



# Reconciliation Statement

KinderMarlee is committed to reconciliation between all Australians and acknowledges the significant contribution the early years sector plays in redressing disadvantage and overcoming prejudice. Through a joint spirit of awareness and commitment we can progress from ignorance, racism and exclusion—to respect, action and hope.

KinderMarlee recognizes Indigenous Australian people as the original custodians of the land, with traditional laws, customs, languages, spirituality, art and sacred beliefs. We recognize that the current economic, social, emotional and educational disadvantage experienced by many indigenous people is a result of colonization, dispossession; unjust legislation, policy and practices; and a continuing deficit of awareness. We promote the importance of all Australians knowing and understanding the histories, current realities and aspirations of Indigenous people. KinderMarlee believes that the traditional heritage is important to all Australians and that indigenous people have made, and continue to make, a significant contribution to Australian communities. We advocate for the rights of Indigenous Australians to self-determination, equitable community participation, resources and acceptance; and to be treated with respect as a person and a culture.

We commit to supporting the significance of Indigenous children's home, culture, language and heritage in their developing identity and sense of self-worth; and the need for Early Childhood advocates to positively reflect Indigenous identities.

Our commitment mirrors our values of respect for diversity, inclusion, advocating the rights of children, justice, honesty and courage; and leads us to reflect upon the opportunities presented to us daily to challenge inequity and to build a future of possibility for every child in Australia.

We regret the loss of family, identity, geography, language, spirituality, community and tradition experienced by many Indigenous people. In particular we acknowledge and support the work of the "Closing the Gap" campaign.

In support of sustainable and meaningful reconciliation, KinderMarlee welcomes all Indigenous families; and remains committed to sourcing and attending opportunities to increase staff and community awareness.

## Action Plan

-  Support staff, educators and families in participating in public and private debate on Indigenous issues to increase awareness, appreciation and a broader perspective.
-  Encourage educators to address equity, justice and social fairness with children; and to incorporate Indigenous culture and experiences with all children.
-  Open all service meetings and trainings with an Acknowledgement of Country statement to keep our commitment to reconciliation at the fore front.
-  Encourage children to understand assumption, prejudice, conformation and social majorities; and to challenge the place of these concepts in any community.

