



# RECONCILIATION ACTION PLAN

January 2021 – December 2021

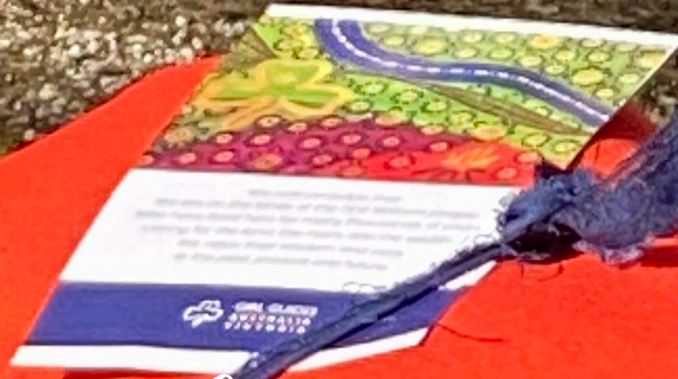




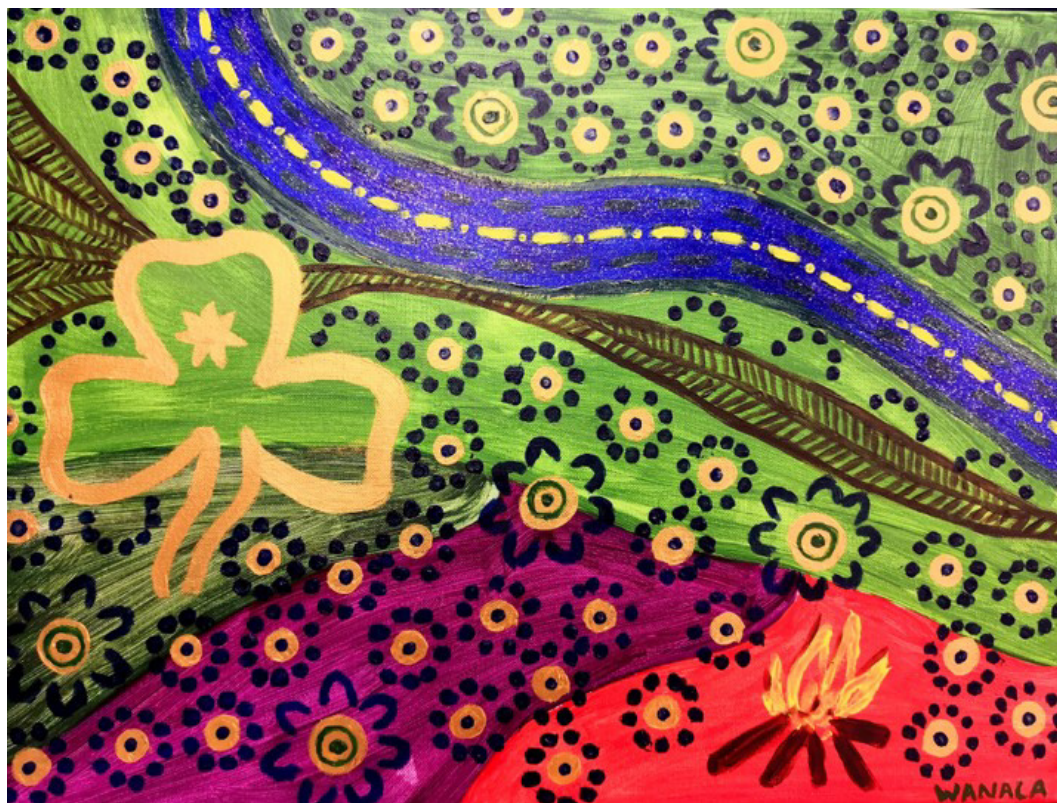
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# Acknowledgement of Country







*We acknowledge that  
We are on the lands of the First Nations people  
Who have lived here for many thousands of years  
Caring for the land, the rivers and the wildlife.  
We value their wisdom and care  
In the past, present and future.*



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# Opening



**Janelle Howell**

**State Commissioner**  
Girl Guides Victoria

As Girl Guides Victoria launches the first Girl Guides' Reconciliation Action Plan in Australia, creating focus and space to learn, discover, grow and create a more inclusive and diverse Guiding organisation across Victoria, we will each also be embarking on our own personal journey, as individuals within the larger organisation. I expect we won't get it all right, all the time; but I do expect we will admire and cherish the learnings and understandings that will make this a meaningful, sustainable and critically important series of steps to take.

For me, the process has caused me to reflect on my own upbringing and knowledge of our First Nation Australians, the traditions and ways of doing things - from yarnning circles, 'Welcome to Country' greetings, to lullabies sung to young children.

It is deeply moving for me to be able to support this step toward reconciliation, as State Commissioner, and I am honoured to endorse the valuable work of the Reconciliation Working Group in developing and drafting the Plan for us - and to each member of the Group, who has worked to make this happen - you are really appreciated!

One element of a commitment I made upon being appointed into the role of State Commissioner, was to find a First Nation Australian name, that could be held by each successive State Commissioner. It is thanks to Pollyanna and Tara - and through them, the guidance from their elders, that the name Wirrigirri has been selected. Wirrigirri means 'visitor with a message' and is very fitting, as the role of the State Commissioner is that of being a visitor to the many places on Aboriginal country, and as a 'visitor' bringing many messages.

I pay my respects and offer my appreciation to our leading First Nation Australian Girl Guides in Victoria and particularly, Gwenda Freeman, Tara Hicks and Pollyanna Smith; they have each offered me encouragement and inspiration to lead Girl Guides Victoria to be more inclusive, paving the way to improved experiences of Girl Guides for all First Nation's members, staff, volunteers, and visitors; and for all Girl Guides in Victoria to have the opportunity to participate in First Nations activities and celebrations, learning more about our unique Australian heritage.

Wirrigirri - Janelle Howell  
State Commissioner Girl Guides Victoria



# messages



**Gwenda Freeman**

**Reconciliation Sponsor**  
Girl Guides Victoria

As a child, I read books about Girl Guides. I became a Guide when I was 11 years old, and I've been involved with Girl Guides, off and on, ever since. In the 1960s, it seemed that Guiding was English, as was Australia. Aboriginal people seemed to be aliens – in their own country! I accepted that this was just how it was, but as I grew older, I wished it wasn't!

It's been wonderful to see Girl Guides Victoria adopt a more inclusive Promise and Law (2012), and now embracing the concept of 'inclusiveness' with regard to First Nations people.

I'm so delighted that those in leadership positions have made this a priority, and are keen to make it all happen. Aboriginal and Torres Strait Islander cultures are valuable – and with a focus on sustainability and community support – perhaps more so than any settler/migrant/refugee suspected in the past. The opportunity to learn about the various histories and cultures, and their practice and values, is Australia's extraordinary inheritance.

It's been an honour to have worked for the past three years with such a beautiful bunch of Guiding Sisters, to develop this Reconciliation Action Plan. I pay tribute to their foresight and passion. Thank-you to Star (then Assistant Commissioner) for inviting me, and to Janelle (now State Commissioner) for placing such value on our work. Special thanks to First Nations members and friends Tara and Polly (Wiradjuri/Yorta Yorta), plus Abi (Yorta Yorta) and Alicia (Nyoongar), for your collegiality, support and insightful contributions.

The RAP lays out a pathway, with actions to take, small changes to be made, that will assist Girl Guides Victoria to become more 'inclusive' for First Nations people (youth and adult members, leaders, staff, volunteers, and their families) – and that will make a difference. Congratulations on launching this.

Gwenda Freeman (Guiding name 'Wanya') (Yorta Yorta)  
Girl Guide Unit Leader – Avoca  
Reconciliation Project Sponsor.



**Pollyanna Smith**

**Youth Member**  
Girl Guides Victoria

I am a Wiradjuri person who was born on, and is growing up on Jaara Country. I am a fourth generation Girl Guide in Victoria. My Great Grandma was a Girl Guide in the 50's at St Arnaud, my Nan was a Girl Guide in the 70's at Syndal and became a leader in the early 2000's in Mooroolbark. My mum was a Girl Guide in Mooroolbark and became a leader in Bendigo. This is my 10th year as a Girl Guide in Bendigo.

I am very excited that Victoria is going to be the first Girl Guide state to create a Reconciliation Action plan. I am proud of the work I have done as part of the working group, of the work completed, and excited about the changes which are coming. I know there has been development and change in progress for decades. My Guiding experience, as a result, has been more culturally safe than it was for my mum and her mum before her.

As an organisation GGV still has a journey to walk to make sure every First Nation's girl has access to a culturally safe experience and world. I am thankful for the opportunity to have been the youth member in this working group and to have the support of GGV for my voice to be heard and to action change.



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# Our reconciliation action plan



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# Artist profile



## The story of the painting **Girl Guide Reconciliation**

Of her artwork, Gwenda says:

*'The blue ribbon represents a river (It's symbolic, rather than putting all Victoria's rivers into it), and the brown are mountain ranges. The background colours are the different soils and grasses and trees making up Victoria. The circles and dots are the gatherings of all the Girl Guides and their Leaders and volunteers, in Units and Regions. The trefoil is our Girl Guide symbol and the campfire represents our activities.'*

**Artist: Wanala, Gwenda Freeman**



### **Gwenda Freeman**

Reconciliation Sponsor  
Girl Guide Unit Leader, Avoca





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# About Girl Guides Victoria

Girl Guides Victoria (GGV) seeks to **empower girls and young women to grow into confident, self-respecting, responsible community members**. We do this through providing girls with non-formal education programs, co-created by the girls themselves with support from adult volunteers. Girl Guides provides an experience that is relevant to today's girls' interests and needs.



Through the program, Girl Guides are encouraged to challenge themselves by learning about new things, gaining new skills, and engaging in activities that assist their personal development. This is achieved through the Girl Recognition System of badges and awards, as well as through the whole Girl Guide experience. GGV seeks to provide holistic development by supporting a girl's physical, spiritual, emotional, and cultural needs.

The program is facilitated by trained adult volunteers who support girls at meetings, usually weekly, at Girl Guide Halls and other suitable venues across Victoria, as well as events such as large group camps, adventure activities, community service

activities, and other learning activities. Some adult volunteers provide leadership and management across the GGV Districts and Regions.

GGV is an Association incorporated by an Act of Parliament, the Girl Guides Association of Victoria Act (1958) Victoria. GGV holds deductible gift recipient and charitable tax concession status.

GGV is a member of Girl Guides Australia (GGA), which is in turn a member of the World Association of Girl Guides and Girl Scouts (WAGGGS), and provides the structure by which girls and women in Victoria pursue the principles and values of global Guiding.







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We're on  
our journey.







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**GGV is a volunteer organisation**, however a small number of staff are employed to carry out the operational responsibilities of the organisation.

Organisational leadership in GGV is provided by volunteer managers (the "State Patrol"), who liaise with National and International Guiding bodies and members. The State Patrol provides guidance and direction to all staff and volunteers, who contribute to the operational running of the organisation. Volunteers are grouped into Regions, Districts, and Units and deliver programs to Girl Guides across Victoria.



**Girl Guides**

Girls aged 5-17 who participate in the "Girl-Led" Australian Guiding program.



**Girl Guide Leaders**

Volunteer Leaders of Youth who co-design, facilitate and deliver Girl Guide programs and activities.

**Girl Guide Managers**

Volunteer Leaders of Leaders who provide management and leadership across Girl Guide programs and activities.

**Girl Guide State Patrol**

Volunteer leadership across Leaders, Managers, the Girl Guide programs and activities.

**Adult Members**

Volunteers and supporters who contribute in various ways to Girl Guide programs, activities, operational and governance responsibilities such as Executive Committee Members, property maintenance and fundraising support.

**Staff Members**

Employed contributors with key skills and experience to support specific operational responsibilities, such as financial management, customer service, communications and Girl Guide programs and activities.







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GGV and many Girl Guide Units also receive ad hoc **volunteer support** from non-members, including families, friends and community organisations for fundraising and maintenance activities.

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Ultimately, the Girl Guides are the foundation of our organisation under our **“Girl-Led” model**, with adult volunteers providing support and guidance where necessary.

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GGV has **73 youth members, four adult members**, and zero staff who identify as Aboriginal and/or Torres Strait Islanders (as at April, 2021).

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Data has been collected since 2017, and therefore does not reflect the total membership as members who joined before this date were not asked to share this information

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**GGV has 307 Girl Guide “Units”** they are located in most towns and suburbs across rural and metropolitan Victoria. A Girl Guide Unit is an individual group of youth members and adult members who meet regularly (often weekly) to participate in programs and activities.

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Individual **Girl Guide Units are scattered across metropolitan, regional, and rural parts of Victoria.**

Multiple Girl Guide Units may meet at the same location, and meeting places may be owned by GGV or may be rented from another organisation. Each of the 323 Units belong to one of 76 geographical Districts, with each District belonging to one of 10 geographical Regions.

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More than  
10 million Girl  
Guides across  
the world.





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# Our reconciliation journey

GGV seeks to be an **inclusive organisation** and to create an organisational identity that is **uniquely Victorian and Australian**.



We are working towards developing **respectful cultural relationships** within our organisation. We want to celebrate our unique Australian heritage, and ensure that all of our Leaders and Girl Guides learn more of the history, culture, and celebrations of Aboriginal and Torres Strait Islander significance. Various individuals and groups within GGV have acknowledged long connection to the land: using Aboriginal and/or Torres Strait Islander names for Patrols, Leaders' nicknames, and properties, to acknowledge Aboriginal and Torres Strait Islander cultures. Some Units have participated in local activities such as NAIDOC week. There has been no organisational commitment to advancing reconciliation until now.

**Cohesion amongst our members** is integral. Part of achieving this is to see our Aboriginal and Torres Strait Islander Leaders and Girl Guides develop a **sense of belonging within GGV**, and for our wider membership to develop a sense of belonging to this land. Our members can then reflect and appreciate where they live, and can connect with local Aboriginal and Torres

Strait Islander cultures and cultural activities as appropriate. To achieve this sense of belonging, the GGV State Leadership Team (including the Governance Chair, State Commissioner and Chief Executive Officer) alongside other GGV members, agreed that GGV would look into a process for acknowledging and incorporating Aboriginal and Torres Strait Islander cultures and histories, and welcoming Aboriginal and Torres Strait Islander members.

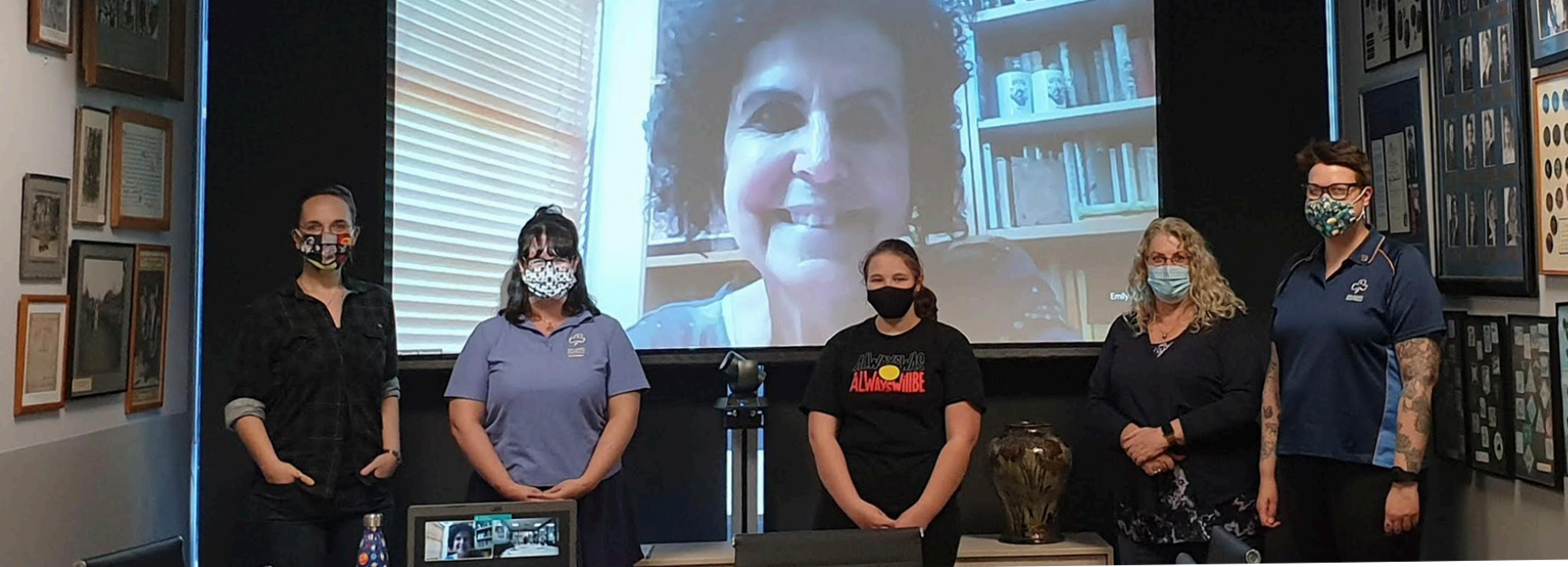
In 2018, a Working Group was established to begin the process. This group prepared a draft 'Reflect' RAP in an older format, and submitted this to Reconciliation Australia. Working through feedback from Reconciliation Australia, the decision was made to re-submit in the newer template version, which is more specific about the sorts of actions that need to be taken early in an organisation working towards reconciliation.

We have chosen to do a RAP because it is a tried and tested process for the sort of change, in positive steps, that we plan for Guiding Victoria.





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#### RAP Working Group:

<b>Gwenda Freeman</b>	Reconciliation Sponsor Girl Guide Unit Leader, Avoca
<b>Polly Anna Smith</b>	Reconciliation Youth Member
<b>Jenni Clarke</b>	Department Manager, Inclusion and Diversity
<b>Emily Doyle</b>	Girl Guide Unit Leader, Brunswick
<b>Tara Hicks</b>	Girl Guide Unit Leader, Bendigo
<b>Jacqui Siebel</b>	Girl Guide Unit Leader, Monash
<b>Louisa Watts</b>	Region Manager, Central Highlands

Pre 2021:

<b>Star McBean</b>	Assistant State Commissioner
<b>Katie Possingham</b>	JPC Team Member

*The RAP Working Group includes three Aboriginal Girl Guides (two adult and one youth members) alongside other adult members.*

#### Reconciliation Supporters:

<b>Janelle Howell</b>	State Commissioner, 2020 – current
<b>Michele Stokes</b>	Governance Chair, 2020 – current

Pre 2021:

<b>Shannon Cheal</b>	Chief Executive Officer
<b>Amanda Kelly</b>	Chief Executive Officer
<b>Holly Bracken</b>	Governance Chair
<b>Lynne Emblin</b>	State Commissioner

*Support has been provided by State Patrol, JPC Team (GGV Staff), Executive Committee alongside the wider Guiding community. The Working Group operates as an advisory group to GGV Executive Committee and the State Patrol.*





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“Change doesn’t  
happen over night,  
but we are taking  
steps together  
on our journey of  
reconciliation.”

**Pollyanna Smith**

**Youth Member**  
Girl Guides Victoria







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# Our community partnerships

As our Joyce Price Centre (JPC) office is located in Melbourne (Docklands), we have made contact with Wurundjeri Cultural Heritage Council. We have asked them to arrange an appropriate person to perform a formal Welcome to Country.



# Our activities and initiatives

Girls Rock (conference for Girl Guide Leaders, Managers, and volunteers) in February 2019 included a presentation from an Aboriginal Guide Leader about her experiences, the difference between a Welcome to Country and an Acknowledgement of Country, the launch of a piece of artwork, and a standard Acknowledgement.

Some local Guide Units use acknowledgements and signage at meeting locations and display the Aboriginal and Torres Strait Islander flags.

Some groups have participated in Aboriginal and Torres Strait Islander cultural activities, such as National Reconciliation Week and NAIDOC Week.







# Relationships

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> </ul>	June, 2021	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	July, 2021	Chief Executive Officer
<b>2. Build relationships through celebrating National Reconciliation Week.</b>	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to our staff.</li> </ul>	May, 2021	State Commissioner
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external National Reconciliation Week event.</li> </ul>	27 May - 3 June, 2021	Governance Chair
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week.</li> </ul>	27 May - 3 June, 2021	State Commissioner
	<ul style="list-style-type: none"> <li>Encourage our staff and members - including youth members as part of their activities - to attend local National Reconciliation Week event/s by communicating with all stakeholders via social media, website, local media, Guiding News, State Events Calendars.</li> </ul>	27 May - 3 June, 2021	State Commissioner
	<ul style="list-style-type: none"> <li>Circulate appropriate programming resources to GGV Volunteers prior to the commencement of the National Reconciliation Week.</li> </ul>	May, 2021	Department Manager, Inclusion and Diversity
	<ul style="list-style-type: none"> <li>Support Guide Leaders to run National Reconciliation Week - related programming in their meetings during National Reconciliation Week by providing ideas and support.</li> </ul>	May, 2021	Youth Patrol Manager



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>3. Promote reconciliation through our sphere of influence.</b>	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all members and staff.</li> </ul>	May/June 2021	State Commissioner
	<ul style="list-style-type: none"> <li>Develop a plan to raise awareness amongst all staff and members across the organisation about our RAP commitments.</li> </ul>	May 2021	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Develop a Communication Strategy with use of social media, website, local media, Guiding News, State Events Calendars.</li> </ul>	May 2021	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>	June 2021	RAP Working Group Sponsor
	<ul style="list-style-type: none"> <li>Identify Reconciliation Australia and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	June 2021	Girl Guide Unit Leader, Bendigo
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	October 2021	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Conduct a review of people policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	December 2021	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to our staff and members.</li> </ul>	May 2021	Chief Executive Officer





# Respect

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	<ul style="list-style-type: none"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.                             <ul style="list-style-type: none"> <li><i>Adult members of GGV will be encouraged to participate in cultural orientation workshops to assist them to provide a supportive environment for their Girl Guides.</i></li> </ul> </li> </ul>	September 2021	Department Manager, Inclusion and Diversity, and Department Manager, Learning and Development
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation</li> </ul>	September 2021	Department Manager, Learning and Development
	<ul style="list-style-type: none"> <li>Compile an internal report on program materials and resources available that may assist Guide Leaders to create awareness/education with the Girl Guides in their groups</li> </ul>	September 2021	Youth Patrol Manager
<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> </ul>	August 2021	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Increase staff and member understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	August 2021	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Develop a process/protocol/policy for Indigenous oversight for any media or internal communications regarding Aboriginal and Torres Strait Islander matters.</li> </ul>	September 2021	Chief Executive Officer



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>6. Continued...</b> <b>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	<ul style="list-style-type: none"> <li>Develop a GGV 'Acknowledgement of Country' Statement to be used for various purposes (signage, speaking, etc) by all members.</li> </ul>	May 2021	RAP Working Group Chair
	<ul style="list-style-type: none"> <li>Develop an Acknowledgement of Country sign (printable and ideally customisable) and encourage this to be displayed at halls and campsites.</li> </ul>	May 2021	Chief Executive Officer
<b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating National Aborigines and Islanders Day Observance Committee (NAIDOC) Week.</b>	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff and members about the meaning of NAIDOC Week.</li> </ul>	May 2021	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Introduce our staff and members to NAIDOC Week by promoting external events in our local area.</li> </ul>	July 2021	Chief Executive Officer
	<ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	First week in July 2021	RAP Working Group Chair
	<ul style="list-style-type: none"> <li>Encourage our staff and members to attend local NAIDOC week event/s by: Communicate to all stakeholders via Social media, website, local media, Guiding News, State Events Calendars.</li> </ul>	First week in July 2021	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Circulate appropriate resources to our staff and members to enable preparation and planning for Units to participate.</li> </ul>	May 2021	Chief Executive Officer
<ul style="list-style-type: none"> <li>Develop a NAIDOC or National Reconciliation Week badge program for the youth members based on learnings and celebrating Aboriginal &amp; Torres Strait Islander cultures and histories.</li> </ul>	December 2021	Youth Patrol Manager <i>(via team involvement with the Girl Guides)</i>	





# Opportunities

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	<ul style="list-style-type: none"> <li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> </ul>	September 2021	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing and leadership positions to inform future employment, appointment and professional development opportunities.</li> </ul>	September 2021	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Develop a social connection network for Aboriginal Girl Guides.</li> </ul>	September 2021	Chief Executive Officer
<b>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	<ul style="list-style-type: none"> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	September 2021	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership.</li> </ul>	September 2021	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Investigate possible grants and sponsorship to enable some meaningful opportunities for Aboriginal Youth members to attend otherwise expensive activities, such as overseas travel to WAGGGS centres, adventure activities, etc.</li> </ul>	December 2021	Chief Executive Officer





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# Governance

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b>	<ul style="list-style-type: none"> <li>Form a Reconciliation Working Group to govern Reconciliation Action Plan implementation.</li> </ul>	May 2021	State Commissioner
	<ul style="list-style-type: none"> <li>Draft a Terms of Reference for the Reconciliation Working Group.</li> </ul>	February 2021	State Commissioner
	<ul style="list-style-type: none"> <li>Maintain a Reconciliation Action Plan Working Group to support and monitor the Reconciliation Action Plan implementation; membership to comprise of:               <ul style="list-style-type: none"> <li>at least two Aboriginal and/or Torres Strait Islander volunteers, staff, or advisors,</li> <li>at least two decision-making volunteers or staff from across our organisation, plus (at least one with the aim of two) youth representatives.</li> </ul> </li> </ul>	February 2021	RAP Working Group Chair
	<ul style="list-style-type: none"> <li>Establish and apply a Terms of Reference for the Reconciliation Working Group.</li> </ul>	July 2021	RAP Working Group Chair
	<ul style="list-style-type: none"> <li>Meet at least four times per year to drive and monitor RAP implementation.</li> </ul>	January, April, July, October 2021	RAP Working Group Chair



<b>11. Provide appropriate support for effective implementation of RAP commitments.</b>	• Define resource needs for Reconciliation Action Plan implementation.	May/June 2021	Chief Executive Officer
	• Engage senior leaders in the delivery of Reconciliation Action Plan commitments.	May 2021	State Commissioner
	• Define appropriate systems and capability to track, measure and report on Reconciliation Action Plan commitments.	May 2021	RAP Working Group Chair
<b>12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	• Complete and submit the annual Reconciliation Action Plan Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2021	RAP Working Group Chair
<b>13. Continue our reconciliation journey by developing our next RAP.</b>	• Register via Reconciliation Australia's website to begin developing our next Reconciliation Action Plan - Innovate (three months prior to Reconciliation Action Plan expiry date).	February 2022	Chief Executive Officer





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## OUR LOCATIONS

# Girl Guide Units 5 - 17

### **11th Ballarat Co 10-15**

BALLARAT | Wadawurrung

### **1st Aberfeldie Brownie Guides 7 - 11**

ESSENDON NORTH | Wurundjeri

### **1st Alfredton Co 10-15**

BALLARAT | Wadawurrung

### **1st Beaumaris Brownie Guides**

EAST BENTLEIGH | Kulin Nations

### **1st Bentleigh Pk**

EAST BENTLEIGH | Kulin Nations

### **1st Blackburn South Pk 6-10**

BLACKBURN SOUTH | Kulin Nations

### **1st Carlton Guides 5-15**

CARLTON | Kulin Nations

### **1st Cheltenham Brownie Guides**

CHELTENHAM | Kulin Nations

### **1st Chiltern Guides**

CHILTERN | Yorta Yorta

### **1st Clifton Hill Brownie Guides**

NORTH FITZROY | Wurundjeri

### **1st Darebin Brownie Guides**

THORNBURY | Wurundjeri

### **1st Deer Park Guides 10-17**

DEER PARK | Kulin Nations

### **1st Eltham Brownies 7-11**

ELTHAM | Wurundjeri

### **1st Eltham Guide Unit 10-15**

ELTHAM | Wurundjeri

### **1st Eltham Gumnut Guides 5-8**

ELTHAM | Wurundjeri

### **1st Hampton Park Co**

HAMPTON PARK | Kulin Nations

### **1st Hartwell Pk**

Camberwell | Kulin Nations

### **1st Heidelberg Brownie Guides**

HEIDELBERG | Wurundjeri

### **1st Kerang Guides 10-15**

KERANG | Wemba-Wemba

### **1st Laburnum Guides 10-14**

BLACKBURN | Kulin Nations

### **1st Maffra Guides 7-15**

MAFFRA | Gunaikurnai

### **1st Mansfield Girl Guides**

MANSFIELD | Taungurung

### **1st Monbulk Guides**

MOOROOLBARK | Wurundjeri

### **1st Mooroolbark Co 11-13**

MOOROOLBARK | Wurundjeri

### **1st Narre Warren Butterfly Guides**

NARRE WARREN | KULIN NATIONS

### **1st Noble Park Co 10-15**

NOBLE PARK | Kulin Nations

### **1st Oakleigh South Guides 10 - 14**

OAKLEIGH SOUTH | Kulin Nations

### **1st Pascoe Vale Gumnut Guides**

PASCOE VALE | WURUNDJERI

### **1st Pascoe Vale South Guides 9-13**

PACSCOE VALE | Wurundjeri

### **1st Plenty Brownie Guides 7-11**

PLENTY | Wurundjeri

### **1st Seaford Brownies 7-11**

SEAFORD | Bunurong

### **1st Sebastopol Co**

SEBASTOPOL | Wadawurrung

### **1st Shepparton Junior Guides 6 - 10**

SHEPPARTON | Yorta Yorta

### **1st Strathmerton Guides**

STRATHMERTON | Yorta Yorta

### **1st Thornbury Guides**

THORNBURY | Wurundjeri

### **1st Tyabb Guides 10-17**

TYABB | Bunurong

### **1st Undera Brownie Guides 7-16**

UNDERA | Yorta Yorta

### **1st Wantirna Heights Brownie Guides**

BAYSWATER | Kulin Nations

### **1st Yarra City Girl Guides**

FITZROY NORTH | Wurundjeri

### **1st Yarra Glen Guides 11-15**

YARRA GLEN | Wurundjeri

### **2nd Canterbury Minerva Guides 13 - 17**

CANTERBURY | Kulin Nations

### **2nd Eltham Brownies 7-11**

ELTHAM | Wurundjeri

### **2nd Herne Hill Senior Guides 9 - 16**

GEELONG | Wadawurrung

### **2nd Highton Junior Guides 5 - 10**

HIGHTON | Wadawurrung

### **2nd Highton Senior Girl Guides**

HIGHTON | Wadawurrung

### **2nd Hoppers Crossing Guides 10-15**

HOPPERS CROSSING | Wadawurrung

### **2nd Mildura South Co 7-15**

MILDURA SOUTH | Latji Latji, Ngintait and  
Nyeri Nyeri People

### **2nd Mooroolbark Ranger Guides 14-17**

MOOROOLBARK | Wurundjeri

### **2nd Mt Waverley Co 10-15**

MOUNT WAVERLEY | Kulin Nations

### **2nd Mt Waverley Rainbow Fairy Guides**

MOUNT WAVERLEY | Kulin Nations

### **2nd Oakleigh South Pk 5-10**

OAKLEIGH SOUTH | Kulin Nations

### **2nd Pearcedale Brownie Guides**

PEARCEDALE | Bunurong

### **2nd Seaford Co 10-15**

SEAFORD | Bunurong

### **2nd Wantirna Heights Guides**

BAYSWATER | Kulin Nations

### **3rd Bentleigh Guides 10-14**

EAST BENTLEIGH | Kulin Nations

### **3rd Blackburn South Co 10-15**

BLACKBURN SOUTH | Kulin Nations

### **3rd Box Hill Extreme Guides 10 - 17**

MONT ALBERT | Wurundjeri

### **3rd Brighton Brownie Guides 6-10**

HAMPTON | Kulin Nations

### **3rd Hamilton Guides 5-11**

HAMILTON | Gunditjmarra

### **3rd Herne Hill Junior Guides**

GEELONG | Wadawurrung



GIRL GUIDES  
AUSTRALIA  
VICTORIA

**3rd Vermont Twistee Guides 6-11**  
VERMONT | Kulin Nations

**4th Ballarat Guides 5-15**  
BALLARAT | Wadawurrung

**4th Brighton Brownie Guides 6-10**  
HAMPTON | Wadawurrung

**4th East Malvern Guides 7-11**  
EAST MALVERN | Kulin Nations

**4th Hoppers Crossing  
Brownie Guides 7-11**  
HOPPERS CROSSING | Kulin Nations

**4th Keilor Girl Guides**  
KEILOR | Wurundjeri

**4th Mooroolbark Pk 8 - 10**  
MOOROOLBARK | Wurundjeri

**4th South Yarra Guides**  
PRAHRAN | Kulin Nations

**4th Werribee Brownie Guides 7-13**  
WERRIBEE | Kulin Nations

**5th Brighton Guides 10-15**  
HAMPTON | Kulin Nations

**5th Vermont Guides 11-14**  
VERMONT | Kulin Nations

**7th Brunswick Guides 9 - 13**  
BRUNSWICK WEST | Wurundjeri

**Albert Park Guides**  
ALBERT PARK | Kulin Nations

**Altona Sugargum Guides**  
ALTONA | Kulin Nations

**Ashburton Milky Way Guides**  
ASHBURTON | Kulin Nations

**Ashburton Southern Cross Guides**  
ASHBURTON | Kulin Nations

**Ashburton Stardust Guides**  
ASHBURTON | Kulin Nations

**Ashburton Supernovas Guides**  
ASHBURTON | Kulin Nations

**Avoca Gem Girl Guides 6-11**  
AVOCA | Dja Dja Wurrung

**Bacchus Marsh Blue Star  
Guides 14-17**  
DARLEY | Wurundjeri

**Bacchus Marsh Ivy Guides**  
DARLEY | Wurundjeri

**Bacchus Marsh Rainbow Guides**  
DARLEY | Kulin Nations

**Bairnsdale Guides**  
BAIRNSDALE | Gunaikurnai

**Ballarat Begonia Junior Girl Guides**  
BALLARAT | Wadawurrung

**Ballarat Choc Chics Ranger  
Guides 13 - 17**  
NORTH BALLARAT | Wadawurrung

**Barwon Heads Dolphin Guides**  
BARWON HEADS | Wadawurrung

**Beaufort Blue Wren Guides 10 - 17**  
BEAUFORT | Wadawurrung

**Beaufort Fairy Wren Guides 6 - 10**  
BEAUFORT | Wadawurrung

**Beaumaris Bintu Guides**  
BEAUMARIS | Kulin Nations

**Bellarine Girl Guides**  
NEWCOMB | Wadawurrung

**Benalla Girl Guides**  
BENALLA | Yorta Yorta

**Bendigo Lightning Girl Guides 10 - 14**  
GOLDEN SQUARE | Dja Dja Wurrung

**Bendigo Star Guides 7 - 10**  
GOLDEN SQUARE | Dja Dja Wurrung

**Bendigo Wonderland Ranger Guides**  
GOLDEN SQUARE | Dja Dja Wurrung

**Bennettswood Kosmic Guides 10-14**  
BURWOOD | Kulin Nations

**Bennettswood Sparkly Guides 7-11**  
BURWOOD | Kulin Nations

**Bentleigh BRUOP Olaves**  
EAST BENTLEIGH | Kulin Nations

**Bentleigh Ranger Guides 14 - 17**  
EAST BENTLEIGH | Kulin Nations

**Berwick Bamberra Guides 8 - 11**  
BERWICK | Kulin Nations

**Berwick Boomerang Guides**  
BERWICK | Kulin Nations

**Berwick Oldie Mouldie Guides 12 - 17**  
BERWICK | Kulin Nations

**Box Hill Bandicoots Girl Guides**  
MONT ALBERT | Wurundjeri

**Brighton Ranger Guides 15 - 17**  
HAMPTON | Kulin Nations

**Brunswick Brownie Guides**  
BRUNSWICK WEST | Wurundjeri

**Camperdown Junior Guides**  
CAMPERDOWN | Eastern Maar

**Canterbury Dolphin Guides**  
CANTERBURY | Kulin Nations

**Canterbury Sunset Guides**  
CANTERBURY | Kulin Nations

**Carrum Downs Girl Guides**  
CARRUM | Kulin Nations

**Carrum Guides 5-15**  
CARRUM | Kulin Nations

**Castlemaine Golden Guides**  
CASTLEMAINE | Dja Dja Wurrung

**Castlemaine Raindrop Guides**  
CASTLEMAINE | Dja Dja Wurrung

**Cobram Girl Guides**  
COBRAM | Yorta Yorta

**Coburg Girl Guides**  
PASCOE VALE | Wurundjeri

**Cranbourne Dolphin Guides 5-11**  
CRANBOURNE | Bunurong

**Cranbourne Gasbags 18-30**  
CRANBOURNE | Kulin Nations

**Cranbourne One N Only  
Ranger Guides**  
CRANBOURNE | Bunurong

**Cranbourne Paw Print Guides 5-11**  
CRANBOURNE | Bunurong

**Cranbourne Yartuwe the  
Moonlight Guides**  
CRANBOURNE | Bunurong

**Croydon West Enchanted  
Brownie Guides**  
CROYDON | Kulin Nations





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# Girl Guide Units 5 - 17

## **Croydon West Sunshine Guides 10-15**

CROYDON | Kulin Nations

## **Dandenong High School Girl Guides**

NOBLE PARK | Kulin Nations

## **Dandenong West Primary School Guides**

DANDENONG | Kulin Nations

## **Darebin Bunyip Ranger Guides**

RESERVOIR | Wurundjeri

## **Darebin Lake Girl Guides**

RESERVOIR | Wurundjeri

## **Darebin South Brownie Guides**

THORNBURY | Wurundjeri

## **Daylesford Guides 6-17**

DAYLESFORD | Dja Dja Wurrung

## **Deer Park Junior Guides 5-11**

DEER PARK | Kulin Nations

## **Delacombe Junior Guides 5-11**

SEBASTOPOL | Wadawurrung

## **Dimboola Girl Guides**

DIMBOOLA | Wotjobaluk, Jaadwa, Jadaw-  
adjali, Wergaia, Jupagalk Nations

## **Docklands Girl Guides**

DOCKLANDS | Kulin Nations

## **Donvale Danger Ranger Guides 14.5 - 17**

NUNAWADING | Kulin Nations

## **Donvale Dolphin Guides 7-10**

NUNAWADING | Kulin Nations

## **Donvale-Nunawading Bluebells**

NUNAWADING | Kulin Nations

## **Donvale-Nunawading Golden Guides**

NUNAWADING | Dja Dja Wurrung

## **Donvale-Nunawading Gumnut Guides**

NUNAWADING | Kulin Nations

## **Doreen Junior Guides**

DOREEN | Wurundjeri

## **Dragon Fly Drone Guides**

MULGARA | Wurundjeri

## **Drouin Gumnut Brownie Guides**

DROUIN | Drouin sits on Bunurong Land  
however the hall is marked as not having a  
recognised Traditional Owner Group

## **Drouin Junior Guides**

DROUIN | Drouin sits on Bunurong Land  
however the hall is marked as not having a  
recognised Traditional Owner Group

## **Drouin Senior Guides 10-15**

DROUIN | Drouin sits on Bunurong Land  
however the hall is marked as not having a  
recognised Traditional Owner Group

## **Drysdale Girl Guides**

DRYSDALE | Wadawurrung

## **East Doncaster Banksia Blossom Guides**

DONCASTER EAST | Wurundjeri

## **East Doncaster Wattle Girl Guides**

DONCASTER EAST | Wurundjeri

## **Echuca Girl Guides**

ECHUCA | Yorta Yorta

## **Eltham Echidna Ranger Guides 14-17**

ELTHAM | Wurundjeri

## **Eureka Butterfly Girl Guides**

BROWN HILL | Wadawurrung

## **Euroa Girl Guides**

EUROA | Taungurung

## **Fawkner Southern Cross Guides 5 - 9**

COBURG NORTH | Wurundjeri

## **Fawkner Wonderific Guides 9-13**

COBURG NORTH | Wurundjeri

## **Ferntree Gully Butterfly Guides**

FERNTREE GULLY | Kulin Nations

## **Ferntree Gully Froggeys Guides**

FERNTREE GULLY | Kulin Nations

## **Ferntree Gully Watermelon Guides 9-14**

FERNTREE GULLY | Kulin Nations

## **Fintona Junior Guides**

FINTONA | Wurundjeri

## **Garstonpark Guides 10 - 15**

EAST MALVERN | Kulin Nations

## **Geelong Ranger Guides**

GEELONG | Wadawurrung

## **Gisborne Lightning Guides 7-14**

GISBORNE | Wurundjeri

## **Glen Waverley Guides**

GLEN WAVERLEY | Kulin Nations

## **Greensborough Guides**

BUNDOORA | Wurundjeri

## **Grovedale Guides**

CROYDON | Wadawurrung

## **Guides Connect**

| N/A

## **Guiding In Your Pocket**

| N/A

## **Harrisfield Girl Guides**

NOBLE PARK | Wurundjeri

## **Healesville Girl Guides 5 - 17**

HEALESVILLE | Wurundjeri

## **Heathcote Brownie Guides 7-11**

HEATHCOTE | Dja Dja Wurrung

## **Heathmont Evagoras Girl Guides**

RINGWOOD | Wurundjeri

## **Heathmont Lakkari Guides**

RINGWOOD | Wurundjeri

## **Heathmont Talowa Guides 10 - 14**

RINGWOOD | Wurundjeri

## **Heidelberg Guides**

HEIDELBERG | Wurundjeri

## **Highton Friday Guides**

HIGHTON | Wadawurrung

## **Horsham Early Bird Guides**

HORSHAM | Wotjobaluk, Jaadwa, Jadaw-  
adjali, Wergaia, Jupagalk Nations

## **Horsham Night Owl Guides**

HORSHAM | Wotjobaluk, Jaadwa, Jadaw-  
adjali, Wergaia, Jupagalk Nations

## **Hume Dalburn Guides 6 - 16**

CRAIGIEBURN | Wurundjeri

## **Indian Community Group**

LANGWARRIN | N/A

## **Irymple Guides 5-15**

IRYMPLE | Latji Latji, Ngintait and Nyeri  
Nyeri People

## **Kensington Ancient Girl Guides**

KENSINGTON | Kulin Nations

## **Kerang Junior Guides**

KERANG | Wemba-Wemba

## **Kew Girl Guides**

KEW | Wurundjeri

## **Kew Ranger Guides**

KEW | Wurundjeri

## **Kilmore Kookaburra Guides**

KILMORE | Taungurung



GIRL GUIDES  
AUSTRALIA  
VICTORIA

**Knoxfield Lucky Clovers Guides**  
KNOXFIELD | Kulin Nations

**Knoxfield Southern Cross Guides**  
KNOXFIELD | Kulin Nations

**Knoxfield Triple N Girl Guides**  
KNOXFIELD | Kulin Nations

**Koonung Heights Girl Guides**  
MONT ALBERT | Wurundjeri

**Kyabram Girl Guides**  
KYABRAM | Yorta Yorta

**Laburnum Ladybird Brownie Guides**  
BLACKBURN | Kulin Nations

**Lakes Entrance Guides 5-12**  
LAKES ENTRANCE | Aboriginal Country

**Langwarrin Gumnut Guides**  
LANGWARRIN | Bunurong

**Langwarrin Junior Guides 7 - 10**  
LANGWARRIN | Bunurong

**Langwarrin Senior Guides 10 - 17**  
LANGWARRIN | Bunurong

**Lara Junior Guides 7-11**  
LARA | Wadawurrung

**Lara Senior Guides 10-15**  
LARA | Wadawurrung

**Leongatha Lizards Guides**  
LEONGATHA | Bunurong

**Leongatha Lyrebird Guides 5-12**  
LEONGATHA | Bunurong

**Lilydale Twilight Guides**  
LILYDALE | Wurundjeri

**Lyndale Greens Girl Guides**  
STRATHFIELDSAYE | N/A

**Lynden Park Guides**  
CAMBERWELL | Kulin Nations

**Maryborough Butterfly Guides 9 - 17**  
MARYBOROUGH | Dja Dja Wurrung

**Maryborough Caterpillar Guides 5 - 10**  
MARYBOROUGH | Dja Dja Wurrung

**Marysville Guides**  
MARYSVILLE | Taungurung

**Melbourne District Caving**  
MELBOURNE | Kulin Nations

**Melton Thoroughbred Guides**  
MELTON | Wurundjeri

**Melton Wildflower Guides**  
MELTON | Wurundjeri

**Mentone Guides**  
MORDIALLOC | Kulin Nations

**Middle Indigo Primary School  
Girl Guides**  
INDIGO | Yorta Yorta

**Mildura Murray River Guides**  
MILDURA | Latji Latji, Ngintait and Nyeri  
Nyeri People

**Mildura Rosella Girl Guides**  
MILDURA | Latji Latji, Ngintait and Nyeri  
Nyeri People

**Mitchell River Guides 10-15**  
BAIRNSDALE | Gunaikurnai

**Monbulk Gumnut Guides**  
MONBULK | Wurundjeri

**Montrose Girl Guides 7 -17**  
MONTROSE | Wurundjeri

**Moonee Valley Wildflower  
Guides 10 - 15**  
ESSENDON NORTH | Wurundjeri

**Mooroobark Gumnut Guides**  
MOOROOLBARK | Wurundjeri

**Mooroopna Girl Guides**  
MOOROOPNA | Yorta Yorta

**Morwell Gemstone Guides**  
MORWELL | Gunaikurnai

**Mt Eliza Koala Guides 7-11**  
MT ELIZA | Bunurong

**Mt Evelyn Butterfly Guides**  
MOUNT EVELYN | Wurundjeri

**Mt Evelyn Caterpillar Guides**  
MOUNT EVELYN | Wurundjeri

**Mt Evelyn Lady Bugs 7-11**  
MOUNT EVELYN | Wurundjeri

**Mt Waverley Chocolate Frog  
Guides 7-11**  
MOUNT WAVERLEY | Kulin Nations

**Mt Waverley Kanyaka-Yakkana**  
MOUNT WAVERLEY | Kulin Nations

**Mulgrave Girl Guides**  
MULGRAVE | Kulin Nations

**Narre Warren Northern Light Rangers**  
NARRE WARREN NORTH | Kulin Nations

**Narre Warren Nth Opal Butterfly  
Guides 6-10**  
NARRE WARREN NORTH | Kulin Nations

**Narre Warren Nth Senior Guides**  
NARRE WARREN NORTH | Kulin Nations

**Narre Warren Poppy Guides 10+**  
NARRE WARREN | Kulin Nations

**Nathalia Broken Creek Guides 5-14**  
NATHALIA | Yorta Yorta

**Neerim Junior Guides 5 - 15**  
NEERIM SOUTH | Kulin Nations

**Newborough Guides**  
NEWBOROUGH | Gunaikurnai

**Noble Park Lowana Guides 7-10**  
NOBLE PARK | Kulin Nations

**North Melbourne Gumnut Girl Guides**  
KENSINGTON | Kulin Nations

**North Melbourne Willow Girl Guides**  
KENSINGTON | Kulin Nations

**Nyah Guides 7 - 15**  
NYAH WEST | Wadi Wadi

**Oak Park Guides**  
OAK PARK | Wurundjeri

**Orbost Guides 7-11**  
ORBOST | Gunaikurnai

**Pakenham Moonbeam Gumnut  
Guides 5 - 8**  
PAKENHAM | Kulin Nations

**Pakenham Rainbow Guides**  
PAKENHAM | Kulin Nations

**Pearcedale Guides 10-15**  
PEARCEDALE | Bunurong

**Phillip Island Girl Guides 5 - 15**  
COWES | Bunurong





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# Girl Guide Units 5 - 17

## **Plenty Guides**

PLENTY | Wurundjeri

## **Plenty Gumnut Guides 5-8**

PLENTY | Wurundjeri

## **Plenty Rgu 14-17**

PLENTY | Wurundjeri

## **Point Cook Monkey Guides**

POINT COOK | Kulin Nations

## **Portland Burswood Discovery Guides**

PORTLAND | Gunditjmarra

## **Red Cliffs Girl Guides**

RED CLIFFS | Latji Latji, Ngintait and Nyeri Nyeri People

## **Romsey-Lancefield Platypus Guides 5-15**

LANCEFIELD | Wurundjeri

## **Rosebud Guides 10-15**

ROSEBUD | Bunurong

## **Rosebud Junior Guides**

ROSEBUD | Bunurong

## **Roxburgh Rise Primary School Girl Guides**

ROSEBUD | Wurundjeri

## **Sale Girl Guides**

SALE | Gunaikurnai

## **Sale Senior Girl Guides**

SALE | Aboriginal Country

## **Seabrook Girl Guides**

SEABROOK | Aboriginal Country

## **Seville Girl Guides 7 - 17**

SEVILLE | Gunaikurnai

## **Seymour Girl Guides**

SEYMOUR | Taungurung

## **Shepparton Senior Guides**

SHEPPARTON | Aboriginal Country

## **South Shepparton Junior Guides**

SHEPPARTON | Yorta Yorta

## **South Shepparton Senior Guides**

SHEPPARTON | Yorta Yorta

## **South Sudanese Guides**

NOBLE PARK | Kulin Nations

## **Springhurst Primary School Girl Guides**

SPRINGHURST | Yorta Yorta

## **Stonnington Hub Guides**

STONNINGTON | Kulin Nations

## **Strathfieldsaye Cookie Crumbs Girl Guides**

STRATHFIELDSAYE | Dja Dja Wurrung

## **Strathfieldsaye Senior Girl Guides**

STRATHFIELDSAYE | Dja Dja Wurrung

## **Sunbury Bluebell Ranger Guides**

SUNBURY | Wurundjeri

## **Sunbury Kamballa Guides**

SUNBURY | Wurundjeri

## **Sunbury Sugar Gliders Guides**

SUNBURY | Wurundjeri

## **Sunbury Wongguri Guides**

SUNBURY | Wurundjeri

## **Swan Hill Guides**

SWAN HILL | Wadi Wadi

## **Tallangatta Guides**

TALLANGATTA | Dhudhuroa

## **Tatura Girl Guides**

TATURA | Yorta Yorta

## **The Basin Birra-Li Guides 10-15**

BORONIA | Kulin Nations

## **The Basin Woornack Guides 5-11**

BORONIA | Kulin Nations

## **Tongala Girl Guides**

TONGALA | Yorta Yorta

## **Traralgon Adventure Guides**

TRARALGON | Gunaikurnai

## **Traralgon Junior Guides**

TRARALGON | Gunaikurnai

## **Truganina Girl Guides**

TRUGANINA | Kulin Nations

## **Tyabb Birra-Li Guides 5-11**

TYABB | Bunurong

## **1st Eltham Guide Unit**

ELTHAM | Wurundjeri

## **Upwey Junior Girl Guides**

UPWEY | Kulin Nations

## **Wangaratta Girl Guides**

WANGARATTA | Yorta Yorta

## **Warracknabeal Blooming Girl Guides 7-12**

WARRACKNABEAL | Wotjobaluk, Jaadwa, Jadawadjali, Wergaia, Jupagalk Nations

## **Warragul Brownie Guides**

WARRAGUL | Gunaikurnai

## **Warragul Ranger Guides**

WARRAGUL | Gunaikurnai

## **Warragul Senior Guides**

WARRAGUL | Gunaikurnai

## **Warrnambool Arkana Guides**

WARRNAMBOOL | Eastern Maar

## **Warrnambool Booval Park Guides**

WARRNAMBOOL | Eastern Maar

## **Werribee Adventure Guides**

WERRIBEE | Kulin Nations

## **Whitehorse Girl Guides 14+**

MITCHEM | Wurundjeri

## **Winchelsea Guides 5-15**

WINCHELSEA | Eastern Maar

## **Wodonga Belvoir Guides**

WODONGA | Waveroo and Dhudhuroa Nations

## **Wodonga Murray Munchkins Guides**

WODONGA | Waveroo and Dhudhuroa Nations

## **Wodonga Stonleigh Guides**

MOUNT WAVERLEY | Waveroo and Dhudhuroa Nations

## **Wonthaggi Yandiah Guides 7 - 15**

WONTHAGGI | Bunurong

## **Woodend Possum Guides**

WOODEND | Wurundjeri

## **Wyndham Wombat Ranger Guides**

WYNDHAMVALE | Kulin Nations

## **Wyndhamvale Cool Guides 5-15**

WYNDHAMVALE | Wadawurrung

## **Yarra City Power Ranger Guides**

FITZROY NORTH | Kulin Nations

## **Yarra Glen Junior Guides 5 - 10**

YARRA GLEN | Wurundjeri

## **Yarra Junction Guides 6 - 16**

YARRA JUNCTION | Wurundjeri

## **Yarraville Butterfly Guides 8-10**

YARRAVILLE | Kulin Nations

## **Yarraville Ladybird Ranger Guides**

YARRAVILLE | Kulin Nations

## **Yarraville Peppercorn Guides**

YARRAVILLE | Wurundjeri

## **Yarraville Turtle Guides**

YARRAVILLE | Kulin Nations

## **Yarrowonga Brownie Guides**

YARRAWONGA | Aboriginal Country

# Olave Units 18 - 29



GIRL GUIDES  
AUSTRALIA  
VICTORIA

**1st Bentleigh Pk**  
EAST BENTLEIGH | Kulin Nations

**1st Hampton Park Co**  
HAMPTON PARK | Kulin Nations

**1st Hartwell Pk**  
CAMBERWELL | Kulin Nations

**Bentleigh BRUOP Olaves**  
EAST BENTLEIGH | Kulin Nations

**Central Highlands Olaves**  
CENTRAL HIGHLANDS | N/A

**Cranbourne Gasbags 18-30**  
CRANBOURNE | Kulin Nations

**Donvale-Nunawading Bluebells**  
NUNAWADING | Kulin Nations

**Eltham Copper Butterfly Olaves**  
ELTHAM | Wurundjeri

**Ladies of the Lake**  
RESERVOIR | Wurundjeri

**Maroondah Alinta Olaves**  
MAROONDAH | Kulin Nations

**Mt Waverley Kanyaka-Yakkana**  
MOUNT WAVERLEY | Aboriginal Country

**Mt Waverley Kiama Olave**  
MOUNT WAVERLEY | Kulin Nations

**Yarra Ranges Wahroonga Olave**  
MOUNT EVELYN | Wurundjeri

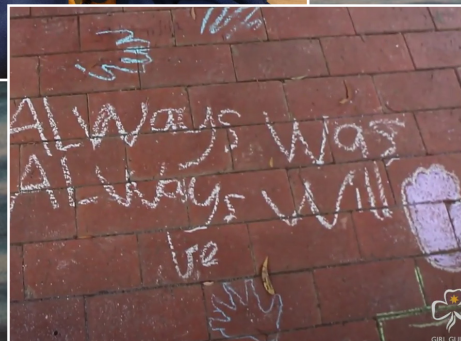






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GIRL GUIDES  
AUSTRALIA  
VICTORIA





GIRL GUIDES  
AUSTRALIA  
VICTORIA

Gwenda Freeman (Guiding name 'Wanya') (Yorta Yorta)  
Girl Guide Unit Leader - Avoca  
[gwenda.freeman@guidesvic.org.au](mailto:gwenda.freeman@guidesvic.org.au)

Janelle Howell, State Commissioner  
[janelle.howell@guidesvic.org.au](mailto:janelle.howell@guidesvic.org.au)

Suite 882/401 Docklands Drive,  
Docklands VIC 3008  
(03) 8608 3500

[www.guidesvic.org.au](http://www.guidesvic.org.au)