

NATIONAL  
RECONCILIATION WEEK 2019  
27 MAY - 3 JUNE

# GROUND *in* TRUTH



WALK TOGETHER WITH COURAGE

Your guide for #NRW2019  
and beyond!



# WELCOME!

Thank you for joining us on the national journey towards reconciliation. We've compiled this guide to help you explore the 2019 National Reconciliation Week (NRW) theme, and to inspire action towards reconciliation throughout NRW—and beyond!

You may wish to engage with the information and ideas within this guide as part of personal reflection processes, dinner table conversations, or in workplace planning and events discussions. Or you might prefer to pursue a completely new idea for building meaningful relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. In any case, we hope that you find this guide a helpful tool. Thanks again for supporting NRW.



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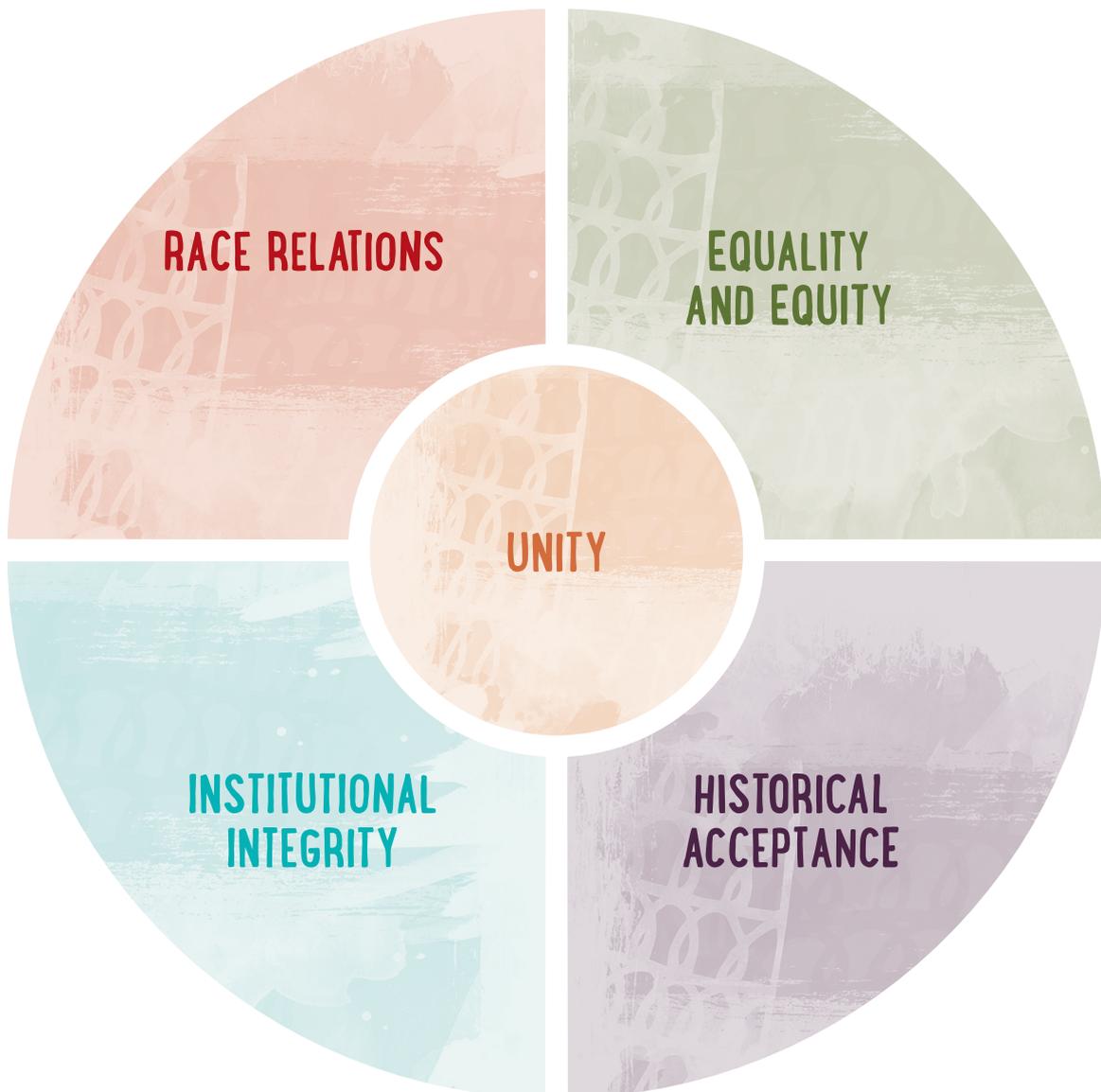
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# WHAT IS RECONCILIATION?

Reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians. While reconciliation can mean different things to different people, the State of Reconciliation in Australia report (2016) identified five integral and interrelated dimensions to measure reconciliation by: historical acceptance; race relations; equality and equity; institutional integrity; and unity.

All are interrelated, therefore the state of reconciliation in Australia will only ever be as strong as its weakest dimension.

This year's NRW theme *Grounded on Truth: Walk Together with Courage* focuses on the race relations dimension of reconciliation. Building upon the 2018 theme, which focused on historical acceptance, we're encouraging all Australians to build relationships that are based on that foundation.



## FIVE DIMENSIONS OF RECONCILIATION

### RACE RELATIONS

All Australians understand and value Aboriginal and Torres Strait Islander and non-Indigenous cultures, rights and experiences, which results in stronger relationships based on trust and respect and that are free of racism.

### EQUALITY AND EQUITY

Aboriginal and Torres Strait Islander peoples participate equally in a range of life opportunities and the unique rights of Aboriginal and Torres Strait Islander peoples are recognised and upheld.

### INSTITUTIONAL INTEGRITY

The active support of reconciliation by the nation's political, business and community structures.

### UNITY

An Australian society that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared national identity.

### HISTORICAL ACCEPTANCE

All Australians understand and accept the wrongs of the past and the impact of these wrongs. Australia makes amends for the wrongs of the past and ensures these wrongs are never repeated.



# WHAT IS NATIONAL RECONCILIATION WEEK?

National Reconciliation Week (NRW) is a time for all Australians to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia. The dates for NRW remain the same each year; 27 May to 3 June. These dates mark two significant milestones in the reconciliation journey—the successful 1967 referendum, which gave the Australian Government the power to make laws for Aboriginal and Torres Strait Islander peoples and to include them in the Census; and the High Court Mabo decision, which saw the concept of terra nullius overturned.

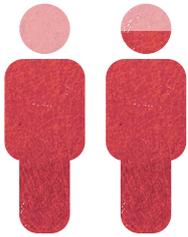


# WHAT IS THE 2019 NATIONAL RECONCILIATION WEEK THEME?

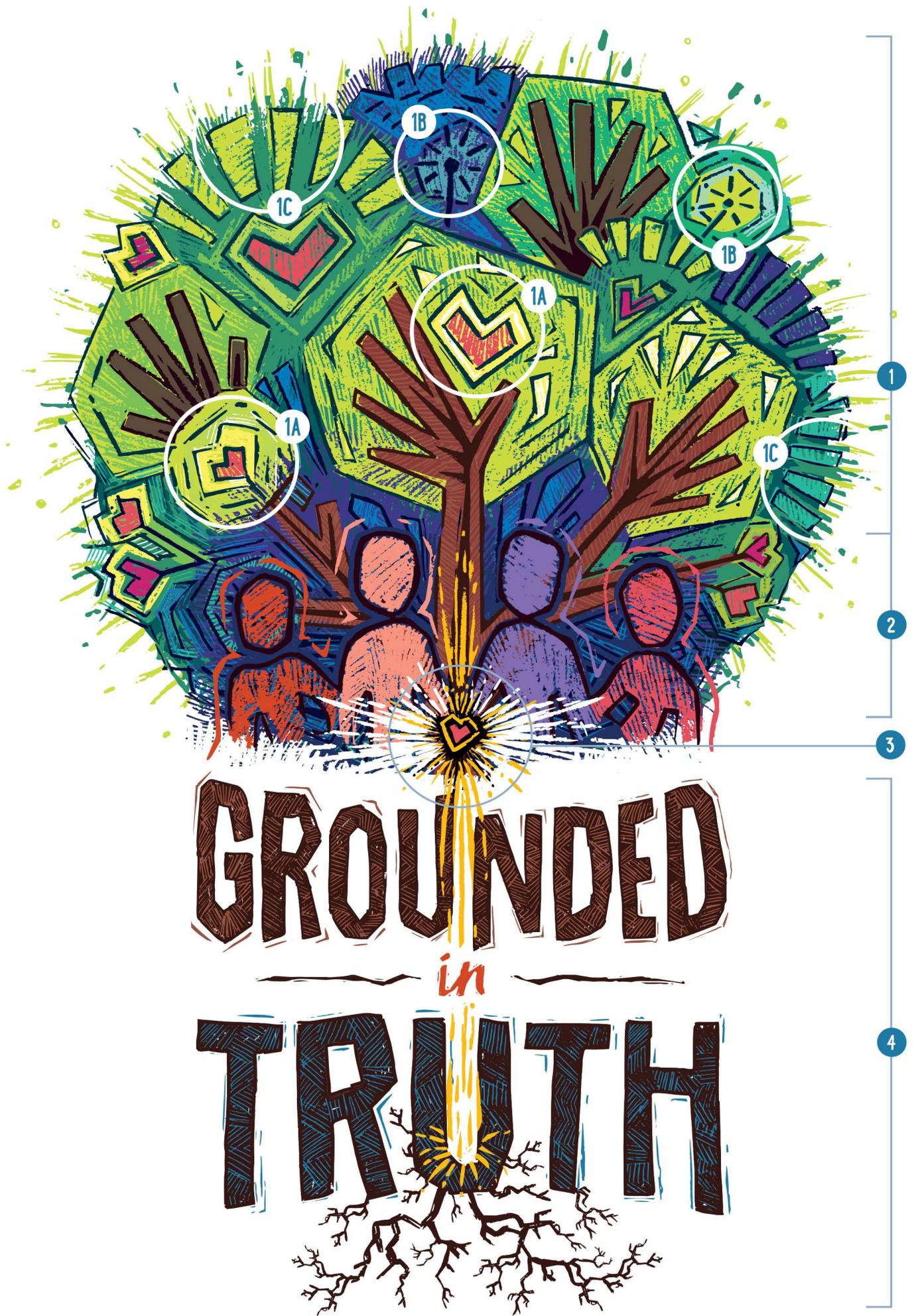
The 2019 NRW theme is *Grounded in Truth: Walk together with Courage*.

At the heart of reconciliation is the relationship between Aboriginal and Torres Strait Islander peoples and the broader Australian community. To foster positive race relations, our relationship must be grounded in truth. Aboriginal and Torres Strait Islander peoples have long called for a comprehensive process of truth telling about Australia's colonial history, which has been characterised by devastating land dispossession, violence, and often overt and unapologetic racism. Our nation's past is reflected in the present, and will continue to play out in future unless we heal historical wounds.

Recent research shows that 80 per cent of Australians in the general community and 91 per cent of Aboriginal and Torres Strait Islander people believe it's important to undertake formal truth telling processes. Australians are ready to come to terms with our history as a crucial step towards a unified future, in which we understand, value and respect each other.



80 PER CENT OF AUSTRALIANS IN THE GENERAL COMMUNITY AND 91 PER CENT OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE **BELIEVE IT'S IMPORTANT TO UNDERTAKE FORMAL TRUTH TELLING PROCESSES**



**GROUNDED**  
*in*  
**TRUTH**

# UNPACKING THE 2019 NRW POSTER

Ideal for teachers (early learning centres, primary and secondary schools) and workplaces.

To complement this year's NRW theme, Grounded in Truth: Walk together with Courage, the 2019 NRW poster is designed around a central "tree of truth" image. The tree of truth emerges when the seeds of empathy, solidarity and love are sown. It represents the reconciled community we can become, if we're able to honestly and holistically acknowledge our shared history, learn from it, and move forward together.

## 1 THE TREE

The tree is a symbol of unity—what happens when people come together to build strong race relations which leads to a unity of purpose for reconciliation in Australia. The tree depicts positive growth and how we might flourish in the future.

- 1A. The **hearts** represent empathy, solidarity, goodwill and love. They are the feeling, emotional elements of race relations, and of the wider process of reconciliation in Australia.
- 1B. The **thought points** represent education, growth and understanding. They are the cognitive elements of race relations, and of the wider process of reconciliation in Australia.
- 1C. The **growth bands** radiate outwards from some of the branches. They represent that each of us are always learning and growing in our reconciliation journey—pushing outwards and upwards as time goes by.

## 2 THE PEOPLE

The people represent members of our diverse Australian community harmoniously coming together.

## 3 THE HEART

The heart represents the connection point of the people in the poster graphic, and reminds us that people—and positive race relations between people—are at the heart of Australia's reconciliation movement. The radiating lines stemming from the heart highlight that, when people's hands and hearts join, it creates a powerful energy force. The energy runs up and down; linking the past, present and future.

## 4 TEXT STRUCTURE AND STYLE

The word 'Truth' is positioned and stylised to represent the bedrock for Australia's positive growth towards reconciliation. Once we understand and accept the truths of our shared histories since colonisation, we have a solid foundation to heal and grow.

The word 'Grounded' sits above the surface of the ground in the poster graphic. The full 'Grounded in Truth' message is designed to be the base of the tree indicating the source of positive growth for strong race relations.



- Download the 2019 NRW poster to display in your home, school or workplace.
- Download the poster graphic in the form of a desktop background, email signature, Facebook header or Twitter header.
- Compare the 2019 NRW poster to previous NRW posters—how do these posters, and their respective written language and imagery, connect with and build on each other from year to year? Do they capture key messages and milestones at different points in Australia’s reconciliation journey? Do they lead to taking meaningful steps towards reconciliation?
- Reflect on how the 2019 NRW theme and poster connect with the themes and posters of other days and weeks of significance to Aboriginal and Torres Strait Islander peoples, e.g. the 2019 NAIDOC Week theme, *Voice. Treaty. Truth. Let’s work together for a shared future*.
- Use the language and imagery of the 2019 NRW poster to inspire a collaborative art project between your school/workplace and your local Aboriginal and Torres Strait Islander community. How might such a project help demonstrate your personal or local commitment to reconciliation in Australia?

\*To support these kinds of reflections and conversations at the Early Learning, Primary and Secondary school level, schools and early learning services may also like to access the suite of *Let’s Talk about the Theme for NRW, 2019* curriculum resources on Reconciliation Australia’s Narragunnawali Platform.



# RACE RELATIONS AND TRUTH TELLING

Ideal for teachers (secondary schools and universities), workplaces and individuals.

**'AFTER A SHARED UNDERSTANDING OF OUR HISTORY, AUSTRALIA LOOKS MORE HARMONIOUS. IT LOOKS MORE COHESIVE. THERE IS MORE LOVE BETWEEN PEOPLE. THERE IS LESS HATRED AND RACISM. IT LOOKS SAFE FOR OUR YOUNG PEOPLE. IT LOOKS ENCOURAGING FOR OUR YOUNG PEOPLE AND THE FUTURE LOOKS BRIGHT.'**

*Karlie Stewart, The Healing Foundation Youth Advisory group*

## WHAT DO WE MEAN BY RACE RELATIONS?

Race relations is one of the five dimensions that Reconciliation Australia uses to define and measure reconciliation.

At the heart of reconciliation is the relationship between the broader Australian community and Aboriginal and Torres Strait Islander people. To achieve reconciliation, we need to develop strong relationships built on trust and respect, and that are free of racism. This requires that we understand and value Aboriginal and Torres Strait Islander history, culture, rights and experiences.

Almost all Australians believe the relationship between Aboriginal and Torres Strait Islander people and other Australians is important and that cultural diversity makes us stronger. Yet too often this goodwill is not reflected in behaviours.

### THE CONCEPT OF 'RACE'

The concept of 'race' was historically used to attempt to classify humankind according to apparently similar and distinct physical characteristics between groups of people. However, in actuality, 'race' is simply a socio-cultural construct with no proven biological underpinning. It is an idea based on socially and culturally informed imaginings or assumptions, rather than being inherent in our genetics.

## WHY IS TRUTH TELLING IMPORTANT TO RACE RELATIONS?

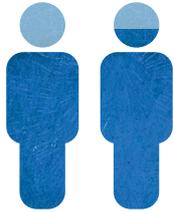
Learning about our past is important if we are to build stronger relationships with Aboriginal and Torres Strait Islander people. By knowing and accepting the wrongs of the past, and the impact of prejudice, we can make amends and ensure that these wrongs are never repeated.

Today more Australians accept key facts about discriminatory policies and practices and the majority of Australians believe it is important to undertake formal truth telling processes in relation to Australia's shared history.

Given the diversity of Aboriginal and Torres Strait Islander identities, histories and perspectives, often there are multiple "truths" to be told. And so truth telling can involve instances when it's not always culturally safe or appropriate for an Aboriginal or Torres Strait Islander person to reveal personal or cultural knowledge. But when this exchange of information does occur, non-Indigenous Australians should have the patience and the courage to actively listen to those Aboriginal and Torres Strait Islander voices and perspectives.



86% OF AUSTRALIANS IN THE GENERAL COMMUNITY BELIEVE IT IS IMPORTANT TO LEARN ABOUT PAST ISSUES, COMPARED WITH 90% OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE.



80% OF AUSTRALIANS IN THE GENERAL COMMUNITY COMPARED WITH 90% OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE BELIEVE IT IS IMPORTANT TO UNDERTAKE FORMAL TRUTH TELLING PROCESSES IN RELATION TO AUSTRALIA'S SHARED HISTORY

The results of the Australian Reconciliation Barometer (ARB) consistently show that most Australians want to learn more about Aboriginal and Torres Strait Islander histories and cultures and believe that all sectors of society should do more to reduce inequities for Aboriginal and Torres Strait Islander peoples.

**BY KNOWING AND ACCEPTING THE WRONGS OF THE PAST, AND THE IMPACT OF PREJUDICE, WE CAN MAKE AMENDS AND ENSURE THAT THESE WRONGS ARE NEVER REPEATED.**

## THE APOLOGY TO THE STOLEN GENERATIONS

A significant milestone in Australia's reconciliation journey that showed how truth telling and historical acceptance can improve race relations was the Apology to the Stolen Generations.

In 2008, Prime Minister Kevin Rudd apologised on behalf of the Australian Government to the Stolen Generations for *"the laws and policies of successive Parliaments and governments that have inflicted profound grief, suffering and loss on these our fellow Australians."* The long-overdue Apology lifted the nation and helped heal some of the wounds of the past.

Responding to the Apology in the Australian Parliament, Reconciliation Australia Co-Chair, Professor Tom Calma AO said: *"... Through one direct act, Parliament has acknowledged the existence and the impacts of the past policies and practices of forcibly removing Indigenous children from their families. And by doing so, has paid respect to the Stolen Generations. For their suffering and their loss. For their resilience. And ultimately, for their dignity."*

## WHAT IS RACISM?

Despite the fact that 'race' is not a biological reality, the experience of racism—prejudice, discrimination, or antagonism directed against someone based on a belief that one socially constructed 'racial' group is superior to another—continues to be a lived reality for many Aboriginal and Torres Strait Islander peoples.

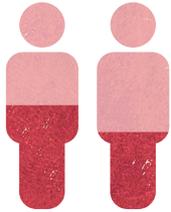
Racism and racist behaviour can manifest in a number of ways—through unconscious bias or prejudice, offensive online comments, rude racially motivated jokes among friends, and even physical violence. There are three main forms of racism:

- Direct (overt) racial discrimination, which is usually deliberate and often obvious, and involves the unfair and unequal treatment of a person or group based on 'racial' grounds.
- Indirect (covert) racial discrimination, which is usually subtle and difficult to recognise, and involves a rule or requirement that seems to be equitable, but in fact disadvantages people from particular groups.
- Institutional (systemic) racism, which describes the forms of racism that are embedded into political and social institutions. This form of racism reflects the cultural assumptions of the dominant cultural group and often disadvantages and marginalises other cultural and minority groups in terms of their access to, and participation in, aspects of socio-political life.

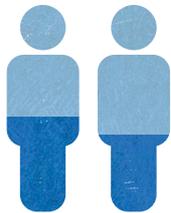
Racism, in its various forms, can have severe physical and socio-emotional impacts on those who are targeted, as well as on their wider community. Racism has been linked to depression, anxiety, illicit substance use, psychological distress and poor health status. It represents a barrier to equitable social, economic and political participation, which can entrench disadvantage even across generations.

## ONE IN THREE ABORIGINAL AND TORRES STRAIT ISLANDER AUSTRALIANS EXPERIENCE RACISM

The 2018 ARB showed that:



51% OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE, AND 38% OF THE GENERAL AUSTRALIAN COMMUNITY, BELIEVE THAT AUSTRALIA IS A RACIST COUNTRY



49% OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE, AND 38% OF THE GENERAL AUSTRALIAN COMMUNITY, CONSIDER RACIAL AND CULTURAL DIFFERENCES AS THE BIGGEST CAUSE OF SOCIAL DIVISIONS IN AUSTRALIA



33% OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE HAVE EXPERIENCED AT LEAST ONE FORM OF VERBAL RACIAL ABUSE IN THE SIX MONTHS LEADING UP TO THE ARB SURVEY.

## LINKING TRUTH TELLING AND RACE RELATIONS

There's a growing momentum driving the race relations dimension of reconciliation. It's important to note that advancing the race relations dimension is about more than anti-racism—it's also about fostering mutually trusting, respectful and beneficial relationships between Aboriginal and Torres Strait Islander peoples and the wider Australian community.

As the 2019 NRW theme reminds us, such relationships must be grounded in truth—recognising the important interplay between the race relations and historical acceptance dimensions of reconciliation, and indeed how this interplay connects with all other dimensions of reconciliation in Australia.



- Be aware of, and continue to question, your own assumptions, and be mindful that your own language and actions do not help perpetuate racism either directly or indirectly. Similarly, encourage your family and friends to be more aware of the harmful impacts of racism. Consider using the Anti-Hate Spray to report any racist material you see online or around your community. There you can also read positive stories of anti-hate heroes.
- A lack of trust and respect in relationships is often based on a lack of awareness, knowledge and understanding. Visit Reconciliation Australia's Share Our Pride website, which takes you on a valuable awareness-raising journey about Aboriginal and Torres Strait Islander histories, cultures and contributions. Schools and early learning services may also like to visit the Cultural Competence for Staff and Cultural Competence for Students and Children pages on Reconciliation Australia's Narragunnawali platform.
- Consider complementing your learning by signing up to an appropriate and local Aboriginal and Torres Strait Islander cultural competency workshop, language course or immersion experience. Remember to use reputable resources and trainers that are governed by a local Aboriginal and Torres Strait Islander community perspective.
- Engage with the Australian Human Rights Commission's Racism. It Stops with Me campaign, which invites all Australians to reflect on what they can do to counter racism wherever it happens.
- Be an active bystander. Read up on how you can safely take a stand against racist behaviour in a variety of settings.
- Involve yourself in BeyondBlue's Invisible Discriminator campaign to educate yourself about racism, respond to racism, and create change at your workplace or school.
- Help promote anti-racism in Australian schools by consulting the Take Action against Racism page on Reconciliation Australia's Narragunnawali platform, alongside the NSW Department of Education's Racism. No Way information and resources. A parallel Prejudice. No Way initiative has also been designed to address younger year levels.
- Support unresolved issues of national reconciliation by learning more about the Uluru Statement from the Heart at Ivoiceuluru.org.

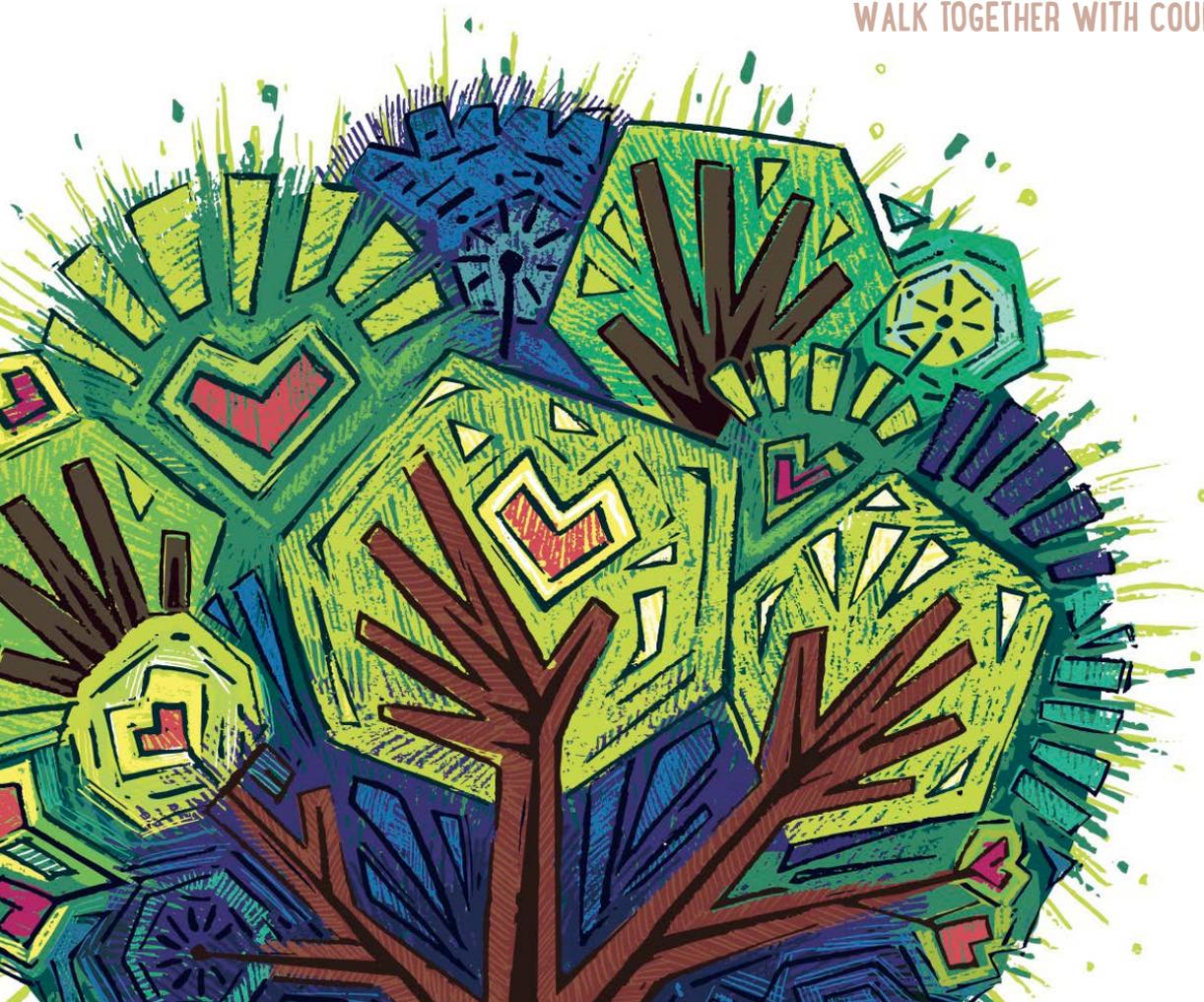
# HOW DO YOU HAVE HONEST, RESPECTFUL CONVERSATIONS?

This National Reconciliation Week (NRW), whatever your background, we're inviting you to contribute to Australia's national movement towards a reconciled future by becoming 'a little more comfortable with feeling uncomfortable' when it comes to navigating our nation's historical truths.

Engaging in awkward conversations can be challenging. But, when done in respectful and culturally safe ways, they are especially rewarding.

This section of the NRW 2019 Guide is designed to support both Aboriginal and Torres Strait Islander and non-Indigenous Australians engage in important truth telling conversations in respectful ways. We hope that truth telling will lead to more healing and stronger bonds being formed between non-Indigenous Australians and Aboriginal and Torres Strait Islander people.

**CHALLENGING CONVERSATIONS, UNLEARNING AND RELEARNING WHAT YOU KNOW, REQUIRES ALL OF US TO WALK TOGETHER WITH COURAGE.**



## FACILITATING CULTURALLY SAFE AND RESPECTFUL DISCUSSIONS

Sometimes there can be significant socio-emotional complexities in inter-personal and inter-cultural sharing, and so it is not always culturally safe, fair, reasonable or appropriate to expect people's personal or cultural knowledge to be exchanged.

We encourage you to build relationships and work together with your local Aboriginal and/or Torres Strait Islander community. As with any relationship, it may take time to get to know each other and to create an atmosphere of safety and trust, to feel able to speak openly and honestly. An approach that focuses on building long-term, transformational relationships with community, rather than short-term 'transactional' relationships, helps navigate culturally safe and respectful discussion sessions in your local context.

Before you introduce any new content, resources or experiences pertaining to Aboriginal and Torres Strait Islander histories and cultures, ask yourself:

- Have I/we carefully consulted with Aboriginal and Torres Strait Islander community members? Have I/we given the context of the prospective conversation or event? Have I/we highlighted any potential sensitivities tied to the conversation or event?
- Have Aboriginal and Torres Strait Islander people been encouraged to feel comfortable with not engaging, if they so choose?

Before inviting Aboriginal and Torres Strait Islander community members to speak at your NRW event, ask yourself:

- Have I/we had a careful prior conversation about what kinds of stories or knowledge they are and are not prepared to share?
- Have I/we prepped guests with information about the context of the sharing session and given examples of inquiry questions that are and are not appropriate?

You can read more about creating cultural safe and respectful conversations in the [Reconciliation Film Club Planning Guide](#) and Reconciliation Australia and The Healing Foundation's [Truth Telling Symposium Report](#). The [Share our Pride](#) website also has some great tips on what respectful relationships look like.

Schools and early learning services may also like to consider engaging with the [Cultural Safety and Respect in the Classroom](#) professional learning resource on Reconciliation Australia's Narragunnawali platform.

## WERE ON THIS 'LEARNING JOURNEY' TOGETHER

Truth telling is not about engendering guilt or shame in non-Indigenous Australians, or in Aboriginal and Torres Strait Islander Australians. It is about honestly and holistically addressing past injustices and serving as an “end-point to a history of wrongdoing”, allowing for healing so relationships can grow stronger.

For many Australians, the truths of our nation's history since colonisation/invasion was not typically taught in schools and universities, or perhaps have been taught in ways that marginalise Aboriginal and Torres Strait Islander voices and perspectives. As a result, many Australians remain unaware or inadequately informed of the injustices committed against Australia's First Nations peoples, and how these past wrongs continue to have an impact today.

So clearly, engaging in reconciliation involves ongoing learning and reflection, which may involve a process of “unlearning” and “relearning” – challenging assumptions and recognising that what was previously taught in schools about Aboriginal and Torres Strait Islander peoples, histories and cultures may have been inaccurate or incomplete.

The good news is that more Australians want to learn, and are learning, about our nation's histories both before and after colonisation. Children and young people in schools now have the opportunity to learn about historical events and experiences such as the Frontier Wars and the Stolen Generations, along with stories of the strength and resilience of Aboriginal and Torres Strait Islander peoples.



**SOMETIMES IT JUST TAKES TIME  
UNTIL EVERYONE FEELS COMFORTABLE  
ENOUGH TO SPEAK FREELY.**

## PRINCIPLES TO HELP GUIDE TRUTH TELLING IN AUSTRALIA

Participants of Reconciliation Australia and The Healing Foundation's Truth Telling Symposium, held in October 2018, developed a list of 10 principles that could frame and guide future truth telling processes. These guidelines could also help to inform your own organisation's approach to truth telling.

1. The right to know our many truths: truth telling must encompass both past and contemporary injustices, empower multiple narratives, and embrace complexity.
2. Safety is paramount: time and effort must be put into creating safe spaces for truth telling. This means ensuring truth telling is conducted in a culturally safe manner.
3. Aboriginal and Torres Strait Islander recognition and control: Aboriginal and Torres Strait Islander people and communities must lead the design of truth telling processes and the narrative that they create, including how engagement in truth telling occurs, the stories that are told, and the records that are kept.
4. Listen, bear witness and record: audiences to formal truth telling processes must be receptive, that is, able to listen and accept the truths that are shared. Accurate records must be kept and Aboriginal and Torres Strait Islander people must retain ownership of records relating to their personal stories.
5. Build on key documents of truth: truth telling must be informed by the work that has already been done, in particular, the United Nations Declaration of the Rights of Indigenous Peoples and the Uluru Statement from the Heart.
6. Inclusivity and reciprocity: non-Indigenous Australians, including recent migrants, have an important role to play in truth telling.
7. Time sensitivity: balancing the sense of urgency to tell the truth with allowing time for participation of many in what can be difficult processes.
8. Responsibility, action, and accountability: truth telling must involve responsibility and action for ensuring that past injustices are not repeated. Resources are required and there must be accountability for outcomes.
9. Healing, justice, and nation building: acknowledging that truth telling may be an uncomfortable process, that the process is not about shame or guilt, but about driving positive change and acceptance.
10. Truth telling is a gift: truth telling benefits the whole nation, and communities must be supported to tell the stories they want to tell in the ways they want to tell them.

# IDEAS FOR ACTION IN NRW 2019 ... AND BEYOND

While neither prescriptive nor exhaustive, the list below includes some ideas for putting reconciliation into practical action at the individual, interpersonal and/or institutional level.

They are useful for teachers (early learning centres, primary and secondary schools and universities), workplaces, individuals and journalists/media organisations.

- Host or join in a National Reconciliation Week (NRW) event. To register your event, and learn about other events taking place across the country, visit [our NRW website](#).
- Knowledge is power. Get empowered to have courageous conversations, and bust some myths with this [myth busting factsheet](#).
- Beyond NRW, consider celebrating or marking other days and weeks of significance to Aboriginal and Torres Strait Islander peoples, such as NAIDOC Week.
- Acknowledge Country. For millennia, when Aboriginal and Torres Strait Islander people visited the Country of a language group other than their own, there would be rituals of welcoming to Country. Today, these rituals continue in [Welcome to Country and Acknowledgement of Country](#) practices.
- Concerned about being “tokenistic”? Often it is not generally the action that is inherently “tokenistic”; but rather the attitude/intent behind it. If the attitude/intent behind an action is genuine, then it is unlikely that the action to follow will be “tokenistic.” Find out more about [tackling tokenism here](#).
- Engage critically with mainstream media, and be aware of the potential for subtle biases and prejudices embedded within media sources. Consider engaging with Reconciliation Australia’s [Let’s Bust Some Myths fact sheet](#), and regularly consulting Aboriginal and Torres Strait Islander print, TV or radio media sources (such as the [Koori Mail](#), [National Indigenous Times](#), NITV and the [National Indigenous Radio Service](#)) to meaningfully enhance your awareness of Aboriginal and Torres Strait Islander histories and contemporary perspectives.
- When covering an Aboriginal or Torres Strait Islander media story, whether you’re a student journalist or seasoned reporter, you can benefit from reading and following the advice in [Media Diversity Australia’s handbook](#) and [quick guidelines](#) to reporting Aboriginal and Torres Strait Islander affairs.
- Use the NRW 2019 recommended [reading list](#) and [viewing resources](#). Schools and early learning services may also utilise the range of [subject-specific resource guides](#) on Reconciliation Australia’s Narragunnawali platform to [evaluate opportunities](#) for respectful incorporation of Aboriginal and Torres Strait Islander histories and cultures across the curriculum.

- Be involved with the [Reconciliation Film Club](#) initiative, and consider hosting a screening of a film that connects with the 2019 NRW theme and its focus on race relations and truth telling, e.g. [Occupation: Native, Servant or Slave](#), or [We Don't Need a Map](#), to give just a few examples.
- [Build relationships with local Aboriginal and Torres Strait Islander community members/organisations](#) to learn more about local histories and current events/affairs. Consider how local histories and perspectives fit within wider truth telling and reconciliation conversations and initiatives, e.g. the Guardian's [The Killing Times](#) project, the ABC's [This Place](#) project and the Healing Foundation's [map of Stolen Generations Institutions](#) and recently released [Stolen Generations Resource Kit for Teachers and Students](#).
- Encourage your [workplace](#) or [school/early learning service](#) to develop a [Reconciliation Action Plan \(RAP\)](#), which will provide a framework for fostering meaningful relationships, respect and opportunities. Developing and implementing a RAP with integrity provides a positive platform for your staff and stakeholders and reduces the risk of institutional racism.
- Consider the truth of your own and/or school/workplace/social group's shared history with your local Aboriginal and Torres Strait Islander community. How can acknowledging this truth help to strengthen relationships into the future? What could you do to make these relationships stronger?
- Learn about languages. Engage with resources such as Reconciliation Australia's [Let's Talk...Languages fact sheet](#) and/or the on-demand [First Languages, Education and Reconciliation](#) webinar on the Narragunnawali platform.



Check out more ideas for action on the [National Reconciliation Week website](#).

Schools and early learning services may also like to explore the range of RAP Action pages—such as the [Celebrate National Reconciliation Week](#) example—on Reconciliation Australia's [Narragunnawali](#) platform.

NATIONAL  
RECONCILIATION WEEK 2019  
27 MAY - 3 JUNE

**GROUND**  
*in*  
**TRUTH**

A stylized graphic of white roots growing from the bottom of the word 'TRUTH' in the main title. The roots spread out horizontally and then branch downwards, resembling a tree's root system.

WALK TOGETHER WITH COURAGE

Learn more at  
[reconciliation.org.au](http://reconciliation.org.au)  
#NRW2019

