

SOSJSH Innovate

Reconciliation Action Plan

Guiding Principles - Engagement and Cultural Learning Commitment

Our vision for reconciliation is an Australia that acknowledges its past and where First Nations Peoples have resumed their rightful place. We will work within our Josephite family and leverage our partnerships and influence to create a unified Australia where everyone can flourish. We actively support the Uluru Statement from the Heart, encompassing Voice, Treaty, and Truth-Telling.

We commit to building meaningful relationships with First Nations Peoples through recognition and education. We acknowledge the profound injustice and racism perpetrated against First Nations Peoples and are committed to fostering cultural change within ourselves and the environments in which we live and work.

We will seek opportunities for real and lasting change through restorative justice, restitution, and equitable social and economic participation. We are dedicated to influencing closing of the gap in housing, employment, education, social relationships, access to legal services, income, and a fair distribution of power and resources.

Guiding Principles for Meaningful Engagement with Aboriginal and Torres Strait Islander Peoples:

- 1. We will enhance cultural humility** by continually reflecting on our own understanding and biases, recognising that we don't fully know or understand other cultures. This approach will help us act with respect and true cultural responsiveness, fostering balanced and non-paternalistic relationships with communities.
- 2. We will avoid stereotypes** and engage in open, two-way conversations where knowledge is shared. It's also important to recognise and address both our own and others' unconscious biases, as well as the ongoing racism and discrimination in Australia.
- 3. Establish credibility** by building trust and respect with individuals and communities. All communities have their own protocols, and we are invited to be observant of these and respectful in our interactions.
- 4. Being strengths-based** by respecting and honouring the strengths and resilience of people and communities and provide environments to build upon these.
- 5. Being respectful of culture** involves shared respect, shared meaning, shared knowledge, and the experience of learning together. It requires remaining open to others' identities, understanding who they are, and recognising their needs.

6. Support cultural strengthening by enabling positive connections to family, community and kin to build resilience to setbacks and develop strategies for dealing with hardships.

7. Being trauma informed by using healing approaches that seek to understand and respond to inter-generational trauma and its impact on individuals and communities. Being aware of what lies beneath behaviour and situations.

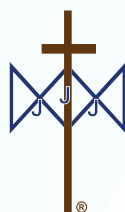
8. All our interactions foster a sense of connection by being thoughtful, non-judgmental, consistent, empathetic, and encouraging.

9. Our interactions should **promote a sense of humour** in day-to-day relationships while being careful not to make light of hurt feelings or shame others. We will endeavour to foster opportunities to “lighten the load” with laughter and fun, engaging in activities that bring joy.

10. Promote self-determination and participation in decision-making by striving to transfer power, decision-making, and resources to Aboriginal and Torres Strait Islander communities.

11. Being calm in interactions and responsive to context by recognising and adapting to meet the specific needs and circumstances of people, families, and communities.

By adhering to these guiding principles, we aim to contribute to a more reconciled Australia, where all individuals and communities can thrive in an environment of respect, understanding, and shared purpose.



Sisters of Saint Joseph
of the Sacred Heart