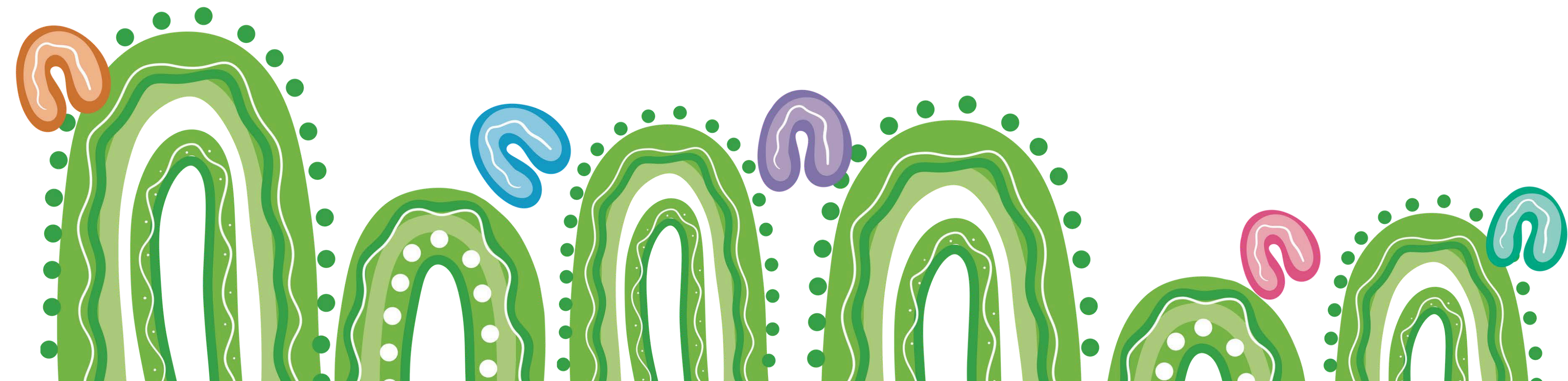


Reflect Reconciliation Action Plan

November 2023 – December 2024





About the artist

Yathi winja (Good day) My name is Leah Cummins, I am a proud Mayi woman from North-Western Queensland. Mayi-Kulan from my father and Kalkadoon from my mother. I have family connections from the Simpson Desert up to the Gulf of Carpentaria.

I find inspiration in my cultural identity and bring my stories of my country and people to life in my art. I paint of stories of strength for women and children, love of the land and all my people.

I pay respect to the ancestors who give me these stories in my creativity, to share my culture that transcends words and draws people into wanting to learn about First Nations people. I paint both traditional and contemporary art using storytelling in every art piece to educate and teach everyone of my people's culture. I hope to inspire and uplift my people by contributing to the sharing of culture and stories through my art. I want to share all my piece with love and harmony.

"Bunya Sister"



Statement from CEO Reconciliation Australia

Reconciliation Australia welcomes Toy Libraries Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Toy Libraries Australia joins a network of more than 2,500 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

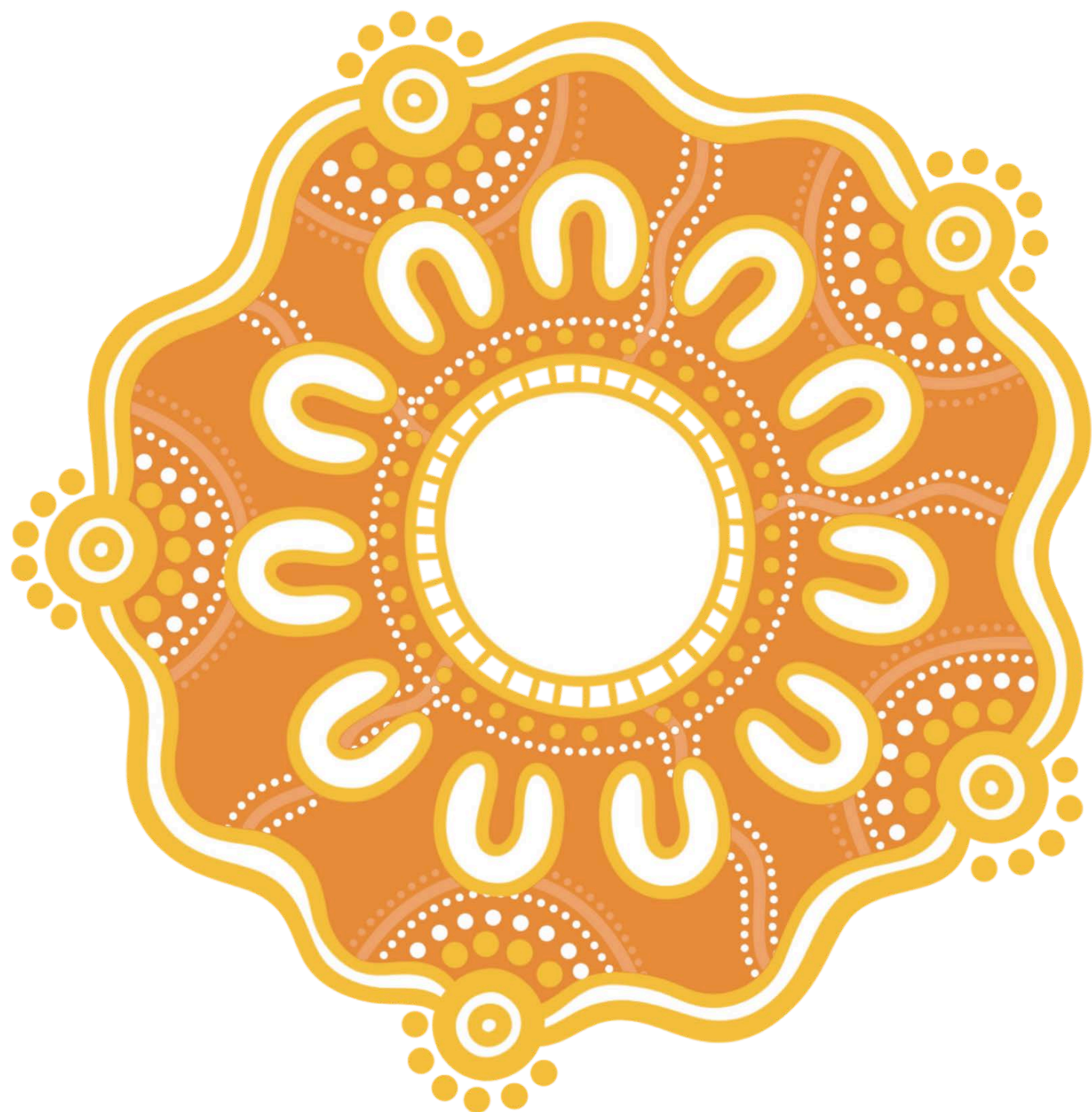
The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes. These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Toy Libraries Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Toy Libraries Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Message from Dr Renae Barker President, Toy Libraries Australia

Play is at the heart of toy libraries. If we are to be authentic in sharing the benefits of play we must recognise that we are not the first to bring play to the communities we serve. Aboriginal and Torres Strait Islander children and families have come together through play for eons. As toy libraries we must acknowledge and embrace this heritage of play as we continue to play on Aboriginal and Torres Strait Islander lands. We must find ways to connect with Aboriginal and Torres Strait Islander children and families and learn new ways to play together honouring Aboriginal and Torres Strait Islander knowledge.

Many toy libraries are taking steps in this direction with child focused acknowledgments of country, culturally appropriate toys and resources and engagement with their local Aboriginal and Torres Strait Islander communities. However, there is a long way to go.

This RAP is just the first tentative step towards reconciliation. Like a baby taking its first steps there are sure to be a few tumbles along the way. But, just as children learn through play and grow steadier and surer in their walk we too will learn through play and grow more confident as we walk alongside Aboriginal and Torres Strait Islander children and families towards a future where all families are nurtured through play.

Dr Renae Barker
President
Toy Libraries Australia

Our Services

Toy Libraries Australia is the peak body for over 280 toy libraries in Australia and is a non-profit incorporated association registered in Victoria. We promote the importance and the value of play and aim to raise the profile of toy libraries in the community by publicising the role of toy libraries in promoting play, educating children and supporting families.

Our key program areas include:

- running training and networking events to increase the capacity of toy librarians and volunteer committees
- increasing the profile of toy libraries
- providing a wholesale toy buying service (Toy Community)
- negotiating insurance for members
- establishing Toy Well toy libraries in school community hubs in disadvantaged communities
- encouraging the environmentally sustainable use of toys

We employ 12 part-time (3 FTE) and currently do not employ any Aboriginal or Torres Strait Islander staff. Our member toy libraries are located across Australia, with our staff living on the lands of the Wurundjeri, Eastern Guruma, Noongar, Turrbal and Jagera Peoples.



Our RAP

Toy Libraries Australia’s vision is that ‘all communities can access a quality toy library’. To us this means that our member toy libraries create a culturally safe and inclusive environment for all children and that we specifically meet the needs of Aboriginal and Torres Strait Islander children and their families. Toy libraries are also a place where non-Indigenous children can learn about the cultures of First Nations Peoples through play.

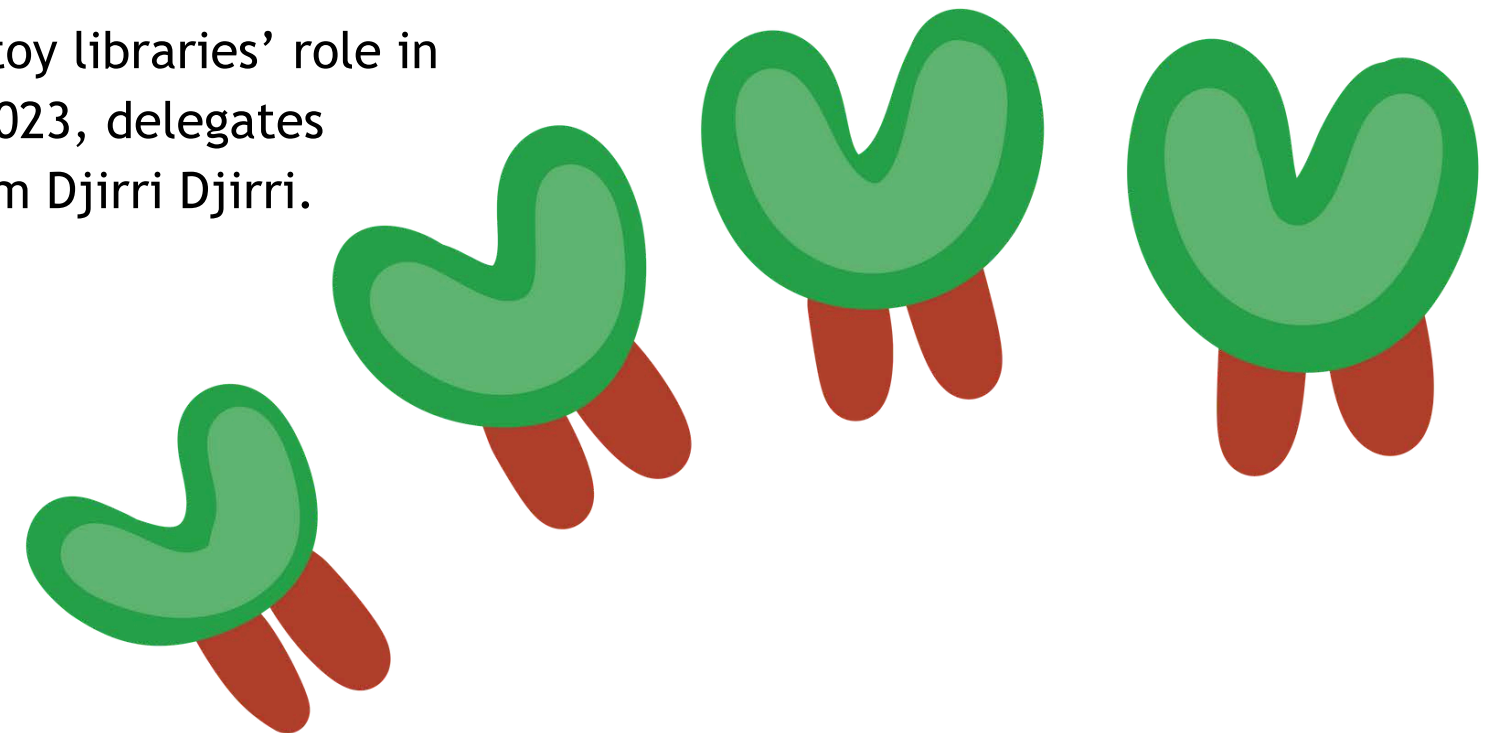
As the peak body, we also need to find ways to support the establishment of toy libraries in communities with large Aboriginal and Torres Strait Islander populations, which like in so many other areas, often has poor access to toy libraries. We know the traditional community toy library models won’t work in all communities, so a specific focus will be required.

Finally, in Victoria recent changes to the Child Safe standards require that all services for children meet a new standard ‘Standard 1: Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.’ These mandatory requirements provide a mechanism for us to raise the profile of reconciliation action within our toy libraries and hopefully will increase the engagement of our members.

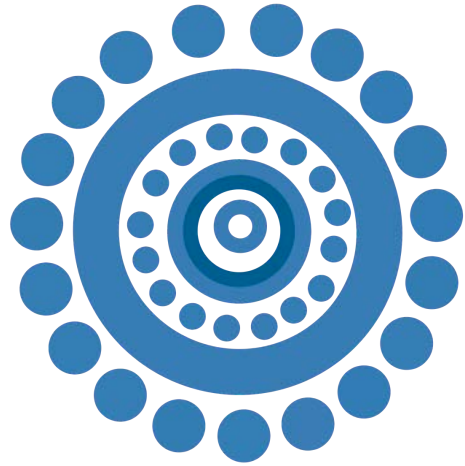
Toy Libraries Australia’s board has developed a Reconciliation Action Working Group chaired by our Chief Executive Officer. This working group oversees both development of the RAP and its implementation. Our RAP Champion is the National Member Development Manager. As a small organisation, most of our staff will be involved in actions to implement the RAP.

This RAP is an opportunity for us to consolidate a piecemeal approach to understanding toy libraries’ role in reconciliation. At the International Toy Library Conference held in Melbourne in March 2023, delegates received a Welcome to Country from Mandy Nicholson and enjoyed traditional dance from Djirri Djirri. We also received training at the conference from Annette Sax (Yarn Strong Sista) on ‘Building authentic relationships with Aboriginal Families and Communities’.

Some of our toy libraries already have relationships with their local traditional owners, while others have not started the journey. It is Toy Libraries Australia’s role to help our members with the training, resources and guidance for them to start their own reconciliation action journey.



Our Partnership/Current Activities



Toy Libraries Australia had a stall at the SNAICC conference in Darwin in September 2023 to meet Aboriginal or Torres Strait Islander organisations and start making connections.



Yarn Strong Sista is included in our Toy Community toy buying service, which recommends toy wholesalers and retailers to our member toy libraries. Annette Sax from Yarn Strong Sista also provided training for toy librarians on ‘Building authentic relationships with Aboriginal Families and Communities’ at the International Toy Library Conference in Melbourne in March 2023.



Toy Libraries Australia has provided grants to Knox Toy Library and Mitcham Toy Library. Knox Toy Library are creating a culturally welcoming space and providing more inclusive toys and resources for First Nations families. Mitcham Toy Library are purchasing dolls, toys and puzzles from First Nations to businesses that represent the rich cultural heritage of Aboriginal or Torres Strait Islander communities.

Relationships



| Action | Deliverable | Timeline | Responsibility |
|---|--|--|--|
| Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. | <ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. | <p>June 2024</p> <p>August 2024</p> | <p>National Develop. Mgr</p> <p>National Develop. Mgr</p> |
| Build relationships through celebrating National Reconciliation Week (NRW). | <ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and member toy libraries. RAP Working Group members to participate in an external NRW event. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. | <p>May 2024</p> <p>27th May - 3rd June 2024</p> <p>7th May - 3rd June 2024</p> | <p>National Develop. Mgr</p> <p>National Develop. Mgr</p> <p>National Develop. Mgr</p> |
| Promote reconciliation through our sphere of influence. | <ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff and member toy libraries. Identify external stakeholders that our organisation can engage with on our reconciliation journey. Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey | <p>December 2023</p> <p>June 2024</p> <p>August 2024</p> | <p>CEO</p> <p>National Develop. Mgr</p> <p>National Develop. Mgr</p> |
| Promote positive race relations through anti-discrimination strategies. | <ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. | <p>December 2024</p> <p>December 2024</p> | <p>National Develop. Mgr</p> <p>National Develop. Mgr</p> |

Respect



| Action | Deliverable | Timeline | Responsibility |
|--|--|--|--|
| <p>Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</p> | <ul style="list-style-type: none"> • Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation and member toy libraries. • Conduct a review of cultural learning needs of our staff and member toy libraries. • Provide formal cultural learning training for staff and members run by an Aboriginal and Torres Strait Islander advisor | <p>June 2024</p> <p>June 2024</p> <p>October 2024</p> | <p>National Develop. Mgr</p> <p>National Develop. Mgr</p> <p>National Develop. Mgr</p> |
| <p>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</p> | <ul style="list-style-type: none"> • Develop an understanding of the local Traditional Owners or Custodians of the lands and waters of where we hold in person events and where staff are based. • Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. • Add an Acknowledgement of Country and Traditional Owners on all Toy Libraries Australia websites. • Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. • Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. | <p>March 2024</p> <p>March 2024</p> <p>November 2023</p> <p>June 2024</p> <p>February 2024</p> | <p>National Develop. Mgr</p> <p>National Develop. Mgr</p> <p>National Develop. Mgr</p> <p>National Develop. Mgr</p> <p>National Develop. Mgr</p> |
| <p>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</p> | <ul style="list-style-type: none"> • Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. • Introduce our staff to NAIDOC Week by promoting external events in our local area. • RAP Working Group to participate in an external NAIDOC Week event. | <p>June 2024</p> <p>June 2024</p> <p>July 2024</p> | <p>CEO</p> <p>National Develop. Mgr</p> <p>National Develop. Mgr</p> |

Opportunities



| Action | Deliverable | Timeline | Responsibility |
|--|--|----------------|------------------------|
| Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development. | <ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. | October 2024 | CEO |
| | <ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing, and the Aboriginal and Torres Strait Islander staff/volunteer base of our members, to inform future employment and professional development opportunities. | October 2024 | CEO |
| Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes. | <ul style="list-style-type: none"> Develop a business case for procurement of toys for member toy libraries from Aboriginal and Torres Strait Islander owned businesses. | September 2024 | Administration Officer |
| | <ul style="list-style-type: none"> Add all known Aboriginal and Torres Strait Islander owned toy manufacturers and retailers to the Toy Community website. | September 2024 | Administration Officer |
| | <ul style="list-style-type: none"> Develop a policy for purchasing Aboriginal and Torres Strait Islander toys and resources that preferences purchasing from local Aboriginal and Torres Strait Islander owned manufacturers and retailers. | June 2023 | Administration Officer |
| | <ul style="list-style-type: none"> Investigate Supply Nation membership. | December 2023 | CEO |
| Meet the minimum requirements of Standard 1 of the Victorian Child Safe Standards | <ul style="list-style-type: none"> Update our Child Safe policy and statement of commitment to describe our commitment to respecting and valuing Aboriginal children. | December 2023 | CEO |
| | <ul style="list-style-type: none"> Review our Code of Conduct and position descriptions to ensure they outline expectations of staff and volunteer behaviour in creating a culturally safe environment. | December 2023 | CEO |
| | <ul style="list-style-type: none"> Develop an action plan to help Victorian toy libraries meet Standard 1[RA1] of the Victorian Child Safe Standards on establishing a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued. | December 2023 | CEO |

Governance



| Action | Deliverable | Timeline | Responsibility |
|--|--|--|--|
| Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP. | <ul style="list-style-type: none"> • Maintain a RWG to govern RAP implementation. • Approve a Terms of Reference for the RWG. • Establish Aboriginal and Torres Strait Islander representation on the RWG. | <p>November 2023</p> <p>January 2024</p> <p>March 2024</p> | <p>CEO</p> <p>CEO</p> <p>CEO</p> |
| Provide appropriate support for effective implementation of RAP commitments. | <ul style="list-style-type: none"> • Define resource needs for RAP implementation. • Maintain engagement of senior leaders in the delivery of RAP commitments. • Appoint a senior leader to champion our RAP internally. • Define appropriate systems and capability to track, measure and report on RAP commitments. | <p>January 2024</p> <p>November 2023</p> <p>November 2023</p> <p>December 2023</p> | <p>CEO</p> <p>CEO</p> <p>CEO</p> <p>CEO</p> |
| Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. | <ul style="list-style-type: none"> • Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. • Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. • Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. | <p>June annually</p> <p>Aug 1 annually</p> <p>Sept 30 annually</p> | <p>Administration Officer</p> <p>Administration Officer</p> <p>CEO</p> |

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