

## **Aboriginal and Torres Strait Islander Reconciliation Policy**

The Construction Industry Training Centre respects the values, culture and heritage of the Aboriginal people and we will endeavour to promote this respect in all the work that we do.

We acknowledge the traditional Aboriginal people are the original custodians of the land on which the Construction Industry Training Centre is situated and operates on and we are committed to working in ways that are both supportive and empowering of Aboriginal people and their families and communities.

Our Vision for reconciliation is that Aboriginal people will be encouraged to connect with our services in a culturally secure manner and to strengthen our solid foundation of respect, relationships and opportunities with Aboriginal and Torres Strait Islander peoples and community organisations.

The Construction Industry Training Centre has a commitment to cultural diversity and respect for Aboriginal people and does not tolerate racism, prejudice and harassment of any sort.

Our Statement of Commitment aims to enhance equality, mutual responsibility, acknowledges our past and embraces our future together.

The Construction Industry Training Centre have adopted the five critical dimensions that together represent a path towards reconciliation:

### **Race relations**

All Australians understand and value Aboriginal and Torres Strait Islander and non-Indigenous cultures, rights and experiences, which results in stronger relationships based on trust and respect and that are free of racism.

### **Equality and equity**

Aboriginal and Torres Strait Islander peoples participate equally in a range of life opportunities and the unique rights of Aboriginal and Torres Strait Islander peoples are recognised and upheld.

### **Institutional integrity**

The active support of reconciliation by the nation's political, business and community structures.

### **Unity**

An Australian society that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared national identity.

**Historical acceptance**

All Australians understand and accept the wrongs of the past and the impact of these wrongs. Australia makes amends for the wrongs of the past and ensures these wrongs are never repeated.

The Construction Industry Training Centre pledges to:

- Respect the contributions of Aboriginal and Torres Strait Islander peoples
- Recognise our shared history and the ongoing affect it has on the First peoples of Australia
- Show pride for Aboriginal and Torres Strait Islander cultures as unique and diverse
- Maintain clear leadership in embracing reconciliation for all Australians.

The Construction Industry Training Centre commits to walking together with Aboriginal and Torres Strait Islander peoples on the path to reconciliation.