



AAEE RECONCILIATION ACTION PLAN

2022

February 2022 – February 2023



This graphic artwork was developed by the Australian Association for Environmental Education in partnership with John Tonkin College. The graphics are a digital representation of artwork developed by Aboriginal students as part of John Tonkin College's Follow the Dream program.



Statement from the CEO of Reconciliation Australia

Reconciliation Australia welcomes Australian Association for Environmental Education to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Australian Association for Environmental Education 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 Australian Association for Environmental Education 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 Australian Association for Environmental Education, 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



Australian Association for Environmental Education Inc

Reflect Reconciliation Action Plan

February 2022 – February 2023

Our business

The Australian Association for Environmental Education Inc (AAEE) is Australia's peak professional body for Environmental Educators. Our members work in schools, businesses, community organisations and government agencies. As an association, we:

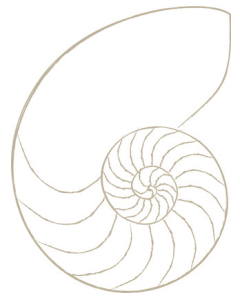
- Advocate for Environmental Education and promote best practice.
- Support and contribute to skills development among educators across Australia and internationally.
- Help our Association members to stay at the forefront of sustainability education and behaviour change.
- Provide a network for cross-sector environmental educators.

AAEE has three major roles:

- Promote the effective use of education to help people to live more sustainably.
- Support members via professional development.
- Build strong local networks that facilitate collaboration and skill sharing.

We provide services to our members by sharing information they contribute to share nationally about upcoming events, programs, projects, grants opportunities, case studies of best practice, appropriate resources, research, workshops, conferences and jobs in the field.

We use a monthly EBulletin, quarterly newsletter (ozEEnews), professional journal (Australian Journal for Environmental Education), AAEE website, educational resources website (Sustainability in Schools), social media (Facebook and LinkedIn) and quarterly Webinar. We also keep members informed of our MOU partner (North America Ass for EE, New Zealand Ass for EE and Japanese Society for EE) requests, opportunities and information.



working for sustainability

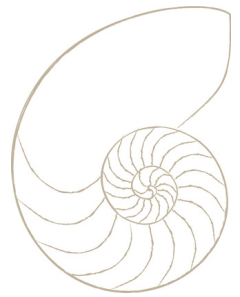
The AAEE coordinates SeaWeek each March to promote Ocean Literacies through national competitions, information and program support for teachers. We deliver a focused webinar to network major marine educators nationally and link to international networks.

The AAEE also coordinates a World Environment Day campaign to raise awareness of the United Nations International Year theme. We offer small WED grants, depending on donations to our association, to encourage educators to document educational practice. These are placed on the Sustainability in Schools website.

The AAEE President, for the national executive board, chairs the steering committee for the Australian Sustainable Schools Alliance (AuSSA) a national group of state and territory departmental representatives and industry representatives from aligned national environmental education programs, Catholic and non-government schools. This group meets quarterly to keep informed about the policy commitments in state/territory governments, share resources and contribute to advocacy for education for sustainability in the curriculum and community programs.

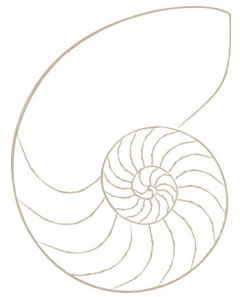
The AAEE employs a part time administrator for 20 hours a week to manage the membership, finances and some communications to members. The National Executive Board has a range of dedicated roles to complete work associated with the delivery of Board matters with each member taking on portfolios to manage. The board of 12 members contributed on average approximately 3500 hours of work to deliver governance, grant writing, preparation of newsletters, advocacy and reports.

The AAEE is a volunteer organisation and our members contribute many volunteer hours to deliver the services and projects that the various Chapters deliver. Last year we asked for each Chapter to provide information about estimated volunteer hours, we found that across the chapters there were 9984 hrs volunteered. The AAEE has approx. 402 members nationally which has seen a decrease from a high of 816 members in 2018 as a result of Covid-19.



working for sustainability

The AAEE is a non-profit volunteer association with members who have not been asked to identify if they are Aboriginal and Torres Strait Islander people. We are aware that our programs and projects currently support the inclusion of Aboriginal and Torres Strait Islander peoples to collaborate on workshops, forums and conferences.



The AAEE is a national professional association with Chapters in each state and territory with different capacities to coordinate and deliver education for sustainability programs, projects and professional development for educators across all formal education sectors.

The AAEE administrator is a contractor who operates from her home office in Western Australia.

Our RAP

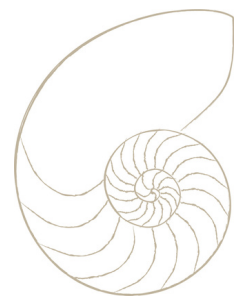
The AAEE is developing a RAP to identify a range of ways that we can explicitly focus on positive actions for reconciliation for an inclusive society where Aboriginal and Torres Strait Islander peoples thrive and the wider Australian community has a deep understanding and respect of the peoples on whose traditional land we live.

The RAP Champion will be the President of the AAEE supported by the Secretary, both these roles change at least every 4 years according to our constitution. The AAEE is committed to contributing to a caring sustainable community that embraces social justice and reconciliation. The AAEE is working in a manner that publicly respects and values Aboriginal and Torres Strait Islander peoples, their cultures and histories.

The AAEE national executive and our affiliated Chapters are committed to contributing towards this vision across our National group by:

- Acknowledging the Traditional Owners of the country we live and work on, the history of dispossession and struggle when we have meetings and host events;
- Building relationships of respect with Aboriginal and Torres Strait Islander organisations and individuals;
- Raising awareness of, and learning about, Aboriginal and Torres Strait Islander histories and cultures and changed attitudes through our work in transformational education and community building actions;

working for sustainability



- Changing attitudes that are often based on myths and misunderstandings, and encouraging action for sustainable environment for all building a better relationship between all Australians; and
- Link to the AAEE strategic plan developing innovative ways to create positive change based on best practice.

Reconciliation is also part of our core values as we work towards a just and sustainable future for all. We are seeking ways to engage with the community and we acknowledge that the ways of engaging with Aboriginal and Torres Strait Islander peoples has emerged but not in a strategic way. The development of a RAP was an outcome of the WA Chapter engaging with the process in 2015 which then led to a request to the National Executive in 2018 to take on the process for all Chapters.

Our RAP recognises that part of our reconciliation with Aboriginal and Torres Strait Islander peoples involves a commitment to reconcile with Country. We acknowledge that Country is central to Aboriginal and Torres Strait Islander peoples being and as such, we must reconcile with Country. Through working with Aboriginal and Torres Strait Islander stakeholders engaging in joint projects and programs, inclusion in cultural educative forums, workshops and conference and participating in cultural awareness courses.

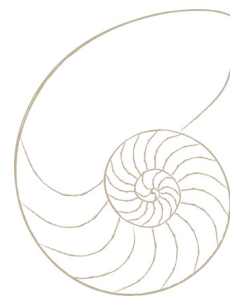
AAEE workplace reconciliation journey has been to encourage National Executive and Chapters meetings to include an Acknowledgement of Country in all their meetings and activities. We have also requested that Aboriginal and Torres Strait Islander peoples to be invited to deliver a Welcome to Country if possible at every opportunity within our many activities/projects/programs/forums and conferences.

The promotion of NAIDOC week participation for members to link to their workplaces in schools and communities. A recent survey of members to ask if they identify as Aboriginal and/or Torres Strait Islander people so that we can better understand our membership. Identifying resources and programs that support reconciliation education and placed on the Sustainability in Schools website.

working for sustainability

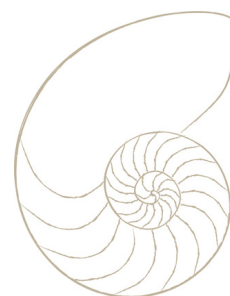
Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local/national area or sphere of influence. 	March 2022	Lead: National Executive Support: 8 Chapter Convenors
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	April 2022	Lead: National Executive Support: 8 Chapter Convenors
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff/members. 	April 2022	AEEE President & Admin
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May- 3 June 2022	AEEE President & RAP WG
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May- 3 June 2022	Lead: National Executive Support: 8 Chapter Convenors
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff/members. 	February 2022	AEEE President & Admin
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	February 2022	Lead: National Executive Support: 8 Chapter Convenors
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	February 2022	Lead: National Executive Support: 8 Chapter Convenors
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	February 2022	Lead: National Executive Support: National Exec Governance sub-committee
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	May 2022	National Exec Governance sub-committee

working for sustainability



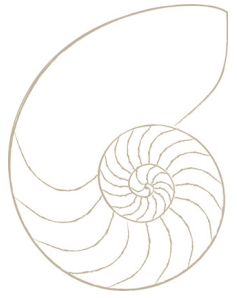
Respect			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a strategy for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	March 2022	Lead: National Executive Support: 8 Chapter Convenors
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	February 2022	Lead: National Executive Support: 8 Chapter Convenors
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	April 2022	Lead: National Executive Support: 8 Chapter Convenors
	<ul style="list-style-type: none"> Increase staff's/members understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	February 2022	Lead: National Executive Support: 8 Chapter Convenors
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff/members about the meaning of NAIDOC Week. 	June 2022	Lead: National Executive Support: 8 Chapter Convenors
	<ul style="list-style-type: none"> Introduce our staff/members to NAIDOC Week by promoting external events in our local area. 	June 2022	Lead: National Executive Support: 8 Chapter Convenors
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2022	AEEE President with RAP WG

working for sustainability



Opportunities			
Action	Deliverable	Timeline	Responsibility
8. Improve participation outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a strategy for Aboriginal and Torres Strait Islander volunteer/member participation within our organisation. 	June 2022	AAEE President with RAP WG
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander volunteer/membership to inform future participation and professional development opportunities. 	March 2022	Lead: National Executive Support: 8 Chapter Convenors
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a strategy for procurement from Aboriginal and Torres Strait Islander owned businesses. 	July 2022	Lead: National Executive Support: 8 Chapter Convenors
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	July 2022	Lead: National Executive Support: 8 Chapter Convenors

working for sustainability



Governance			
Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain a RWG to govern RAP implementation. 	February 2022	AAEE President
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	February 2022	AAEE President
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	February 2022	AAEE President
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	March 2022	AAEE President with RAP WG
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	February 2022	AAEE President with RAP WG
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	February 2022	Lead: National Executive Support: 8 Chapter Convenors
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence. 	June 2022	AAEE Administrator
	<ul style="list-style-type: none"> Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire. 	1 August 2022	AAEE Administrator
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September 2022	Lead: National Executive Support: 8 Chapter Convenors & RAP WG
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	June 2023	AAEE President with RAP WG

Contact Details: Dr Jennifer Pearson | President AAEE
Phone: 0407 983 469 | Email: admin@aaee.org.au

working for sustainability

