

INNOVATE RECONCILIATION ACTION PLAN

January 2025 – December 2026





Artwork:
'Brighter Futures'
LaToya Kennedy
Ngunnawal and Wiradjuri Artist

ACKNOWLEDGEMENT OF COUNTRY

The Canberra Institute of Technology (CIT) acknowledges the cultural host Nation of the ACT, the Ngunnawal People, as Traditional and continuing Custodians of the ACT and Region and recognises other First Nations People or families with connection to the lands and waters of the ACT and region.

We recognise the special relationship and connection to Country they have with this area since time immemorial. CIT acknowledges the continuing cultures of First Nations Peoples and the significant contribution they make to this city and region.

CIT is committed to listening and learning from the cultures, histories, knowledges, and values of First Nations Peoples. This commitment aims to improve the experience and outcomes of our education and training services in a way that is culturally safe and ensures equitable outcomes for all First Nations Peoples, their families, and communities.

CIT acknowledges all First Nations Peoples who come to this region to study, work, and live and the rich contribution they make to CIT and the region.

ARTIST BIOGRAPHY

Yuma

My name is LaToya and I'm a proud Ngunnawal and Wiradjuri woman - my grandmother is Ngunnawal from Yass, and my grandfather is Wiradjuri from Cowra, both small country towns in Central West New South Wales (NSW). I was born in Cowra, grew up in Canberra and I now reside on beautiful Dharawal Country in Wollongong NSW; my connections extend across Wiradjuri, Ngunnawal and Dharawal Country.

My art represents the strong, continuing connections and unique relationships that I have with my Country, land and community, and the respect that I have for my culture and traditions. I get my inspiration from my surroundings, recreating elements of Country and telling stories through symbolic representation. I also draw inspirations from my ancestors who have walked this land before us, and who have managed and maintained this land for tens of thousands of years.

Djan Yimaba Yara
LaToya Kennedy



ARTIST STATEMENT

This artwork has been created with a vision of telling a story about the Canberra Institute of Technology (CIT) and the vital role it plays in providing culturally safe and inclusive technical and vocational education and training in the Australian Capital Territory (ACT) - being the hub for building skills and knowledge on Ngunnawal Country.

This artwork depicts the strong connections and learning pathways that CIT provides around the ACT and region; and represents community, sharing knowledge and skills, and providing opportunities between CIT, First Nations Peoples, and non-Indigenous Australians. It also represents equality, respect, trust, and growth between our educators and students learning on Country.

The three large meeting places represent Woden, Fyshwick, and Bruce campuses, with the educators represented with the colours red, green, and orange. The two smaller meeting places represent Gungahlin and Tuggeranong campuses, with the educators represented with the colours yellow and purple. The small meeting place linked to the Bruce campus is

CIT Yurauna, a dedicated Aboriginal and Torres Strait Islander Educational Centre of Excellence and hub for culture, community, and connection. The smallest meeting place in the centre represents students and their connection pathways to the diverse programs, qualifications, and certificates offered across CIT.

'Maliyan' the wedgetail eagle represents the totem of the local Ngunnawal People. Totem animals hold immense significance in First Nations culture as they represent Aboriginal identity, spirituality, kinship, and connection to the land; and serve as guardians, protectors, and guides, offering wisdom, strength, and guidance throughout life.

The handprint and animal tracks represent people, culture, and Country; and the footprints represent us on our journey - keeping song, dance, art, knowledge, and culture alive with a spiritual connection to our ancestors and The Dreaming.

This artwork demonstrates connections and unique relationships that Aboriginal and Torres Strait Islander Peoples have with the Country and land, and respect for our traditions and culture.



MESSAGE FROM CIT BOARD CHAIR AND FIRST NATIONS BOARD MEMBER



Kate Lundy (Board Chair) and Tahlia-Rose Vanissum (First Nations board member).

In the spirit of truth-telling, healing and reconciliation, Canberra Institute of Technology (CIT) acknowledges that we operate on the traditional lands of the Ngunnawal and Ngambri Peoples. We pay our respects to their Elders, past, present and emerging. We also pay our respects to other Aboriginal and Torres Strait Islander families and communities with connections across the regions in which we operate, including the Ngarigo, Wiradjuri, and Yuin Peoples.

CIT has a long and proud history of recognising, fostering, and celebrating First Nations excellence. We are honoured to be able to host a thriving Aboriginal and Torres Strait Islander community, where the richness of Aboriginal and Torres Strait Islander cultures is nurtured and celebrated at our very own dedicated Aboriginal and Torres Strait Islander Educational Centre of Excellence, CIT Yurauna. Year after year, we see Aboriginal and Torres Strait Islander staff, students, and community members go above and beyond to combat systemic discrimination and build education and employment pathways for Canberra's most marginalised community members, all while sustaining a safe, culturally rich, and positive environment where all people thrive.

Truth-telling and reconciliation are ongoing journeys, and it is our responsibility as a teaching and learning organisation to continue to lead change, combat misinformation, breakdown stereotypes and foster an inclusive learning environment to ensure that all members of our community can realise their learning and life goals.

Yours in solidarity,

Kate Lundy
Chairperson

Tahlia-Rose Vanissum (Woppaburra)
Board Member

Always was, and always will be Aboriginal Land.

Everyone must play their part to sustain progress towards true reconciliation. However, to achieve this we must also recognise the role the organisation, education systems, and other colonial institutions continue to play in upholding the injustices Aboriginal and Torres Strait Islander communities fight every day. Here, through our ambitious CIT 2025-2026 Innovate RAP, we make our commitment to play our part, building on CIT's reconciliation journey to date and expanding our commitments to include anti-racist approaches.

It is a significant time in CIT's history as we look toward opening our new flagship campus in Woden, a new Yurauna building in Bruce, and the renewal of our campuses at Fyshwick, Bruce, Gungahlin, and Tuggeranong. These will include significant investment, change and opportunity for CIT Yurauna, our staff, students and the community to embed Aboriginal and Torres Strait Islander Peoples, communities and cultures at the heart of our campuses.

The CIT 2025-2026 Innovate RAP centers these opportunities with a renewed focus on community relationships, respect, critical reflection, and targeted education opportunities to improve all staff and students' understanding of the ongoing impacts of colonisation on Aboriginal and Torres Strait Islander Peoples, the strengths of their leadership, and enduring cultural connections.



MESSAGE FROM CEO RECONCILIATION AUSTRALIA

Reconciliation Australia commends Canberra Institute of Technology on the formal endorsement of its Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Canberra Institute of Technology continues to be part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that the Canberra Institute of Technology will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to the Canberra Institute of Technology using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for the Canberra Institute of Technology to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Canberra Institute of Technology will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of the Canberra Institute of Technology's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Canberra Institute of Technology on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Our vision for reconciliation

CIT is committed to ensuring it is a culturally responsive and inclusive space for students, staff and the community. We promote understanding of First Nations history, connection to Country and the ongoing impact of colonisation. We prioritise reconciliation, empowering our staff and students to actively contribute to improving our shared knowledge, building our capacity to uphold the rights of First Nations People within their workplaces and the wider community.

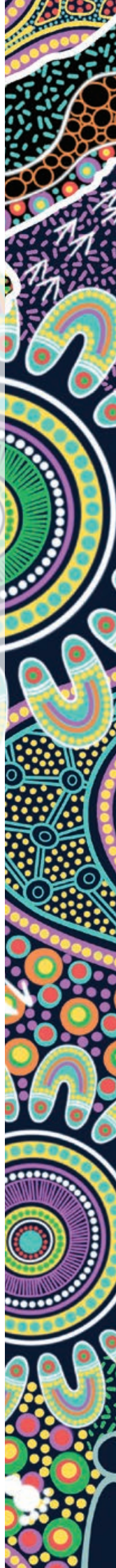
CIT envisages a just, equitable, and reconciled Australia in which:

- Strong respectful relationships are developed between First Nations Peoples and other Australians.
- The wisdom, innovation, excellence, and resilience of First Nations Peoples and cultures are valued and recognised as aspects of our shared identity.
- Our shared history and its impacts are understood and acknowledged, along with a commitment to make amends and prevent repeated harm.
- First Nations Peoples participate equally in a range of life opportunities and their unique rights as First Nations Peoples are recognised and upheld.
- First Nations Peoples can freely exist and learn without discrimination and racism.

Within our geographical locality, CIT's vision is further inspired and shaped by our relationships with Traditional Owners, and other First Nations Peoples, communities, organisations, and individuals based in the ACT and surrounding regions, the ACT Human Rights Act (2004), and by the aspirations of the ACT Government and its agreement with the ACT Aboriginal and Torres Strait Islander Elected Body (2019-2028).

We commit to:

- Develop and sustain meaningful, respectful, and mutually beneficial relationships with First Nations Peoples, organisations, communities, and individuals.
- Embed a growing understanding of reconciliation in our everyday organisational life.
- Create a respectful, inclusive, understanding, and culturally responsive space for First Nations students, staff, community members and stakeholders.
- Ensure that all CIT staff and students are empowered to engage with, learn, and develop cultural competency, in their workplaces and the wider community.
- Become an industry leader in reconciliation.





L-R: Rosemary Bishop, Lucy Baranovsky, Roslyn Jackson, Tahlia-Rose Vanissum, Kate Lundy (Board Chair), Christine Robertson (Interim CEO), Dr Mark Bazzacco, Keith Brown and Natalie Howson.

Our business

Canberra Institute of Technology (CIT) is the largest public provider of vocational education and training (VET) in the Australian Capital Territory (ACT). CIT is a Territory authority with a governing Board. The Board is responsible for setting policies and strategies, governing CIT, and ensuring that CIT operates in a proper, effective, and efficient way and it complies with government policies. Since 1928 CIT has been shaping futures and lives through quality education and skills development for individuals, industry, and the community.

CIT supports the ACT Government's economic development priorities, by providing training to set Canberra as a place of high employment and job creation, a place of knowledge and innovation, and a place to invest and do business. Alongside the university sector, research bodies, businesses, schools, and early childhood education and care, CIT is also part of the wider system that drives knowledge-based economic growth. CIT remains at the forefront of responding to training needs in innovative ways to meet skills demand in both emerging and traditional markets. Today, over 18,000 students train at CIT every year across more than 300 qualifications and short courses. CIT also supports our community by providing training and lifelong learning, helping to contribute to the overall wellbeing of our society.

CIT is supported through direct ACT Government investment, joint funding between the ACT Government and the Australian Government to expand fee-free TAFE places, contestable funding, and industry partnerships.

WE DELIVER

- Occupation-specific skills that support qualified entry to the labour market and job mobility.
- Higher level training to drive innovation and entrepreneurship and growth in knowledge-intensive sectors.
- Inclusive provision of foundational learning that equips students with English language proficiency, English literacy, numeracy, and digital skills.

These skills are a solid basis for workplace entry, and a solid basis for lifelong learning and skills acquisition.

Excellence and inclusion

We commit to cultivating a culture of excellence and inclusion. We strive to create an environment where the richness of diverse perspectives is celebrated, and the pursuit of excellence is championed for every student. Through our reconciliation initiatives, we aim to foster a more equitable and empowered community, reflecting our dedication to reconciliation and a shared vision for an inclusive and culturally safe space for staff, students, and the community.

OUR PEOPLE

Our students: In 2023, CIT and its subsidiary, CIT Solutions, delivered training to 18,687 people, comprising of accredited students, and non-accredited learners enrolled in recreational courses, professional workshops, and foreign language tuition at CIT Solutions. Most CIT students (approximately 57 per cent) were aged 26 years and over and 89 per cent studied part-time. Over the last fifteen years, CIT has experienced increasing enrolments of First Nations students and in 2023, CIT trained 1,305 students who identified as First Nations People, representing seven per cent of the CIT student population cohort. This proportion is significant, especially when noting that not all First Nations students choose to self-identify and when considered against the wider ACT population, where two per cent of Canberrans self-identify as First Nations People.

Our staff: As of the end of June 2024, CIT employed 877 staff, including 28 staff who identified as First Nations People. This number equates to approximately three per cent of CIT's total paid employee cohort. There were eleven identified and occupied positions at CIT which are specifically for Aboriginal and/or Torres Strait Islander Peoples, representing just over one per cent of all positions.

GEOGRAPHIC REACH

Our services are offered over five locations across the ACT in Bruce, Fyshwick, Gungahlin, Reid, and Tuggeranong. In 2025, CIT will move from the Reid campus to our newly built campus in Woden.

CIT serves the population of Canberra (456,692) and the surrounding region. While the Commonwealth Government remains the largest single employer in Canberra, it is no longer the majority employer. Other major industries have developed in the

city, including health care, professional services, education and training, retail, accommodation, food, and construction.

In 2021 28.7% of Canberra's inhabitants were born overseas and 2% of the population (8,908 people) identified as First Nations People in the 2021 Census.

SPHERE OF INFLUENCE

CIT's Reconciliation Action Plan will focus on engaging staff and students in reconciliation, laying the foundations for our longer-term goals of advancing reconciliation across the institute and at both the local and national level through our industry and community partnerships. An integral part of building these foundations will be reflecting on and cataloguing the successes and challenges of previous RAPs and our other reconciliation initiatives, so that we can apply this to our longer-term strategic planning and goals.

Our connections to industry, government, and business partnerships are critical in the development and delivery of our courses and will allow us to promote and influence reconciliation beyond our institute. This Reconciliation Action Plan will also explore our existing sphere of influence across our connections with industry, unions, ACT Government directorates, federal government directorates, First Nations organisations, and the broader ACT community to further solidify our foundations to support our ambitions for longer-term change and progress in the reconciliation space. CIT also maintains a secure position in its interconnected relationships both with schools and universities.

We anticipate that the learnings we gain through our connections within and beyond CIT during this Reconciliation Action Plan cycle will provide an invaluable guide as we continue to enrich and expand our sphere of influence.



OUR RECONCILIATION ACTION PLAN (RAP) WORKING GROUP MEMBERS

Role	Name	Title
RAP Champion, Executive Sponsor	Meghan Oldfield	Executive Director, Corporate Services – CIT
First Nations Member	Tahlia-Rose Vanissum	CIT Board Member
First Nations Member	Nigal Johnson	Student Support Coordinator, CIT Yurauna – CIT
Member, Project Manager	Terra Starbird	Assistant Director – Workplace Inclusion, People and Culture - CIT
Member	Michelle Armstrong	Teacher, Children’s Education and Care - CIT
Member	Brendan Arnold	Marketing Officer, Marketing - CIT
Member	Shikha Chauhan	People and Culture Administrator – CIT
Member	Dan Cook	Senior Project Manager, Industry Engagement - CIT
Member	Rhonda Fuzzard	Senior Manager, Student Support- CIT
Member	Sarah Grieves	Head of Department, Children’s Education and Care - CIT
Member	Maggie Hall	Senior Advisor, Vocational Education and Training (VET) Practice - CIT Solutions
Member	Michelle Holden	Assistant Director – Workforce Capability - CIT
Member	Sam Launt	Inclusion, Diversity, Equity, and Access Coordinator, People and Culture - CIT
Member	Roshelle Martin	Administration Officer, Apprenticeships and Traineeships - CIT
Member	Ivonne Nathan	Senior Educator, Hospitality, Culinary and Tourism - CIT
Member	Rikki Norris	Director, Campus Renewal – CIT
Member	Julieanne Paulazzo	Senior Librarian, Library and Learning Services - CIT
Member	Christina Rose	Senior Director – People Services – CIT
Member	Claudia SadowdeLeonval	Assistant Manager - Strategic Communications – CIT
Member	Andrew Scotford	Chief Executive Officer – CIT Student Association
Member	Kelly Small	Director Strategic Workforce Planning, People and Culture - CIT
Member	Emily Stewart-Reed	Educator, College of Health and Community Science - CIT
Member	Corey Uncles	Acting Executive Officer, Corporate Services - CIT
Member	Laura Wilson	Hairdressing and Barbering Educator, Department of Hairdressing and Beauty Therapy – CIT

OUR RECONCILIATION JOURNEY

National Sorry Book

Our journey began in 1998 when CIT participated in the National Sorry Book Initiative, with staff and students across all campuses contributing signatures, stories, and apologies.

Reconciliation statements and activities

The National Sorry Book was followed by the establishment of the CIT Reconciliation subcommittee in 2000 which developed a Reconciliation Statement for CIT and planned reconciliation activities. CIT was the first ACT Government agency to launch a Reconciliation Statement in 2002. A Reconciliation Statement Reaffirmation was issued during NAIDOC Week in 2009.

Aboriginal and Torres Strait Islander Library and Information Resources Network (ATSILIRN) protocols

In 2009 CIT also adopted the Aboriginal and Torres Strait Islander Library and Information Resources Network (ATSILIRN) protocols. CIT Library is guided by these protocols to enable appropriate interaction with Aboriginal and Torres Strait Islander Peoples in the communities which CIT serves, and in handling materials with Aboriginal and Torres Strait Islander content. These protocols also ensure the involvement and participation of

Aboriginal and Torres Strait Islander Peoples in the governance and operation of CIT Libraries.

Reconciliation Action Plans

CIT's inaugural 2012-2014 Reconciliation Action Plan (RAP) was officially launched in August 2012. A RAP implementation committee was then established to drive and monitor the progress of the plan.

CIT successfully fulfilled the commitments made in the 2012-14 RAP, including flying Aboriginal and Torres Strait Islander flags, a greater presence of First Nations artwork, the establishment of a student ambassador program to build closer relationships between First Nations and other students at CIT, improved facilities for CIT Yurauna students, the introduction of Acknowledgements of Country, increased Cultural Awareness Training, and an increase in First Nations representation on CIT boards and committees.

CIT was extremely proud to launch our second RAP in October 2016. This had a focus on developing cultural competency, promoting cultural safety for First Nations staff, exploring opportunities to embed Cultural Awareness in CIT programs and to increase the employment of First Nations staff.





CIT Yurauna

CIT Yurauna, located at Reid campus, is a dedicated Aboriginal and Torres Strait Islander Educational Centre of Excellence, providing tailored First Nations courses, study support, and cultural advice to students. Translated from the Wiradjuri word meaning 'to grow,' CIT Yurauna is an integral part of the Ngunnawal community and presents a proud and strong First Nations identity. Yurauna is a community-focused centre of educational excellence that provides teaching and support to First Nations Peoples across a broad range of programs. Yurauna implements a community engagement model, specifically designed to build cultural connections, individual capacity, and community networks for education and employment outcomes for First Nations Peoples in a culturally responsive and safe environment. In addition to the range of services that Yurauna provides to students, Gugan Gulwan Aboriginal Youth Centre is co-located at Yurauna once a week to provide direct outreach services to CIT First Nations students and community.

Yurauna continues to play a significant role in CIT's reconciliation journey and has actively contributed to the development of active and enduring relationships with Traditional Custodians and other First Nations People, organisations, and communities. Yurauna works across ACT First Nations communities to respectfully engage and collaborate for the benefit of the community. Partnerships include meeting with employment service providers and partnering directly with employers for work placement or real jobs to achieve positive outcomes for students. This has enhanced CIT's reputation as a core resource to First Nations Peoples in the region. CIT acknowledges the significant work of Dr Caroline Hughes, Ngunnawal Elder and former CIT Yurauna Director, for her leadership of Yurauna and CIT for over 20 years, and her continuing engagement, contribution, and support of CIT, Yurauna, and the ACT.

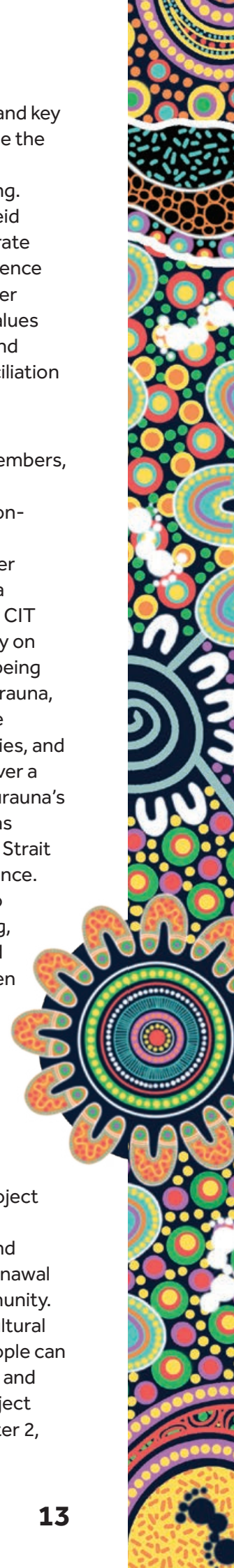
Yurauna Project

The Yurauna Project will deliver a new, culturally sensitive, single-storey building for CIT Yurauna at the Bruce campus.

Consultation with local communities and key stakeholders is underway to determine the appropriate setting and design for the new CIT Yurauna building. The relocation of CIT Yurauna from Reid campus offers opportunities to celebrate and strengthen the First Nations presence on CIT Bruce campus, promote broader cultural awareness, and explore the values of Respect, Integrity, Collaboration, and Innovation that underpin CIT's reconciliation endeavours.

The Territory has engaged a design consultant with First Nations team members, Guida Moseley Brown Architects, to provide concept design to construction-ready documentation, to support the future construction Request for Tender and overall delivery of the CIT Yurauna project located at CIT Bruce. The new CIT Yurauna is to be a purpose-built facility on the CIT Bruce campus. The design is being developed in consultation with CIT Yurauna, the Ngunnawal community, Northside Community Services, local communities, and other key project stakeholders to deliver a building suitable for reinforcing CIT Yurauna's presence and celebrating its identity as CIT's dedicated Aboriginal and Torres Strait Islander Educational Centre of Excellence. The building will exhibit Connection to Country design principles in its setting, materiality, and layout. The integrated childcare centre will encourage children to interact with the land through nature play elements and both indoor and outdoor learning spaces. The design will be culturally sensitive, with consultation and particular consideration given to the needs of the end users.

Key objectives for the CIT Yurauna Project are to create a precinct with a strong Connection to Country for learners and community members, including Ngunnawal Elders who provide guidance to community. CIT Yurauna is a place of safety and cultural respectfulness, and a place where people can identify with others in a culturally safe and inviting location. The CIT Yurauna project is expected to be complete by semester 2, 2025.





Yurauna Early Childhood Centre (YECC)

The Yurauna Early Childhood Centre provides high-quality, culturally safe early education, and care to First Nations children from six-weeks to five years of age, always working in partnership with the CIT Yurauna community. The YECC is open to First Nations children who have family members studying through the CIT Yurauna programs and CIT First Nations staff. A partnership between CIT, Yurauna, and Northside Community Services (NCS), the program provides free, high-quality, culturally safe, and community-focused early childhood education for up to 16 First Nations children. Yurauna joins all of Northside's centres in viewing learning environments as critical to children's learning and development and focuses on modern and progressive approaches to classrooms that foster exploration, engagement, and opportunities for relaxation.

Educators are supported to engage with the Early Years Learning Framework through a lens of cultural safety through regular discussions with the CIT Yurauna team, in particular with the Director of CIT Yurauna, through regular reflections and discussions both individually and as a team. The YECC is part of the wraparound supports available

at Yurauna designed to remove barriers and enable First Nations children to achieve education opportunities whilst their parents/guardians achieve outcomes and employability skills. Educators intentionally embed First Nations perspectives into all aspects of the program to ensure the service is culturally welcoming and safe. YECC educators are trained in trauma-informed practices and use this knowledge every day with children and families. All learning environments are designed to purposefully incorporate First Nations perspectives, including First Nations literature, arts, and culture. When purchasing First Nations resources educators ensure that they are sourcing ethical and authentic products. Additionally, the children at YECC are supported to access other areas of CIT, including the library, the community space at CIT Yurauna, courtyard, Year 10 classroom, and basketball area. Interactions and engagement with children are fundamental to all practice at YECC. Relationships are embedded in all aspects of YECC, from the sense of community that comes from co-location with children and their families, to the day-to-day nature of specific interactions with children.

Woden Project

In 2025, CIT will open a world-leading educational campus at Woden, facilitated through digitally-enabled learning and innovation spaces. It will provide the future skills and training opportunities required to meet the growing demands of Industry and the ACT community.

The CIT Woden campus design, named “Walking the Ridgeline,” has been inspired by Country and created in partnership with Yerrabingin, a First Nations cultural heritage agency. The design emulates the Brindabella ridgelines and draws inspiration from the rivers and native gum trees around Canberra. The façade of the main campus building incorporates vertical terracotta battens placed at different angles to mirror the shape and form of ridgelines. The angles will allow natural light to filter through to create calming spaces for staff, students, and visitors to enjoy. The interior colour palette and textures draw inspiration from the different typologies of Canberra - river, valley, bush, mountain, and sky. Level 5 of the building features an oculus (sky lens) to



provide a physical and visual connection to the sky. “Walking the Ridgeline” celebrates Country and reflects our shared journey towards understanding and respect.

The CIT Woden campus is expected to be complete by semester 2, 2025.





Counselling services

In mid-2022, CIT Yurauna and Relationships Australia formed a partnership. The agreement programmed two counsellors to attend Yurauna one day each week to provide counselling sessions. This program has proven to be highly successful, with many CIT Yurauna students using this in-house service. Additional First Nations community members attend CIT Yurauna to deliver this service. Increased visitation to Yurauna has enhanced community awareness of the programs available and delivered additional student recruitment.

Living languages

As the revitalisation of the Ngunnawal language continues, the use of Ngunnawal language has increased throughout CIT. Signage on CIT campuses with the word 'YUMA' meaning Hello is part of progress toward creating cultural safety across all campuses. Ngunnawal language has also been gifted to YECC and is displayed around the early education room for the First Nations children.

Children's Education and Care – Burrumbah

CIT's Children's Education and Care department embraces and embeds reconciliation in both their role as educators of the next generation of early childhood education professionals and in their day-to-day practice as a department at CIT. They

are uniquely placed to support reconciliation due to the training package requiring the embedding of Aboriginal and Torres Strait Islander knowledge, cultures, and histories across many of the units of competency delivered. While they feel very fortunate that the early childhood education and care sector embeds these core cultural practices and outcomes into their curriculum documents, as a department, they seek to exceed these benchmarks by pushing reconciliation and inclusion of First Nations perspectives further in all areas of their programs and practice. As providers of quality teaching and learning, the department has embedded these practices into their daily teaching, learning, and assessments to support the authentic learning of their students and to promote reconciliation further with the stakeholders they work with. The department also works closely with CIT Yurauna and has developed a team-teaching model with Yurauna educators to further support their work in this space.

In 2017, the department developed a simulated early childhood environment to support their teaching and learning practice. In consultation with CIT Yurauna staff, the simulated environment was named "Burrumbah," which means kangaroo jumping over rocks in the Ngunnawal language. They continue to enhance this learning space to ensure it provides a welcoming and inviting environment for First Nations children and students.

The department has also completed the refurbishment of a classroom to resemble a simulated primary school classroom. They plan to continue to enhance and develop this space to be a culturally safe environment for all students and a space where culturally specific learning can occur in an authentic simulated learning environment.

At the end of 2022, version 2.0 of The Early Years Learning Framework was released. The department adopted the new version ahead of sector requirements. The new framework puts a strong emphasis on embedding First Nations perspectives into all practices within the early education and care sector. This includes:

- The principle of respect for diversity and First Nations perspectives.
- The practice of cultural responsiveness.
- Children having a strong sense of identity.
- Children being connected with and contributing to their world.

Children's Education and Care currently use a range of external resources to support and

inform their teaching practice and further develop their educators and staff. This includes those from:

- Reconciliation Australia
- Narragunnawali: Reconciliation in Education
- SNAICC: National Voice for Our Children
- Child Australia - Cultural Connections Booklet
- The Belonging, Being, and Becoming: Remote Indigenous Professional Development Package for the Early Years Learning Framework.

The department is particularly committed to expanding their engagement with and use of the Narragunnawali Program, to support effective reconciliation practice in the early childhood sector. Appropriate action items have been developed.

In this next RAP cycle, the department is committed to increasing its staff members' understanding of reconciliation in the education and care space and building new partnerships with providers, organisations, and across the sector.





Library and Learning Services

Our Library and Learning Services team embraces the principles of reconciliation in its everyday work through a range of practical actions and resources. The team are champions of reconciliation-in-action at CIT and have developed and led a portfolio of practical activities, programs, and initiatives available for all members of the CIT community including: celebration of and fundraising for the Indigenous Literacy Foundation, First Nations artwork displays in the libraries, National Reconciliation Week activities, expansion of First Nations picture books in the children's literature collection, and the CIT Library Reconciliation LibGuide (a specially curated resource for students and staff).

CIT Student Association (CITSA)

The Canberra Institute of Technology Student Association (CITSA) is also located on CIT campuses and acknowledges the Ngunnawal Peoples as the Traditional Custodians of the land on which CIT's campuses are located. CITSA acknowledges and pays its respects to the Ngunnawal Elders of that land both past and present and to their continuing relationship to their ancestral lands. CITSA, as a member of the CIT's Reconciliation Action Plan (RAP) Working Group, actively supports CIT's vision for reconciliation and commitments to First Nations students and community. To support educational equity and ensure students have access to nourishing meals without financial burden, CITSA provides lunch once per week to Yurauna students during the semester.

CIT Solutions (CITSOL)

CIT Solutions, a wholly-owned subsidiary of CIT, has played a crucial role in CIT's reconciliation journey, contributing to the development of the Reconciliation Statement in 2002 and subsequent Reconciliation Action Plans.

Additionally, CIT Solutions has collaborated with Services Australia on the Indigenous Apprenticeship Program (IAP) and the Department of Employment and Workplace Relations on the Indigenous Australian

Government Development Program (IAGDP). These initiatives, preparing First Nations learners for careers in the Australian Public Service, have seen approximately 2,200 graduates, contributing to the National Agreement on Closing the Gap priorities. Key program features include the involvement of First Nations facilitators, a unique support model, and the creation of a culturally safe environment, resulting in a remarkable student completion rate of over 95%.

Recently, one of the IAP learners was named Aboriginal and Torres Strait Islander Student of the Year at the Australian Training Awards 2023. This is the fifth year in a row a CIT Solutions learner has received this award, with four learners going on to win the National Aboriginal and Torres Strait Islander Student of the Year.

CIT Solutions' commitment to First Nations business procurement is evident through its certification with Supply Nation. This commitment extends to impacting individuals, communities, businesses, and public sector organisations engaging with Aboriginal and/or Torres Strait Islander communities. Notably, CIT Solutions collaborated with First Nations subject matter experts to design the Certificate IV in Aboriginal and Torres Strait Islander Governance (BSB41021), for delivery in 2024. This program supports board members, contact officers, and senior staff within First Nations Corporations, providing essential knowledge, skills, and cultural competence for effective operation in dual cultural contexts. This involves managing cultural obligations to the community alongside meeting legal, financial, and reporting obligations to the wider community and funding bodies.

CIT Board First Nations appointment

In 2020 for the first time a First Nations person, Tahlia-Rose Vanissum, a Woppaburra woman and Traditional Owner of the Keppel Islands and CIT alumnus, was appointed as a CIT Board member followed by an appointment in 2021 to the Board of CIT Solutions.



AWARDS AND RECOGNITION

Yurauna Awards

The Yurauna student community is celebrated each year for the successful completion of studies as well as their contribution to the CIT community.

Multiple awards for excellence are given including the Director Award for Outstanding Achievement which was awarded in 2022 to Dylan Devine – Certificate II in General Education for Adults 22473VIC.

Australian Training Awards

- 2023: Winner – Aboriginal and Torres Strait Islander Student of the Year: Emma Brown – CIT Solutions Indigenous Apprenticeship Program (IAP) Diploma of Government PSP50122.
- 2022: Finalist – Aboriginal and Torres Strait Islander Student of the Year: Justin Drew – CIT Solutions Diploma of Government PSP50122.

ACT Training Awards

- 2023: Winner – ACT Australian School-based Apprentice of the year: Poppy Chalmers – Certificate III in Allied Health Assistance HLT33015 with IAHA/ CIT Wellbeing and Certificate III in Community Services CHC32015.

ACT 2023 NAIDOC Awards

- Person of the Year - Papunya Connors – Certificate III in Community Services CHC32015 and Certificate IV in Alcohol and Other Drugs CHC43215 at CIT Yurauna.
- Youth of the Year - Poppy Chalmers – Certificate III in Allied Health Assistance HLT33015 with IAHA/CIT Wellbeing and Certificate III in Community Services CHC32015 at CIT Yurauna.
- VET Indigenous Student of the Year - Jarrod Clarke – Certificate III in Glass and Glazing MSF30422.





WHY WE ARE DEVELOPING AN INNOVATE RECONCILIATION ACTION PLAN

In preparation for the development of this RAP, CIT critically reflected on the history of our reconciliation journey thus far. We considered our limited progress in achieving the actions planned in our 2020-2023 Stretch RAP draft and the impact of the many challenges experienced at CIT due to the pandemic and high staff turnover over a difficult period for the Institute in 2022, including the departure of key RAP Working Group members.

It became clear to us that focusing on a sustainable number of RAP commitments and distributing ownership of reconciliation across the organisation would be essential, along with strong ongoing leadership commitment at all levels.

Subsequently, CIT decided not to pursue a Stretch RAP at this time and to reset our focus on the Innovate principles of strengthening relationships, gaining a deeper understanding of our sphere of influence, establishing the best approaches to advance reconciliation and piloting new

strategies. An Innovate RAP will refocus our efforts on building an understanding of reconciliation amongst staff, students and with our partners. It will enable CIT to ensure there is stronger understanding and respect for reconciliation across the institution and further commit to building meaningful and sustainable relationships between First Nations Peoples and other Australians.

Our RAP seeks to reinforce the significance of openness and understanding both at the individual and organisational levels. It emphasises the importance of collaborative engagement and learning for CIT and the future workforce of Canberra, in advancing genuine reconciliation.

We recognise the core value of relationships and respectful two-way communication in fostering genuine connection and our ability to enact positive and authentic change. We acknowledge that to achieve this requires time, commitment, empathy and listening to the voices of First Nations People.



CONTINUING OUR JOURNEY

In May 2023, with a largely new Executive at CIT, work commenced to re-establish the RAP Working Group and to develop an Innovate RAP. Meghan Oldfield, Executive Director, Corporate Services was appointed RAP Champion and Executive Sponsor in September 2023. The Working Group was further strengthened with the addition of CIT Board Member, CIT alumnus, and Woppaburra Woman, Tahlia-Rose Vanissum.

The RAP Working Group includes long-standing members who have an in-depth commitment to reconciliation and institutional knowledge and newer staff who bring fresh commitment and enthusiasm. The Working Group includes members across all divisions of CIT, including First Nations representatives, and a representative each from CIT Students Association (CITSA) and CITS Solutions (CITSOL), organisations which work directly with CIT. The inclusion of CITSA and CITSOL benefits staff and students, as well as fostering industry connections. The group has three members who identify as First Nations People, and both the CIT Yurauna Director and Head of Department are invited to all key meetings. The RAP Working Group has committed to ensuring First Nations representation in the group through the Terms of Reference (ToR) and as a deliverable in the RAP.

The RAP Working Group began meeting weekly from August 2023 and the Burbangana Group, a one hundred per cent First Nations-owned and led consultancy firm, was contracted to commence work co-developing an Innovate RAP with the RAP Working Group in September. Burbangana facilitated an awareness session in September 2023 and two co-design workshops in October and November 2023 to help CIT define our drivers, vision for reconciliation, and identify actions and deliverables that are meaningful, sustainable, and impactful within our sphere of influence. During this time, Burbangana also conducted individual consults with First Nations staff and students, as well as non-

Indigenous staff. The first draft of our RAP was completed in November 2023, and this was developed further based on the valuable input from Reconciliation Australia, the CIT Yurauna Director and staff, and other staff across CIT. Burbangana Group additionally facilitated a workshop to review and action the Reconciliation Australia feedback on CIT's first draft of the RAP.

CIT has also engaged Burbangana Group in the co-development of a CIT Inclusion, Diversity, Equity and Accessibility (IDEA) Framework and the development of First Nations Cultural Protocols, both in consultation with First Nations and other CIT staff. Community Consultation forums with First Nations community members focusing on First Nations Cultural Protocols were conducted in early 2024.

CIT recognises that the journey of reconciliation is a continuous process which will progress through a series of Reconciliation Action Plans. CIT is committed to this process to reach true and meaningful reconciliation.

Critical to our Reconciliation Action Plan is our commitment to learning which will deepen our understanding of reconciliation and strengthen our capabilities to engage with the five dimensions of reconciliation: historical acceptance, race relations, unity, institutional integrity, and equality and equity.

We recognise that our vision to be a culturally safe space for students, staff and community members is a significant commitment which will take time and effort to achieve. We recognise that cultural awareness on its own is not sufficient to achieve cultural safety as an organisation.

For reconciliation to be embedded at CIT and cultural safety to be experienced by First Nations People at CIT other capabilities will need to be developed. These include, but are not limited to, self-reflection, cultural self-awareness, and cultural competence in working effectively in cross-cultural situations.



RELATIONSHIPS

Building meaningful and sustainable relationships between First Nations Peoples and others in Australia is vital to reconciliation and reconciling. We recognise that building and sustaining relationships requires time and a commitment to openness and learning. Relationships put us in touch with one another and with our environment, helping CIT to adapt and meet the needs of the communities we serve. Relationships are central to our work in the world, which involves building connections, genuine communication, support for one another, collaboration, and enacting change. We recognise, too, that strengthening our relationships will help us to grow as a society.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with First Nations stakeholders and organisations.	• Meet with a minimum of three local First Nations stakeholders and organisations to continuously improve guiding principles for future engagement.	September 2025	Executive Branch Manager, Industry and Innovation Lead
	• Develop and implement an engagement plan to work with First Nations stakeholders and organisations.	March 2026	Executive Branch Manager, Industry and Innovation Lead
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Showcase Reconciliation Australia's NRW resources and reconciliation materials to our staff and students.	27 May - 3 June 2025, 2026	Executive Director, Corporate Services
	• RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2025, 2026	RAP Champion - Executive Sponsor
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2025, 2026	RAP Champion - Executive Sponsor
	• Organise at least one NRW event each year, encouraging staff and students from all campuses to attend.	27 May - 3 June 2025, 2026	Executive Branch Manager, People and Culture
	• Register all our NRW events on Reconciliation Australia's NRW website.	May 2025, 2026	Executive Director, Corporate Services
	• At least two CIT Board members to attend two National Reconciliation Week events representing the CIT Board.	27 May - 3 June 2025, 2026	Executive Branch Manager, Policy, and Governance

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff and student communications and engagement plan to raise awareness of reconciliation across our workforce. This will include a communication strategy and supporting materials to promote the RAP.	February 2025, Ongoing	Executive Director, Corporate Services
	Communicate our commitment to reconciliation publicly once per quarter.	February, May, August, November 2025, 2026	Executive Director, Corporate Services
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	October 2025	Executive Branch Manager, Industry and Innovation Lead
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	July 2025	Executive Director, Corporate Services
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-racism provisions, and future needs and develop a timeline to address.	November 2025	Executive Branch Manager, People and Culture
	Develop, implement, and communicate an anti-racism policy for our organisation.	April 2026	Executive Branch Manager, People and Culture
	Engage with First Nations staff and/or First Nations advisors to consult on our anti-racism policy.	December 2025	Executive Branch Manager, People and Culture
	Create and update an anti-racism resource list for staff.	November 2025	Executive Branch Manager, People and Culture
	Create an anti-racism resource list for students.	September 2025	Executive Lead, Student Experience and Academic Registrar
	Educate senior leaders on the effects of racism.	November 2025	Executive Branch Manager, People and Culture



RESPECT

It is important that First Nations staff and students at CIT experience respect, cultural safety, belonging, and success. Achieving this requires ongoing learning by staff and students about our shared history, race relations, the rights of First Nations Peoples, and the humility, richness, diversity and resilience of First Nations Peoples and cultures. This commitment to ongoing learning will change and enrich the whole organisation.

We believe this learning will happen best if we meet learners where they are, listening carefully, and engaging in open, honest dialogue in which values and beliefs can be explored and re-evaluated. We want to learn to model reconciliation best practice as an organisation, and to encourage our staff and students to sustain an interest in lifelong learning that contributes to reconciliation.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of First Nations cultures, histories, knowledge, and rights through cultural learning.	Conduct an organisation-wide review of staff cultural learning needs, programs, and resources, including the need for trauma-informed training, and identify the cultural learning needs at a whole-of-institute level and any unique to specific business unit in line with their First Nations engagement requirements.	December 2025	Executive Branch Manager, People and Culture
	Consult local Traditional Owners Custodians and/or First Nations advisors to inform a CIT Cultural Learning Framework.	February 2026	Executive Branch Manager, People and Culture
	Develop, implement, and communicate a Cultural Learning Framework document for staff, in consultation with First Nations staff and community.	August 2026	Executive Branch Manager, People and Culture
	Provide opportunities for RAP Working Group members, HR managers, Executive, and key leadership staff to participate in ongoing formal and structured cultural learning.	February 2026	Executive Branch Manager, People and Culture
	Provide opportunity for Cultural Awareness Training to all staff.	May 2026	Executive Branch Manager, People and Culture
	Mandate in-person Cultural Awareness Training for Senior Officer Grade A, Manager Education Level 2, and above positions.	July 2025	Executive Branch Manager, People and Culture

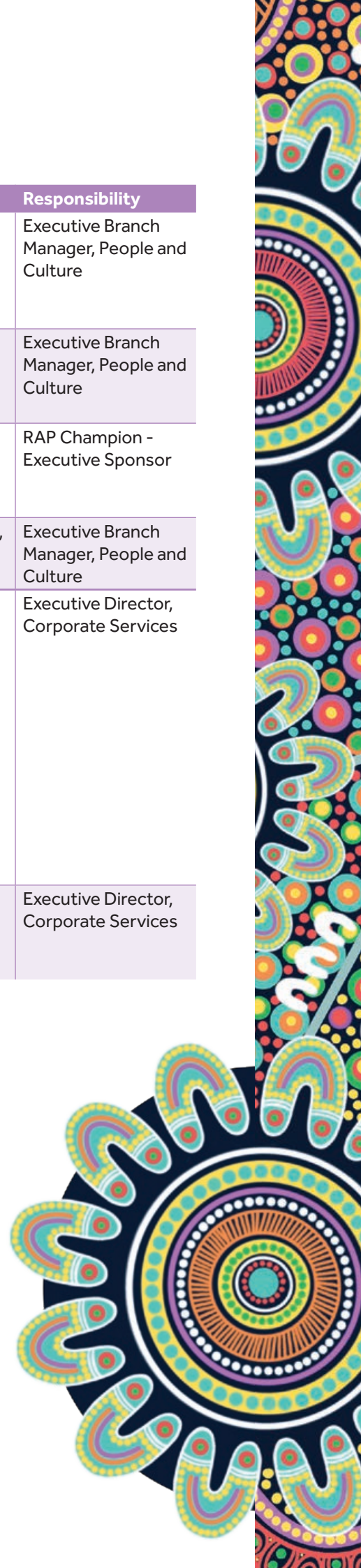
Action	Deliverable	Timeline	Responsibility
	Provide opportunity for Aboriginal Mental Health First Aid training to all staff.	May 2025	Executive Branch Manager, People and Culture
	Develop an information bank of online cultural learning for staff, including history and ongoing impacts of colonisation in Australia and impacts on First Nations Peoples.	August 2025	Executive Lead, Student Experience and Academic Registrar
	Implement a range of culturally safe spaces at each CIT campus that recognise reconciliation through art, posters and gardens and visible Acknowledgement of Country signs.	December 2025	Executive Branch Manager, Campus Renewal
	Develop and implement processes to ensure that all students have the option to engage with First Nations cultural content as part of their course of study.	June 2025	Executive Branch Manager, Student Experience and Academic Registrar
	Explore options for mandatory First Nations online content for all students.	November 2025	Executive Branch Manager, Student Experience and Academic Registrar



RESPECT

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to First Nations Peoples by observing cultural protocols.	Develop, implement, and communicate a First Nations Cultural Protocols document, including protocols for Welcome to Country and Acknowledgement of Country.	February 2025	RAP Champion - Executive Sponsor
	Increase staff understanding of the purpose and significance behind Cultural Protocols, including Acknowledgement of Country and Welcome to Country protocols	May 2025	RAP Champion - Executive Sponsor
	Assess and report to the CIT Board and key stakeholders on the impact on staff understanding of the purpose and significance of Cultural Protocols. through access to the document, information sessions, intranet, and other initiatives.	November 2025, 2026	RAP Champion - Executive Sponsor
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year, reporting on this quarterly.	January, April, July, October 2025, 2026	Executive Branch Manager, People and Culture
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	November 2025, 2026	Chief Executive Officer
	Provide opportunities for leaders to learn an Acknowledgement of Country in the Ngunnawal language.	September 2025	Chief Executive Officer
	Offer training on First Nations cultures to all students, including international students.	March 2026	Executive Director, Education Futures and Students

Action	Deliverable	Timeline	Responsibility
7. Build respect for First Nations cultures and histories by celebrating NAIDOC Week.	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	November 2025	Executive Branch Manager, People and Culture
	Promote external NAIDOC events to all staff and encourage their participation.	July 2025, 2026	Executive Branch Manager, People and Culture
	RAP Working Group members to participate in an external NAIDOC Week event.	July 2025, 2026	RAP Champion - Executive Sponsor
	Promote CIT's NAIDOC Week events and activities to students.	November 2025, 2026	Executive Branch Manager, People and Culture
8. Develop a CIT Cultural Integrity Framework	Consult with First Nations community and/or First Nations Advisors to develop a Cultural Integrity Framework which integrates various reconciliation initiatives such as an engagement plan with First Nations People, the development of our organisational culture, and our cultural learning strategy.	August 2026	Executive Director, Corporate Services
	Develop and plan the implementation of a CIT Cultural Integrity Framework.	December 2026	Executive Director, Corporate Services



OPPORTUNITIES

CIT is committed to First Nations People experiencing equity in access to educational, employment, professional development, and life opportunities. These opportunities, in turn, deliver the benefits of diversity in our workplace and student population.

CIT shapes the future workforce of Canberra by creating strong opportunities for First Nations People. Contributing to the development of the next generation of First Nations leaders honours our commitment to self-determination, self-empowerment, equity, and representation.

Engaging First Nations businesses builds our relationships, community, and resourceful partnerships.

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing First Nations recruitment, retention, and professional development.	• Build understanding of current First Nations staffing to inform future employment and professional development opportunities.	January 2026	Executive Branch Manager, People and Culture
	• Engage with First Nations staff to consult on our recruitment, retention, and professional development strategy.	February 2026	Executive Branch Manager, People and Culture
	• Develop and implement a First Nations recruitment, retention, and professional development strategy.	October 2026	Executive Branch Manager, People and Culture
	• Advertise job vacancies to effectively reach First Nations stakeholders.	January 2026	Executive Branch Manager, People and Culture
	• Review HR and recruitment procedures and policies to remove barriers to First Nations participation in our workplace.	January 2026	Executive Branch Manager, People and Culture
	• Develop a First Nations graduate traineeship leading to a permanent Identified position at CIT.	August 2025	Executive Director, Education Futures and Students
10. Increase First Nations supplier diversity to support improved economic and social outcomes.	• Develop and implement a First Nations procurement strategy.	September 2025	Director, Procurement and Contracts
	• Investigate Supply Nation membership.	July 2025	Director, Procurement and Contracts
	• Develop and communicate opportunities for procurement of goods and services from First Nations businesses to staff.	November 2025	Director, Procurement and Contracts

Action	Deliverable	Timeline	Responsibility
11. Promote Reconciliation Australia's Narragunnawali: Reconciliation in Education program.	Establish a register of compliance and report on goods and services from First Nations businesses.	November 2025	Director, Procurement and Contracts
	Take active measures to support an increase in commercial relationships with First Nations businesses through communications and education of staff.	November 2025	Director, Procurement and Contracts
	Support at least fifty per cent of early childhood services partnered with CIT to develop and maintain a RAP via the Narragunnawali platform.	October 2025	Head of Department, Children's Education and Care
	Utilise resources on the Narragunnawali platform, including professional learning resources and opportunities, to support staff, students, and stakeholders engage meaningfully and deeply with reconciliation in Children's Education and Care.	October 2025	Head of Department, Children's Education and Care
	Education-focused staff in Children's Education and Care supported to undertake the Narragunnawali training workshop to develop a better understanding of how to use and contextualise the resources on the platform to meet the needs of the organisation.	July 2025	Executive Director, Education Futures and Students
	Education-focused staff and students in Children's Education and Care encouraged to sign up to the Narragunnawali program and access the resources available.	March 2026	Head of Department, Children's Education and Care
	Share Narragunnawali resources through the use of ICT and include a link to the program on our website.	July 2025	Executive Branch Manager, People and Culture
	Meet with the Narragunnawali team to discuss future partnership opportunities and ways the program might support educators and students.	March 2025	Head of Department, Children's Education and Care



OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
12. Continue to build the Children's Education and Care team's knowledge and role in developing reconciliation within the department and with community and sector partners.	Meet with Early Childhood Australia to discuss future partnership opportunities to support educators in their role through a reconciliation lens.	August 2025	Head of Department, Children's Education and Care
	Meet with Children's Education and Care Authority to investigate ways to further support reconciliation best practice in the sector.	November 2025	Head of Department, Children's Education and Care
	Work with Northside Community Service to create opportunities for the broader early childhood sector to learn about the unique model and learnings that have come from the Yurauna Early Childhood Centre (YECC) service.	December 2025	Head of Department, Children's Education and Care
	Work in partnership with CIT Yurauna Centre staff to team teach CHCECE035 Encourage understanding of Aboriginal and/or Torres Strait Islander Peoples' cultures.	July 2025	Head of Department, Children's Education and Care
13. Continue to build on the Children's Education and Care's resources to make Burrumbah a more culturally safe environment for all children, especially with a focus on Aboriginal and Torres Strait Islander children and families, as well as external educators who are visiting the space.	Consult with Traditional Custodians of the ACT and the CIT Horticulture Department on developing a bush foods educational garden space for the Children's Education and Care department's Burrumbah centre.	January 2026	Head of Department, Children's Education and Care
	Design and build a bush foods educational garden in the Children's Education and Care department's Burrumbah outdoor space based on consultations with Traditional Custodians of the ACT and the CIT Horticulture department.	December 2026	Head of Department, Children's Education and Care



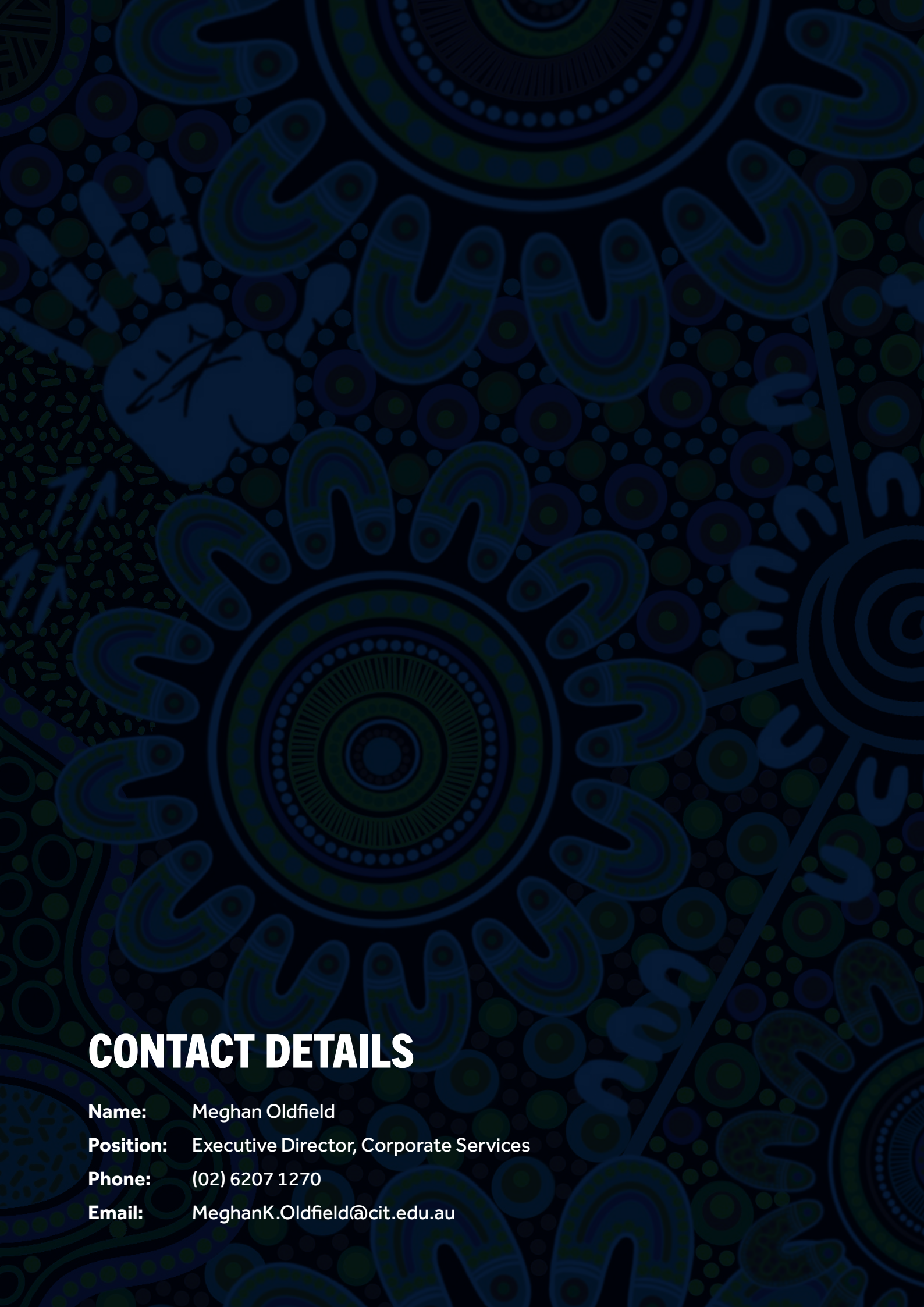
GOVERNANCE

CIT is committed to ensuring that our RAP commitments to First Nations staff, students, and communities are effectively and systematically implemented, monitored, and reported. By establishing clear governance practice, including a RAP Working Group Terms of Reference (ToR) and accountability and implementation plans, CIT will ensure that the actions and deliverables of this RAP achieve our vision for reconciliation and positively impact our First Nations staff, students, and community.

Action	Deliverable	Timeline	Responsibility
14. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	• Maintain First Nations representation on the RWG.	October 2025, 2026	Executive Director, Corporate Services
	• Establish and apply a Terms of Reference for the RWG.	February 2025, Ongoing	Executive Director, Corporate Services
	• Meet at least four times per year to drive and monitor RAP implementation.	March, June, October, December 2025, 2026	Executive Director, Corporate Services
15. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	January 2025	Executive Director, Corporate Services
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	March, June, October, December 2025, 2026	Executive Director, Corporate Services
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	March, June, October, December 2025, 2026	Executive Branch Manager, People and Culture
	• Maintain an internal RAP Champion from senior management to participate in the RWG, lead reporting to the CIT Board, and ensure successful outcomes.	January, April, July, October annually	Chief Executive Officer
	• CIT Board to advocate to the Minister for legislative change to require First Nations membership on the CIT Board and to include a First Nations member on the CIT Solutions Board.	July 2025, 2026, Ongoing	Executive Branch Manager, Policy and Governance

Action	Deliverable	Timeline	Responsibility
16. 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 important RAP correspondence.	1 June 2025, 2026	Executive Branch Manager, People and Culture
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Executive Branch Manager, People and Culture
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	RAP Champion - Executive Sponsor
	Report RAP progress to all staff and senior leaders quarterly.	March, June, September, December annually	Executive Branch Manager, People and Culture
	Publicly report our RAP achievements, challenges, and learnings, annually.	November 2025, October 2026	Executive Branch Manager, People and Culture
	Participate in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2026	RAP Champion - Executive Sponsor
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	September 2026	Executive Director, Corporate Services
17. Contribute to the ACT Aboriginal and Torres Strait Islander Agreement and the National Agreement on Closing the Gap.	Review the ACT Government's Agreement with the ACT Aboriginal and Torres Strait Islander Elected Body and National Agreement on Closing the Gap.	March 2025	Chief Executive Officer
	Draft report identifying how CIT contributes to ACT Government's Agreement with the ACT Aboriginal and Torres Strait Islander Elected Body and National Agreement on Closing the Gap and identify areas to contribute further in the future.	March 2026	Chief Executive Officer
18. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2026	Executive Branch Manager, People and Culture





CONTACT DETAILS

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RTO 0101 – CRICOS No. 00001K



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**RECONCILIATION
ACTION PLAN**

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