



CIT RECONCILIATION ACTION PLAN 2012-14

CIT acknowledges the United Ngunnawal Elders Council
as the representative body of the Ngunnawal community;
the traditional owners of the ACT and region.
We pay respect to their Elders, both past and present,
and acknowledge the ongoing contribution they make
to the life of this city and this region.

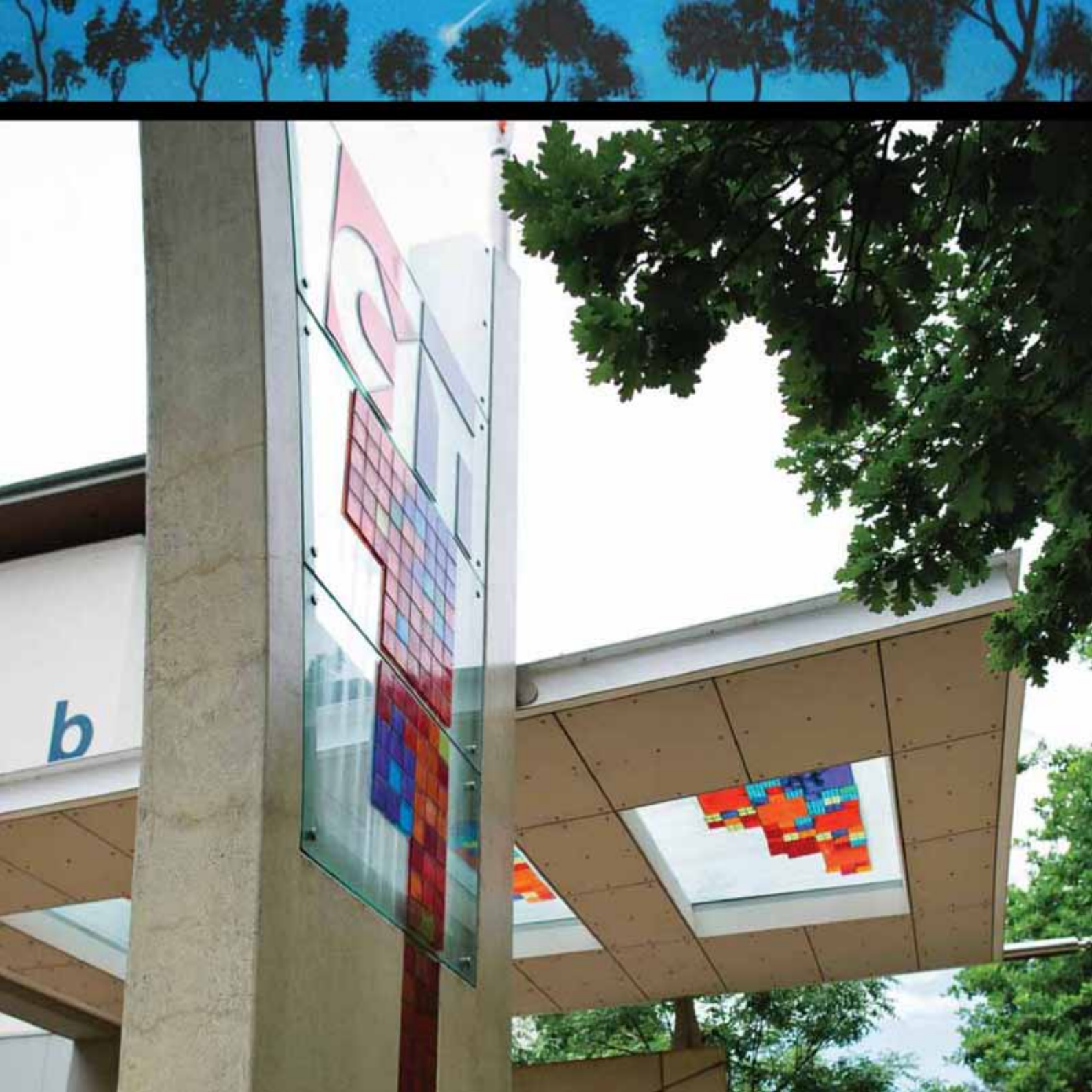


CONTENTS

Message from the Chief Executive	5
What does reconciliation mean to CIT?	7
Vision	8
Our business	8
Our approach to reconciliation	9
History of reconciliation at CIT	9
Our plan	11

Appendices

1. Map of Reconciliation Action Plan	12
2. “Knowing about our past helps us understand the present and plan for the future” Indigenous historical timelines	22
3. CIT Reconciliation Statement	24
4. Members of the RAP Working Group	25
5. Acronyms	26





MESSAGE FROM THE CHIEF EXECUTIVE

Canberra Institute of Technology (CIT) is founded on the belief that quality, respect and integrity should permeate all facets of our relationship with one another and the world in which we live. The CIT community is proud to be part of the national initiative to produce a Reconciliation Action Plan (RAP) for organisations that want Aboriginal and Torres Strait Islander peoples to feel welcome and celebrated within their community. The CIT RAP is our commitment to putting words into action in the CIT community.

The Vocational Education and Training (VET) sector has a tradition of providing learning opportunities for people to overcome social, cultural and economic obstacles to fulfilling their potential. CIT RAP continues this tradition in three ways:

- it formally and explicitly recognises educational disadvantage as one of the consequences of history
- it encourages active inclusion of Aboriginal and Torres Strait Islander peoples at a social, educational and structural level throughout the CIT community
- it commits CIT to effecting meaningful change in the lives of Aboriginal and Torres Strait Islander peoples via an appreciation and sensitivity for their culture, their history and present day contribution to Australia; and through the provision of educational opportunity.

For the reasons above, it gives me pleasure to commend CIT RAP to you as a dynamic and accountable mechanism that will be reported on as we set about its implementation – in spirit, in word and deed.

Adrian Marron

Chief Executive

Canberra Institute of Technology

Date: August 2012

A large, stylized white quotation mark icon consisting of two separate, thick, curved segments.

*Reconciliation requires changes of heart and spirit,
as well as social and economic change. It requires
symbolic as well as practical action.”*

The Right Honourable Malcolm Fraser

Former Prime Minister 1975 – 1983

National Sorry Day

Great Hall of Parliament, Canberra, 2003

WHAT DOES RECONCILIATION MEAN TO CIT?

Reconciliation challenges our values and our view of how we think the world ought to be. It requires thought and reflection; a willingness to act in a way we think makes the world a better place to live.

Reconciliation begins with acknowledging Australia's First Peoples - the generations of Aboriginal and Torres Strait Islander peoples who have gone before us – and our Ngunnawal ancestors who nurtured the land and rivers around modern day Canberra. It requires that all Australians recognise our shared history, where our education curriculum and programs reflect the historical reality, so that future generations do not repeat the behaviours of our past. It requires an understanding of the experience of Aboriginal and Torres Strait Islander peoples, if we are to appreciate the hurdles to be cleared, before a shared future vision is realised. Only then can we celebrate Australia as a 'culture of inclusion'.

As a nation Australia prides itself on being a compassionate society; an inclusive society; a society prepared to stand up and be counted in a world where it is easier to avoid confronting prejudice. Because the CIT community reflects the world we live in, prejudice should be anticipated and confronted wherever it may exist. Why? Prejudice is arbitrary and prevents us from fulfilling the potential that comes from the collective talents and effort that a common vision and value system produces. It is in this spirit that reconciliation is important to helping the CIT community fulfil its potential and ensure that the individuals who define it experience quality, respect and integrity in the way we interact with one another and the world around us.

CIT RAP helps create a framework for the creation of a place of learning where Aboriginal and Torres Strait Islander students and staff realise their full potential, feel respected and appreciated for their uniqueness, and where Aboriginal and Torres Strait Islander and non-Indigenous students study together, in an environment that has a shared understanding of history and a shared vision for reconciliation.

Our process for practical reconciliation begins with CIT RAP. CIT RAP demonstrates our participation in the national journey of reconciliation as we set about creating an educational institution that supports, respects and celebrates Aboriginal and Torres Strait Islander peoples and their culture.

Practical reconciliation is the discourse and endeavours to address a proper and lasting resolution between all Australians. It's the recognition of Aboriginal and Torres Strait Islander peoples' past and what they endured; their spiritual and cultural connection to land; the importance of healing; and an appreciation of the multiple language groups and complex societies in which they live.

VISION

Our vision promotes a culture that strengthens respect for, relationships with and opportunities for Aboriginal and Torres Strait Islander peoples, through positive and inclusive learning and workforce innovation practices.

We will do this through:

- growing a united learning community that acknowledges and embraces Aboriginal and Torres Strait Islander culture
- celebrating that culture at every opportunity with staff and students
- actively demonstrating Aboriginal and Torres Strait Islander peoples' constitutional right to recognition as fully and equally part of the Australian nation
- implementing inclusive educational practices that contribute to building a just and equitable community for all members.

OUR BUSINESS

CIT is the ACT's premier provider of vocational education and training. Our mission is to change lives through first class education and training. The values that underpin our endeavours are:

- quality
- integrity
- respect.

We deliver training to more than 23,000 students annually in a range of disciplines. Our learners are diverse, and include those seeking their first qualification, university graduates seeking vocational qualifications and adult migrants and refugees seeking training in English language and vocational qualifications. CIT has several partnerships in place with universities to provide pathways to higher education and with industry to provide tailored training for enterprises.

Of these 23,000 students there are approximately 500 Aboriginal and Torres Strait Islander students studying a wide range of qualifications from certificate I to bachelor degrees. Overall numbers have increased by 38% from 2010 to 2011, with enrolments in qualifications at certificate IV and above increasing by 66%. The overarching goal of CIT's involvement in Aboriginal and Torres Strait Islander peoples' education is to empower and increase participation across the wider community. The Yurauna Centre at CIT provides a critical role in delivering student support and quality educational outcomes to enable Aboriginal and Torres Strait Islander peoples to achieve this goal.

OUR APPROACH TO RECONCILIATION

HISTORY OF RECONCILIATION AT CIT


Landmarks leading to Reconciliation

TIME	EVENT
1967	Referendum in which 90% of Australians voted to remove clauses in the Australian Constitution which discriminated against Aboriginal and Torres Strait Islanders.
1991	Council for Aboriginal Reconciliation was established by a unanimous vote of the Australian Parliament. The council set a vision for a 'united Australia which respects this land of ours, values the Aboriginal and Torres Strait Islander heritage, and provides justice and equity for all' (<i>Path to Reconciliation</i> , p3, 1997).
1996	First National Reconciliation Week was held 27 May – 3 June 1996. Two years later National Sorry Day was declared on 26 May 1998, marking the first anniversary of the Bringing Them Home Report which documented the experiences of the Stolen Generations.
2000	(27 – 28 May) Corroboree 2000 which was convened by the Council for Aboriginal Reconciliation. On Sunday 28 May, 250,000 Australians walked across Sydney Harbour Bridge, marking the beginning of reconciliation walks all over the country.
1998 – 2004	<i>Sorry Book</i> initiative enabled the involvement of ordinary Australians to do something in response to the Federal Government's refusal to apologise to the Stolen Generations. CIT participated in the <i>Sorry Book</i> initiative with signatures, stories and apologies from staff and students on all CIT campuses. The <i>Sorry Book</i> at CIT travelled from campus to campus over a period of several months.
2000	(May) The then Chief Minister, Ms Kate Carnell, at a Reconciliation Week Breakfast, affirmed the ACT Government's commitment to the principles of reconciliation in the ACT.
2008	Aboriginal and Torres Strait Islander body (ATSIEB) was established to provide direct advice to the ACT Government.

The CIT Reconciliation Sub-Committee established 2 June 2000

CIT established a reconciliation sub-committee whose primary function was to develop a reconciliation statement for CIT and plan associated reconciliation activities. This sub-committee was established under the CIT Yurauna Advisory Committee.

The committee was made up of Indigenous students, Elders from the Elders in Residence Program, CIT Yurauna Centre staff, CIT Yurauna Centre Advisory Committee representatives, a CIT Student Association (CITSA) representative, CIT Student Services staff, teachers and a representative from the Directors Advisory Group. The first meeting was held on 7 August 2000.



Over a period of 12 months, the sub-committee discussed, consulted and reviewed every aspect of the proposed statement. The process of consultation included the Ngunnawal Elders, the CIT Yurauna Centre Advisory Committee, the ACT Government Attorney-General and the Reconciliation Sub-Committee. Many meetings were spent discussing the semantics and intentions of the language used.

The most challenging part of this process for the sub-committee was finding the best words to express the true sentiment while engendering optimism for reconciliation.

Our stake in reconciliation

The CIT Reconciliation Statement was officially and publicly presented to CIT on 31 July 2002. CIT was the first ACT Government Agency to launch a Reconciliation Statement.

CIT Student Services staff promoted and discussed the statement with staff and students on all campuses over a period of months following its launch, setting up in public places on campus with displays and providing the opportunity to discuss reconciliation. The statement was displayed throughout CIT to promote public acknowledgement of traditional ownership.

What has changed following this?

- CIT invites Elders to do welcomes at CIT graduation ceremonies.
- CIT acknowledges traditional owners at official ceremonies.
- NAIDOC Week is acknowledged as a week of celebration of Aboriginal and Torres Strait Islander culture in July each year.
- CIT offers Indigenous Student Scholarships.
- CIT offered Indigenous Staff Scholarships.
- Negotiated places help Aboriginal and Torres Strait Islander students into mainstream programs.
- An Aboriginal representative member sits on the CIT Advisory Council (CITAC).
- Aboriginal students participate in CITSA Council representation.
- The Len Barratt Award was established by CITSA in partnership with CIT.
- A CITSA/CIT Yurauna Centre partnership has been established. Initiatives under this partnership include community gathering lunches and cooking classes for students in the canteen to encourage healthy eating and developing living skills.
- CIT Yurauna Centre sponsors Aboriginal students participating in the Eastern University Games (2009, 2010 and 2011).

OUR PLAN

Our Reconciliation Action Plan (RAP) is based around the three key themes - Respect, Relationships and Opportunities – drawn from the Reconciliation Australia Plan.

Respect: To acknowledge and celebrate Aboriginal culture and create a culture that builds greater respect for Aboriginal and Torres Strait Islander peoples in order to achieve reconciliation.

Relationships: To enhance all relationships with and between CIT's internal and external community to support staff and students through education, highlighting the diversity of Aboriginal and Torres Strait Islander culture.

Opportunities: To identify opportunities that contribute to the reconciliation agenda and to the aspirations of local Aboriginal and Torres Strait Islander communities through our business areas in education and employment.

How was this plan developed?

This RAP was developed with input from staff, students and Aboriginal and Torres Strait Islander community groups. There was also representation from Reconciliation Australia, who provided valuable guidance and advice in the development of this RAP. We are committed to ongoing consultation and review to regularly refresh this living document to ensure that our actions are both purposeful and meaningful in the spirit of achieving reconciliation.

What is the intention of this document and how do we use it?

This document is not meant to be exhaustive, but achievable. It contains intended actions for the next three years (2012–2014), with each action to be led by a key staff member. Measurable targets will be reported to the Board of Management (BOM) and built on annually. Actions will be embedded within each of our Business Plans, as aligned with our Strategic Plan.

Reconciliation is a journey that will take us some time. Our aim is that through a set of initial key strategic steps, CIT can initiate and build on a process of lasting and demonstrated change that is genuine.

Developing the CIT Reconciliation Statement was the first formal step in acknowledging reconciliation. The plan supports CIT's employees to achieve reconciliation between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

RESPECT

GOAL	STRATEGY	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET	STATUS
ACKNOWLEDGEMENT OF COUNTRY	1.1 Adopt the protocols and develop a policy and procedure to guide respectful acknowledgement to country for all key events including events without specific Aboriginal and Torres Strait Islander content and Aboriginal and Torres Strait Islander speakers.	Executive Director, Governance and Executive Services	January 2013 onwards	100% of CIT key events begin with a welcome to country or acknowledgement to the traditional owners.	
	1.2 Develop promotional material on the use of written acknowledgement to country, including emails, signage, CIT letterhead, subject guides and any promotional material and publicise.	Manager, CIT Marketing	December 2012 onwards	Adopt and promote policy, protocols and promotional material placed on SIS webpage for easy access by all staff.	
	1.3 Identify through the United Ngunnawal Elders Council (UNEC), an approved list of Elders to provide welcome to country at all key events and in accordance with the CIT annual calendar (see ACT Government Website).	Director, CIT Yurauna Centre	September 2012 onwards	A list of at least 6 – 10 representative Ngunnawal leaders established and placed on a database.	
	1.4 Establish a group that can provide mentoring to other students enrolled through CIT Yurauna Centre.	Director, CIT Yurauna Centre	June 2013 onwards		

RESPECT

GOAL	STRATEGY	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET	STATUS
PROMOTION	1.5 Invite Aboriginal and Torres Strait Islander and other students to design the CIT RAP banner in accordance with a set of criteria that will be used as a CIT promotional resource.	Executive Director, Governance and Executive Services	April 2013	Banner displayed at all CIT key events.	
	1.6 Display and maintain Aboriginal and Torres Strait Islander flags at all campuses.	Deputy Chief Executive - Operations	September 2012 onwards	Aboriginal and Torres Strait Islander flags on display at all campuses are maintained in good condition.	
	1.7 Reconciliation focus page developed for SIS that holds plans, initiatives and achievements, attached to the Reconciliation Portal.	Executive Director, Governance and Executive Services	April 2013 onwards	Reconciliation focus page developed.	
	1.8 Website containing reconciliation information is maintained up-to-date.	Manager, CIT Marketing	October 2012 onwards	Website is up-to-date.	
	1.9 Display and promote Aboriginal and Torres Strait Islander art across CIT campuses and CITSOL. Protocols are developed for holding Aboriginal and Torres Strait Islander students' artwork and a database is developed and maintained.	Deputy Chief Executive - Operations	June 2013	A minimum of one Aboriginal and Torres Strait artwork is displayed at each campus. Protocols developed, communicated and adhered to, database developed and maintained.	

RESPECT

GOAL	STRATEGY	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET	STATUS
TRAINING	1.10 Ensure that the CIT Yurauna Centre has a visible presence and is accessible directly from the central CIT Reid quadrangle.	Executive Director, Governance and Executive Services	December 2013	The CIT Yurauna Centre has a visual presence and is directly accessible from the CIT Reid quadrangle.	
	1.11 Provide Aboriginal and Torres Strait Islander cultural awareness/competency training for all staff using a three-tiered approach, eg. face-to-face, online and through eLearn.	Centre Directors Director, CIT Yurauna Centre	June 2013	All new full-time staff participate in cultural awareness/competency training within six months of their appointment at CIT. 100% of full-time staff have participated in some form of cultural awareness/competency training within 12 months of the launch of the CIT Reconciliation Action Plan (RAP). Casual staff have the option of accessing this training.	

RELATIONSHIPS

GOAL	STRATEGY	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET	STATUS
GOVERNANCE	2.1 Ensure representation of Aboriginal and Torres Strait Islander matters on agendas of key committees and Program Reference Groups.	Executive Director, Governance and Executive Services	December 2013	Aboriginal and Torres Strait Islander matters an agenda item considered by our key committees. Standing item on Operational BOM.	
	2.2 Negotiate access to existing regional databases of key Aboriginal and Torres Strait Islander groups, service providers and leaders, to compile our internal list for CIT to access and update as required.	Director, CIT Yurauna Centre	June 2013	List of providers, leaders and Aboriginal and Torres Strait Islander groups established and reviewed annually.	
	2.3 Promote and implement the Aboriginal and Torres Strait Islander Library and Information Resource Network (ATSILIRN) Protocols to guide the provision of library and information services to CIT's Aboriginal and Torres Strait Islander community.	Director, CIT Learning Centre	Annual Review	ATSILIRN Protocols promoted. CIT Learning Centre ATSILIRN Action Plan progress reviewed annually.	
	2.4 Embed cultural awareness as part of CIT's Strategic Plan and Business Plans and as part of performance management.	Executive Director, Governance and Executive Services	2013 and Annual Review	Aboriginal and Torres Strait Islander issues embedded in Strategic and Centre Business Plans and as part of performance management.	

RELATIONSHIPS

GOAL	STRATEGY	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET	STATUS
PARTICIPATION	2.5 Increase promotion and participation of Aboriginal and Torres Strait Islander events, circulate information prior to event.	Executive Director, Governance and Executive Services	Annual Review	Promotion of Aboriginal and Torres Strait Islander events evident CIT-wide.	
	2.6 Establish an organising committee of Aboriginal and Torres Strait Islander events (or link with CIT events committee if established).	Director, CIT Yurauna Centre	Annual Review	Number of events held.	
	2.7 Senior management to provide leadership to encourage participation in events	Centre Directors	June 2013	Actions and strategies included in Centre Business Plans.	
	2.8 Engage students to contribute and/or participate in these events.	Education Managers	Annual Review	Perceived increase of students who participated in these events reported annually to BOM.	
RECOGNITION	2.9 Promote award-winning individuals or groups to foster increased participation of Aboriginal and Torres Strait Islander staff and students.	Executive Director, Governance and Executive Services	December 2013	Increased profile of Aboriginal and Torres Strait Islander staff and students evident as a result of successful marketing strategies.	
	2.10 Ensure there is equity in the provision of scholarships for staff, part of which is set aside for Aboriginal and Torres Strait Islander staff.	Executive Director, Governance and Executive Services	December 2013	Scholarships allocated equitably for both Aboriginal and Torres Strait Islander and non-Indigenous staff.	

OPPORTUNITIES

GOAL	STRATEGY	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET	STATUS
REPORTING AND ACCOUNTABILITY	3.1 Monitor and report progress of CIT RAP initiatives to BOM and Reconciliation Australia and provide information access on CIT website.	Executive Director, Governance and Executive Services	Six-monthly	RAP actions reported to BOM and displayed on website.	
	3.2 Centres identify and implement two RAP actions in their Business Plans each year for implementation and report the outcomes to the Senior Management Group.	Centre Directors	December 2013	Centre Director RAP actions documented, reported and promoted.	
	3.3 Executive Director duty statements to include carriage of a RAP initiative that is appraised as part of their Performance Management Plans (PMPs).	Executive	December 2013 - ongoing	Evidence that each executive has achieved and/or contributed to a RAP initiative.	
	3.4 Arrange a conference, summit or workshops to further promote RAP initiatives.	RAP Working Group (RWG)	December 2014	A range of interactive strategies evident to promote RAP.	
PROMOTION	3.5 Promote CIT as a leading employer and educational institution through marketing and articles in specific Aboriginal and Torres Strait Islander media, e.g. Koori Mail, Indigenous Times.	CIT Media Manager	June 2013	Reflected by number of articles that have been published in Aboriginal and Torres Strait Islander media.	

RELATIONSHIPS

GOAL	STRATEGY	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET	STATUS
PROGRAMS AND POLICIES	3.6 Identify how many students complete the elective module <i>Working effectively with Aboriginal and Torres Strait Islander people</i> , with a view to developing strategies to increase this number in the next three years, for all community and service industry programs.	Director, CIT Yurauna Centre	Six-monthly	Benchmark established for elective module <i>Working effectively with Aboriginal and Torres Strait Islander people</i> .	
	3.7 CIT to lobby CS&HISC to make this competency a compulsory core for all courses in training package.	Director, CIT Yurauna Centre	December 2013	Attend and input to CS&HISC training package changes.	
	3.8 Teaching Centres to work with CIT Yurauna Centre to have Cultural Awareness delivered in programs.	Teaching Centre Directors	December 2012 and Annual Review	Number of programs where training has been provided to be reported to BOM.	
DATA GATHERING AND ANALYSIS	3.9 CIT Student Services staff advised to fully complete and enter Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) details for Aboriginal and Torres Strait Islander students at the time of enrolment.	Director, CIT Student Services	December 2012	Student administration system shows evidence of AVETMISS data fully completed for Aboriginal and Torres Strait Islander students at the time of enrolment.	

RELATIONSHIPS

GOAL	STRATEGY	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET	STATUS
DATA GATHERING AND ANALYSIS	3.10 Monitor the number of enrolments and completions annually by Aboriginal and Torres Strait Islander students and report in the CIT Annual Report.	Centre Directors	June 2013 – ongoing	Number of enrolment completions by Aboriginal and Torres Strait Islander students evident in CIT Annual Report.	
	3.11 Identify Aboriginal and Torres Strait Islander positions, including positions outside of the CIT Yurauna Centre and aim to recruit more Aboriginal and Torres Strait Islander peoples to these and non-identified positions across all of CIT, including cadetships.	Director, CIT Human Resources	December 2012 - ongoing	Relevant data provided in HR quarterly reports and CIT Annual Report and reported to BOM quarterly. Opportunities in offering places across CIT.	
EMPLOYMENT / HR / POLICY	3.12 Encourage affirmative action when advertising positions across CIT.	Director, CIT Human Resources	December 2012 – ongoing	100% of recruitment advertisements include wording that encourages Aboriginal and Torres Strait Islander peoples to apply.	



RELATIONSHIPS					
GOAL	STRATEGY	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET	STATUS
STUDENTS AND GRADUATES	3.13 Network with government and private enterprises to assist Aboriginal and Torres Strait Islander students access to work experience and job opportunities.	Centre Directors Director, CIT Yurauna Centre	December 2013	Number of work experience job opportunities secured for Aboriginal and Torres Strait Islander students.	
	3.14 Establish an Aboriginal and Torres Strait Islander student leader ambassadors program.	Director, CIT Yurauna Centre	December 2013	Ambassador program established.	
EXTERNAL TEACHER TRAINING	3.15 Encourage Aboriginal and Torres Strait Islander peoples with VET qualifications to undertake specific literacy and numeracy teacher education program.	Director, CIT Yurauna Centre	June 2013	Progress reported to BOM to inform future strategies.	

RELATIONSHIPS

GOAL	STRATEGY	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET	STATUS
PROFESSIONAL DEVELOPMENT	3.16 Expand opportunities for teachers from other Centres to come to the CIT Yurauna Centre to encourage Aboriginal and Torres Strait Islander students adopt mainstream enrolment.	Centre Directors Director, CIT Yurauna Centre	December 2012 and annual review	Increase evident in number of Aboriginal and Torres Strait Islander students engaging in mainstream enrolment. Number of Centre presentations in CIT Yurauna Centre.	
AFFIRMATIVE ACTION	3.17 Involve CIT Aboriginal and Torres Strait Islander staff and students to participate in the Canberra Centenary celebrations in 2013.	Executive Director, Governance and Executive Services	June 2013	Participation of student and staff evident in Canberra Centenary celebrations.	
	3.18 Investigate opportunities for supporting Aboriginal or Torres Strait Islander charitable projects coordinated by the Events Organising Committee.	Centre Directors Executive Directors	Annual Review	Number of charitable projects evident to support Aboriginal or Torres Strait Islander peoples.	
	3.19 CIT will continue to provide negotiated places into programs for Aboriginal and Torres Strait Islander students that meet prerequisites of program.	Director, CIT Yurauna Centre		Number of negotiated places provided to BOM each year.	

TIMELINE

TIME	EVENT
120000 BC	Analysis of pollen and charcoal giving a date of 120,000 BC suggests land was being cleared by use of fire by people in the Lake George basin in the Southern Tablelands of NSW.
55000 – 60000 BC	Archaeological evidence suggests that a rock shelter was used by people at a site in Arnhem Land in the Northern Territory.
45000 BC	Rock engravings made in South Australia – the earliest dated Petroglyphs.
30000 BC	A man from the Lake Mungo area is buried in a shallow grave.
10000 BC	Aborigines at Wylie Swamp are using boomerangs of the returning type to catch water fowl.
5000 BC	About this time a new small tool is made, technology is developing in south eastern Australia. By 3000 BC the technology has spread as far as Cape York.
1000	About this time dugout canoes were being used along Australia's northern coast.
1588	Macassan praus are sailing to the north eastern coast of the Northern Territory. Trade between Aborigines and the Macassan continues until it is stopped by the South Australian Government 1906.
1606	Earliest recorded contact between Europeans and Aborigines – crew of the Dutch ship Dwyfiken under Captain Willem Jansz on the western coast of the Cape York Peninsula.
1770	Lieutenant James Cook claims to take possession of the whole east coast of Australia by raising the British flag at Possession Island off the northern tip of Cape York Peninsula.
1788	Captain Phillip raises the Union Jack at Sydney Cove and the occupation begins. Estimates put the indigenous population at 750,000. Resistance is immediate.
1789	Outbreak of smallpox introduced by the British led to the devastation of the Aboriginal population in the Sydney area and subsequently in other areas.
1804	Two years after the British flag is raised in Van Diemen's Land (Tasmania) settlers are authorised to shoot Aborigines.
1837	In London, a Parliamentary Select Committee reports that genocide is occurring in the Antipodes.

TIME	EVENT
1848	NSW Native police troopers are brought to Queensland to kill natives and open up the land for settlement.
1868	The first overseas cricket tour leaves Australia for England; the team is all Aboriginal. 150 Aboriginal people are killed resisting arrest in the Kimberleys.
1888	The phrase 'White Australia Policy' appeared in William Lane's Boomerang in Brisbane.
1901	Commonwealth of Australia becomes a self-governing member of the British empire.
1938	On 26 January an Australian Aborigines Conference is held in Sydney. It is the first of many Aboriginal protest demonstrations against inequality and injustice.
1938	In NSW sesquicentenary celebrations, Aborigines from western NSW are trucked into Sydney and threatened with starvations unless they play their appointed role in the re-enactment of the events of 26 January 1788.
1942	Darwin is bombed by the Japanese. In Arnhem Land, Aboriginal people make up a special reconnaissance unit in defence against the Japanese.
1951	Canberra formally adopts a policy of assimilation in regard to Aboriginal people.
1962	The Commonwealth Electoral Act is amended to give franchise to vote to Aborigines in WA, Qld, and NT.
1965	Charles Perkins leads Freedom Ride through western NSW protesting discrimination and living conditions.
Jul 1965 / Mar 1966	Arbitration Commission granted equal wages to Aboriginal pastoral workers. The cattle industry reacts by phasing out Aboriginal labour and driving Aboriginal communities progressively off the properties which are their traditional lands.
1967	Over 90% of Australians voted in a referendum to remove objectionable references to Aboriginal people from the Constitution, and to give the Commonwealth powers to make laws for Aboriginal people.
1972	Aboriginal Tent Embassy pitched outside Parliament House in Canberra.
1975	The Racial Discrimination Act is passed in the Federal Parliament.

TIMELINE

TIME	EVENT
1976	The Aboriginal Land Rights (Northern Territory) Act is passed by the Federal Parliament. It provides recognition of Aboriginal land ownership to about 11,000 people. The Pitjantjatjara Council is formed.
1978	The Northern Territory Aboriginal Sacred Sites Ordinance, instituting prosecution for trespass and desecration of Aboriginal sites, is passed. The Kimberley Land Council is formed. The Northern Territory is given self-government by the Fraser Government. November 3, the Ranger (uranium mining) Agreement is signed by the Northern Land Council and the Commonwealth of Australia.
1988	Tens of thousands of Aboriginal and Torres Strait Islander people and their non-Indigenous supporters march through the streets of Sydney on 26 January (Australia Day) to celebrate their survival, during national Bicentennial celebrations.
1990	The Aboriginal and Torres Strait Islander Commission is established.
1991	The Royal Commission into Aboriginal Deaths in Custody presents its Report and Recommendations to the Federal Government.
1991	The Council for Aboriginal Reconciliation Act passes through Parliament with cross-party support.
1992	The High Court of Australia rules in the Mabo case that native title exists over particular kinds of land – unalienated Crown land, national parks and reserves – and that Australia was never terra nullius or land belonging to no one.
1992	Prime Minister Keating's Redfern Park speech at the launch of the International year of the World's Indigenous People acknowledges past wrongs.
1993	The Native Title Act is passed in the Federal Parliament.
1994	Indigenous Land Fund established by Federal Government for Indigenous people to buy land, part of government's response to Mabo decision.
1995	A National Inquiry into the removal of Aboriginal children under government policy is announced.
1995	The Council for Aboriginal Reconciliation, ATSIC and the Aboriginal and Torres Strait Islander Social Justice Commissioner presented reports to the Federal Government on how social justice for Aboriginal and Torres Strait Islander people could be achieved.

TIME	EVENT
1995	The Indigenous Land Corporation commenced operations as a national land acquisition and management program for Indigenous Australians using monies provided by the Land Fund.
1996	The Cape York Heads of Agreement was brokered between Aboriginal interest groups, the Cattlemen's Union and the Australian Conservation Association
1997	Australian Reconciliation Convention (May), World Congress Centre, Melbourne.
1998	Sorry Day 26 May 1998, an opportunity for government, police forces, churches and other agencies, to say sorry in any terms they chose and for Aboriginal and Torres Strait Islander people to respond.
2002	Establishment of the Welcome to Ngunnawal Country signs around the ACT by the ACT Government under John Stanhope Labour Government. Roslyn Brown, Agnes Shea, Fred Monaghan lobbied the ACT Government for the signs to be erected ensuring the spelling and recognition of Ngunnawal Country.
2002	United Ngunnawal Elders Council known as UNEC established. Roslyn Brown, Agnes Shea, Fred Monaghan lobbied the ACT Government for the establishment of a council that would be representative of all Ngunnawal families to prevent division and ensuring recognition that Ngunnawal identity is a collective identity.
2008	The Aboriginal and Torres Strait Islander Elected Body (ATSIEB) was established under the Aboriginal and Torres Strait Islander Elected Body ACT 2008. ATSIEB is made up of seven democratically elected members to represent the interests and aspirations of the ACT Aboriginal and Torres Strait Islander community. ATSIEB provides advice directly to the ACT Government Minister for Aboriginal and Torres Strait Islander Affairs.
2008	Prime Minister delivers an apology to Aboriginal and Torres Strait Islander people for the injustices Aboriginal And Torres Strait Islander peoples have experienced, on behalf of the Federal Government.



Knowing about our past helps us understand the present and plan for the future."

CIT Reconciliation Statement

The Canberra Institute of Technology supports the spirit of the Australian Declaration Towards Reconciliation, which aspires to "...a united Australia that respects this land of ours; values the Aboriginal and Torres Strait Islander heritage; and provides justice and equity for all."

In the spirit of reconciliation, we acknowledge that we are on land traditionally owned by the Ngunnawal people.

Aboriginal and Torres Strait Islander people have treasured their cultures and survived through more than two centuries of non-Indigenous colonisation, which occurred without treaty or consent. We accept the history of our shared experience which includes the dispossession of lands, the destruction of social, legal, linguistic, familial systems and the deprivation of Aboriginal and Torres Strait Islander people's rights.

We accept the need to understand the different perspectives of our history. In knowing ourselves through our history, we will be in a better position to recognise that past injustices have given rise to present experiences of discrimination and oppression in the lives of Aboriginal and Torres Strait Islander people.

The CIT community acknowledges and is sorry for the pain, the grief and the suffering experienced by Aboriginal and Torres Strait Islander people as a result of government policies and actions.

The CIT community will work in partnership with Aboriginal and Torres Strait Islander staff and students to address injustices through quality educational practices and practical strategies. In the spirit of reconciliation, CIT celebrates Aboriginal and Torres Strait Islander identity and culture. CIT embraces the inclusion of Indigenous Australians on campus and supports their hopes and aspirations.

Presented at
Canberra Institute of Technology
Reconciliation Day 31 July 2002



Reconciliation Sub-Committee

MEMBERS OF THE RAP WORKING GROUP

ACKNOWLEDGEMENT OF THE MEMBERS OF THE RECONCILIATION ACTION PLAN WORKING GROUP

To develop the CIT Reconciliation Action Plan (RAP) we established a RAP Working Group to progress our commitment in closing the gap in educational outcomes for Aboriginal and Torres Strait Islander peoples at CIT. The RAP Working Group comprised of staff from across CIT, involving the CIT Student Association, United Ngunnawal Elders Council, Aboriginal and Torres Strait Islander people and other organisations we work with. We acknowledge the commitment of the following people who worked together to encapsulate a document with strong targets and a commitment by the whole of CIT towards Aboriginal and Torres Strait Islander peoples' educational outcomes.

Name	Organisation	Name	Organisation
Bill Bashford	Reconciliation Australia	Hayley Hoolihan	Student Representative
Roslyn Brown	United Ngunnawal Elders Council (UNEC)	Caroline Hughes	CIT Yurauna Centre
Dr Peter Radoll	ANU Tjabal Centre	Fiona Irvine	CIT
Allyson Guy	CIT	Jacqui James	CIT Solutions
John Benfatto	CIT	Tony Jones	CIT
Julian Everett	CIT	Marina Martiniello	CIT Yurauna Centre
Janet Fieldhouse	CIT	Julianne Paulazzo	CIT
Rhonda Fuzzard	CIT	Margaret Russell	CIT
Stuart Gilmore	CIT	Dr Nicole Stenlake	CIT
Joyce Graham	ACT Health Directorate	Elaine Walls	CIT Student Association
Allison Hoolihan	CIT Yurauna Centre	Graham Willcock	CIT

Acronyms

ATSILIRN	Aboriginal and Torres Strait Islander Library and Information Resource Network Protocols
AVETMISS	Australian Vocational Education and Training Management Information Statistical Standard
BOM	Board of Management
CIT	Canberra Institute of Technology
CITAC	CIT Advisory Council
CITSA	CIT Student Association
CITSOL	CIT Solutions
CS&HISC	Community Services and Health Industry Skills Council
NAIDOC	National week of celebrations of Aboriginal and Torres Strait Islander cultures
RAP	Reconciliation Action Plan
UNEC	United Ngunnawal Elders Council
VET	Vocational Education and Training





Unumenis Wadiang

The Guardians – 82cm x 44cm, acrylics on canvas, unframed.

Ancestors looking after country. With Reconciliation, looking after country becomes everyone's responsibility.