

Reconciliation Action Plan

APRIL 2025 – SEPTEMBER 2026



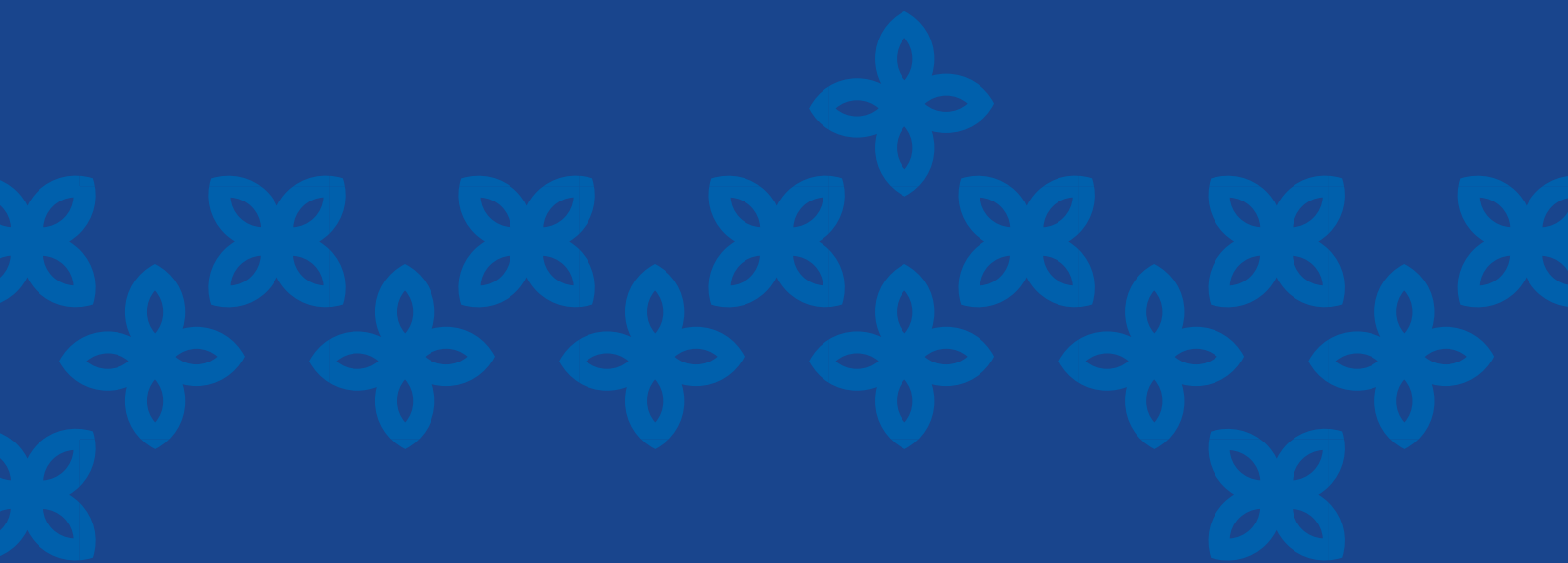
GIRL GUIDES
AUSTRALIA



Acknowledgement of Country

Girl Guides Australia acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of this land. We respect the Elders past and present and honour them for caring for the land and waterways.

We particularly recognise strong female leaders of today and female leaders of tomorrow.



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Message from the Chief Commissioner and Chair of the Board of GGA

Girl Guides Australia (GGA) is committed to being a diverse and inclusive organisation which is a welcoming space for Aboriginal and Torres Strait Islander girls and women. GGA aims to empower all girls and young women to make a difference in the world.

This first Reconciliation Action Plan (RAP) provides direction and space for all our members to reflect, learn, acknowledge and embrace a more inclusive space through both personal and organizational growth.

Girl Guiding in Australia has a central office in Sydney on the lands of the Gadigal people as well as State based organisations. Girls and young women gather across all parts of Australia, coming together for fun, friendship and adventure. This RAP provides an opportunity for us to reflect on where we are now and the organisation we would like to be in the future and how we can acknowledge, support, and uplift our Aboriginal and Torres Strait Islander youth and volunteers



Helen Reid
Helen Reid
Chief Commissioner
Girl Guides Australia



Kate Alcorso
Kate Alcorso
Chair
Girl Guides Australia



Statement from CEO of Reconciliation Australia

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

Girl Guides Australia 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 Girl Guides 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 Girl Guides 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

GGA Mission

GIRL GUIDES AUSTRALIA MISSION:

Empowering Girls and Young Women to discover their potential as leaders of their world

PURPOSE OF GIRL GUIDES AUSTRALIA:

Girl Guides Australia (GGA) works with State Girl Guiding Organisations (SGGOs) to promote and enable growth and success of Girl Guiding in Australia and advocating for girls and young women nationally and internationally.

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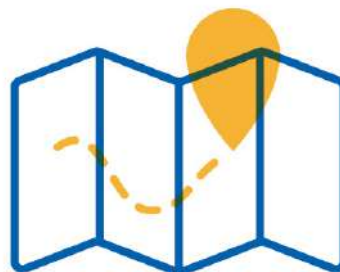
About Girl Guides Australia

THE AUSTRALIAN GIRL GUIDE PROMISE

I promise that I will do my best
To be true to myself and develop my beliefs
To serve my community and Australia
And live by the Guide Law

THE AUSTRALIAN GIRL GUIDE LAW

As a Girl Guide, I will strive to:
Respect myself and others
Be considerate, honest and trustworthy
Be friendly to others
Make choices for a better world
Use my time and abilities wisely
Be thoughtful and optimistic
Live with courage and strength



Our Organisation

Girl Guides Australia is the peak organisation for girls and young women in Australia. Girl Guides Australia's mission is to empower girls and young women to discover their potential as leaders of their world.

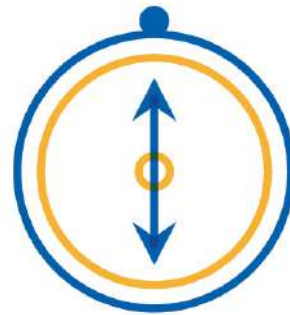
We provide girls with opportunities to grow, learn and have fun in relevant and meaningful ways. We provide a foundation for girls and young women to be the best that they can be and harness their individual potential to make a difference. We foster personal character based on our values of respect and collaboration to engender leadership qualities.

Girl Guides Australia is building on a 100-year tradition of helping develop a brighter and better world. Guiding is about friendship, fun and adventure. We instill in our members a desire to take action on issues they care about and contribute to the communities around them as a key part of their personal growth.

As our core capability and the activity that all policies and systems must support, the Girl Guide Method is defined by the World Association of Girl Guide and Girl Scouts as

- Learning in small groups to support each other, negotiate, make democratic decisions, assert our needs, solve problems together, take the lead
- At the pace and through a pathway that is determined by the girl to respect individuals, make our own choices, learn in the best way for us, value our achievements, collaborate not compete, be confident
- Learning by doing to take on challenges, learn through experience, take risks, make mistakes, get involved, pay attention
- Connecting with others to value others, appreciate diversity, listen, connect, make a difference, develop empathy, communicate
- Connecting with the world to be active citizens, get our hands dirty, enjoy the outdoors, get involved in our community, speak out for change, pay attention to the wider world

Learning is experiential and connected to others with a goal of making the world a better place. (Verhoeven, 2014)



Girl Guides Australia office is located in Darlinghurst, on the lands of the Gadigal people.

Girl Guides Australia membership comprises the 6 State Girl Guide Organisations:

- Girl Guides New South Wales, ACT and Northern Territory
- Girl Guides Queensland
- Girl Guides South Australia
- Girl Guides Tasmania
- Girl Guides Victoria
- Girl Guides Western Australia

Girl Guides Australia has 7 employees who work with volunteers to provide access to Girl Guides in Australia to the Australian Guide Program and the Australian Leadership and Qualification Program.

Currently we have no staff members who identify as an Aboriginal and/or Torres Strait Islander person working for Girl Guides Australia.

THE AUSTRALIAN GUIDE PROGRAM

Girl Guiding in Australia is delivered through the Australian Guide Program (AGP), which is a non-formal education program based on shared leadership and decision-making at all ages.

The Australian Guide Program is facilitated by trained volunteer Leaders with a focus on programs being girl-led. This means that all the activities the girls do, from weekly Unit meetings, to camps, to expeditions and hikes, are driven by the girls themselves with input and assistance from their Leaders and planned to match the girls' abilities.

The AGP has four elements:

- Physical
- People
- Practical
- Self

There are seven fundamentals which are based on the Baden-Powell philosophy:

- Guide Promise and Law
- Outdoors
- Service
- World Guiding
- Guiding Traditions
- Leadership Skills
- Patrol System



GIRL RECOGNITION SYSTEM

Australian Girl Guides earn badges and awards by completing challenges in the Girl Recognition System.

A challenge is a goal that helps girls and young women to do their best.

AUSTRALIAN LEADERSHIP AND QUALIFICATION PROGRAM

To support and deliver the Australian Guide Program, volunteers undertake training as part of the Australian Leadership and Qualification Program (ALQP)

The Australian Leadership & Qualification Program (ALQP) provides a learning path to the Leadership, Management and Training Qualifications, and options for ongoing learning.

Our Reflect Reconciliation Action Plan

Across our organisation individual guides and leaders, units and regions have acknowledged a connection with land and our Aboriginal history through the use of Aboriginal words for leader's names, unit, patrol names and our properties.

Historically this has not always occurred with the level of respect which we know it should have, we acknowledge this and strive to do better by reviewing all use of Aboriginal words within the organisation and engaging in dialogue with relevant local Elders to understand and act accordingly. We acknowledge NAIDOC week and National Reconciliation Week through our social media and suggested programming. This Reflect RAP will strengthen and further develop this connection by:

- Turning good intentions into action and formally committing to reconciliation
- For our community to learn more about the history and celebrations that are of significance to Aboriginal and Torres Strait Islander peoples
- Develop respectful cultural relationships within our organisation
- Ensure our programs, ceremonies, community engagement and governance practices reflect a truly inclusive organisation
- Better reflecting the Australian community with which we are a part

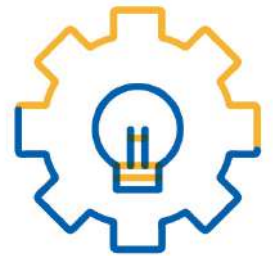
The implementation of this RAP will be led by the Chief Commissioner as the RAP Champion. She will work through the various governance and communication channels she leads to drive internal engagement and broad awareness of the RAP

Our Reconciliation Journey

- Late 2022 – GGA Board Committed to RAP
 - Mid 2023 – Terms of Reference for a RAP Working Party drawn up
 - Late 2023 – RAP Working Party convened.
 - Late 2024 – Conditional endorsement from Reconciliation Australia
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RAP Working Group

- Helen Reid, Chief Commissioner, GGA (Gadubanud Country)
 - Linda Durran, Wathaurong Woman (Lutriwita Country)
 - Tara Hicks, Wiradjuri Woman (Djaara Country)
 - Karen Murphy, (Gadigal Country)
 - Carol Stubbs, family from Bidjara Country and Ngemba Country (Bundjalung Country)
 - Charlotte Weatherall, (Gadigal Country)
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Current partnerships and activities/commitments

Currently GGA begins all national events and meetings with a Welcome to Country or an Acknowledgement of Country.

RELATIONSHIPS

ACTION 1

Establish and then strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our sphere of influence.	30 September 2025	CEO, Chief Commissioner
Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2025	CEO

ACTION 2

Build relationships through celebrating National Reconciliation week (NRW).

DELIVERABLE	TIMELINE	RESPONSIBILITY
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and SGOs.	15 May 2025	GGA Office Manager
RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2025	Chief Commissioner
Encourage and support staff and GGA Volunteers to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2025	Chief Commissioner, CEO
Identify, promote and facilitate NRW related programming and activities for Units, Districts and Regions to support Volunteers with participating in and driving reconciliation within Guiding.	May 2025	Youth Coordinator with support from GGA Office

RELATIONSHIPS

ACTION 3

Promote reconciliation through our sphere of influence.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Communicate our commitment to reconciliation to all staff, GGA Volunteers and SGOs.	June 2025	Chief Commissioner
Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May 2025	CEO
Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2025	CEO
Develop a plan to raise awareness amongst all staff and members about our RAP commitments	May 2025	Chief Commissioner
Hold a RAP launch event online and use it to inform, inspire and recruit ambassadors to champion our reconciliation actions	June 2025	Chief Commissioner
Establish a consultation framework for our RAP that includes holding facilitated discussions that centre our reflection and reconciliation journey and create a digital space to interact and communicate with our stakeholders.	September 2025	Lead: Chief Commissioner Support: Communications Manager
Develop a checklist and information pack for national, state and local events that includes how to engage local Elders, the use of First Nations flags and other cultural protocols, activities and ceremonies that can be incorporated into an event.	September 2025	Guiding Services Manager

ACTION 4

Promotion positive race relations through anti-discrimination strategies

DELIVERABLE	TIMELINE	RESPONSIBILITY
Research best practice and policies in areas of race relations and anti-discrimination.	July 2025	CEO
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2025	GGA CEO
Investigate the provision or development of an eLearning module providing First Nations specific training that discusses racism, diversity, inclusion, and our organisation's commitment to reconciliation.	Investigation will be completed by January 2026. Implementation by July 2026	Adult Coordinator
When e-module has been developed, advocate for its adoption as mandatory training as mandatory training nationally.	July 2026	Adult Coordinator



RESPECT

ACTION 5

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander peoples' cultures, histories, knowledge and rights through cultural learning.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	November 2025	Chief Commissioner
Conduct a review of cultural learning needs within our organisation.	August 2025	Lead: Adult coordinator Support: 2 members from RAP working group
Organise the provision of cultural awareness training for all staff, GGA Board and volunteers to create a pathway toward cultural competence.	July 2025	Lead: CEO Support: Chief Commissioner
Establish a member survey process to better understand the needs, experiences and aspirations of our First Nations Members.	December 2025	Chief Commissioner
Undertake review of GGA publications for cultural sensitivity and learning.	October 2025	Lead: Adult Coordinator, Youth Coordinator, Olave Coordinator Support: Chief Commissioner
Create a suite of fact sheets about our Units and the Country they operate in to include in our welcome packs for new Members, parents, staff and Volunteers.	January 2026	Lead: Guiding Services Manager
Research the cultural significance and meaning of leadership and empowerment of Aboriginal and Torres Strait Islander girls and women within and outside of our Membership and identify ways to share these learnings within our program.	August 2025	Adult Coordinator

RESPECT

ACTION 6

Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	December 2025	Guiding Services Manager
Increase staff and volunteers understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2025	CEO
Add an interactive Acknowledgement of Country pop-up to our website.	July 2025	Guiding Services Manager

ACTION 7

Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating National Aborigines and Islanders Day Observance Committee (NAIDOC) Week.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Raise awareness and share information amongst our staff, GGA Board and GGA Volunteers about the meaning of NAIDOC Week.	June 2025	Chief Commissioner
Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	CEO
RAP Working Group to participate in an external NAIDOC Week event.	July 2025	Chief Commissioner

OPPORTUNITIES

ACTION 8

Improve employment and/or volunteer outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	February 2026	CEO
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2026	CEO
Develop a volunteer reference group within the GGA Governance structure to provide advice and support on governance documents, program development and First Nations youth and volunteer engagement to ensure an open and welcoming organisation.	December 2025	Chief Commissioner

ACTION 9

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2026	Operations Manager
Develop a list of Aboriginal and Torres Strait Islander suppliers that can be added to GGA approved supplier list and promote to SGGOs.	March 2026	Operations Manager

ACTION 10

Support Aboriginal and Torres Strait Islander members to participate in Guiding Experiences.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Investigate possible grants and sponsorship to enable greater participation in meaningful opportunities for Aboriginal and Torres Strait Islander members to attend activities both within and outside Australia.	Review December 2025, June 2026	Guiding Services Manager

GOVERNANCE

ACTION 11

Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Maintain a RAP working group to govern RAP implementation.	December 2025	Chief Commissioner
Review a Terms of reference for the RWG.	December 2025	Chief Commissioner
Continue to have Aboriginal and Torres Strait Islander representation on the RWG.	December 2025	Chief Commissioner
Meet at least 4 times per year to drive and monitor RAP implementation.	June, September, December 2025, March, June, September 2026	Chief Commissioner

ACTION 12

Provide appropriate support for effective implementation of RAP commitments.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Define resource needs for RAP implementation and ensure budget is allocated as appropriate.	May 2026	CEO, GGA Board, Chief Commissioner
Continue Engagement of senior leaders in the delivery of RAP commitments.	June 2025, December 2025, June 2026	Chief Commissioner
Appoint a senior leader to champion the RAP internally.	June 2025	Chief Commissioner
Define appropriate systems and capability to track, measure and report on RAP commitments.	June, September, December 2025, March, June, September 2026	Chief Commissioner as reported to the GGA Board

GOVERNANCE

ACTION 13

Build accountability and transparency through reporting RAP achievements, challenges and learning internally and externally.

DELIVERABLE	TIMELINE	RESPONSIBILITY
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 2025	Chief Commissioner
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	1 August 2025	Chief Commissioner
Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2025	Chief Commissioner

ACTION 14

Continue our reconciliation journey by developing our next RAP.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Register via Reconciliation Australia's website to begin developing our next RAP – Innovate	June 2026	Chief Commissioner

**GIRL GUIDES AUSTRALIA
NATIONAL OFFICE**

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