

Launched 4 strategies

Indigenous Cultural Learning Strategy

To build awareness, knowledge and capability. It also includes additional people leaders content.

Indigenous Procurement Strategy

To help staff understand how they can have a deeper commitment to ensuring diversity and a greater awareness of ways of working with Indigenous suppliers.

Indigenous Employment Attraction and Retention Strategy

To drive employment outcomes of Aboriginal and Torres Strait peoples and ensure policies and processes are culturally supportive.

Indigenous Internal Communications Strategy

To raise awareness and educate and is in line with the Innovate RAP deliverables



Cultural learning and events

All staff attended two immersive learning session – Critical Race Theory and Historical Truth Telling, led by AITSL Senior Advisor, Aboriginal and Torres Strait Islander Education, Dr Justine Grogan.

Staff went on a cultural learning walk to learn about the Aboriginal history of the Birrarung Marr and the Aboriginal Peoples of the Kulin Nation, the lands on which AITSL's offices are located.

We actively promoted and engaged in various reconciliation events and activities like National Reconciliation Week, Mabo Day, and Sorry Day.

2023 HALT Summit delegates were provided with a Welcome to Country by Uncle Tony Garvey, a member of the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation.



Updated the Leave Policy to include Cultural Leave (including NAIDOC Week leave) and expansion of compassionate leave to include Sorry Business.



Policy updates

Updated the Workplace Behaviour Policy to include stronger emphasis on anti-discrimination behaviours



Developed a new Diversity, Equity and Inclusion Policy and socialised it in the business.



Cultural Responsiveness project

The Senior Advisor, Aboriginal and Torres Strait Islander Education, has represented AITSL at several online and face-to-face events presenting on cultural responsiveness and the Australian Professional Standards for Teachers, as well as building awareness of AITSL's Intercultural Development Toolkit.

AITSL established an Indigenous Cultural Responsiveness Interagency Working Group with representatives from Australian Education Research Organisation (AERO), National Indigenous Australians Agency (NIAA), and the Federal Department of Education.

Innovate RAP update 2023

From June to December 2023, AITSL has made progress in advancing its commitment to reconciliation through the implementation of the Innovate Reconciliation Action Plan (RAP). AITSL remains dedicated to the ongoing journey of reconciliation, acknowledging the importance of continuous collaboration and meaningful actions to create positive and lasting change.