



# REFLECT RECONCILIATION ACTION PLAN

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*January 2022 – July 2023*

*(Conducted by Yoga Australia on behalf of the Australian yoga teaching community and with assistance from Ngungwulah Aboriginal Corporation ICN 9263)*



# Meeting Place by Scarlet Barnett

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*This mandala is an acknowledgment of the common ground between aboriginal culture and the yoga community in Australia. The 8 petals of the mandala represent the 8 limbs of yoga, while the waves and spirals symbolise our shared connection to the natural flow of life and ancestral lineage. Further, each dot represents an individual person, coming together with a shared vision, common values, a common unity - community.*



**Scarlet Barnett**

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## About the Artist

Currently based in Naarm (Melbourne), Scarlet is a Bundjalung woman of Palawa descent, a trained yoga teacher and visionary artist.

Scarlet uses her artistic practice as a means of meditation, of quieting the mind and tapping into intuition. This practice enables her to explore the more subtle realms of human consciousness and in doing so create a bridge between her inner and outer worlds.

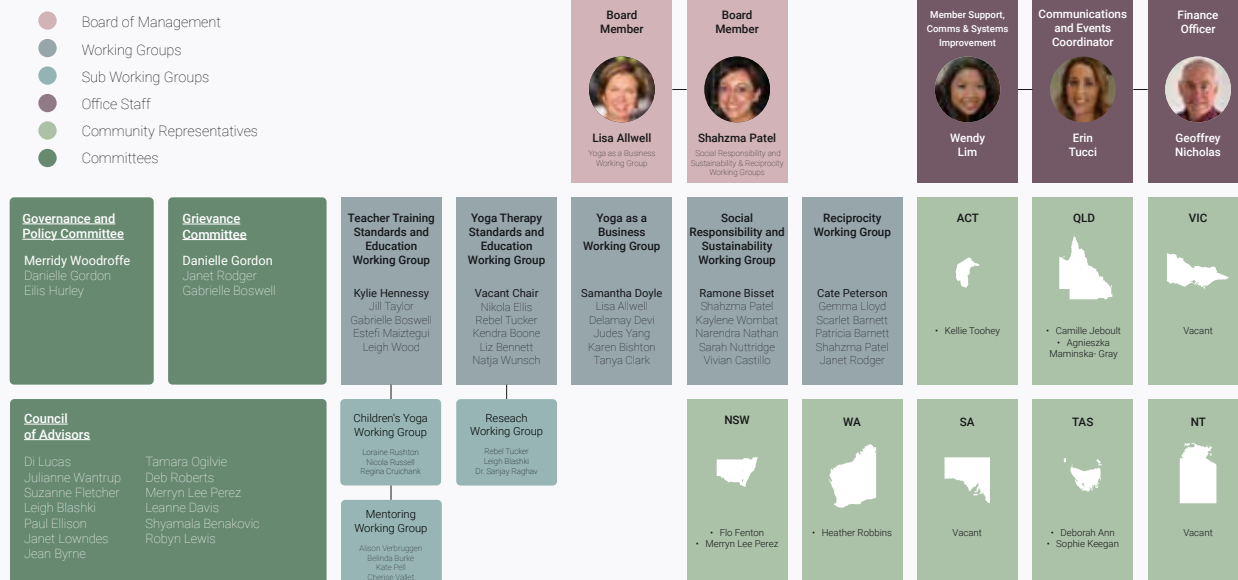
Through yoga, meditation and creativity, Scarlet's work is centred around the intersection of indigenous wisdom or "inner knowing" and yogic philosophy as it relates to everyday lived experience.

Scarlet uses metallic ink on black paper to bring her visions to life and to draw her audience into the abstract world of vibration, movement and creator consciousness. How can consciousness understand its contents if not for the artist that holds this mirror up to itself? So that it can see itself and in doing so, understand itself and evolve.

The intention behind Scarlet's dot mandalas is to help heal the divide between First Nations and Colonial Australians, that we may all see a part of ourselves, as a dot or a part of the greater whole, a fractal of the cosmic mandala.

# Our organisation

## Yoga Australia Organisational Structure 2021



v 8.2 December 2021

Yoga Australia is recognised as the peak advocacy organisation for yoga teachers in Australia. Its mission is to provide quality yoga for all Australians by promoting the values and benefits of yoga, supporting teaching yoga as a profession and providing information and resources to the media, medical and health professionals, educational organisations and the general public. Yoga Australia exists to maintain the integrity and tradition of yoga by upholding yoga standards for the benefit of the whole community. Yoga Australia ensures everyone can access, experience and enjoy the diverse benefits of yoga as a lifestyle and practice.

In performing this role, Yoga Australia works alongside numerous other yoga organisations, associations and bodies. Whilst Yoga Australia seeks to develop this Reconciliation Action Plan (RAP), it is on behalf of yoga teachers across the country that may or may not currently be paid members of Yoga Australia.

We estimate there are over 33,000 yoga teachers across Australia teaching yoga to over two million students (Yoga Participants Profile, July 2015 – June 2016, Roy Morgan Research). In positioning ourselves as a peak

advocacy organisation, we strive to support the widest reach of interests across the yoga teacher population in Australia and those who use the services of yoga teachers.

Yoga Australia has its office in Melbourne and employs 8 staff, supported by a volunteer cohort of up to 8 Board Members, a Council of Advisors, Community Representatives and Working Group Members across a number of sub-committees. Currently our Membership stands at over 3, 000 members.

At present there are no staff or Board members identifying as Aboriginal and/or Torres Strait Islander Peoples but part of the RAP involves taking affirmative action on this account through building diversity/inclusion awareness and preparing targeted recruitment strategies.

In all its endeavours, Yoga Australia is guided and informed by our [Code of Ethics](#), which has its roots in yogic tradition and philosophy. These ethics points guide our reconciliation initiatives at all times. Below is Yoga Australia's Statement of Ethics which emphasises the role that these philosophical value play in our reconciliation endeavours:



# Statement of Ethics

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This Statement of Ethics guides yoga teachers in their work of supporting students' yoga practice. It is based on the traditional yogic ethical principles, the yamas and niyamas, as outlined in Patanjali's Yoga Sutras. This Statement of Ethics reflects the timeless, living principle that our essential nature is awake, aware, compassionate and peaceful.

Yoga is a system of self-investigation, self-transformation and self-realisation. Its practices and lifestyle aim to integrate the body, mind, heart and spirit and awaken students to their innate wholeness. The role of the yoga teacher is to guide and support students in their practice of yoga. Yoga teachers aim to nurture the physical, emotional, psychological, social and spiritual well-being of students.

- 1. Ahimsa – Nonviolence and Compassion** As yoga teachers we seek to do no harm to others and to act with care and compassion.
- 2. Satya – Truthfulness** As yoga teachers we act truthfully at all times.
- 3. Asteya – Not stealing** As yoga teachers we only take what is rightfully ours.
- 4. Brahmacharya – Self-Restraint in the path to wholeness** We recognise that the teacher – student relationship exists to serve the deepest goals of yoga. Thus we practise self-restraint and direct our energy and actions toward these deep aims of yoga.
- 5. Aparigraha – Non-clinging** As yoga teachers we practise the principle of nonattachment and generosity and we welcome change, acknowledging the natural abundance of life.
- 6. Saucha – Purity/Cleanliness** As yoga teachers we cultivate purity of body, mind and environment. This includes fostering clarity of intention, ongoing self-care and a clean environment for yoga practice.
- 7. Santosha – Contentment/Happiness** As yoga teachers we practice an active acceptance of the present thus developing deep happiness.
- 8. Tapas – Discipline** As yoga teachers, we are dedicated to a disciplined and committed yogic lifestyle.
- 9. Swadhyaya – Self-Study** As yoga teachers we are committed to ongoing self-reflection and continued learning.
- 10. Ishvarapranidhana – Relationship with Wholeness** Our aim as a yoga teacher is to serve the deepest goals of yoga. We honour and encourage an on-going relationship with innate wholeness and oneness with all life.

# Our RAP

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Yoga is a Sanskrit word defining the effort to yoke body, mind and spirit. The oldest written descriptions of yoga practice are from 300-400 BC whilst older evidence of yoga practice exists indicating practice in the Indian subcontinent up to 6,000 years ago. Yoga has prospered across the world thanks to India retaining and practising this knowledge and deliberately disseminating it worldwide within the last century. Indeed yoga is very much India's current calling card, culminating in International Yoga Day, as successfully proposed by Indian Prime Minister Narendra Modi in 2015.

Our proposition is that the ongoing practice of yoga within Australia might be informed by local cultural practices. The deep understanding of presence, listening, respect, community, oneness with Country and the strong yoking of body, Country (mind) and spirit inherent in Aboriginal and Torres Strait Islander Peoples' way of life, and fundamental to survival of this oldest living culture on the planet, is of deep relevance to yoga practitioners. Specific practices currently being brought to wider attention include, but are in no way limited to, mindfulness practices such as Dadirri, Yama considerations such as Kanyini, Asana practices such as Wayapa Wuurk and trauma relief practices such as We-Al-i. By respectful listening and learning, yoga teachers and community are in a position to positively affect the gradient of respect for Aboriginal and Torres Strait Islander Peoples and in this way contribute to reconciliation in this country.

Yoga, as a discipline, has many tools for addressing the human condition and where (organically) requests are made by Aboriginal and Torres Strait Islander communities and individuals for contribution by the yoga community to health and wellbeing, this will be provided in the spirit of reconciliation. We are undertaking the RAP to participate in reconciliation in Australia and to use our unique position to open pathways of respect, consideration, reciprocity and deep learning that will help heal the hurts and allow us all to move on as one body of humanity in this country. Yoga is an evolutionary discipline

based on firm principles and has much to learn from the oldest surviving and thriving culture in the world.

YA is informed and supported by the **Yaan Circle** for the purposes of this rap - a growing collective of yoga teachers identifying as Aboriginal and Torres Strait Islander Peoples who meet regularly to share experiences, ideas and opportunities relating to their work and experience. Yaan Circle members provide culturally aware guidance to make sure that we operate in appropriate and respectful ways. They also provide assistance regarding approaches and actions pertaining to the RAP process. In their dialogue, the Yaan Circle make use of the word reciprocity, as it implies we start from the beginning to develop a robust and reciprocal relationship based on good will and respect.

To support the undertaking of the RAP, Yoga Australia is forming a RAP Working Group (RWG). Members of this group are responsible for preparing the key documentation for each stage of the RAP and, once approved, take accountability for the ongoing consultation, oversight and completion of reciprocal actions towards reconciliation. Yoga Australia seeks to ensure the RWG provides a path for clear communication and accountability across all levels of the organisation and is particularly careful to ensure there is representation from its members identifying as Aboriginal and Torres Strait Islander People. The RWG consists of Yaan Circle Representatives, a Board Representative and RAP Champion, a Ngungwulah Aboriginal Corporation Representative and a YA Staff Representative. All RWG members are required to be members or staff of Yoga Australia and already demonstrating a commitment to their role or volunteer work within the organisation.



# Yoga Australia RAP Working Group Members

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**Janet Rogers**

YA Representative  
CEO of Yoga Austral



**Shazma Patel**

YA RAP Champion  
Board Member of Yoga Australia



**Gemma Lloyd**

Yaan Circle Representative  
Yuin, Dunghutti and  
Gumbangyir woman



**Cate Peterson**

Nungwulah Representative  
Director of Ngungwula



**Scarlet Barnett**

Yaan Circle Representative  
Palawa woman



**Patricia Bordon**

Ngungwulah Representative



**YA Staff**

YA Staff Representative  
Communications & Events



# The Yaan Circle



**Ella Noah Bancroft**  
Bundjalung woman  
[ellanoahbancroft.net](http://ellanoahbancroft.net)



**Emma Ceolin**  
Yirrgaryndji woman  
[emmaceolin.com](http://emmaceolin.com)



**Ros Fogg**  
Darug woman  
[Ros Fogg IYTA 50th Anniversary](#)  
[Welcome to Country](#)



**Jem Stone**  
Bundjalung woman living on  
Wurundjeri Country  
[One Little Warrior Woman](#)  
[wayahwellness.com.au](http://wayahwellness.com.au)



**Gemma Lloyd**  
Yuin, Dunghutti and  
Gumbangyir woman  
[The Sacred Country Collective](#)



**Eve White**  
Wiradjuri woman living on  
Eora land  
[evewhite.com.au](http://evewhite.com.au)



**Kirt Mallie**  
Torres Strait Islander man  
living on Darkinjung Land  
[facebook.com/kirtos](https://facebook.com/kirtos)



**Scarlet Barnett**  
Palawa woman living on on  
Wurundjeri Country  
[mandalashala.art](http://mandalashala.art)



**Leisa Marie Hicks**  
A proud Kamilaroi living on  
Dharawal speaking country  
[instagram/yogi\\_b.a.r.e](https://instagram/yogi_b.a.r.e)



**Kaylene Dyinawili Wombat**  
Proud Mirning, Wirangu,  
Kokotha woman  
[springwoodstudio.com.au/about/teachers/60-kaylene-kerdel](http://springwoodstudio.com.au/about/teachers/60-kaylene-kerdel)



**Trish McNicholl**  
Living on Kurna Land  
[adelaidepilatesstudio.com.au](http://adelaidepilatesstudio.com.au)



**Shelia Rose**  
A proud Wiradjuri woman,  
born in Ngunnawal country  
[sheila\\_rose@y7mail.com](mailto:sheila_rose@y7mail.com)



**Michele Heaton**  
Proud Kamiliroi Woman living  
in Yuin Country  
[facebook.com/pushcomestoshovefitness.net](https://facebook.com/pushcomestoshovefitness.net)



**Malika Warda**  
Noongar - Ballardong woman  
living on Wadjak Noongar  
boodja  
[www.cntrespace.com.au](http://www.cntrespace.com.au)



# Our partnerships and current activities

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Formally undertaking a RAP marks and progresses several years of participation in and support for individual projects in the spirit of reconciliation that include:

- Acknowledgment of Country postcards and explanation provided to all new members and throughout the yoga teaching community to encourage Acknowledgement of Country to be provided prior to class.
- Publication of two articles in the YA Newsletter: [Teaching Yoga in Australia is Different](#) and [Why Yoga needs Wayapa](#)
- Holding [Country and Culture](#) - a cultural awareness day with Ruth Langford of Nayri Niara in Hobart for our members there
- Participating in the Miriam Rose Foundation Tour in 2019 to familiarise yoga teachers with the practice of [Dadirri](#) (Inner, deep listening and quiet, still awareness)
- Participating in Being of Service in Remote Australia, two days in the Kimberley for yoga teachers inclusive of [Mowanjum Festival](#) (one of Western Australia's largest cultural celebrations)
- Hosting the Reciprocity Group on our Facebook page, which currently has close to 500 members and allows discussion and enquiry to take place between yoga teachers who are interested in supporting and being involved in the process of reconciliation
- Provision of a webinar within our Forum Series entitled [Acknowledging Country](#) as the first of quarterly webinars within this series

On its website, Yoga Australia introduces visitors to the [Reconciliation Action Plan](#), events/activities and resources. We are working alongside Ngungwulah Aboriginal Corporation (NAC - ICN 9263) which aims to:

- Amplify the voice of our First Nations yoga teachers throughout the country by providing support to the Yaan Circle
- Create working opportunities for First Nations peoples within the yoga community
- Provide a portal for selling products and services of First Nations peoples
- Expand the number of businesses appropriately Acknowledging Country
- Support and encourage Cultural Awareness trainings within yoga communities and as a component within yoga teacher trainings
- Facilitate bursary positions within yoga teacher trainings and classes for First Nations peoples
- Organise Wayapa Wuurk trainings for First Nations peoples and yoga teachers throughout Australia
- Provide cultural consultancy to the yoga community and yoga bodies across Australia including guidance for Yoga Australia Reconciliation Action Plan to ensure it comes to full realisation
- Support a nationwide series of interactive events between yoga communities and Traditional Custodians focused on healing - Yoga on Country
- Support a monthly newsletter and podcast series focused on reconciliation, reciprocity and respect between First Nations and yoga communities
- To operate and maintain a gift fund to be known as 'The Ngungwulah Aboriginal Corporation Gift Fund' in accordance with the requirements of the Income Tax Assessment Act 1997

NAC has signed a formal Memorandum of Understanding with Yoga Australia to ensure for a productive, transparent and transformative partnership, allowing the generational wisdom of its members to support and guide RAP actions. This can be viewed [here](#).





## RELATIONSHIPS

1

### Action

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

### Deliverable

### Timeline

### Responsibility

- a) Identify Aboriginal and Torres Strait Islander stakeholders and organisations within Australia that we might collaborate with on an organisational and community level.

December 2022

Yaan Circle Representatives

- b) Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations as demonstrated by related RAPs housed on the Reconciliation Australia website.

August 2022

RWG YA Staff Representative

- c) Introduce Yaan Circle and RWG Members. Discuss and formalise guiding principles of the relationship to strengthen stakeholder input to RAP

February 2022

RAP WG Chair  
& Yaan Circle Representatives

2

- *Build relationships through celebrating National Reconciliation Week (NRW).*

- a) Circulate Reconciliation Australia's NRW resources and reconciliation materials to Yoga Australia staff, volunteers and members.

May 2022

RWG YA Staff Representative

- b) RAP Working Group (RWG) members will participate in at least one external NRW event according to location.

May 2022

YA RAP Champion

- c) Encourage Yoga Australia's senior leaders, staff, volunteers and members to participate in at least one external event to recognise and celebrate NRW by providing links to known NRW events across Australia

May 2022

YA RAP Champion

- d) Provide a proforma for yoga teachers and studios to share information during NRW and/or to hold a NRW event

May 2022

RWG YA Staff Representative

- e) Provide links to all known NRW events across Australia to the yoga community and encourage members to ask local Aboriginal and Torres Strait Islander communities how they can be of service during this week

May 2022

Ngungwulah Representative



# 3.

*Promote reconciliation through our sphere of influence.*

a) Develop and implement a plan to raise awareness amongst all Yoga Australia staff, volunteers, members and their communities about our RAP commitments.	May 2022	RWG YA Staff Representative & YA CEO
b) Develop a strong voice of support from our senior leaders, in particular the President and CEO of Yoga Australia, in the delivery of RAP outcomes in their internal and external communications.	June 2022	YA RAP Champion
c) Develop and implement a plan to raise awareness amongst other yoga associations and yoga communities across Australia about our RAP commitments.	March 2022	RWG YA Staff Representative & Ngungwulah Representative
d) Engage and inform key stakeholders in the yoga community of how they might potentially contribute to our RAP, inclusive of all Yoga and Meditation Organisations.	February 2022	RWG YA Staff Representative
e) Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2022	YA RAP Champion & YA CEO
f) Identify external stakeholders that our organisation can engage with on our reconciliation journey.	July 2022	YA RAP Champion & YA CEO

# 4.

*Promote positive race relations through anti-discrimination strategies.*

a) Obtain advice on best practice in areas of anti-racism and anti-discrimination.	April 2022	YA RAP Champion
b) Conduct a review of HR policies and procedures to identify existing anti-racism and anti-discrimination provisions, and future needs.	August 2022	YA CEO



# 5.

*Facilitate the building of local relationships between local Aboriginal and Torres Strait Islander communities and yoga communities.*

a) Prepare text for Yoga Australia website accompanied by a newsletter article to bring member's attention to a section suggesting pathways of opening communication such as mutual attendance at local events of interest to both yoga and Aboriginal and Torres Strait Islander communities, creating a strong link to local Aboriginal and Torres Strait Islander Peoples' cultural and health services etc.	November 2022	Yaan Circle Representatives
b) Conduct a survey to ask all staff, volunteer and membership groups if they are currently working with, have direct relationships with Aboriginal and Torres Strait Islander Peoples', cultures in their Country or a pathway of progressing towards relationship. Include questions to understand cultural learning needs.	June 2022	RWG YA Staff Representative
c) Invite all YA members to join the Reciprocity FB page to keep up to date with what is happening in the reconciliation space. This is also a good place for YA members to meet Aboriginal and Torres Strait Islander Community members in Australia.	February 2022	RWG YA Staff Representative





## RESPECT

### Action

### Deliverable

### Timeline

### Responsibility

- *Increase understanding, value and recognition of Aboriginal and Torres Strait Islander Peoples' cultures, histories, knowledge and rights through cultural learning.*
- a) Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander Peoples' cultures, histories, knowledge and rights within our organisation.

September 2022

YA RAP Champion & Ngungwulah Representative
- b) Introduce Indigenous wellness modalities (eg. Wayapa Wuurrk, Dadirri, We Al-li, etc) to yoga teachers as avenues for ongoing training related to Connection to Country.

July 2022

Yaan Circle Representative
- c) Introduce one action to increase cultural learning through each of Yoga Australia's Committees and Working Groups: Governance, Training and Standards, Yoga Therapy, Yoga as a Business.

June 2022

YA RAP Champion
- d) Check Yoga Australia's public channels of communication and representation to ensure they are inclusive of Aboriginal and Torres Strait Islander Peoples.

June 2023

RWG YA Staff Representative
- e) All Board, staff and RWG members to complete SBS Cultural Inclusion Program

February 2022

YA RAP Champion
- f) Make SBS Cultural Inclusion Program available to members and investigate at a reduced rate for volunteers.

March 2022

YA RAP Champion
- g) Schedule a series of monthly stories across 2022 from yoga teachers identifying as Aboriginal and Torres Strait Islander Peoples to increase awareness of Aboriginal and Torres Strait Islander Peoples, cultures, histories and achievements within the yoga community.

February 2022

Yaan Circle Representative
- h) Hold a forum discussing the importance of lineage to the way a culture is carried on and shared. Have speakers from yogic lineages and Aboriginal and Torres Strait Islander Peoples' lineages share their views and experiences.

December 2022

YA RAP Champion & RWG YA Staff Representative
- i) Yoga Australia Training and Standards Working Group to investigate the possibility to include and mandate for cultural awareness training in Yoga Teacher Trainings approved by Yoga Australia.

April 2023

YA Training and Standards Working Group Chairperson



# 2.

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

a) Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2022	YA CEO
b) Develop an understanding of the local Traditional Owners/Custodians of the lands, waters and sky within our organisation's office area of Melbourne and determine specific protocols here.	June 2022	RWG Yaan Circle Representative
c) Scope and develop a list of local Traditional Owners/Custodians and Community Organisations caring for the local lands and waters and approachable by yoga teachers to be involved in Cultural Trainings and events. Provide this list to our community.	July 2022	YA Community Representatives
d) Identify pathways for Yoga Teachers to develop cultural awareness of the Country on which they teach, ensuring to recommend programs and workshops facilitated by yoga teachers identifying as Aboriginal and Torres Strait Islander Peoples.	August 2022	Yaan Circle Representatives
e) Provide information to each state and regional coordinator to identify the Traditional Owners/Custodians of lands on which their local members teach.	April 2022	Ngungwulah Representative
f) Continue to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols by providing information to all new and renewing members.	June 2023	RWG YA Staff Representative
g) Ask yoga organisations in addition to Yoga Australia to circulate Acknowledgement of Country postcards and explanations to their membership base.	February 2022	Ngungwulah Representative
h) Encourage all studios to hang Acknowledgement of Country statements, conduct Acknowledgement of Country prior to class and include Acknowledgement of Country in their online communications.	March 2022	YA RAP Champion, YA CEO & YA President



3.

*Build respect for Aboriginal and Torres Strait Islander Peoples' cultures and histories by celebrating NAIDOC Week.*

a) Raise awareness and share information amongst our staff, volunteers and members about the meaning of NAIDOC Week and any other NAIDOC Week resources.	July 2022	RWG YA Staff Representative
b) Provide information on external NAIDOC Week events and encourage staff and members to participate in at least one event.	July 2022	YA RAP Champion
c) RAP Working Group members to participate in an external NAIDOC Week event.	July 2022	YA RAP Champion
d) Promote awareness of this RAP and NAIDOC Week through a donation-based webinar for yoga teachers via the Forum Series held on Yoga Australia.	July 2022	YA RAP Champion

4.

*Celebrate/recognise Aboriginal and Torres Strait Islander Peoples' dates of significance.*

a) Encourage yoga teachers to identify significant dates related to local Culture and how they might engage with these.	March 2022	RWG YA Staff Representative
b) Create and communicate a calendar of Aboriginal and Torres Strait Islander Peoples' festivals, seasons and dates of significance to all staff and members related to specific Countries.	April 2022	Ngungwulah Representative & Yaan Circle Representatives
c) Share information internally (between staff, Board and volunteer members) and externally (via newsletter and facebook page) about each date of significance by scheduling newsletter and facebook publications through the year.	February 2022	RWG YA Staff Representative
d) Encourage yoga studios to recognise each date of significance during Acknowledgement of Country at the commencement of class on that date	March 2022	Ngungwulah Representative & RWG YA Staff Representative





## OPPORTUNITIES

### Action

### Deliverable

### Timeline

### Responsibility

- 1 ● *Improve employment outcomes by increasing Aboriginal and Torres Strait Islander Peoples' recruitment, retention and professional development.*

- |   |                |   |
|---|----------------|---|
| a) Build understanding of current Aboriginal and Torres Strait Islander Peoples' staffing to inform future employment and professional development opportunities.   | June 2022      | YA RAP Champion                               |
| b) Develop a business plan for Aboriginal and Torres Strait Islander Peoples' employment to the Yoga Australia staff and Board.   | April 2022     | YA RAP Champion & Yaan Circle Representatives |
| c) Seek appropriate grants to facilitate Aboriginal and Torres Strait Islander Peoples' recruitment to the Yoga Australia staff.  | May 2022       | Ngungwulah Representative & YA CEO            |
| d) Encourage yoga studio owners to reach out to local Aboriginal and Torres Strait Islander recruitment agencies when filling positions by providing information on how to do this and a list of the appropriate agencies by state and region | November 2022  | Ngungwulah Representative                     |
| e) Work alongside the yoga community to provide bursary positions for both attendance at yoga classes and yoga teacher trainings, to facilitate a pathway of employment for Aboriginal and Torres Strait Islander Peoples.                    | September 2023 | Ngungwulah Representative                     |
| f) Seek grant funding to enable yoga teachers identifying as Aboriginal and Torres Strait Islander Peoples to become members of Yoga Australia, beginning with RWG members, Yaan Circle members then non-Yaan Circle yoga teachers.           | June 2022      | Ngungwulah Representative & YA CEO            |



2.

*Increase supplier diversity by engaging Aboriginal and Torres Strait Islander Peoples to support improved economic and social outcomes.*

a) Develop a business case for procurement from businesses owned by Aboriginal and Torres Strait Islander Peoples.	May 2023	YA RAP Champion & YA CEO
b) Specifically identify and promote eco businesses operated by Aboriginal and Torres Strait Islander Peoples that advocate and educate the use of products that do not harm the earth, in keeping with the principle of Caring for Country.	October 2022	RWG Yaan Circle Representatives

3.

*Investigate opportunities to increase uptake of yoga teachers identifying as Aboriginal and Torres Strait Islander People.*

a) Canvas online introduction to Indigenous wellness modalities (eg. Wayapa Wuurrk, Dadirri, We Al-li, etc) in order to encourage uptake of training by local Aboriginal and Torres Strait Islander Peoples to work towards having practitioners teach regular classes at studios	April 2023	RWG Yaan Circle Representatives
b) Develop prototypes and run trial Cultural Awareness sessions in yoga studios and within yoga teacher training programs conducted by yoga teachers identifying as Aboriginal and Torres Strait Islander Peoples, through their own businesses, working as subcontractors/service providers to the studios.	February 2023	RWG Yaan Circle Representative





## GOVERNANCE

1

### Action

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

### Deliverable

### Timeline

### Responsibility

- |   |               |                 |
|---|---------------|-----------------|
| a) Maintain a RWG to govern RAP implementation.   | June 2023     | YA RAP Champion |
| b) Draft and implement a Terms of Reference for the RWG   | February 2022 | YA RAP Champion |
| c) Maintain Aboriginal and Torres Strait Islander Peoples' representation and participation on the RWG. | May 2023      | YA RAP Champion |
| d) Develop and implement a RWG monthly meeting and reporting schedule.                                  | January 2022  | YA RAP Champion |

2

- *Provide appropriate support for effective implementation of RAP commitments.*

- |  |               |  |
|--|---------------|--|
| a) Define resource needs for RAP implementation.   | March 2022    | YA RAP Champion                          |
| b) Include RAP in Yoga Australia's Strategic Plan and Operational Plan with clear accountability for actions, including to the CEO and Board of Yoga Australia   | May 2022      | RAP Champion<br>YA President<br>& YA CEO |
| c) Define appropriate systems and capability to track, measure and report on RAP commitments.  | February 2022 | YA RAP Champion                          |
| d) Engage senior leaders in the delivery of RAP commitments.   | April 2022    | YA RAP Champion                          |
| e) Expand our current Yaan Circle of 10 to support the development of our RAP by approaching yoga teachers identifying as Aboriginal and Torres Strait Islander Peoples from across Australia, to more fully represent more Countries, whilst keeping the emphasis on an 'all inclusive' approach. | June 2023     | Yaan Circle<br>Representatives           |



3.

*Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.*

a) Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	<b>September 2022</b>	YA RAP Champion
b) Create a permanent section in Yoga Australia's Newsletter that informs of the RAP progression as well as updates from the Yaan Circle, Ngungwulah and any indigenous topics of interest.	<b>February 2022</b>	RWG YA Staff Representative
c) Set a schedule to regularly update the Reconciliation section of the Yoga Australia website to reflect progression of the RAP.	<b>September 2022</b>	RWG YA Staff Representative

4.

*Continue our reconciliation journey by developing our next RAP.*

a) Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP (Innovate RAP)	<b>June 2023</b>	YA RAP Champion
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**Contact details for public enquiries about our RAP:**

Janet Rodger  
CEO, Yoga Australia  
[ceo@yogaaustralia.org.au](mailto:ceo@yogaaustralia.org.au)

Board Member and RAP Champion, Yoga Australia  
[board@yogaaustralia.org.au](mailto:board@yogaaustralia.org.au)



