.	<ul style="list-style-type: none"> <li>Promote the member, partner and sponsor benefits and value model.</li> </ul>
Support Queensland organisations to develop and advance their Reconciliation Action Plans (RAPs).	<ul style="list-style-type: none"> <li>Develop and implement Leadership in Reconciliation workshops and events to support partnered RAP organisations to progress their RAP commitments.</li> <li>Encourage RAP partners to support and actively participate in regional reconciliation forums and activities related to local communities they service in Queensland.</li> </ul>
Implement Reconciliation Industry Network Groups (RINGS) in key Queensland industry sectors.	<ul style="list-style-type: none"> <li>Partner with lead industry, community, and government sector bodies to formulate RINGS' plans and targets for networking with their memberships to:               <ul style="list-style-type: none"> <li>provide a regular online quarterly networking forum with keynote speakers discussing emerging reconciliation priorities for Queensland</li> <li>promote reconciliation and the benefits of having a RAP                   <ul style="list-style-type: none"> <li>o promote opportunities to attend Leadership in Reconciliation workshops and events.</li> </ul> </li> </ul> </li> </ul>
Supply an interactive online member and resource portal for Reconciliation Queensland members, partners and sponsors.	<ul style="list-style-type: none"> <li>Refurbish existing Reconciliation Queensland website resources to provide for a new membership portal, and e-commerce functionality and scalability.</li> </ul>

### 3. ADVOCACY

Advocate for policies and inform discussions that advance Queensland's progress against the five dimensions of reconciliation.

STRATEGY	STEPS TO PROGRESS
Provide Queensland state and local governments with research and information that affects public policy on racism, reconciliation, and Aboriginal and Torres Strait Islander peoples and communities.	<ul style="list-style-type: none"> <li>Maintain communications channels with state government and local government offices to provide research and information.</li> <li>Ensure latest research and information is made available through the Reconciliation Queensland website.</li> </ul>
Work directly with Australian Reconciliation Network (ARN) and Reconciliation Australia (RA) to provide the Queensland perspective on national policy changes and/or initiatives.	<ul style="list-style-type: none"> <li>Attend annual ARN (Australian Reconciliation Network) events and workshops.</li> </ul>
Develop a deeper understanding of the effectiveness of state and local government reconciliation commitments.	<ul style="list-style-type: none"> <li>Work with Queensland Government to review current policy and to report on effectiveness.</li> <li>Work with local government Regional Organisation of Councils to review current policy in key regions across Queensland and to report on effectiveness.</li> </ul>
Advocate for and promote the importance of a Treaty between the Aboriginal and Torres Strait Islander First Nations peoples and the state of Queensland to support reconciliation for all Queenslanders.	<ul style="list-style-type: none"> <li>Coordinate/facilitate regional and wider community meetings, workshops, and other events to help promote better understanding and acceptance of the importance of a Treaty and/or Treaties between Aboriginal and Torres Strait Islander First Nations and the Queensland Government.</li> <li>Provide formal submissions to all levels of government on the importance of having a Treaty and/or Treaties between the Aboriginal and Torres Strait Islands First Nations peoples and the state of Queensland.</li> </ul>

### 4. OPPORTUNITY

Support Aboriginal and Torres Strait Islander individuals, communities and organisations in their aspirations related to education and training, health and wellbeing, cultural sustainability, justice, and self-determination.

STRATEGY	STEPS TO PROGRESS
Assist the development of Local Reconciliation Groups (LRGs) and Reconciliation Queensland sub-branches in local/regional Queensland communities.	<ul style="list-style-type: none"> <li>Identify regional centres and local advocates to establish LRG or Reconciliation Queensland sub-branches.</li> <li>Provide constitutional framework, resources and ongoing support to establish the LRG or Reconciliation Queensland sub-branch.</li> </ul>
Promote Queensland-based Aboriginal and Torres Strait Islander businesses through Reconciliation Queensland channels.	<ul style="list-style-type: none"> <li>Identify Queensland-based Aboriginal and Torres Strait Islander organisations, and promote through Reconciliation Queensland channels, including emerging state-level Reconciliation Industry Network Groups.</li> <li>Facilitate annual forums to promote Aboriginal and Torres Strait Islander organisations with Queensland RAP, government, and community organisations.</li> </ul>
Provide seed funding to grassroots organisations and community groups (including LRGs).	<ul style="list-style-type: none"> <li>Develop a funding program for grassroots organisations and community groups aligned to Reconciliation Queensland's vision, values, and purpose to support their growth, where Reconciliation Queensland decides that doing so would further its own charitable objectives.</li> <li>Promote seed funding program through existing channels.</li> </ul>





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