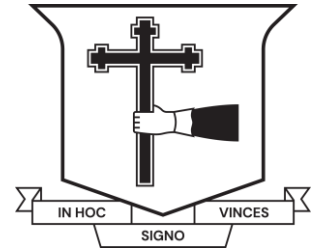


IONA COLLEGE RECONCILIATION ACTION PLAN

IONA COLLEGE

A Catholic Boys' College conducted by The Missionary Oblates of Mary Immaculate



iRAP Committee Members

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Iona Reconciliation Action Plan (IRAP)

Vision for Reconciliation

Our vision for reconciliation at Iona College is rooted in the principles of Catholic teachings and the spirit of inclusivity. We envision Iona to be a school that embraces and celebrates First Nations cultures and histories, fostering an environment that nurtures respect, understanding and unity.

Central to our vision is the acknowledgment of Quandamooka Country, the sacred land on which Iona College stands. Drawing inspiration from the Catholic sacrament of Reconciliation, we aspire to create profound spiritual healing and connection to this land, fostering a sense of care and responsibility for its preservation and the well-being of its traditional owners.

In this Reconciliation Action Plan, Iona College aims to serve as a place where both Indigenous and non-Indigenous staff, Oblate Fathers, Students, Board Members, and the wider community can embark on a shared journey of understanding and growth. Through this journey, we strive to cultivate mutual respect, genuine curiosity, and a willingness to learn from one another.

Furthermore, our school is dedicated to embedding and integrating First Nations knowledge into our educational practices. By actively involving Aboriginal and Torres Strait Islander peoples in our classrooms and curriculum planning, we provide our students with a comprehensive understanding of Australia's rich First Nations cultures and histories.

Living out our Catholic Faith and embracing the call to Reconciliation, Iona College aspires to be a place where reconciliation is lived every day. It is a vision in which all community members, including staff and students from diverse backgrounds, can respectfully journey together on Quandamooka Country, working towards healing and unity.

Acknowledgment of Country

Here at Iona, we take a moment to stop and be mindful of Australia's history and Indigenous culture, acknowledging that Iona College is situated on Quandamooka country. We respect and honour Aboriginal and Torres Strait Islander Elders past, present and future. We acknowledge the importance of hearing story, seeing traditions, and feeling the importance of living Indigenous cultures on our land.

We pray that God's grace inspires and empowers us to be people of Reconciliation and justice.

Added IRAP Actions & Deliverables

Aboriginal & Torres Strait Islander People in The Classroom

Our goal is to welcome Aboriginal and Torres Strait Islander people into our classrooms when learning about First Nations culture. It is vital that there is a presence from Aboriginal and Torres Strait Islander people when discussing culture and histories that need a unique perspective. At Iona, we strive to have an Aboriginal and/or Torres Strait Islander voice reach all students in a learning environment across the year.

Deliverables	Status	Due Date	Assigned to
Develop a guest speaker directory by identifying appropriate First Nations Peoples who can present their unique perspectives in all subject areas.	Ongoing, TPE to pick up for 2026	End of Term 3	TPE
Identify opportunities to engage Aboriginal and Torres Strait Islander presenters in all subject areas.	Ongoing, early 2026 Term 1	End of Term 4	TPE & HOF Team
Engage with a minimum of one new First Nations guest speaker in one new subject area.	Ongoing	End of Term 4	TPE

Cultural Responsiveness for Staff

Iona will reflect on our current cultural practices and assess where we are on our journey towards reconciliation. Our goal at Iona is that every staff member has the opportunity to participate in a variety of cultural awareness experiences that extend their knowledge and capabilities.

Deliverables	Status	Due Date	Assigned to
Incorporate staff professional development sessions on the topic of cultural awareness into the professional development schedule of the College.	Complete. Term 4 All Staff Meeting scheduled (Aunty Nicole)	End of Term 3	EMA, PMO, DEL
Encourage staff to engage with local events that celebrate significant days for First Nations Australians.	Ongoing, TPE to place on SharePoint & update at Staff Briefings	End of Term 4	LWE
Provide a professional development opportunity for staff to reflect on their own cultural identity, strengthening their perspective and understanding.	Complete. Possibly look to dive deeper *Series 2* Zane/Myah/Nate	End of Term 4	HMO

Welcome to Country

Where appropriate, significant events at our school commence with a Welcome to Country. Protocols for welcoming visitors to Country have been a part of Aboriginal and Torres Strait Islander cultures for thousands of years. By incorporating these protocols into formal events and important occasions, we recognise Aboriginal and Torres Strait Islander peoples as the First Australians and Custodians of their Land.

Deliverables	Status	Due Date	Assigned to
At significant school events, Iona College will have a Welcome to Country from a local Quandamooka Elder Earl Morgan.	Complete	End of Term 4	TPE
Educate staff on the difference between an Acknowledgment of Country and a Welcome to Country.	Complete	End of Term 4	TPE

Celebrate National Reconciliation Week

Our goal at Iona College is to ensure National Reconciliation Week (NRW) continues to be a focal point of learning and understanding. During NRW the topic of reconciliation will be discussed in the classroom and at whole school events. NRW is a time for all Australians to learn about our shared histories, cultures and achievements and to explore how each of us can join the national reconciliation effort.

Deliverables	Status	Due Date	Assigned to
Celebrate National Reconciliation Week by holding a smoking ceremony for Reconciliation Round in AIC sport (Gavin Tyson).	Ongoing	End of Term 2	TPE
Students from the Banji Group to speak at a whole school assembly on the importance of National Reconciliation Week.	Complete	End of Term 2	TPE
Host a family barbeque evening for First Nations families & allies to gather and connect during National Reconciliation Week.	Complete	End of Term 2	TPE

Build Relationships with Community

Iona College has a unique sense of community and connection to the local area. We aim to use this to strengthen and grow relationships with our First Nations Peoples on Quandamooka Country.

Deliverables	Status	Due Date	Assigned to
Iona students and staff will attend Aboriginal and Torres Strait Islander hosted functions, such as Winnam's annual Sorry Day event.	Complete / Ongoing		TPE
Iona will host Aboriginal & Torres Strait Islander family barbeque events at least twice a year.	Ongoing	End of Term 4	TPE
Iona will seek to extend the membership of the IRAP committee by inviting new members of our community to participate.	Complete / Ongoing		TPE

Teach About Reconciliation

Iona's goal is that every student, staff member and community member are provided with opportunities to engage with the process of Reconciliation. In doing so, the Iona community can continue to walk forward together in dialogue with First Nations Australians.

Deliverables	Status	Due Date	Assigned to
A calendar of significant events with the school during Term 1, to allow staff and students to learn about important dates and events that have shaped First Nations Australia.	Ongoing TPE to place on SharePoint		TPE
As a school in the Catholic tradition, the concept of Reconciliation will be taught during religious education classes and links made to the Sacrament of Penance.	Ongoing AVA to reach out in Term 4	End of Term 4	RKL
Iona will host a film night that engages the audience with the concept of truth telling and Reconciliation.	Ongoing	End of 2026 Zane has suggested some to LWE	TPE

Explore Current Affairs and Issues

Iona's goal is to provide opportunities for the community to remain informed about current affairs and issues affecting First Nations Australians where appropriate.

Deliverables	Status	Due Date	Assigned to
Subscribe to Indigenous Australian newsletters and emails to stay up to date and aware of any current affairs and news affecting First Nations Australians.	Complete	Beginning of 2024	LWE
In dialogue with Aboriginal and Torres Strait Islander peoples, be aware of current affairs and issues that may affect the wellbeing of Aboriginal and Torres Strait Islander students.	Ongoing	Ongoing	TPE
As issues arise, meet regularly with Aboriginal and Torres Strait Islander students individually and as a group for wellbeing check ins. Where necessary, engage the support of First Nations Peoples to care for the wellbeing of Aboriginal and Torres Strait Islander students.	Ongoing	Ongoing	TPE

Acknowledgment of Country

Iona's goal is to grow the community's awareness of the purpose and protocols of an Acknowledgement of Country.

Deliverables	Status	Due Date	Assigned to
Iona will continue to deliver Acknowledgments of Country every Monday morning at the staff briefing.	Complete	Ongoing	TPE
Acknowledgments will take place at each full school event and any events of significance.	Complete	Ongoing	TPE
Staff and students will be supported to prepare personalised acknowledgments.	Complete	Ongoing	TPE
Foster a sense of confidence and pride in Aboriginal and Torres Strait Islander students as they self-identify their culture in personalised Acknowledgments of Country.	Ongoing	Ongoing	TPE
Include an Acknowledgment of Country visibly into every classroom.	Ongoing	Ongoing	TPE

Aboriginal and Torres Strait Islander Flags

By flying the Aboriginal and Torres Strait Islander flags alongside the Australian flag, Iona's support for Aboriginal and Torres Strait Islander peoples will be visually represented.

Deliverables	Status	Due Date	Assigned to
The Aboriginal and Torres Strait Islander flags will be displayed at all whole college assemblies.	Complete	Ongoing	BTE
Badges displaying the Aboriginal and Torres Strait Islander and Australian flag will be sold during National Reconciliation Week.	Ongoing Yarn to Community Portfolio	Ongoing	BWR

Take Action Against Racism

Iona College will continue to grow a culture that fosters mutual respect and celebrations of diversity. By following the protocols outlined in the Cultural Safety Policy, we will continue to have a zero-tolerance approach to any forms of racism and racial discrimination.

Deliverables	Status	Due Date	Assigned to
Develop a Cultural Safety Policy that outlines how racism is addressed at the College.	Ongoing Shared with TGW & AMc	Ongoing	TPE TGO AMcP
Celebrate Harmony Week with events and awareness raising activities.	Complete TPE will yarn with Community Portfolio 2026	End of Term 1	TPE
Identify opportunities to educate staff and students about the nature scope and impact of racism.	Ongoing Aligns with PD & PGT sessions in Term 4	End of Term 4	TPE & TGO
Introduce the Cultural Safety Policy to Iona staff.	Ongoing TPE to Action throughout Term 4	End of Term 4	TPE, PMO & EMA

Curriculum Planning

Iona's goal is to have First Nations perspectives incorporated into the curriculum in all subjects.

Deliverables	Status	Due Date	Assigned to
Include First Nations perspectives as a regular agenda item in faculty and curriculum planning meetings.	Ongoing	End of Term 4	DEL
Identify opportunities to incorporate Aboriginal and Torres Strait Islander perspectives into the curriculum across all KLAs. Include these in planning documents.	Ongoing	End of Term 4	HOF Team

Inclusive Policies

All Iona policies will be reviewed and developed with consideration of inclusive practices and Aboriginal and Torres Strait Islander Peoples perspectives.

Deliverables	Status	Due Date	Assigned to
Develop a Cultural Safety Policy that ensures the treatment of Aboriginal and Torres Strait Islander Peoples within the community is fair and equitable. This policy will also ensure that all staff, students and community members will approach situations with cultural awareness and sensitivity.	Ongoing TPE to action throughout Term 4	End of Term 3	TPE, EMA & TGO
Iona College Leadership Team will consult with the IRAP committee on matters pertaining to Aboriginal and Torres Strait Islander perspectives.	Ongoing (TPE to check with EMA)	Ongoing	TGO

Staff Engagement with RAP

Iona College will inform staff of the iRAP and regularly update them on the status of deliverables. We aim to have a staff community working towards a common goal and understanding.

Deliverables	Status	Due Date	Assigned to
The IRAP will be officially launched at the college Commitment Mass. Here the college will make a commitment to the actions of the IRAP.	Complete	End of Term 1	EMA
Each term, staff will be informed of the progress of deliverables as appropriate.	Ongoing - TPE to place on SharePoint	Ongoing Term 4	TPE
A member of the IRAP committee will attend one faculty meeting each term to discuss ways to include deliverables in their planning.	Ongoing - AVA to ask iRAP staff to speak in 2026	Ongoing From 2026	AVA

Celebrate RAP Progress

Iona is committed to reflecting on and celebrating our growth in areas pertaining to Aboriginal and Torres Strait Islander histories, cultures and contributions in our school. We will track the progress of the iRAP, and celebrate our achievements, while generating new ideas to develop and sustain our iRAP into the future.

Deliverables	Status	Due Date	Assigned to
Iona will display the IRAP on the college website.	Ongoing	Ongoing	TPE & MWE
Iona will celebrate with the members of the IRAP committee to honour their contribution to the process of reconciliation.	Ongoing	End of Term 4	TPE/ EMA/ TGO

Opportunities for Aboriginal and Torres Strait Islander Students and Children

Iona commits to providing opportunities for Aboriginal and Torres Strait Islander students to learn and celebrate their cultural identities. These opportunities provide pivotal learning opportunities that benefit the community.

Deliverables	Status	Due Date	Assigned to
Iona will develop the Banji group that is a support network for Aboriginal and Torres Strait Islander students. This group will meet fortnightly and engage in various cultural activities.	Complete	End of Term 1	LWE
Through a process of consultation, a cultural captain will be identified and supported.	Ongoing TPE to action in Term 4	End of Term 1	TPE & EMA
A partnership will be explored between Iona College & Indigenous Pathways at University and TAFE Colleges with the goal of support the educational outcomes and career pathways of Aboriginal and Torres Strait Islander students.	Underway Banji Brothers participated in QUT Oodgeroo Unit Tour on 9 October 2025. Ongoing – more relationships to be set	End of Term 1	TPE & TCR