

JUNO RECONCILIATION ACTION PLAN

JULY 2024-JUNE 2025

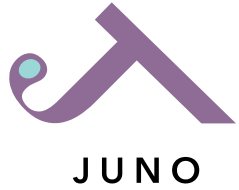


JUNO



RECONCILIATION
ACTION PLAN

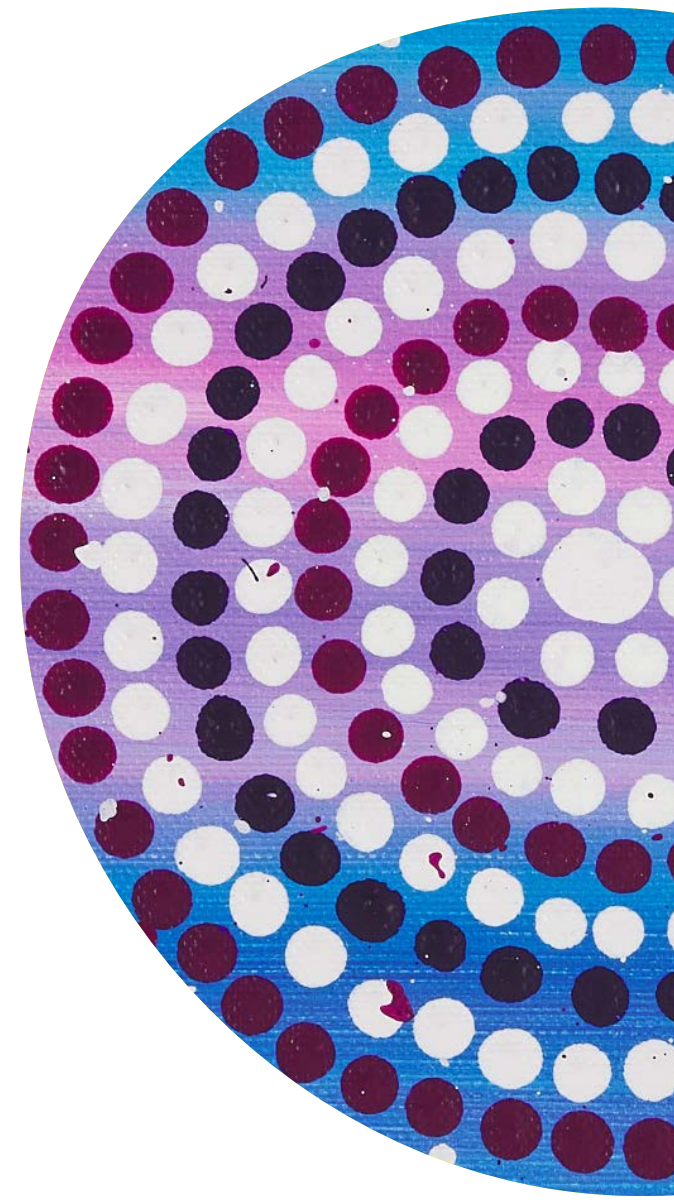
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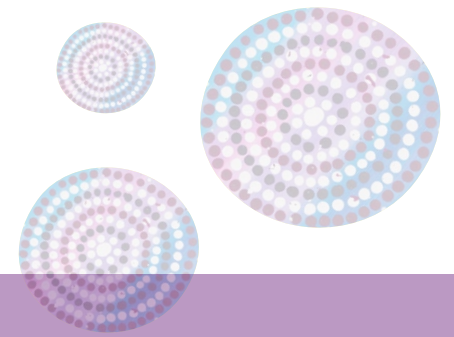
ACKNOWLEDGMENT OF COUNTRY

Juno acknowledges the Traditional Custodians of the lands and waterways we work upon, the Wurundjeri Woi-Wurrung people of the Kulin nation. We pay our respects to Elders past and present and recognise the deep relationship and care that Wurundjeri people have with this land. We recognise the ongoing survival and cultural wisdom of all Aboriginal and Torres Strait Islander peoples, and other First Nations peoples around the world.

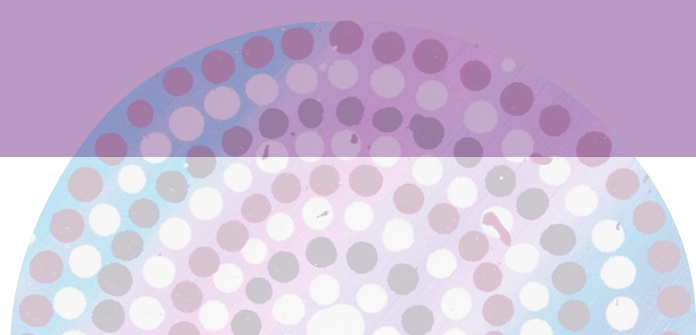
We particularly pay our respects to Aboriginal and Torres Strait Islander women, sisters, girls and brotherboys for their leadership and vision for justice and gender equality. We are committed to listening, learning, and working alongside one another with humility and respect. May we meet together and continue to decolonise our minds, spirits and communities. Always was, always will be Aboriginal land.



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A STATEMENT FROM JUNO CEO

A FIRST STEP IN AN IMPORTANT JOURNEY

It is my honour to release Juno's Reflect Reconciliation Action Plan.

This plan outlines Juno's deep commitment to reconciliation and in laying the foundations for this journey.

As a proudly intersectional, feminist organisation, we know that Aboriginal and Torres Strait Islander peoples continue to be oppressed, and we are all responsible for being part of the solutions to address this oppression.

We know that Aboriginal and Torres Strait Islander women and non-binary people are a disproportionate risk of gendered violence and homelessness and this is not a situation that can allowed to continue.

Through our plan, Juno has outlined practical and important steps that we need to take to engage and listen deeply with Aboriginal and Torres Strait Islander peoples and organisations; to examine and makes the necessary changes to our policy, practice and communications to de-colonise; and how to stand in respectful solidarity with Aboriginal and Torres Strait Islander peoples.

This is the first step on an important path, and we embrace the opportunity to be better and to do better. We are committed to learning and acting to address the structural racism experienced by First Nations people, and to recognising any role we play or have played within this.

We look forward to working to create a culturally safer service and community.

Tanya Corrie
CEO, Juno



STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA

INAUGURAL REFLECT RAP

Reconciliation Australia welcomes Juno Services Inc to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Juno Services Inc joins a network of more than 3,000 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 Juno Services Inc 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 Juno Services Inc, 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



ABOUT THE ARTWORK



ReiRei / Yorta Yorta/Lama Lama/Gunditjmara people Women's Yarning Circle, 2022

"In my community of Cummeragunja, New South Wales, there are more women than men. As a transgender Aboriginal woman, I only grew up knowing women's ways. That made me the person I am today. In the bush your sisters are all you have, you do everything together. We stick together, that's the women's yarning circle, that's the story of my painting."



This artwork was created through The Torch, a not-for-profit organisation that provides art, cultural and arts industry support to First Nations people currently in, or recently released, from Victorian prisons.



ABOUT JUNO

Juno is a social change organisation working in Naarm (Melbourne). We provide services and advocacy that address the disproportionate harms patriarchal systems have on women (trans and cis), non-binary people and their children. Juno has seventeen staff based in Naarm (Melbourne) and one staff member based in Mexico. Currently, Juno has two staff members who are Aboriginal and/or Torres Strait Islander people.

We work to empower and partner with women and non-binary people recovering from the impacts of homelessness and housing stress,

family violence and gendered poverty. They may also be impacted by experiences of trauma, mental health, substance use, or contact with the criminal system, inclusive of people who have survived experiences of incarceration.

We provide prevention, early intervention, crisis, recovery responses, enabling women and non-binary people to set, achieve and maintain their strength, resilience and independence.

Our support services include:



Homelessness Support – Case management and connections to support for safer and more affordable housing.



Family Violence Support – Specialist family violence risk assessment, safety planning and case management support.



EMPower Coaching – Juno’s flagship coaching program for financial independence and poverty reduction that is purpose-designed to support women and non-binary people to build strong, economically secure and thriving futures for themselves and their families.



Rapid Response Clinic – A drop-in clinic offering information and support to women and non-binary people who need assistance with tenancy rights, accessing private rental, navigating Centrelink, applying for public housing, and managing bills and debts.



Powering Future Choices – Community workshops led by lived experience Peer Educators that share knowledge and resources across housing, financial wellbeing, healthy relationships, and health.

Juno works on the unceded land of the Wurundjeri Woi-Wurrung peoples.

JUNO'S COMMITMENT TO DE-COLONISING

Juno is developing a Reconciliation Action Plan because we know that the community service sector continues to oppress Aboriginal and Torres Strait Islander peoples. Juno, as part of this system, have a responsibility to ensure we do not continue to perpetuate this exclusion and violence.

We recognise the structural imbalance and inequity Aboriginal and Torres Strait Islander peoples have been subject to as an ongoing consequence of colonisation and dispossession and that to truly be an inclusive and safe(r) service, we need to address these imbalances and work toward decolonising ourselves, our organisation and our practice.

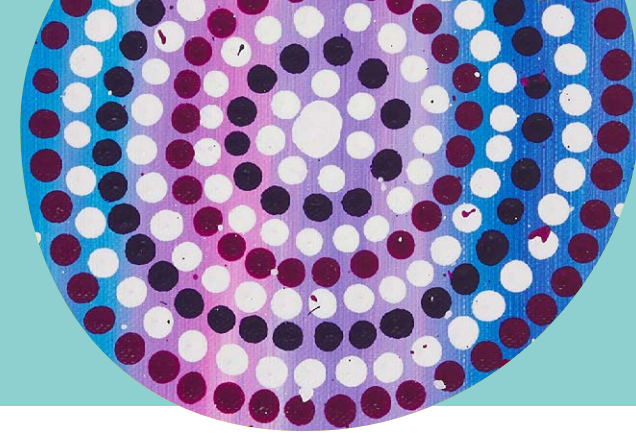
Juno is at the early stages of our reconciliation journey. We have done some preparatory work to gauge the extent to which staff understand foundational culturally safe practice and their level of confidence in being able to apply it; have begun improving our understanding of cultural safety for community through training and education; and have started our journey toward greater partnership with First Nations peoples and Aboriginal Community Controlled Organisations (ACCO's). May we continue to decolonise our minds, spirits and communities, and to further the work of reconciliation by building relationships of trust and respect while acknowledging the harms of the past.

OUR APPROACH TO RECONCILIATION

Juno has opted for the Reflect Reconciliation Action Plan as we know the process of true reconciliation is iterative and requires deep reflection on our systems, structures and practices that maintain the colonial ways of knowing, being and doing. We acknowledge that we operate within a service system that can be rigid and hierarchical and that time is needed to dismantle these structures, reimagine and rebuild systems that are equitable, healing, and just.

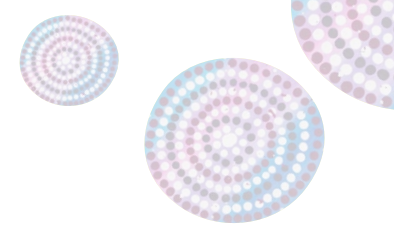
We are committed to deep listening to gain an understanding of the cultural wisdom of First Nations ways of knowing, being and doing, and to approach this process with humility and openness. We have developed a Reconciliation Action Plan Strategic Working Group to oversee the development and implementation of the RAP and will use the first twelve months of the action plan to lay the solid foundation. Members of the Working Group include the CEO, senior staff members and RAP Champions. Our RAP Champion is CEO, Tanya Corrie.

ACTION PLAN 2024-25

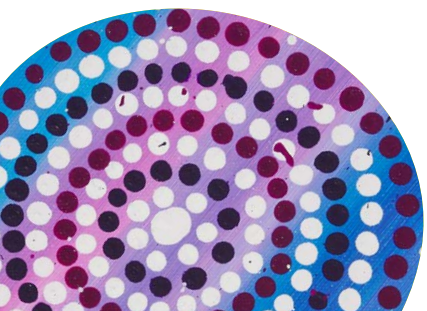


RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify and begin connecting with Aboriginal and Torres Strait Islander stakeholders, communities and organisations within our local area or sphere of influence.	July 2024	Lead: CEO Support: Project Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2024	Lead: CEO Support: Project Manager
2 Build relationships through celebrating National Reconciliation Week (NRW).	Circulate a variety of resources, including Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	Lead: Communications Lead
	RAP Working Group members to participate in an external NRW event.	27 May 2025- 3 June 2025	Lead: CEO
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May 2025- 3 June 2025	Lead: CEO

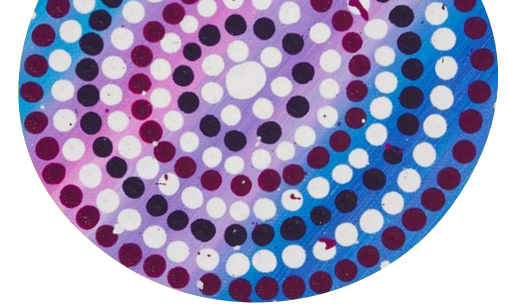


ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>3 Promote reconciliation through our sphere of influence.</p>	<p>Communicate our commitment to reconciliation to all staff.</p>	<p>July 2024</p>	<p>Lead: CEO Support: EMPOWER Coaches</p>
	<p>Identify external stakeholders that our organisation can engage with on our reconciliation journey including local ACCO's who we may be able to consult with on a regular basis.</p>	<p>July 2024</p>	<p>Lead: CEO Support: Project Manager</p>
	<p>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</p>	<p>July 2024</p>	<p>Lead: CEO Support: Manager Service Delivery</p>
<p>4 Promote positive race relations through anti-discrimination strategies.</p>	<p>Research best practice and policies in areas of race relations and anti-discrimination.</p>	<p>July 2024</p>	<p>Lead: CEO Support: Project Manager</p>
	<p>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</p>	<p>August 2024</p>	<p>Lead: Quality and Compliance Lead Support: CEO</p>





RESPECT

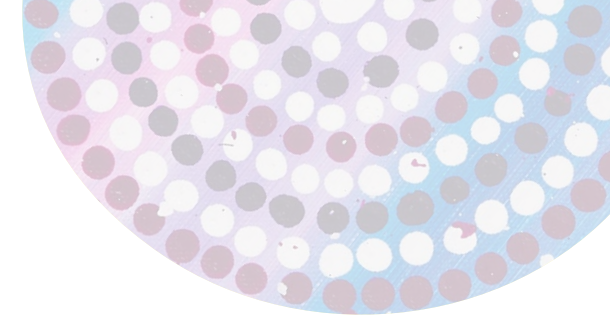


ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	Develop a document advocating for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	October 2024	Lead: CEO
5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation, specific to housing and family violence.	August 2024	Lead: Manager Service Delivery Support: Quality and Compliance Adviser
	Develop a training and development plan for Board and staff for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation; with a particular focus on deepening our understanding of Wurundjeri Woi-Wurrung peoples.	August 2024	Lead: Manager Service Delivery Support: Quality and Compliance Adviser

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	September 2024	Lead: CEO
6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	In partnership with local organisations, develop and demonstrate a deeper understanding of Wurundjeri Woi-Wurrung cultural protocols and stories. Engage in learning opportunities as a whole staff team.	August 2024	Lead: CEO
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2024	Lead: CEO Support: Communications Lead
	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2024	Lead: Communications Lead
7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2024	Lead: EMPower Coaches
	RAP Working Group and any other staff interested to participate in an external NAIDOC Week event.	First week in July 2024	Lead: CEO



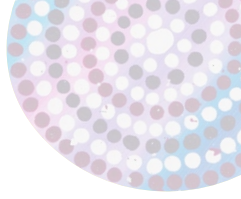
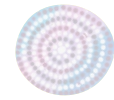
OPPORTUNITIES



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</p>	<p>Develop a policy for Aboriginal and Torres Strait Islander employment within our organisation with the aim of expanding our staffing team to include more Aboriginal and Torres Strait Islander peoples.</p>	<p>December 2024</p>	<p>Lead: Quality and Compliance Adviser Support: CEO</p>
	<p>Find out more about recruitment agencies and ACCO's to improve employment pathways, opportunities and retention.</p>	<p>December 2024</p>	<p>Lead: Quality and Compliance Adviser Support: CEO</p>
	<p>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</p>	<p>November 2024</p>	<p>Lead: Quality and Compliance Adviser Support: CEO</p>
	<p>Review Juno operations and policies to ensure it is accessible and culturally safe enough for Aboriginal and Torres Strait Islander staff.</p>	<p>November 2024</p>	<p>Lead: Quality and Compliance Adviser Support: CEO</p>
<p>9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<p>Develop a resource list of local Aboriginal and Torres Strait Islander owned businesses to purchase from and work with.</p>	<p>July 2024</p>	<p>Lead: Quality and Compliance Adviser Support: Administration Officer</p>
	<p>Investigate Supply Nation membership and figure out what this means for Juno.</p>	<p>October 2024</p>	<p>Lead: Quality and Compliance Adviser Support: Administration Officer</p>



GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	July 2024	Lead: RAP Lead
	Draft a Terms of Reference for the RWG.	July 2024	Lead: RAP Lead
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	October 2024	Lead: CEO Support: RAP Lead
11 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation and adapt as we progress.	August 2024	Lead: CEO
	Build accountability for the CEO and senior leaders in the organisation to champion and deliver RAP commitments.	July 2024	Lead: Board Chair
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2024	Lead: RAP Lead
12 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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.	June annually	Lead: CEO
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Lead: CEO
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, <i>annually</i>	Lead: CEO
13 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2025	Lead: CEO



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