



wear it
yellow
for Children's Ground

Listening Learning Acting

Resource for Workplaces

Use this resource to expand your understanding of how you and your workplace can acknowledge and respect First Nations people in your local community and nation-wide.



Respect

- **Awareness:** Every year, invite the local Traditional Owners and/or Elders to undertake a Smoking, Welcome to Country ceremony (costs will be involved). Make sure you care for the Traditional Owners or Elders visiting your workplace; provide parking and ask if they have specific needs or access requirements. Generally, know the Country you operate on and acknowledge this publicly wherever your business location is published.
- **Relationship:** Provide refreshments with the local Traditional Owners/Elders after the Welcoming event to develop the community relationships.
- **Reconciliation:** Develop your own Acknowledgement of Country. Encourage continued development of people's Acknowledgements based on growth and learning around First Nations truth and history.

Recognise

- **Awareness:** Fly the Aboriginal and Torres Strait Islander flags; commission a First Nations mural to show your journey and support a local First Nations artist.
- **Relationship:** Build a communal garden with the First Nations community through your Traditional Owner/Elders network that you can fill with native Australian plants, herbs and bush food.
- **Reconciliation:** Work with the First Nations community on the Country you reside by encouraging the recruitment of a First Nations person to your school or workplace leadership group (e.g., school council or board). Diversify the power base and recognise the skills and talent that a First Nations person can bring to the leadership group.

Tackle Racism

- **Awareness:** Recognise and discuss with your employees what racism is and what it can do to people. Engage a speaker to visit the workplace, take a course or read a material to learn more about this insidious, destructive action.
- **Relationship:** Meet with First Nations staff and/or external people to discuss what it means to support First Nations people and how to be anti-racist in the workplace.
- **Reconciliation:** Make sure your employees have channels for calling out, tackling and abolishing racism within the workplace.



Take action in your workplace



Reconciliation Action Plans

- If you haven't already, create a Reconciliation Action Plan (RAP) and set up a RAP committee to champion and progress your RAP.
- Engage a First Nation's consultancy (such as Children's Ground!) to help develop your RAP and bring it to life.



Empower your supply chain

- Establish a procurement policy or framework within the organisation that prioritises purchasing from and using the services of First Nations-owned businesses where possible.
- First Nations business directories are a great place to start your search:
 - [Ngarrimilli Blak Business Directory](#)
 - [Supply Nation Indigenous Business Directory](#)



Partnership and sponsorship

- Look into whether your business can sponsor a First Nations initiative or event or provide in-kind goods. This helps a First Nations nonprofit financially as well as publicly showing your support of their work.
- At Children's Ground, there are always partnership opportunities for organisations to support us financially, through donations and/or goods, or with pro bono services. Please contact the team at partnerships@childrensground.org.au



It starts at the top

- Make sure your leadership and executive group encourage and actively participate in respecting, recognising and reconciliation with First Nations people year-round.
- Sign your leadership up for [Children's Ground's Leader's Truth Telling Challenge](#) during this year's National Reconciliation Week.

Does your workplace do the following steps? ✓

- ☐ Complete regular workshops and conversations around First Nations allyship
- ☐ Regularly references the RAP with a focus on completing the deliverables.
- ☐ Review our employment & inclusion policy in line with our RAP plan
- ☐ Provide employment opportunities for First Nations people
- ☐ Support a First Nations non-profit, such as providing a grant or funding opportunity for First Nations organisations.
- ☐ Engage in conversations about Truth, Treaty and The Voice
- ☐ Complete an Acknowledgement of Country at the beginning of any formal meetings/gatherings, whether internal or external
- ☐ Develop an understanding of the history of the Country you are working and living on
- ☐ Engage First Nations suppliers and businesses
- ☐ Display and acknowledge the Country you are on your: website, email signature, social media, in the organisation's building
- ☐ Engage local Elders/First Nations community
- ☐ Engage with significant dates on the First Nations event calendar
- ☐ Give staff the option to work on Invasion Day/26 January and offer an alternative day off

Children's Ground can provide support in the areas above, **please complete this form** if you'd like a member of our team to get in touch.



First Nations Resources

Read: fiction

- *The Yield* – Tara June Winch
- *Carpentaria* – Alexis Wright
- *Swallow the Air* – Tara June Winch
- *Too Much Lip* – Melissa Lucashenko
- *Drop Bear* – Evelyn Araluen
- *Homeland Calling* – Ellen Van Neerven
- *Blakwork* – Alison Whittaker
- *Taboo* – Kim Scott
- *The White Girl* – Tony Birch
- *How to Make a Basket* – Jazz Money
- *After Story* – Larissa Behrendt
- *Bila Yarrudhanggalangdhuray: River of Dreams* – Anita Heiss

Read: non-fiction

- *Iwenhe Tyeritye: What it Means to be an Aboriginal Person* – MK Turner OAM
- *Tracker* – Alexis Wright
- *Every Hill's Got a Story* – Central Land Council
- *Anpernrrentye: Kin and Skin - Talking about family in Arrernte* – Veronica Perrurle Dobson
- *Sand Talk: How Indigenous Thinking Can Save the World* – Tyson Yunkaporta
- *Gigorou* – Sarah Kutabah Sarago
- *Yijarni: True stories from Gurindji Country* - edited by Erika Charola and Felicity Meakins
- *A Short History of the Australian Indigenous Resistance 1950-1990* – Gary Foley
- *Another Day in the Colony* – Chelsea Watego
- *Australia Day* – Stan Grant
- *Black and Blue* – Veronica Gorrie
- *Tell Me Why* – Archie Roach
- *Talkin' Up to the White Woman* – Aileen Moreton-Robinson
- *Everywhen: Australia and the Language of Deep History* - co-edited by Ann McGrath, Laura Rademaker and Jakelin Troy
- *Songspirals: Sharing women's wisdom of Country through songlines* - Gay'wu Group of Women
- *Songlines: Power and Promise* – edited by Margo Neale

Watch

Children's Ground Panel Sessions

- In My Blood It Runs
- After the Apology
- Beyond Sorry
- Gurrumul
- Australian Wars
- Incarceration Nation
- High Ground
- Kanyini
- Mabo
- My Name is Gulpilil
- Radiance
- Samson and Delilah
- Sweet Country
- You Can Go Now
- Ten Canoes
- Utopia

Listen

- Alice Skye
- Archie Roach & Ruby Hunter
- Baker Boy
- Barkaa
- Black Rock Band
- Budjerah
- Dan Sultan
- Electric Fields
- Miiesha
- Emily Wurramara
- Emma Donovan
- Gurrumul
- Kee'ahn
- King Stingray
- Marlon Motlop
- Ngairre
- Spinifex Gum
- Stiff Gins
- Tasman Keith
- Pigram Brothers
- Thelma Plum
- Yirrma
- Ziggy Ramo

Follow and support

- @childrensground
- @inmyblooditrans
- @blackfulla_bookclub
- @nessaturnbullroberts
- @brooke.blurton
- @itsmattymills
- @commongroundfirstnations
- @outbacktom
- @clothingthegaps
- @blakbusiness
- @niyec_mob
- @IndigenousX
- @seedmob
- @warrevolt
- @hausofdizzy
- @ninti_one
- @marninstudio
- @babbarradesigns
- @sobahbeverages
- @houseofdarwin

