



READING FRIENDS AUSTRALIA LTD

ABN 52 655 762 262

RECONCILIATION POLICY

Scope & Purpose

The purpose of this Policy is to set out how members, employees and volunteers of Reading Friends Australia Ltd (RFA) can facilitate reconciliation with Australia's First Nations people.

This Policy applies to all members, employees and volunteers of RFA.

Refer to Section 5 – References for the relevant clauses in the Constitution which is the foundation of this Policy.

Definitions

A member of the First Nations people is a person who identifies as an Aboriginal or Torres Strait Islander and is accepted by the Aboriginal and Torres Strait Islander community as a member of their community.

Reconciliation is the strengthening of relationships between First Nations people and non-Indigenous people, for the benefit of all Australians.

Policy

RFA acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual and educational practices of First Nations people.

Our vision of reconciliation is based and measured on the five dimensions as established by Reconciliation Australia: historical acceptance; race relations; equality and equity; institutional integrity and unity.

Our vision for reconciliation is a workplace that reflects and celebrates the diversity within Australia with understanding and respect amongst our members, employees and volunteers for the histories, living cultures, and contributions of First Nations people.

RFA is committed to building relationships with First Nations people as the first Australians and traditional owners of the land.

RFA recognises and respects the diverse and continuing cultures and traditions of the First Nations people and will promote equality in opportunities.

RFA recognises that respect between First Nations people and non-indigenous Australians is fundamental to the reconciliation process. We will continue to foster and improve knowledge and respect for the histories and cultures of First Nations people.