



Innovate RAP update

January – June 2024

1 Cultural Learning

AITSL finalised its Cultural Learning Strategy and has begun undertaking actions associated with the plan for learning activities.

A compulsory learning event delivered by Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation both online and in-person gave staff an opportunity to learn more about the history of Wurundjeri culture and identity.

A third immersive learning session on cultural responsiveness, 'Innocence Lost', was attended

by all staff, led by AITSL's Senior Advisor, Aboriginal and Torres Strait Islander Education, Dr Justine Grogan.

Leaders within the organisation have also undertaken unconscious bias training and anti-racism training.

AITSL continues to ensure all new staff undertake online learning modules through the SBS Inclusion Program.

2 Internal Communications

Communication with staff has included posts on the AITSL intranet and sharing items in all-staff meetings, with a focus on important cultural dates and the Acknowledgement of Country. Staff can use this as an opportunity to share their personal learnings about Aboriginal or Torres Strait Islander culture and histories. In addition, AITSL updated the wording of its corporate Acknowledgement of Country to remove the reference to 'emerging elders' which does not make sense from a cultural perspective.

AITSL held staff events, including a morning tea to raise awareness and funds for the work of Children's Ground (a First Nations charity). It was catered by Mabu Mabu, and featured the launch of AITSL's new Indigenous design work by BAYADHERRA, a Yorta Yorta brother and sister team, Luke and Siena Tieri.

AITSL also held a 'story time' event, where staff read stories from Aboriginal and Torres Strait Islander people and short videos of Dreamtime stories were played.

Artwork detail: The dashed orange line is a walking track representing AITSL's ongoing reconciliation and educational journey. The round element represents a gulpaga (waterhole).



3 Procurement Practices

AITSL continues to direct staff to include Indigenous suppliers in the quotation process for AITSL work, where possible. The Senior Procurement Officer provides advice to staff on suppliers that are registered or certified with Supply Nation and supports staff to include these providers in their procurement processes. In delivering AITSL's Indigenous Procurement Strategy, tailored training was undertaken

for staff at all levels to build commitment to ensuring diversity in procurement decisions and a greater awareness of ways of working with Indigenous suppliers.

As a result, the use of Indigenous suppliers has increased considerably, and the Board and executive team reconfirmed the commitment to support Indigenous procurement.

4 Attraction and Retention

AITSL has promoted changes made to its internal policies to ensure they support a culturally safe workplace, including changes to cultural leave entitlements and the ability for staff to substitute some public holidays.

An Aboriginal and Torres Strait Islander Recruitment and Retention Strategy has been finalised.

A key focus of this strategy has been to develop measures to assist with increasing Aboriginal and Torres Strait Islander representation within the organisation. While continuing to source opportunities to work with 'Career Trackers', early work is now underway with AFL SportsReady to recruit a trainee.

External engagement

AITSL is in the process of developing a formal engagement plan and guiding principles to ensure our resources are informed by Aboriginal and Torres Strait Islander experts and perspectives in education.

The HALT Summit commenced with a Welcome to Country ceremony performed by Craig Madden, a proud Gadigal/Bundjulang man. The Summit also included an Acknowledgment of Country performed by students from Gawura School, NSW, and a very popular Ngumpie Weaving workshop where traditional weaving techniques were shared.

Through the work of our Senior Advisor, Aboriginal and Torres Strait Islander Education, Dr Justine Grogan, AITSL continues to be represented at

several online and face-to-face events presenting on cultural responsiveness and AITSL's Indigenous Cultural Responsiveness Toolkit. This has included presentations to our Highly Accomplished and Lead teacher (HALT) Summit and the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Summit.

This year AITSL is Chair of the RAP Education Interagency Forum, which has representatives from AERO, the Australian Curriculum, Assessment and Reporting Authority (ACARA), the Australian Children's Education & Care Quality Authority (ACECQA), and Education Services Australia (ESA). The group works together to share RAP progress and initiatives, as well as opportunities to collaborate.

