



**RECONCILIATION
ACTION PLAN**

REFLECT

Reflect Reconciliation Action Plan

MARCH, 2023 - SEPTEMBER, 2024

**LEADERSHIP
VICTORIA**

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Acknowledgement of Country

Leadership Victoria acknowledges the Traditional Custodians of the lands and waters on which we gather and connect. We pay our respects to the leadership, storytelling, and teaching of First Nations peoples, and to their Elders past and present.

Leadership Victoria accepts the invitation of the Uluru Statement from the Heart to walk together with Aboriginal and Torres Strait Islander peoples in a movement of the Australian people for a better future. This land always was and always will be Aboriginal land.

Our Vision for Reconciliation

Leadership Victoria's vision for reconciliation is to support and empower courageous, curious, and purposeful leadership to advance reconciliation in Australia.

We do this by:

1.

Understanding Leadership Victoria's current limitations in awareness and cultural competence and identifying opportunities for development.

2.

Learning from and reflecting in our practices the leadership perspectives of Aboriginal and Torres Strait Islander peoples; and

3.

Leveraging our network to enable ripples of influence and impact across Australia.



A Message from Leadership Victoria's Chair and CEO

It is our great pleasure to present Leadership Victoria's inaugural Reconciliation Action Plan (RAP) which is the start of our long-term commitment to reconciliation.

Leadership Victoria's Vision is for Purposeful leadership for an inclusive, equitable and sustainable society, and our core purpose is to foster leadership that inspires, connects, and transforms.

Our Reflect RAP formalises Leadership Victoria's ongoing commitment to reconciliation and social change.

The development of our Reflect RAP would not have been possible without the support and commitment from our alumni, including our RAP Working Group and the insight and support provided by our Aboriginal alumni Focus Group.

We are optimistic that the ambitions we have jointly set will continue our reflection and learning about how to deliver leadership programs and services that are culturally responsive and inclusive for all. We consider this the first formal step in LV's reconciliation journey and signals a commitment to deepening our understanding and actively contributing to reconciliation by working in respectful partnership with others.

We look forward to the next steps in the journey for our organisation.



CHRISTINE NIXON AO, APM
Leadership Victoria Chair



SALLY HINES
Leadership Victoria CEO

Message from Reconciliation Australia

Reconciliation Australia welcomes Leadership Victoria to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Leadership Victoria joins a network of more than 2,200 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 Leadership Victoria 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 Leadership Victoria, 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

About Leadership Victoria

Leadership Victoria is an innovative, independent social enterprise. Our vision is purposeful leadership for an inclusive, equitable and sustainable society and we exist to foster leadership that inspires, connects, and transforms. Purposeful Leaders are people who care about what they do, and how they do it.

For over 30 years, Leadership Victoria has been connecting and empowering leaders across business, government, and community sectors, enabling them to exercise the leadership required to address today's complex challenges and contribute to positive economic, social, and environmental outcomes.

We purposefully connect leaders with diverse backgrounds, experiences, and perspectives to enable fresh thinking on complex challenges. We facilitate powerful networks that endure beyond our programs, enabling leaders to amplify their leadership impact in their organisations, sectors, and communities.

We do this through our open enrolment programs, which include our flagship year-long Williamson Community Leadership Program, as well as shorter programs like Igniting Leadership, LeaderEvolution, and our Women's Leadership programs.

In addition to our open enrolment programs, Leadership Victoria partners with many organisations across the business, government and community sectors to co-design and deliver customised programs for leaders at all levels, supporting organisational and community transformation.

Our Impact

Leadership Victoria's vision is underpinned by our constitution and our values of courage, curiosity, integrity, and respect. Our impact is guided by the United Nations Sustainable Development Goals (SDGs), a global blueprint for peace and prosperity for people and the planet enshrined into 17 goals.

At Leadership Victoria, we see our work as part of the bigger whole, empowering and helping everyone we work with - from alumni to partners - in their contribution to the SDGs. Whilst we support all 17 goals, we have chosen to focus our effort on the six goals where we believe we can have the greatest impact, based on the work done by our alumni. They are (5) gender equality, (10) reducing inequality, (13) climate action, and (16) peace and justice and strong institutions; all of which are underpinned by (17) partnerships and (4) quality education.

Our Team

Leadership Victoria is based in Naarm (Melbourne), Victoria: our office is located on the lands of the Wurundjeri Woi Wurrung. We have 11 people in our team, and many of us work part-time, and remotely across Kulin Country, including Wurundjeri Woi Wurrung, Bunurong, Boon Wurrung and Wadawurrung Countries. To our knowledge we have no Aboriginal and/or Torres Strait Islander staff employed at Leadership Victoria.

Our Location

We have one office located at:

Level 17, 15 William Street
Wurundjeri Woi Wurrung Country
Melbourne 3000 Australia

Our Reconciliation Action Plan

Leadership Victoria is committed to an inclusive, equitable and sustainable society. With these principles in place, we are dedicated to contributing to the reconciliation journey between Aboriginal and Torres Strait Islander peoples and the broader community.

We recognise the deep privilege and responsibility in the work that we do; the immense opportunity to shape and influence leaders in business, government, and community. At Leadership Victoria we aspire to Purposeful Leadership - people who care about what they do and how they do it. We believe that no discussion of leadership and its potential in an Australian context is complete without recognising the longstanding leadership of Aboriginal and Torres Strait Islander peoples and the potential to walk together in a shared understanding, to build a vision of leadership for Australia that is inclusive of all its peoples, in all its challenges, strengths and opportunities.

We see our work as stepping into - not away from - adaptive challenges. Adaptive challenges require learning to address conflicts in values, or gaps between the values and realities we face. They engage our hearts and stomachs. They require us to put ourselves into the work, and not leap to quick or easy solutions.

We see our contribution to reconciliation through this Reconciliation Action Plan as embedding our commitment to leadership and using our privilege and responsibility to work in allyship with Aboriginal and Torres Strait Islander peoples for a better future. It is an act of accountability to what we will do and a commitment to do the hard work. In this we thank, and immensely appreciate, our many alumni who bring their experience, perspective, and hearts to their engagement with us, and who encourage us to reflect on and step into what more we can do.

Continuing to build our own cultural competence is our starting point. We will continue to increase our awareness of Aboriginal and Torres Strait Islander communities in which we work, and the rich leadership we encounter, and share this awareness with the hundreds of program participants, clients, and stakeholders with whom we work. We expect it will expand the ways in which we think about leadership and see it in action around us.

We hope that our commitment to relationships, respect, opportunities, and governance in this Reconciliation Action Plan will not only change us as an organisation, but also shape the actions of leaders in the many organisations we touch, engendering a collective energy for a better future.

Approach to implementing our Reconciliation Action Plan

In 2020 Leadership Victoria approached Karen Milward, an alumnus of our Williamson Community Leadership Program, Consultant, and a Yorta Yorta Nation woman, to work with us in developing our Reconciliation Action Plan (RAP).

We formed a Working Group to guide us in the development of the RAP. Leadership Victoria over its 30 years of work building leadership in the Victorian community is hugely fortunate to have a large group of alumni with expertise, generosity, and a commitment to reconciliation. Our work in reconciliation would not be where it is without the thoughtful provocations of our alumni. Alumni were asked to apply for membership to the RAP Working Group.

Working Group meetings were led by Karen Milward. We explored what drew us to contributing to Leadership Victoria's RAP, what we brought and what we hoped to contribute. We workshopped ideas for Leadership Victoria's vision for reconciliation and the actions Leadership Victoria might take.

We then tested the vision for reconciliation and proposed actions in meetings with Leadership Victoria Staff, and a focus group of Aboriginal and Torres Strait Islander alumni. This work was led and supported by the CEO of Leadership Victoria and endorsed by Leadership Victoria's Board.

RAP Working Group and Focus Group

LV's RAP Working Group is represented by:

- Barbara Schade - Williamson Community Leadership Program ("WCLP") 2019
- Pete Zwiars - WCLP2021
- Alicia Colley - WCLP2021
- Nicole Baker - WCLP2021
- Skye Haldane - WCLP2018
- Emma Humann - WCLP2020
- Deb Colville - WCLP2019
- Sean Jameson - WCLP2010
- Aida Escall - WCLP2020
- Cassandra Hatton - WCLP2019
- Leissa Van Sanne, Leadership Coordinator, Leadership Victoria
- Scott Ko, Chief Operating Officer, Leadership Victoria
- Lisa Croxford, Leadership Development and Working Group Lead, Leadership Victoria

The Focus Group comprised:

- Deborah Walsh - WCLP 2009
- Matthew Everitt - WCLP 2021
- Anthony Cavanagh - WCLP 2015
- Owen Cavanagh - WCLP 2021
- Naomi Asling - LGBTIQ 2020
- Jacqueline Watkins - WCLP 2021

Duration of our RAP

Leadership Victoria has chosen an 18-month Reconciliation Action Plan duration, being cognisant of our organisations' size and the time we need to realistically achieve the actions set out in this RAP.



About the Artist and the Artwork

The artwork that appears on the Reconciliation Action Plan is the creative product of proud Gunditjmara woman Laura Thompson (Williamson Community Leadership Program 2018 alumni), co-founder and CEO of **CLOTHINGTHEGAPS**. Clothing The Gaps is an Aboriginal social enterprise and ethical fashion brand. Clothing The Gaps sell “merch” with a message and are at the forefront of making real, lasting change for some of Australia’s most important national conversations.

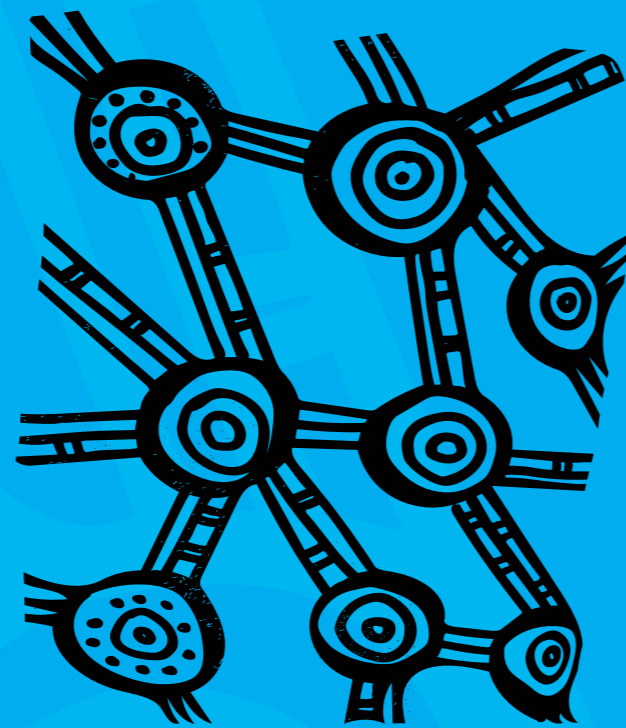
The artwork appears on socks especially designed for Leadership Victoria. Leadership Victoria has a long history of engaging speakers to speak to their real experiences of leadership. The socks were a contribution by early Williamson alumni to thank our speakers for their contribution of time and expertise. A contribution that has continued for decades. Laura built on that tradition in her re-working of the sock design.

Laura says of the socks:

“These socks are a special reminder that we are all part of the fabric - celebrating Indigenous people and culture through fashion. The pattern has no beginning and no end, much like the leadership journey we are all on. The design shows the connectedness and interconnection of people and Communities working towards a more inclusive, healthier, happier, and harmonious Australia. The Aboriginal and Torres Strait Islander flags on the toes are the first thing you see at the beginning of the day and the last thing you see when you take off your shoes in the evening. A loving reminder of the 60000 years plus of Aboriginal and Torres Strait Islander history, culture, and knowledge in Australia”.

The socks are used in every program that Leadership Victoria operates and have started a movement (!) of themselves, by bringing an Aboriginal and Torres Strait Islander presence into every space Leadership Victoria works in.

The socks also symbolise the contribution of our alumni to Leadership Victoria and the continuous sharing of knowledge, learning and contribution that inspires us to be the best organisation we can be.



Artist: Laura Thompson
Country: Gunditjmara
Title: *Part of the Fabric*
Medium: Digital Art
Year Created: 2018

About the Graphic Design

The graphic design for this Reconciliation Action Plan was contributed by Dreamtime Art Creative Consultancy. Established in 2009, Dreamtime Art Creative Consultancy (DACC) was founded by husband and wife team Matthew Everitt, a proud Taungurung man of the Kulin Nation in Victoria and Fatima Everitt, a proud Filipino immigrant.

Both Matthew and Fatima are artistic in their own right. Both also faced and experienced the effects of systemic racism in their youth. It was only a matter of time that their combined knowledge for culture, art and desire for change would take them on a career path embodying self-determination and shared benefits for Art & Culture for the First Nations Peoples of Australia.

Today, DACC has become a trusted and resounding voice in Aboriginal Art based projects consulting to businesses and government.

DACC creates strategies and approaches that promotes reconciliation through the beauty of art influencing social and organisational change executed by education, awareness and communications that is mutually beneficial for all parties.

DACC delivers multidisciplinary services that is culturally safe, innovative, disruptive, and bespoke with a focus on best practice and due diligence.

Our Partnerships and Activities

Leadership Victoria's reconciliation partnerships and activities to date have focused on how we might use the power of our platform to progress reconciliation and highlight the leadership of Aboriginal and Torres Strait Islander peoples in Australia. This has been to:

1. Build our cultural awareness as an organisation.
2. Increase Aboriginal and Torres Strait Islander participation in our leadership programs;
3. Support Leadership Victoria's Aboriginal and Torres Strait Islander Alumni; and
4. Create a learning environment that is culturally safe.

Organisational work so far includes:

- The Leadership Victoria Foundation provides scholarships to people who face barriers to participation in leadership development opportunities. Williamson Community Leadership Program 2018 alumni have led a process to fundraise to support Aboriginal and Torres Strait Islander scholarships, and the Leadership Victoria Foundation works in partnership with other organisations, including Eastern Health Foundation, to offer scholarships. To date six places in the Williamson Community Leadership Program have been offered;

- Activated an Aboriginal Alumni Reference Group to offer guidance and advice to Leadership Victoria on an ad hoc request basis. This includes mentoring Aboriginal and/or Torres Strait Islander participants in the Williamson Community Leadership Program;
- Completion of Aboriginal cultural awareness training through the Arilla digital platform. This training has been completed by all staff, external facilitators, and Leadership Victoria's Board;
- Opportunities and training to understand the importance of cultural protocols like Welcome to Country, and on how to prepare and share an Acknowledgment of Country;
- Our first National Reconciliation Week lunch; and
- Preparing a new organisational Acknowledgement of Country which appears on this RAP, and will appear on our email signatures, our Learning Management System, and our website.

Information and opportunities we share with Leadership Victoria program participants so far includes:

- Collecting information about the cultural background of program participants (on an opt in basis) and seeking information and conversations about how to best support each person's learning in a program;

- Providing information to all program participants (via our Learning Management System about program 'Inclusion, Accessibility and Support'. This includes information about and a commitment to cultural safety, to understanding and identifying traditional owners and custodians of Country, and sharing information about supporting Welcome to Country and smoking ceremonies and preparing and sharing an Acknowledgment of Country;
- Acknowledgment of Country on our Learning Management System, our Leadership Victoria website, and emails;
- Opportunities and training on how to share an Acknowledgment of Country at the start of program days and events; and
- Thanking our speakers (and offering the opportunity for program participants to volunteer to thank speakers) with a pair of socks especially designed by Williamson Community Leadership Program alumni Laura Thompson.
- Engaging with Traditional Owners throughout the program year, with the intention that whenever we seek to hold a program in a particular place, a Welcome to Country is sought;
- Building relationships with Traditional Owners and organisations in the places we visit as part of the program;
- Providing training by Bundyi Girri, an Aboriginal owned and led organisation, on how to prepare and share an Acknowledgment of Country, and requesting participants prepare and share Acknowledgements throughout the year;
- Endeavouring throughout every module in the program to engage with Aboriginal and Torres Strait Islander perspectives, knowledge and voices using a strengths-based approach.

The appendix at the end of this RAP provides further examples of activities and partnerships in the Williamson Community Leadership Program.

Initiatives that have been initiated in the Williamson Community Leadership Program (in addition to the above) include:

- Requesting Williamson Community Leadership Program participants to complete the Arilla digital Aboriginal Cultural Awareness Training before program commencement to begin a process of cultural competence;

Relationships

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	September, 2023	RWG (RAP Working Group) Lead
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	November, 2023	RWG Lead
	Create an Aboriginal and Torres Strait Islander stakeholder engagement plan.	April, 2024	RWG Lead
	Work with the Leadership Victoria Aboriginal and Torres Strait Islander Alumni to develop a meaningful cultural protocol process for engagement.	February, 2024	RWG Lead
	Explore how Leadership Victoria might provide guidance and support for emerging Aboriginal and Torres Strait Islander leaders within Leadership Victoria programs, and how Leadership Victoria might engage Aboriginal and Torres Strait Islander stakeholders (including alumni) to provide that guidance and support.	February, 2024	RWG Lead
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff, our Board, and Leadership Victoria's alumni, partners, and stakeholders.	May, annually	Marketing & Communications Lead
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2023, 2024	RWG Lead
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2023, 2024	CEO

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to our staff, our Board, and Leadership Victoria's alumni, partners, and stakeholders.	March, 2023	CEO
	Facilitate conversations with our staff, our Board, and Leadership Victoria's alumni, partners, and stakeholders to identify and leverage skillsets that can support Aboriginal and Torres Strait Islander communities in implementing the diverse and evolving reconciliation priorities.	September, 2024	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey	September, 2023	CEO
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	September, 2023	COO
	Identify and implement reconciliation opportunities within Leadership Victoria's business as usual operations and programs.	September, 2023, June, 2024	CEO
	4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December, 2023
Conduct a review of all Leadership Victoria policies and procedures to identify existing anti-discrimination provisions, and future needs.		June, 2024	Corporate Services Manager
Identify how Leadership Victoria can weave positive race relations and anti-discrimination strategies within the Leadership Victoria Strategy.		May, 2024	CEO

Respect

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of the many Aboriginal and Torres Strait Islander cultures, histories, knowledges, and rights within our organisation.	January, 2024	CEO
	Conduct a review of cultural learning needs within our organisation and implement an action plan to address those needs.	November, 2023	RWG Lead
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners of the lands and waters within Victoria.	September, 2023	RWG Lead
	Increase our staff, our Board, and Leadership Victoria's alumni, partners and stakeholders understanding of the purpose and significance behind Aboriginal and Torres Strait Islander peoples cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	March, 2023	RWG Lead
	Document and celebrate the written and presented Acknowledgements of Country shared during Leadership Victoria meetings and programs.	September, 2023	Marketing & Communications Lead

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff our Board, and Leadership Victoria's alumni, partners, and stakeholders about the meaning of NAIDOC Week.	June, 2023, 2024	Marketing & Communications Lead
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June, 2023, 2024	Marketing & Communications Lead
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2023, 2024	RWG Lead
	Invite Leadership Victoria staff, Board, and alumni to participate in and / or volunteer in NAIDOC Week events.	June, 2023, 2024	RWG Lead
	Explore other opportunities to celebrate and support culturally significant Aboriginal and Torres Strait Islander events throughout the year.	September, 2023	RWG Lead

Opportunities

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	September, 2023	COO/CSM
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September, 2023	CEO
	Provide opportunities to Aboriginal and Torres Strait Islander community members to participate in Leadership Victoria programs through the provision of scholarships from the Leadership Victoria Foundation.	September, 2023	CEO
	Investigate ways to support Aboriginal and Torres Strait Islander alumni to encourage participation in or applications to Leadership Victoria programs, as well as post-program opportunities.	September, 2023	CEO & Alumni Engagement Manager
	Investigate ways to work with Leadership Victoria's staff, Board, and alumni to provide exposure to work experience and program opportunities for Aboriginal and Torres Strait Islander youths.	September, 2024	RWG Lead
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	June, 2023	Corporate Services Manager
	Investigate Supply Nation membership.	June, 2023	Corporate Services Manager
	Investigate Kinaway Chamber of Commerce Victoria membership.	June, 2023	Corporate Services Manager
	Where possible, procure goods and services from Aboriginal and Torres Strait Islander businesses.	January, 2024	Corporate Services Manager & COO
	Inform and influence our staff, our Board, and Leadership Victoria's alumni, partners about the importance of Aboriginal and Torres Strait Islander businesses, economic activity, and its impact on financial wellbeing.	September, 2024	RWG Lead

Governance

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	July, 2023	RWG Lead
	Draft a Terms of Reference for the RWG.	June, 2023	RWG Lead
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	July, 2023	RWG Lead
2. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April, 2023	COO
	Engage senior leaders in the delivery of RAP commitments.	April, 2023	CEO
	Appoint a senior leader to champion our RAP internally.	April, 2023	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	June, 2023	RWG Lead
3. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	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.	June, annually	RWG Lead
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August, annually	RWG Lead
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	RWG Lead
4. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June, 2024	RWG Lead

Contact details:

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Position: Chief Operating Officer
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Appendix

Examples of engagement with Aboriginal and Torres Strait Islander peoples and organisations as part of the Williamson Community Leadership Program 2022.

PERSON OR GROUP	ACTIVITIES OR PARTNERSHIPS (IN ORDER OF ENGAGEMENT OVER A CALENDAR YEAR)
Shelley Reys, Djirribul, Arilla Digital	Provision of digital cultural awareness training to WCLP Cohort
Bundy Girri, Wiradjuri & Kabi Kabi	Session building on cultural awareness and crafting an Acknowledgement of Country
Anthony Cavanagh, Taungurung	Welcome to Country, and speaking on belonging and leadership
Uncle Trevor Gallagher, Gunditjmara	Leading walk and discussion on Darebin Cultural Healing Trail, including his role on the First Peoples' Assembly
Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation, Uncle Ringo Terrick	Welcome to Country, and speaking on privilege and leadership
Kaiela Arts, Yorta Yorta Nation Aboriginal Corporation	Welcome to Country, and visit to gallery to learn about art and pathways for connecting with and sharing culture and economic opportunities
Leanne Miller, Yorta Yorta Nation Aboriginal Corporation	Discussion on representing community and reinventing community leadership, including her role on First Peoples' Assembly
Michael Bourke, Wulumbarra, Yorta Yorta Nation	Welcome to Country, and talk on Wulumbarra connecting youth to culture and land & First Peoples leadership
Uncle Ruben Baksh, Yorta Yorta Nation Aboriginal Corporation	Welcome to Country, and talk on the Flats & First Peoples leadership
Neil Morris, Yorta Yorta Nation Aboriginal Corporation	Performance on art, leadership, and responsibility
Djarra (Dja Dja Wurrung Clans Aboriginal Corporation)	Talk on joint management of country
Eastern Maar Aboriginal Corporation	Welcome to Country, and talk on leadership, community, country, and culture
Worn Gundidj Aboriginal Cooperative	Visit to Tower Hill to explore country and culture
Tom Molyneux, Gunditjmara	Special screening of his film The Mission, and speaking on the arts, stories, and leadership
Professor Yin Paradies, Wakaya	Speaking on prosperity - how might we frame prosperity for Australia?
Djirri Djirri Dancers, Mandy Nicholson, Wurundjeri Woi Wurrung	Performance as part of our end of year celebration
Laura Thompson, Gunditjmara, Clothing The Gaps Business	Supply of socks to thank speakers
Leon Design, Waanyi and Kalkadoon	Digital design & printing



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**LEADERSHIP
VICTORIA**