



**Winston
Churchill Trust**
Learn globally, inspire locally.

Winston Churchill Trust

Reflect Reconciliation Action Plan

February 2022 – February 2023



**RECONCILIATION
ACTION PLAN**

REFLECT

Artist statement



Brian Robinson is a descendant of the Maluyilgal people from the Western Islands of Zenadh Kes, the Wuthathi people from the silicon sand dunes at Shelburne Bay on Cape York Peninsula, the Dayak people of Sarawak, the Malay state on Borneo, the Villaflor family of the Philippines, and a Scotsman from the Salmon Family of Scotland.

Bedhan Lag: Land of the Kaiwalagal

It is ironic that the place of possession for the Australasian Mainland was a small island in the north of the country, a place called Bedhan Lag. From this island all of Australia's recent land control battles started.

In 1770 the British navigator Lieutenant James Cook sailed northwards along the east coast of Australia in the Endeavour. At Bedhan Lag (Possession Island) he once more hoisted English colours and in the Name of His Majesty King George III took possession of the whole Eastern Coast under the name of New South Wales.

The Kaurareg people of the Kaiwalagal nation have maintained links with Bedhan Lag through traditional lore and customs since Bipotaim, the time before. They have continued to live on or close to their traditional country making use of the land and sea resources, according to their traditional customs and knowledge.

Acknowledgement of Country

All staff at The Winston Churchill Memorial Trust acknowledge and pay respect to the past, present and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.

Contents

Artist statement	2
Acknowledgement of Country	2
Message from the CEO	4
Message from Reconciliation Australia CEO	6
Our business	8
Our values	8
Our strategic priorities	9
Our vision for reconciliation	10
Our reconciliation journey	10
Relationships	12
Respect	13
Opportunities	14
Governance	15

Message from the CEO



I am pleased to introduce The Winston Churchill Memorial Trust's first Reconciliation Action Plan (RAP). This Reflect plan marks the start of our RAP journey and aims to strengthen the structure and purpose behind our commitment to reconciliation.

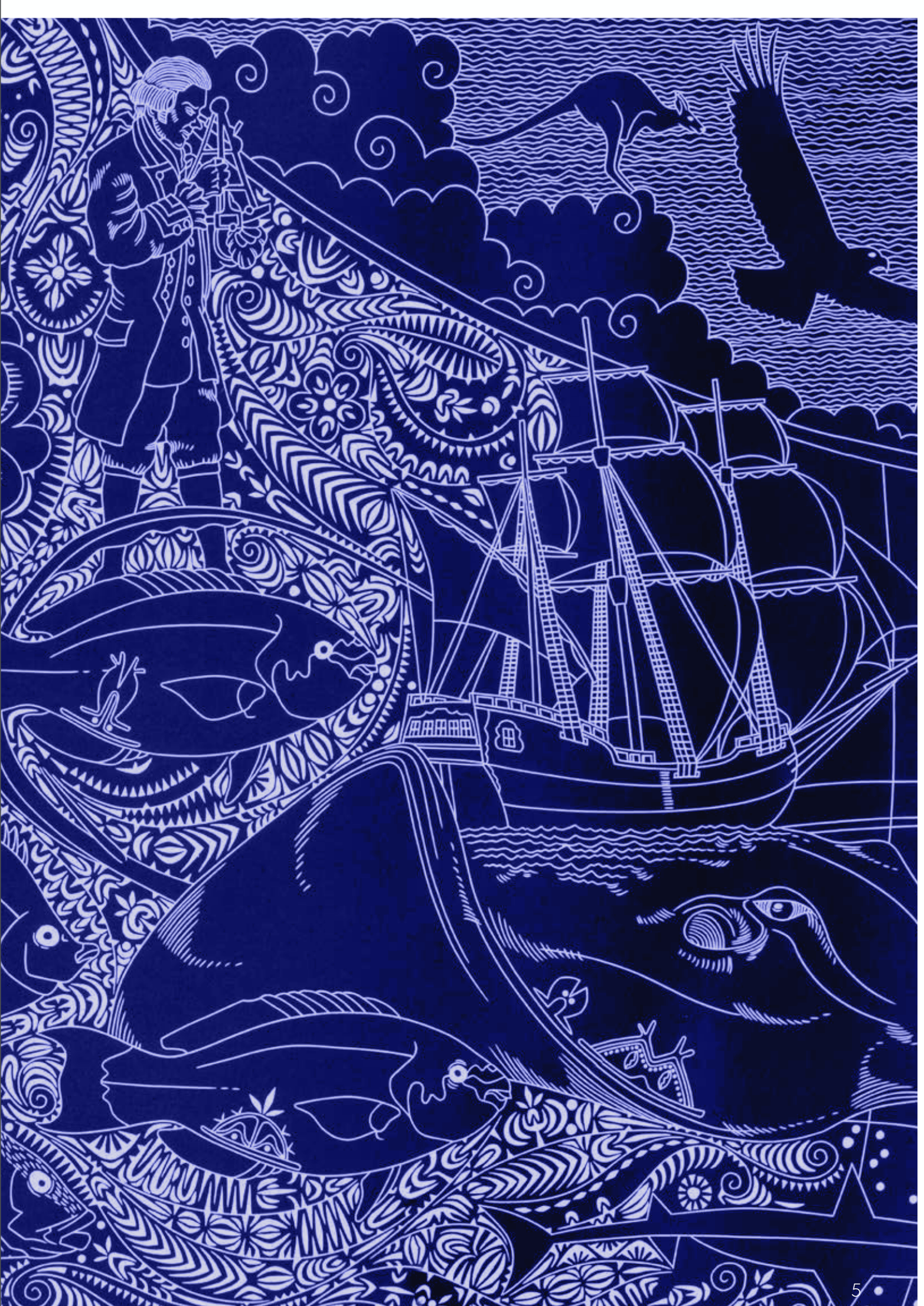
Our organisation was formed in 1965 with the principal objective of perpetuating and honouring Sir Winston Churchill's memory by the awarding of 'Churchill Fellowships'. Since our inception we have awarded Churchill Fellowships to a diverse range of Australians from all walks of life to undertake projects on an incredibly broad range of issues that are of great benefit to our communities.

We openly acknowledge that some of Winston Churchill's decisions and views are not acceptable today, particularly on matters of race. Being open-minded to different viewpoints, impacts and the context of Churchill's actions is an important part of our own journey towards reconciliation, and we aim to encourage people to learn more about Winston Churchill and engage in constructive discussion.

A unique feature of Churchill Fellowships is that they enable such a broad range of people to increase their knowledge, skills and understanding on just about any topic or issue where there might be positive benefits for the Australian community in sharing and acting on what is learned and observed through the Fellowship experience.

Churchill Fellowships provide valuable opportunities both for Aboriginal and Torres Strait Islander peoples and non-Indigenous people to explore and draw upon successful international approaches to addressing the ongoing and intergenerational impacts of colonialism. Churchill Fellows have undertaken projects to explore racism, truth telling and many other strategies, interventions and practices in areas including health, education, arts, community services and social justice to name a few, each of which has great potential to have a positive impact on First Nations Australians.

As we continue to build our approach to reconciliation, we aim to harness the collective experience and knowledge of our First Nations Churchill Fellows to help guide us on journey. As an organisation we may only be a small team; however, we will embrace the opportunity to engage in reconciliation at a much broader level through our network of Churchill Fellows, hundreds of volunteers and thousands of potential applicants across the country.



Message from Reconciliation Australia CEO



Reconciliation Australia welcomes Winston Churchill Memorial Trust to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Winston Churchill Memorial Trust joins a network of more than 1,100 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 Winston Churchill Memorial Trust 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 Winston Churchill Memorial Trust, 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



Our business

The Winston Churchill Memorial Trust (WCMT) is a not-for-profit organisation that provides the opportunity for Australians to travel overseas to learn more about a topic or issue that they are passionate about through the awarding of Churchill Fellowships. As an internationally recognised award, recipients gain access to expertise from around the world.

All Churchill Fellows are empowered to design their own projects to explore international best practice and innovation that can be applied in Australia. We encourage participation from people in all fields, topics, cultures and beliefs. People who are awarded Churchill Fellowships generally strive to make a difference in all aspects of Australian life, across an incredibly broad and diverse range of issues such as agriculture, health, arts and music, building and architecture, business, sport, science, environment and more.

The Australian community ultimately benefits from the ability of Churchill Fellows to inspire change at a local level by applying and adapting the knowledge they gained overseas. This can be through developing new guidelines, policies or practices; introducing new techniques, methods or technologies to a particular industry; engaging with communities; or even starting or growing a business.

Through the awarding of Churchill Fellows and active sharing of their ideas and knowledge we aim to create a community that shares passion and a commitment to make a difference in Australian society. As part of this movement, WCMT seeks to play its part in contributing to reconciliation and work towards establishing more meaningful and long-term relationships.

We employ eight staff based in Canberra and another eight casual staff, one in each state and territory. Our Board comprises 13 Directors who are appointed in an honorary capacity. In addition, we have over 185 volunteers across the country who contribute to the selection processes that lead to the awarding of Churchill Fellowships.

Since 1965 we have awarded more than 4,500 Churchill Fellowships giving us a strong network of passionate, talented and engaged people.

Our values

The freedom to explore

The wisdom of travel

Open-mindedness

Our strategic priorities

Awarding Fellowships to a diverse range of people from all walks of life, based on merit

- Be responsive, flexible and mindful in the ways that we promote, assess, award and administer Fellowships to ensure broad social inclusion
- Provide accessible processes and reasonable adjustment so that applicants are not disadvantaged due to individual factors including but not limited to disability, age or geographic location

Supporting and developing Churchill Fellows

- Prepare newly selected Churchill Fellows for success
- Maximise and support the Churchill Fellowship experience
- Supporting Churchill Fellows with their post Fellowship implementation and development

Enhancing the profile of Churchill Fellowships

- Increase awareness of Churchill Fellowships throughout the community
- Generate partnerships across sectors, industries and employer groups
- Enhance the legacy of Sir Winston Churchill, while being open to contemporary public perceptions and constructive debate

Understanding and enhancing the impact of Churchill Fellowships

- Establish and implement a framework to evaluate and determine the impact of Fellowships
- Document and communicate the impact of Fellowships
- Develop initiatives to increase the impact of Fellowships

Continue being sustainable and contributing to public value

- Maintain our focus on high performance and innovation
- Develop an understanding of the Trust's carbon footprint and identify initiatives to reduce it, ideally to become a carbon-neutral organisation
- Actively contribute to public value by supporting Fellowships that address contemporary issues

Our vision for reconciliation

Our vision is that Churchill Fellowships continue to play a role in supporting reconciliation by empowering and enabling increased understanding and collaboration and inspiring actions that promote the wellbeing of First Nations peoples.

Our goal is to bring together the collective wisdom and experience of our First Nations Churchill Fellows and members of our broader networks with the aim of increasing understanding, collaboration and opportunity for impact within our communities, as well as to generate opportunities for future First Nations applicants.

Our reconciliation journey

Churchill Fellowships have been awarded to First Nations peoples since the first year of operation. More recently we have successfully built partnerships designed to increase the number of Indigenous applicants, resulting in a steady increase in our First Nations Churchill Fellowship alumni, now totalling 57. In 2019 almost ten percent of all Churchill Fellowships awarded were to Indigenous applicants as a result of our partnerships. Some of the ways we have worked to develop relationships and opportunities for reconciliation have included:

- Reviewing our policies and practices to remove barriers to people living in remote communities in undertaking a Churchill Fellowship, such as allowing two people to jointly undertake a Churchill Fellowship where the additional support is beneficial to the applicants.
- Continuing to support First Nations Fellows beyond their Fellowship program, for example commissioning and showcasing digital artwork by 2018 Churchill Fellow and Aboriginal artist Susan Betts
- Strengthening relationships and collaborating with First Nations Churchill Fellows
- Concerted efforts in developing relationships with Aboriginal and Torres Strait Islander leaders, particularly through partnerships and sponsorships to support First Nation Fellow applicants by offering Indigenous focused Fellowships through partnerships with Community Sector Banking and The Australia and New Zealand School of Government (ANZSOG)
- Generating partnered events with organisations such as the Department of Prime Minister and Cabinet, to promote respect and understanding of First Peoples and cultures through sharing Churchill Fellowship findings and experiences
- Partnering with the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) to promote and share the voices and experiences of Indigenous Churchill Fellows
- Connecting Churchill Fellows to speak at National Reconciliation Week and NAIDOC Week events in other organisations, such as the Commonwealth Department of Education, Skills and Employment.
- Initiating cultural awareness training for all staff, in partnership with Churchill Fellow, Carla Rogers
- Acknowledging Aboriginal and Torres Strait Islander traditional ownership at events, in documentation and other communications





Relationships

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	April, 2022	Sponsorships and Partnerships
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	April, 2022	Sponsorships and Partnerships
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff, volunteers and Churchill Fellows network.	May, 2022	Communications
	RAP Working Group members to participate in an external NRW event.	27 May-3 June, 2022	Communications
	Encourage all staff and Board Directors to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June, 2022	Communications
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff and volunteers	April, 2022	CEO, Communications
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	August, 2022	CEO, Sponsorships and Partnerships
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	August, 2022	CEO, Sponsorships and Partnerships
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination	April, 2022	Finance Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	April, 2022	Finance Manager



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	April, 2022	Administration
	Conduct a review of cultural learning needs within our organisation.	April, 2022	Administration
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	April, 2022	CEO, Administration
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	April, 2022	CEO, Administration
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2022	Communications
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	First week in July 2022	Communications
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2022	Communications



Opportunities

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	August, 2022	CEO, Finance Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August, 2022	CEO, Finance Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	September 2022	Administration
	Investigate Supply Nation membership.	September 2022	Finance Manager



Governance

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP. *	Form a RWG to govern RAP implementation.	February, 2022	CEO, Communications
	Draft a Terms of Reference for the RWG.	February 2022	CEO, Communications
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	March 2022	CEO, Communications
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	December, 2021	CEO, Communications
	Engage senior leaders in the delivery of RAP commitments.	February 2022	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	February 2022	Administration
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022	Administration, Communications
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September 2022	Administration, Communications



Contact:

For any enquiries about our Reconciliation Action Plan please email

Emma Brill

Communications Manager

emma.brill@churchilltrust.com.au