

QITE Innovate Reconciliation Action Plan 2016-2018

RAP Working Group Report

Our vision for reconciliation: "Q.I.T.E. is committed to reconciliation, and through strong relationships we foster a culture of respect for all individuals. We aim to enhance our service delivery to support Aboriginal and Torres Strait Islander peoples in providing better engagement what will further contribute to their lives and families and the communities in which they live".

The QITE RAP Working Group has worked successfully and made some great progress against the Reconciliation Action Plan 2016-2018.

Following is a list of the items that have been achieved and completed so far:

- ◆ Had the new RAP endorsed by Reconciliation Australia
- ◆ Next Rap meeting set for October and new members were invited to join the RAP working group in July - including a board member we now have twelve members
- ◆ All new members have the terms of reference for the RWG
- ◆ We successfully participated in NAIDOC celebrations in Cairns, Mareeba and Innisfail as well as QT's Early Learning Centre with funding that we received from the Dept of PM&C
- ◆ Cultural awareness training and Anti-Discrimination training has been held for staff
- ◆ Review job descriptions to reflect percentage of ATSI staff working at QITE and include culture competence
- ◆ Contacted local schools to help out with bursaries for senior students
- ◆ Employed 6 indigenous trainees
- ◆ Employed 2 indigenous brokers to assist our clients stay in employment
- ◆ Involvement with Community Indigenous Outcomes for Mareeba group
- ◆ QITE's Cultural Competence: Awareness of self and other people's cultural background and practices; Developing our workforce to effectively communicate, interact and service people from different cultural backgrounds; Awareness of National, Regional and local community views in order to understand local cultural sensitivities for appropriate servicing; Develop and maintain positive attitudes towards people from different cultural backgrounds.
- ◆ 16% of QITE and QT's staff are identified as Aboriginal or Torres Strait Islander currently
- ◆ We are currently in talks with ATSI stakeholders to identify service gaps
- ◆ Completion of Cultural Protocol – identifying stakeholder/ elders of each community.
- ◆ Continuation of School Bus Service – extending service area

We are happy with our progress so far and look forward to our further progress.

Thank you.

Jillian Trout