



Aboriginal & Torres Strait Islander Employees

Employment & Career Strategy

2019 - 2024



EDMUND RICE EDUCATION
AUSTRALIA



Acknowledgement to Country

EREA acknowledges the Aboriginal and Torres Strait Islander Peoples of Australia as the Traditional Owners of the land on which our schools and offices are placed. We are inspired and nurtured by the wisdoms, spiritualities and experiences of our First Nations Peoples. Together we work actively for reconciliation, justice, equity and healing.

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Cover Photo:

Two EREA school staff identified as currently undertaking Postgraduate Studies (as at 2019)

- Donna Hagen, Teacher, Hemmant Flexible Learning Centre
- Clint McGoldrick, Program Leader – Ministry & Service, St Patrick's College, Shorncliffe



Message from Dr Wayne Tinsey

Executive Director, Edmund Rice Education Australia

I am pleased to present our 'Aboriginal and Torres Strait Islander Employees of Edmund Rice Education Australia Employment and Career Strategy 2019-2024'. It builds on the great work done so far in supporting Aboriginal and Torres Strait Islander Peoples in our schools and communities.

Within the global concept of solidarity, our schools are called to live out the radical message of love and inclusion particularly in regard to Aboriginal and Torres Strait Islander Peoples, refugees, people of other faiths, races, sexual orientation and gender.

In 2008, Edmund Rice Education Australia (EREA) developed the EREA Aboriginal and Torres Strait Islander Education Policy as its first policy, reflecting its commitment to 'working with and walking alongside' Aboriginal and Torres Strait Islander Peoples in the educational endeavour. In 2014 EREA released its Aboriginal and Torres Strait Islander Education Response following a full review of the previous policy. In 2019 EREA launched its Reconciliation Action Plan (the EREA Innovate Reconciliation Action Plan May 2019 – April 2021) to support and guide our reconciliation journey.

The EREA Employment and Career Strategy 2019 – 2024 aligns with the EREA Innovate Reconciliation Action Plan 2019 - 2021 (RAP) and the EREA Strategic Plan 2020 - 2024.

A review of enrolments across EREA schools has shown a consistent increase in Aboriginal and Torres Strait Islander student enrolments. These figures coupled with anecdotal information provided in Annual School Reports about cross-cultural awareness training opportunities for staff, indicate that much has been achieved since the release of the first policy in 2008. This includes partnerships with local Aboriginal and Torres Strait Islander communities and Elders and with Aboriginal and Torres Strait Islander organisations.

I am excited about what lies ahead in enriching the lives and careers of our Aboriginal and Torres Strait Islander staff. I invite you to familiarise yourself with the strategy and get involved in its implementation.



Our Vision for Reconciliation

EREA is committed to the achievement of authentic reconciliation, justice, equity, and healing through acknowledgement and practice of Aboriginal and Torres Strait Islander 'knowing'. Through the lenses of Respect, Relationships and Opportunities, EREA strives to support Aboriginal and Torres Strait Islander students and staff members to build cultural safety across the organisation and to respectfully embed Aboriginal and Torres Strait Islander perspectives into our practices.

EREA will engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements. It is the goal of the EREA Innovate RAP, as an overarching plan, to determine actions to be carried out by the National Office of EREA. It will also lead and encourage schools in our network to promote and engage with reconciliation through the Narragunnawali RAP process. Reconciliation is everyone's business and everyone's right, so that a better Australia is created for all.

EREA Touchstones:

The EREA Charter Touchstones challenge the EREA community to strive for authenticity as Edmund Rice Communities. For EREA's first Congress in 2012, which was held on the lands of the Wurundjeri Peoples, Vicki Clark, Mutthi Mutthi Wemba Wamba, responded to the call of each Touchstone in word and in artwork.

Liberating Education

We open hearts and minds, through quality teaching and learning experiences, so that through critical reflection and engagement each person is hope-filled and free to build a better world for all.

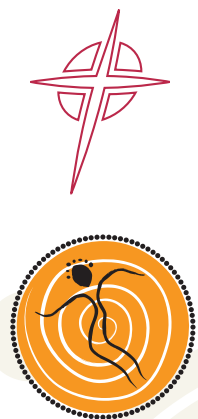
"My hope is in your hands. Touch them to be a proud strong race."



Gospel Spirituality

We invite people into the story of Jesus and strive to make his message of compassion, justice and peace a living reality within our community.

"Please don't hand me the scraps off your table."



Justice and Solidarity

We are committed to justice and peace for all, grounded in a spirituality of action and reflection that calls us to stand in solidarity with those who are marginalised and the Earth itself.

"How does it feel to have my Mother's land on your hands."



Inclusive Community

Our community is accepting and welcoming, fostering right relationships and committed to the common good.

"Please don't just tolerate me; try to understand me."



EREA Approach to the Aboriginal and Torres Strait Islander Employment & Career Strategy



As described by the EREA Innovate RAP, the pillars of Relationships, Respect, and Opportunities will drive a whole-of-EREA approach to Aboriginal and Torres Strait Islander Peoples' employment and career development. EREA aims to address Aboriginal and Torres Strait Islander Peoples' engagement with, participation, and success as employees. This includes supporting them in the gaining of skills and qualifications key to providing better outcomes for their employment at EREA.

This strategy aligns the EREA Strategic Plan 2020-2024, the EREA Innovate Reconciliation Action Plan 2019 – 2021, and other EREA strategies, policies and initiatives that support Aboriginal and Torres Strait Islander Peoples in the following key areas:

- Cultural Awareness
- EREA Cultural Practice Aboriginal & Torres Strait Islander Education
- EREA Aboriginal & Torres Strait Islander Education Policy
- EREA Communication & Engagement Plan
- Graduating Aboriginal & Torres Strait Islander Leaders Commitment

Developing a More Culturally Inclusive Workplace

Cultural inclusion across EREA is instrumental in creating a supportive, accepting and culturally aware workplace which continues to make EREA an employer of choice for Aboriginal and Torres Strait Islander people.

Supporting, Mentoring and Monitoring

EREA has undertaken and is continuing informal and formal research to help identify Aboriginal and Torres Strait Islanders in our schools and offices, their professional needs and potential career paths.

EREA is committed to seeking further opportunities to support Aboriginal and Torres Strait Islander staff who represent all areas of our schools and offices, including administrative, education support, and professional roles. This support will include researching, and providing or supporting their participation in appropriate professional development, further studies, and mentoring opportunities, with ongoing contact and monitoring to ensure the effectiveness and appropriateness of such opportunities.

Cultural Leave

EREA fully supports Aboriginal and Torres Strait Islander employees in attending cultural events and ceremonies, in accordance with the relevant legislation and agreements for their state or territory. Where there is no definitive legislation or clauses pertaining to cultural leave for their state or territory Principals of EREA schools are encouraged to refer to favourable provisions in legislation or agreements in other states or territories. Currently, such legislation and agreements could include:

- Northern Territory – clauses pertaining to '11.12 Carer's and Bereavement Leave', '11.13 Ceremonial Leave & Special Leave' (Catholic Schools (Northern Territory) Collective Enterprise Agreement 2018 – 2021)
- Western Australia – clauses pertaining to 'Ceremonial Leave' (The Roman Catholic Archbishop of Perth Teachers Enterprise Bargaining Agreement 2015)
- Western Australia – clauses pertaining to 'Bereavement Leave, Sick Leave, Family Leave, Ceremonial Leave and Infectious Disease Leave' (The Roman Catholic Archbishop of Perth Non-Teaching Staff Enterprise Bargaining Agreement 2014)
- South Australia – clauses pertaining to 'Clause 58: Leave – Indigenous Education Officers only' (South Australian Catholic Schools Enterprise Agreement 2017)
- Queensland – clause '6.12 Cultural Leave' (Catholic Employing Authorities Single Enterprise Collective Agreement–Religious Institute Schools of Queensland 2015 – 19)
- Victoria – clause '32. Cultural and Ceremonial Leave' (Victorian Catholic Education Multi Enterprise Agreement)

RAP 'Deliverables' related to Human Resources

- Review Human Resources policies and procedures to ensure there are no barriers for Cultural Leave to participate in NAIDOC Week and other significant events (e.g. initiations, Sorry Business, and Caring for Country).
- Maintain accurate records on numbers of current Aboriginal and Torres Strait Islander staff (including Aboriginal and Torres Strait Islander specific roles).
- Designate the EREA Education Officer – Aboriginal and Torres Strait Islander Education position as an 'Identified Position' for an Aboriginal and Torres Strait Islander person.
- Develop and implement an Aboriginal and Torres Strait Islander Employment & Career Strategy.
- Encourage inclusion of Aboriginal and Torres Strait Islander representation on recruitment and selection panels.
- Include in job advertisements the phrase 'Aboriginal & Torres Strait Islander people are encouraged to apply.'



Edmund Rice Education Australia launches the EREA Innovate Reconciliation Action Plan

Number of Aboriginal and Torres Strait Islander students: *(as of August 2019)*

- **38,654 students** enrolled in EREA schools across Australia. **1,688 Aboriginal and Torres Strait Islander students** enrolled in EREA schools across Australia. **21.51 percentage growth of students** in EREA schools since 2008.
- **173.13 percentage growth of Aboriginal and Torres Strait Islander students** in EREA schools since 2008.
- *Progressive Targets for this strategy will use the population parity rate for students and staff within EREA schools that indicate the future proportion of Aboriginal and Torres Strait Islander staff with EREA.*

2015	2016	2017	2018	2019	2024
1482	1548	1568	1633	1688	1900

Aboriginal and Torres Strait Islander staff members:

- **5,720 (4,994.03 full time equivalent) staff** employed in EREA schools across Australia.
- **90 (80.01 full time equivalent) Aboriginal and Torres Strait Islander staff** employed in EREA schools across Australia.

2015	2016	2017	2018	2019	2024
52.6	61.1	81.5	68.3	80.6	90

Aboriginal and Torres Strait Islander staff members in leadership positions:

During 2019 an informal study into the number of Aboriginal and Torres Strait Islander staff identified 90 in EREA schools at that time, and further revealed 10 staff were currently undertaking postgraduate studies with possibly more yet to be identified.

In 2018 Australian Catholic University (ACU) invited employers and partner organisations to provide 'Expressions of Interest' in the ACU 'Accelerating Careers – Aboriginal & Torres Strait Islander Postgraduate Leadership Strategy' concentrating on the areas of health, education, ministry and leadership.

EREA is committed to continuing research and looking for partnerships in furthering studies under this strategy.

In identifying leaders in our EREA schools, 'leadership' is defined as those staff holding roles within a school's Senior Leadership Team and Middle Leadership Team (or equivalent).

2015	2016	2017	2018	2019	2024
1	1	1	2	5	10

References:

<https://www.erea.edu.au/about-us/aboriginal-torres-strait-islander-education>

EREA Innovate Reconciliation Action Plan May 2019 – April 2020

EREA Strategic Plan 2020- 2024

EREA Aboriginal & Torres Strait Islander Education Policy

EREA Cultural Practice Aboriginal & Torres Strait Islander Education

EREA Communication & Engagement Plan

Contacts:

Thelma Parker

Executive Officer

EREA RAP Committee

thelma.parker@erea.edu.au

Susan Neilson

EREA Professional Officer

Human Resources

Stewardship

susan.neilson@erea.edu.au

Bryan Rodgers

EREA National Manager

Human Resources

Stewardship

bryan.rodgers@erea.edu.au