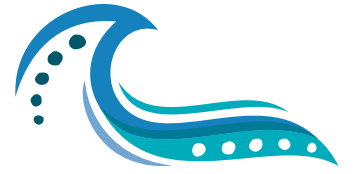


# INNOVATE



## INNOVATE RECONCILIATION ACTION PLAN

April 2026 - April 2028



# OUR VISION FOR RECONCILIATION

The Australian Teacher Education Association (ATEA) envisions a future where teacher education is a dynamic, research-informed, and socially responsive profession that contributes to a just and equitable society. We lead and advocate for excellence in teacher education through:

- Advancing educational research as a core endeavour of educators
- Supporting lifelong professional learning for teachers and teacher educators
- Championing the role of teacher educators locally and globally
- Embedding Aboriginal and Torres Strait Islander knowledges, perspectives, and rights in all aspects of our work

ATEA's vision is for an Australia where Aboriginal and Torres Strait Islander peoples, experiences, and knowledges are respected, and where a deeper understanding of our shared histories leads to unified relationships built on trust, respect, and cultural safety. These relationships underpin partnerships that support equality, equity, and self-determined aspirations.

Within Initial Teacher Education, ATEA is committed to ensuring that Aboriginal and Torres Strait Islander knowledges and understandings are respectfully embedded across curriculum development and teaching at all education levels. We will advocate for and amplify research and best practice in reconciliation, fostering culturally responsive teacher education that prepares graduates to teach with integrity, respect, and deep awareness.





# STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA

Reconciliation Australia commends Australian Teacher Education Association on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Australian Teacher Education Association to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Australian Teacher Education Association will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Australian Teacher Education Association is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Australian Teacher Education Association's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Australian Teacher Education Association on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer

Reconciliation Australia



# OUR BUSINESS

The Australian Teacher Education Association (ATEA) is the national professional body for teacher educators. Established in 1988, ATEA promotes:

- Research as a core endeavour of educators
- Ongoing professional learning for teachers and teacher educators
- Advocacy and support for teacher educators locally and globally
- Embedding Aboriginal and Torres Strait Islander knowledge and perspectives across all activities

ATEA's work is undertaken primarily by volunteers who are supported by contracted staff where required. Membership is primarily national, with some international representation. We currently have 328 members (24 international) and 9130+ LinkedIn connections. Our sphere of influence includes teacher educators, researchers, educational institutions, Indigenous education bodies, and teacher education policymakers.

## **ATEA Executive Governance Overview:**

The Australian Teacher Education Association (ATEA) is governed by an Executive Committee responsible for leading the strategic direction and operations of the Association. The Executive consists of elected office bearers, six ordinary members, and up to two co-opted members appointed for specific expertise or projects.

Elected positions include the President, President-Elect or Immediate Past President, Secretary, Treasurer, Journal Editor, and Conference Organiser. All Executive members must be current financial members of ATEA.

The Executive oversees:

- Organisational governance and compliance
- Strategic advocacy for teacher education
- The annual conference and associated events
- ATEA's publications, awards, and membership engagement
- Executive members are bound by a Code of Conduct and confidentiality agreement, and are committed to respectful, inclusive, and culturally safe leadership that aligns with ATEA's mission and values.



# OUR RAP

The Australian Teacher Education Association (ATEA) is developing a Reconciliation Action Plan (RAP) as a formal commitment to advancing reconciliation within the teacher education sector. As the national professional body for teacher educators, ATEA recognises the critical role education plays in shaping a more equitable, inclusive, and culturally safe future. Our RAP reflects our vision for an Australia where Aboriginal and Torres Strait Islander peoples, experiences and knowledges are respected, and where shared histories are acknowledged and understood as a foundation for unified relationships and equitable outcomes in education.

ATEA's RAP is championed by our President, who provides leadership, advocacy, and accountability throughout the RAP development and implementation process. The initiative is supported by the ATEA Executive, who are committed to embedding reconciliation principles across all organisational activities.

Our RAP Working Group (RWG) includes members of the ATEA Executive, representing a mix of senior academic leaders in initial teacher education, researchers with expertise in Indigenous education, and contracted administrative support where needed. External representation includes academics and community-engaged practitioners from Aboriginal and Torres Strait Islander backgrounds who bring essential lived

experience and cultural insight to the process.

ATEA is proud to include Aboriginal and Torres Strait Islander representation within its RAP Working Group. Their voices are integral in guiding the development of our commitments, ensuring they are grounded in cultural knowledge and community priorities.

At this stage, ATEA does not have an external Aboriginal and Torres Strait Islander Advisory Group, but we are actively exploring opportunities to engage with such a body to provide further independent guidance and cultural oversight as our reconciliation journey evolves.

Our RAP Working Group includes:

- Professor Theresa Bourke (QUT, Dean/HoS)
- Associate Professor Graeme Gower (Curtin University) –Aboriginal & Torres Strait Islander Representative
- Associate Professor Jennifer Clifton (QUT), ATEA President
- Leonie Yeoman (Executive Support Officer)

## RAP WORKING GROUP

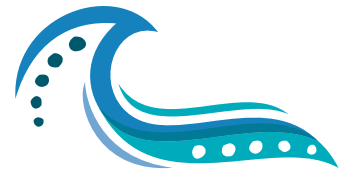
RAP Champion - ATEA President

ATEA Aboriginal & Torres Strait Islander Representative

ATEA Executive, Co-opted members and contracted staff where appropriate



# RELATIONSHIPS



The building of strong and sustained relationships between Aboriginal and Torres Strait Islander peoples and other Australians is vital in developing trust, respect and mutual benefits. Australia has become a multi-cultural society and within Aboriginal and Torres Strait Islander communities, there exists significant cultural diversity. Each community brings a unique range of experiences, histories, aspirations, and perspectives on society—both for the present and the future. These must be recognised, respected, and shared nationally and internationally, communicated in ways that are culturally appropriate, strengths-based, and focused on achieving positive, meaningful outcomes.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Engage with Aboriginal and Torres Strait Islander stakeholders in the higher education sector (e.g., Australian Indigenous Lecturers in Teacher Education Association - AILTEA, National Aboriginal and Torres Strait Islander Education Corporation - NATSIEC) to co-design principles that guide ongoing engagement.	April 2026	ATEA Executive Aboriginal and Torres Strait Islander Representative
	Develop and implement an annual engagement plan to identify and coordinate opportunities for collaboration.	April 2026	ATEA Executive Aboriginal and Torres Strait Islander Representative
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate and promote NRW resources and messaging from Reconciliation Australia across all ATEA communication channels.	April 2026/2027	ATEA Executive / President
	RAP Working Group members to participate in an external NRW event relevant to higher education and reconciliation.	27 May - 3 June, 2026/2027	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA Executive Support Officer
	Promote and support participation of Executive members and members in NRW events hosted by universities and education networks.	27 May - 3 June, 2026/2027	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members
	Host a virtual NRW Seminar open to members and the public, focusing on reconciliation in education.	27 May- 3 June, 2026/2027	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA ATEA RWG Members
	Register ATEA-hosted NRW events on Reconciliation Australia's <a href="#">NRW website</a> .	May 2026/2027	ATEA Secretary



# RELATIONSHIPS



<b>3. Promote reconciliation through our sphere of influence.</b>	Develop an internal awareness-raising strategy for reconciliation, including scheduled updates, resources, and spotlights via monthly member updates.	April 2026 - May 2027	ATEA RWG Members
	Feature reconciliation-focused spotlights or updates at each Executive meeting and in at least three general member communications annually.	June, Sept, Dec 2026. March, June, Sept 2027.	ATEA Executive Aboriginal and Torres Strait Islander Representative
	Communicate our commitment to reconciliation publicly. Create and maintain a dedicated reconciliation section on ATEA's website, including RAP updates and opportunities for involvement.	April 2026	ATEA RWG Members
	Use ATEA's digital platforms and conference program to highlight reconciliation efforts and support institutions embedding Indigenous perspectives.	July 2026/2027	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation. For example, the National Aboriginal and Torres Strait Islander Education Cooperation (NATSIEC) and Australian Indigenous Lecturers in Teacher Education Association (AILITEA).	September 2026	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG, Secretary, Treasurer and others members
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	Review ATEA's internal policies and governance documents for anti-discrimination provisions and areas for improvement.	May 2026/2027	ATEA Secretary + Executive, Aboriginal and Torres Strait Islander Representative + co-opt where appropriate
	Draft and publish a formal anti-discrimination statement and update governance documents to reflect inclusive values and commitments.	May 2026	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members
	Consult with our Aboriginal and Torres Strait Islander Executive Member and identify First Nations advisors to assist with consultation on our policies.	May 2026	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members
	Provide Executive with curated professional development resources on the impacts of racism in educational settings and make these available on the ATEA website.	May 2026	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members



# RELATIONSHIPS



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>5. Strengthen international connections to share Indigenous perspectives in teacher education</b>	Host an international virtual seminar in partnership with ALLITEA and similar organisations from Aotearoa/ New Zealand, Canada, and the Pacific, showcasing culturally responsive practices in teacher education.	May 2027	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members
	Develop a digital resource hub on ATEA's website featuring case studies, presentations, and research from international collaborations, ensuring access to culturally appropriate materials that support reconciliation and global understanding.	September 2027	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members





# RESPECT



Respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights is integral to the Australian Teacher Education Association (ATEA) and its core business activities. As an organisation committed to advancing teacher education in Australia, ATEA acknowledges the deep connection between education and the role it plays in promoting understanding, inclusivity, and equity within society. Aboriginal and Torres Strait Islander peoples have a rich cultural heritage and knowledge systems that predate colonisation by tens of thousands of years. ATEA values this history as an essential part of Australia's identity, and we believe it is crucial to integrate this respect into our work to foster pride, understanding, and appreciation in future generations of educators. Respecting Aboriginal and Torres Strait Islander peoples' rights aligns with our commitment to reconciliation, social justice, and equity in education. Through learning, acknowledgment, and celebration of these rich cultures, histories, and knowledge systems, ATEA will continue to build bridges between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians, contributing to a more inclusive and respectful educational landscape. This is not only a professional responsibility but a moral imperative for all who work in education.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Survey ATEA Executive and working groups to assess needs and interest in cultural learning resources.	May 2026	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG members
	Conduct a review of cultural learning needs within our organisation	June 2026	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG members
	Consult with our Aboriginal and Torres Strait Islander Executive Member and identify First Nations advisors to inform our cultural learning strategy.	May 2026	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG + other Executive where needed
	Create a simple cultural learning roadmap tailored to ATEA's online and conference-based engagement.	July 2026	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members
	Offer RAP Working Group members subsidised access to accredited cultural awareness training.	May 2026	Lead: ATEA President  Support: ATEA Secretary + Treasurer



# RESPECT



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Increase member understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2026	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members
	Develop, and distribute a cultural protocol document outlining how and when to observe Acknowledgement and Welcome to Country protocols at ATEA events.	May 2026	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members + Secretary
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	July 2026/2027	ATEA Conference Convenor
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	July 2026/2027	ATEA Executive Aboriginal and Torres Strait Islander Representative
<b>8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	Support the RAP Working Group to attend university-hosted NAIDOC Week events.	First week in July, 2026/2027	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members
	While ATEA is a small volunteer team, review operational practices to ensure cultural leave/ time flexibility is available.	May 2026/ February 2027	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members
	Share NAIDOC events via the member update and social media, encouraging engagement by teacher educators.	First week in July, 2026/2027	ATEA RWG Members
<b>9. Embed Indigenous perspectives in teacher education research and publications</b>	Develop and publish an editorial statement for the Asia-Pacific Journal of Teacher Education encouraging the inclusion of Indigenous authorship, perspectives, and methodologies in submissions.	April 2027	ATEA RWG Members
	Introduce a dedicated Indigenous Perspectives stream in the ATEA Conference program, with guidance from Aboriginal and Torres Strait Islander educators and researchers to ensure respectful representation.	July 2027	Lead: ATEA Conference Convenor  Support: ATEA Executive Aboriginal and Torres Strait Islander Representative



# OPPORTUNITIES



Creating opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities is fundamental to the mission of the ATEA. As the peak body representing teacher educators, we are committed to shaping education systems that are inclusive, respectful, and culturally responsive.

Opportunities in employment, procurement, professional development, and access are integral to ATEA's core business activities. By supporting the participation and leadership of Aboriginal and Torres Strait Islander peoples in teacher education - whether through employment, research partnerships, keynote contributions, or collaboration with Indigenous education experts - we not only honour the knowledge systems that have shaped this land for tens of thousands of years but also ensure that our education workforce is more reflective of the communities it serves.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.</b>	Audit current ATEA Executive and contributors for First Nations cultural understanding to inform future employment and professional development policies.	September 2026	ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members
	Engage with Aboriginal and Torres Strait Islander members to consult on our recruitment, retention and professional development strategy.	April 2026	Lead: ATEA President  Support: ATEA RWG Members
	Include a formal statement and support strategy in ATEA governance documentation.	May 2026	Lead: ATEA President  Support: ATEA Executive Aboriginal and Torres Strait Islander Representative
	Ensure all roles (including volunteer roles) are advertised through Indigenous networks and portals.	August 2026/2027	ATEA RWG Members + Secretary
	Simplify application processes and ensure transparency about ATEA's reconciliation goals.	May 2026	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members



# OPPORTUNITIES



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Develop a brief procurement statement that prioritises Aboriginal and Torres Strait Islander suppliers.	April 2026	ATEA RWG Members
	Explore registration with Supply Nation as a means of accessing verified suppliers and/or develop a list of Aboriginal and Torres Strait Islander suppliers.	May 2026	ATEA RWG Members
	Research state-based Aboriginal and Torres Strait Islander business directories.	May 2026	ATEA RWG Members
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	May 2026	ATEA RWG Members
	Simplify internal processes to encourage procurement from Aboriginal and Torres Strait Islander businesses.	May 2026	ATEA RWG Members + Executive
	Engage First Nations-owned media, design or event suppliers for ATEA's conference or publications.	April 2026	ATEA RWG Members
<b>12. Enhance access and participation by supporting pathways for Aboriginal and Torres Strait Islander students into teacher education programs, through targeted scholarships, mentoring, and culturally responsive outreach initiatives.</b>	Advocate for and promote scholarships, bursaries, and financial support specifically targeted at Aboriginal and Torres Strait Islander pre-service teachers.	August 2026	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members
	Collaborate with universities and schools to identify barriers to entry and retention for Aboriginal and Torres Strait Islander students in teacher education programs.	September 2026	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members
<b>13. Create and advocate for opportunities that support Aboriginal and Torres Strait Islander leadership and participation in teacher education.</b>	Develop and publish an editorial statement for the Asia-Pacific Journal of Teacher Education encouraging the inclusion of Indigenous authorship, perspectives, and methodologies in submissions.	April 2027	ATEA RWG Members
	Promote and support submissions to ATEA's journal and other platforms from Aboriginal and Torres Strait Islander researchers and actively encourage First Nations-led special issues or themed editions.	July 2026/2027	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members



# GOVERNANCE



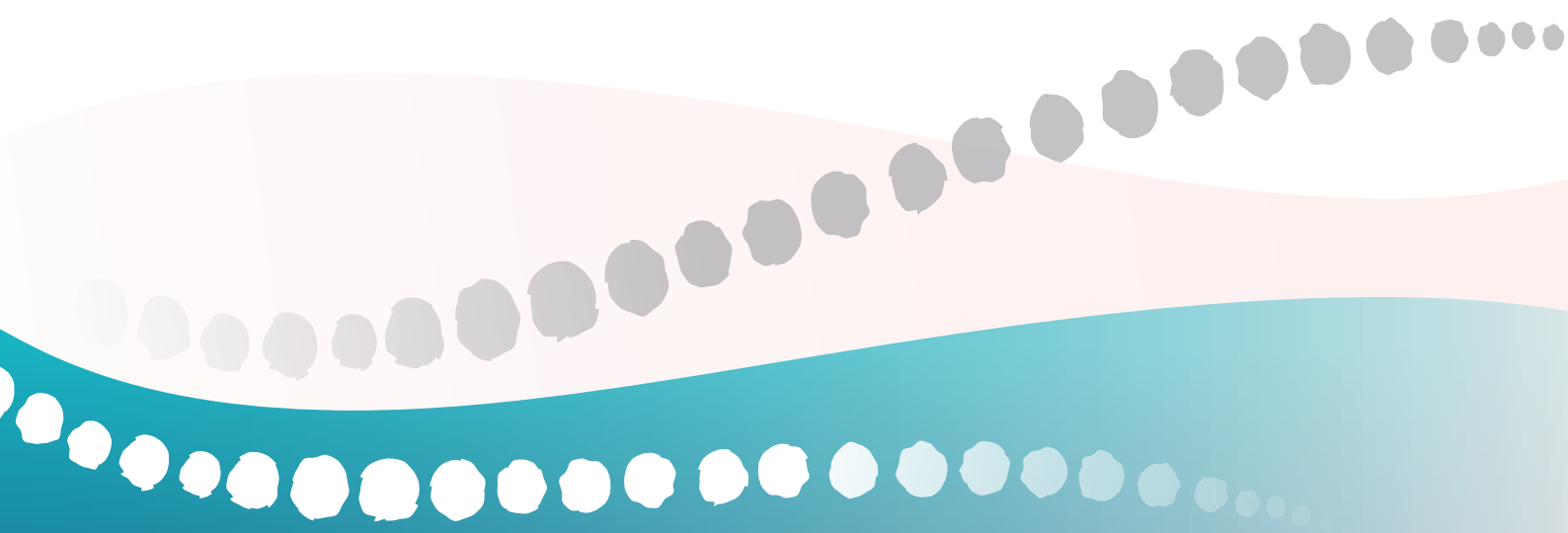
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>14. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.</b>	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	July 2026/2027	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members + Executive where appropriate
	Draft and approve a formal Terms of Reference for the ATEA RAP Working Group.	October 2026	ATEA Executive Support Officer
	Update to quarterly RWG meetings to align with RAP reporting cycles.	September, December, March, June 2026/2027	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA RWG Members
<b>15. Provide appropriate support for effective implementation of RAP commitments.</b>	Define resource needs for RAP implementation.	April 2026/ February 2027	ATEA RWG Members
	Engage our Executive Members in the delivery of RAP commitments.	April 2026/2027	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative  Support: ATEA Executive Committee
	Annually allocate internal administrative time and web resources to RAP delivery.	April 2026/ February 2027	Lead: ATEA President  Support: ATEA Executive Committee
	Include RAP as a standing agenda item at Executive meetings.	Feb, March, April, May, June, Aug Sept Oct, Nov 2026/2027/ 2028	ATEA Secretary
	Use shared internal documentation to track RAP deliverables and timelines.	Feb, March, April, May, June, Aug, Sept, Oct Nov, Dec 2026/2027/ 2028	ATEA RWG Members + Secretary
	Maintain an internal RAP Champion - being the ATEA President	October 2027	Lead: ATEA President  Support: ATEA Executive Committee



# GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>16. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	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 2026/2027	ATEA Secretary
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	30 September 2026/2027	ATEA Secretary
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, 2026/2027	ATEA RWG Members
	Report RAP progress quarterly to all ATEA Members and Executive quarterly.	March/ June/ Sept/Dec 2026/2027	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative Support: ATEA RWG Members
	Publicly report our RAP achievements, challenges and learnings, annually.	November 2026/2027	ATEA RWG Members
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2026	ATEA RWG Members
<b>17. Continue our reconciliation journey by developing our next RAP.</b>	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	May 2027	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative Support: ATEA RWG Members
<b>Embed Aboriginal and Torres Strait Islander cultural governance principles into ATEA decision-making processes, including inviting and resourcing First Nations representation on relevant committees and advisory groups.</b>	Identify key ATEA governance bodies (e.g. Executive Committee, Conference Working Groups, Policy Advisory Panels) where First Nations participation can be embedded.	April 2026/2027	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative Support: ATEA RWG Members
	Create and promote a formal Expression of Interest (EOI) process to invite Aboriginal and Torres Strait Islander educators, academics, and community leaders to participate in governance roles.	April 2026	Lead: ATEA Executive Aboriginal and Torres Strait Islander Representative Support: ATEA RWG Members
	Ensure all major ATEA policy and strategic decisions include consideration of Aboriginal and Torres Strait Islander knowledge systems and community impact.	February 2027	ATEA President



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