



Reconciliation Action Plan  
January 2025 to June 2026







## **Acknowledgement of Country**

Investing In Our Youth (IIOY) acknowledge the Traditional Custodians and Owners of Country, the Noongar people, and recognise their continuing connection to land, waters, and community.

We pay our respects to their ancestors and Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander people engaged with our programs.

IIOY is committed to working in partnership with Custodians and Owners to strengthen and embed First Nation's voices and perspectives in our decision-making, now and into the future.



HIPPY staff, Caitlin & Sophia with artist, Ninnette and Sara from Investing In Our Youth. Photographer: Julia Poole

## Artwork Story

“The story represented in the artwork is about different families coming together with acceptance of their different ways. This story represents so many young people travelling through rough terrain looking for a place to call home, the little footprints represents the young people following and searching for the path to a place where they feel loved, accepted and respected. Learning from our Elders the children have learnt how to survive. The family symbol represents the family centre that accepts children of all ages and colour and making children feel safe at heart. Investing in the Youth is about differing people coming together and nurturing the young people giving them a guiding hand on surviving as adults.”

## About the Artist

This artwork was created by Ninnette Comito, a Balladong woman of the Gnaalla Karla Boodja.

## MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER & CHAIRPERSON

Investing In Our Youth are proud to present the next Reflect Reconciliation Action Plan (2025-2026), embodying the belief that reconciliation is a shared responsibility. Our RAP captures our strong ongoing commitment to reconciliation within in our organisation and the communities we work in.

This plan was developed collectively with input from staff and board members. It celebrates our achievements to date and recognises the need to continue a reconciliation journey.

Our aim in our reconciliation journey is to create a welcoming and safe space in all our centres and programs which are inclusive, promotes diversity and improves the way we support our children, youth, families and communities.

On behalf of our organisation we look forward to continuing to work in collaboration and partnership with Aboriginal and Torres Strait Islander peoples, communities and organisations to nurture relationships, build trust and respect and offer opportunities.



**Nicky Smith**  
Chief Executive Officer

**Ian Telfer**  
Chairperson



## STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA

### Reconciliation Australia congratulates Investing In Our Youth on continuing its reconciliation journey by formally endorsing Investing In Our Youth's second Reflect Reconciliation Action Plan (RAP).

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Through this plan, Investing In Our Youth continues to play an important role in a network of more than 2,500 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 continues the journey and primes 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 to increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Investing In Our Youth 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 steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Investing In Our Youth on your second Reflect RAP, and I look forward to following your continuing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

South West RYDE participant  
Photographer: Raine Torrisi



## OUR ORGANISATION

Investing In Our Youth (IIOY) is a not-for-profit organisation offering a range of programs to children, family and youth on Noongar Boodja (Country) in the South West region of Western Australia including physical locations in Bunbury and Collie. As a local, regional and place-based organisation, IIOY has an important role in building strong communities and families, supporting people to enhance their resilience and capacity to thrive.

### Vision

That all children, youth, and families live and grow in safe, healthy, and connected communities.

### Purpose

Building our communities' capacity so that every child and young person, regardless of location, household income or individual needs, can be nurtured to achieve their potential.

### OUR VALUES



#### Wholeheartedness

Our approach is grounded in care, compassion and generosity.



#### Sustainability

Our programs and practices grow and contribute positively to people and planet.



#### Integrity

Our practices are based on evidence, expertise and ethics.



#### Collaborations

Our partnerships are meaningful, equitable and diverse.

## OUR TEAM

IIOY currently consists of a team of around 40 people, including board members, staff and volunteers, with 1% of the team identifying as Aboriginal and Torres Strait Islander peoples.

## OUR RAP

This will be IIOY's second Reconciliation Action Plan (RAP) with our first Reflect plan being implemented for the period December 2021 to May 2023. There has been a period of significant staff changes in the 23/24 financial year, so IIOY intends to stay with a Reflect plan again for this 18-month period from January 2025 to June 2026.

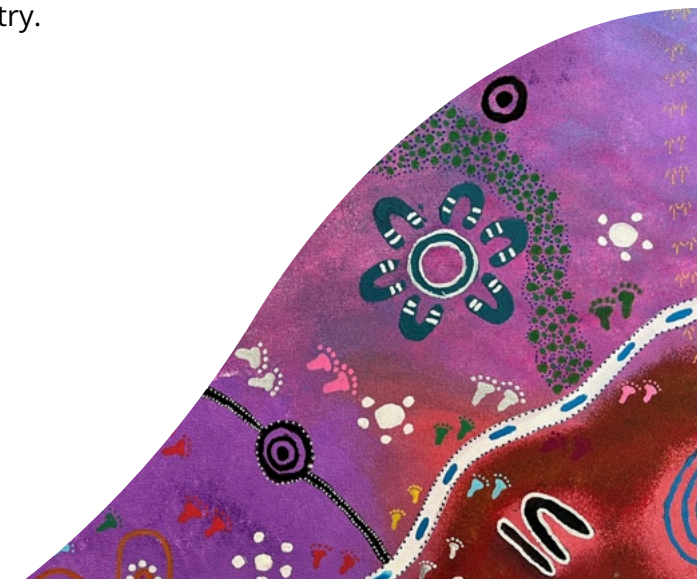
IIOY continues to be committed to working in partnership with Custodians and Owners to strengthen and embed First Nation peoples' voices and perspectives in our decision making, now and in the future. Our intention is to enhance relationships with Aboriginal Community Controlled Organisations. Our RAP champion will be the Investing In Our Youth CEO.

IIOY aims to contribute to a reconciled Australia by raising awareness of Aboriginal and Torres Strait Islander people's histories and cultures. We will celebrate Aboriginal and Torres Strait Islander peoples' achievements and their resilience, as well as developing meaningful opportunities, collaborations and partnerships.

The board and staff are committed to continuing to our RAP journey and given the size and nature of our organisation will integrate the implementation of the Reflect RAP into existing monthly board, team leader and staff meetings. We will continue to grow our relationships with other Aboriginal Community Controlled Organisations (ACCO).

Our key achievements from the first Reflect RAP include:

- Employing a diverse workforce including Aboriginal and Torres Strait Islander people.
- Displaying Aboriginal and Torres Strait Islander flags and Acknowledgement of Country at all sites.
- Commitment to inclusion of an Acknowledgment of Country at all significant internal meetings.
- Commitment to inclusion of Welcome to Country at all significant external events.
- Board and staff participation in significant events including National Reconciliation Week and NAIDOC week.
- Staff attended Storytelling in Nature – connecting children with the land and First Nation people's cultures.
- Awareness and advocacy to support Aboriginal and Torres Strait Islander recognition and social justice issues.
- Increased collaboration and partnerships with ACCO.
- Participation in Act Belong Commit Partner webinar on best practice when engaging Aboriginal and Torres Strait Islander peoples and creating meaningful and appropriate Acknowledgement of Country.





## OUR PARTNERSHIPS & CURRENT ACTIVITIES

### Child & Parent Centre - Carey Park

In partnership with Carey Park Primary School

- Bonar Bardip, or story of the seasons, project involved engaging with a group of local Noongar artists working collaboratively with students at Carey Park Primary School to create a series of murals that tell the story of the six Noongar seasons.
- The next stage of this project is to create a bilingual children's book based on the murals to sharing and learning about Noongar culture and language.

### Child & Parent Centre - Collie Valley

- Employment of a staff member who identifies as Aboriginal and Torres Strait Islander and has connections to local community as the full-time Centre Support Officer.
- Supporting the Climate Justice Union meetings at the Child & Parent Centre (CPC) in consultation with Aboriginal and Torres Strait Islander Traditional Custodians of Wilman Boodja.

### HIPPY (Home Interaction Program for Parents & Youngsters)

- Continued employment of staff members who identify as Aboriginal and Torres Strait Islander peoples and have connections to local communities as program Coordinator and Tutors.
- Commitment to a HIPPY First Nations focused site and increased engagement with Aboriginal and Torres Strait Islander families in Bunbury, Dalyellup and Collie areas.
- 10% of HIPPY families identify as an Aboriginal and Torres Strait Islander families.
- CEO and staff participated in the "Stronger ACCO's, Stronger Families" project delivered by Department of Social Services in conjunction with Wunan Foundation to enable better outcomes for children and families by exploring the role ACCO's can play as partners with the HIPPY program.
- Supporting the transition of the HIPPY (Bunbury-Collie site) program to an Aboriginal Community Controlled Organisation as part of the Closing the Gap National Agreement to lead to better rates of service engagement and better outcomes for Aboriginal and Torres Strait Islander children and families.



HIPPY Staff, Gaia, Kathryn, Kiarna, Crystal, and Sophia. Photographer: Rachel Birrell

## Yallo

### Dalyellup Community Hub

- Intercultural Lullabies community workshops bringing together Noongar and Culturally and Linguistically Diverse communities to celebrate their language and culture through song and performance.
- The next stage of this project is to create a bilingual children's book based on the murals to sharing and learning about Noongar culture and language.

### Youth Driving Programs

- Partnering with a range of ACCO's as Regional Youth Driver Education service providers including SW Aboriginal Medical Service and Breakaway Aboriginal Corporation.
- 45% of End-to-End Driving Program participants supported to gain their driver's license identify as Aboriginal and Torres Strait Islander young people.

### National Reconciliation Week

- Board and staff members attend the annual Bunbury Bridge Walk for Reconciliation supported by Reconciliation WA.
- IIOY has joined Reconciliation WA as a member.

### NAIDOC Week

- Staff attend the annual NAIDOC Week Family Fun Day organised in July each year by SW Aboriginal Medical Service to promote engagement in programs aimed at the early years and youth.



Yallo Playleader Caitlin at Dalyellup Christmas Festival.  
Photographer: Sara Page

- Staff also attended the NAIDOC week flag raising ceremony and the Elders Day.

### Voice to Parliament

- In 2023 staff promoted awareness and advocated for the Yes campaign for a Voice to Parliament.
- A team meeting was dedicated to learning more about the Uluru Statement from the Heart and dispelling myths and misbeliefs surrounding the Voice.

### 26 January Public Holiday

- IIOY chooses not to attend or hold events on 26 January in support of the campaign to change the date. Staff are offered the ability to work on 26 January and take another day's leave in lieu.

### Artwork

- Our artwork has been incorporated into our website, email signatures, strategic plan, annual report as well as promoted on our vehicles and new staff uniforms including polo shirts and lanyards.

## 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"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> </ul>                | March 2025            | Child & Parent Centre Coordinators |
|  | <ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul> | March 2025            | CEO                                |
| 2. Build relationships through celebrating National Reconciliation Week (NRW).   | <ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>  | May 2025              | Marketing Officer                  |
|  | <ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event.</li> </ul>   | 27 May - 3 June, 2025 | CEO                                |
|  | <ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>               | 27 May - 3 June, 2025 | CEO                                |
| 3. Promote reconciliation through our sphere of influence.   | <ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> </ul>   | March 2025            | Marketing Officer                  |
|  | <ul style="list-style-type: none"> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>  | April 2025            | Child & Parent Centre Coordinators |
|  | <ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>                 | April 2025            | Blue Leaf Coordinator              |
| 4. Promote positive race relations through anti-discrimination strategies.   | <ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>  | June 2025             | CEO                                |
|  | <ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>                      | July 2025             | CEO                                |





Staff member, Sophia, taking part in the smoking ceremony at the commencement of HIPPY training in Broome. Photographer: Gaia Boranga

Local artist Tahlia Bennell working with the students during Bonar Bardip Mural Project.  
Photographer: Gaia Boranga



| 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"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> </ul> | April 2025               | Chairperson                        |
|  | <ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>  | February 2025            | Child & Parent Centre Coordinators |
| 6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.   | <ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> </ul>  | June 2025                | Child & Parent Centre Coordinators |
|  | <ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>                        | June 2025                | Marketing Officer                  |
| 7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.  | <ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> </ul>   | April 2025               | Yallo Coordinator                  |
|  | <ul style="list-style-type: none"> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> </ul>  | June 2025                | Driving Programs Coordinator       |
|  | <ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>  | First week in July, 2025 | CEO                                |



South West RYDE participant, Jonathon.  
Photographer: Zoe Keenan

| Opportunities   |   |                |                |
|---|---|----------------|----------------|
| Action  | Deliverable   | Timeline       | Responsibility |
| 8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development. | <ul style="list-style-type: none"> <li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> </ul>   | September 2025 | Chairperson    |
|   | <ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul> | September 2025 | CEO            |
| 9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.                  | <ul style="list-style-type: none"> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>  | October 2025   | Treasurer      |
|   | <ul style="list-style-type: none"> <li>Develop a list of Aboriginal and Torres Strait Islander suppliers.</li> </ul>  | October 2025   | Treasurer      |




| 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"> <li>Maintain a RWG to govern RAP implementation.</li> </ul>  | February 2025         | CEO            |
|  | <ul style="list-style-type: none"> <li>Review the Terms of Reference for the RWG.</li> </ul>  | February 2025         | CEO            |
|  | <ul style="list-style-type: none"> <li>Establish Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>  | June 2025             | Chairperson    |
| 11. Provide appropriate support for effective implementation of RAP commitments.   | <ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>   | February 2025         | Treasurer      |
|  | <ul style="list-style-type: none"> <li>Engage senior leaders in the delivery of RAP commitments.</li> </ul>   | March 2025            | CEO            |
|  | <ul style="list-style-type: none"> <li>Maintain a senior leader to champion our RAP internally.</li> </ul>  | February 2025         | Chairperson    |
|  | <ul style="list-style-type: none"> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>  | February 2025         | CEO            |
| 12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. | <ul style="list-style-type: none"> <li>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.</li> </ul> | June annually         | CEO            |
|  | <ul style="list-style-type: none"> <li>Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.</li> </ul>  | 1 August annually     | CEO            |
|  | <ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Survey to Reconciliation Australia.</li> </ul>   | 30 September annually | CEO            |
| 13. Continue our reconciliation journey by developing our next RAP.  | <ul style="list-style-type: none"> <li>Register via Reconciliation Australia's website to begin developing our next RAP.</li> </ul>   | January 2026          | CEO            |

## DISCOVER MORE

Reach out to discover more about Investing In Our Youth.

### Nicky Smith, CEO

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 [iioy.org.au](http://iioy.org.au)

All individuals featured throughout this publication have consented to being photographed. However, not all have consented to their names being shared.

Student from Carey Park Primary School participating in the Bonar Bardip Mural project. Photographer: Gaia Boranga