



One Door Mental Health Innovate Reconciliation Action Plan

June 2019 - June 2021



Our RAP Artwork

Our Reconciliation Action Plan (RAP) artwork was developed by Aboriginal graphic designer Rhonda Sampson of RS Creative Solutions, a proud descendant of the Kamilaroi people. The artwork depicts the shared journey of Reconciliation of One Door Mental Health.



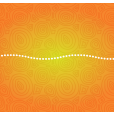
Individual & Family

This symbol represents individuals who are surrounded by their family.



One Door Mental Health Services

One Door Mental Health provide statewide services located in both metro and rural regions. The metro region is represented by the larger symbols and services based in rural areas are represented by the smaller symbols.



Connections

The connecting lines represent the individuals and their families who are either connected or in need of being connected to One Door Mental Health's services.



RAP Journey

The footprints connecting all three pillars of the RAP represent One Door Mental Health's journey towards Reconciliation.

RAP Initiatives

Featured at the center of the artwork are the three RAP pillars **Relationships, Respect and Opportunities**.



Relationships - Developing and sustaining strong relationships built on trust and respect between the broader Australian community and Aboriginal and Torres Strait Islander peoples.



Respect - Building a stronger understanding and respect of Aboriginal and Torres Strait Islander culture, rights and experiences.



Opportunities - Developing and implementing culturally appropriate, partnership-centered solutions that uphold the unique rights of Aboriginal and Torres Strait Islander peoples helps to create the right environment for Aboriginal and Torres Strait Islander peoples to participate equally.

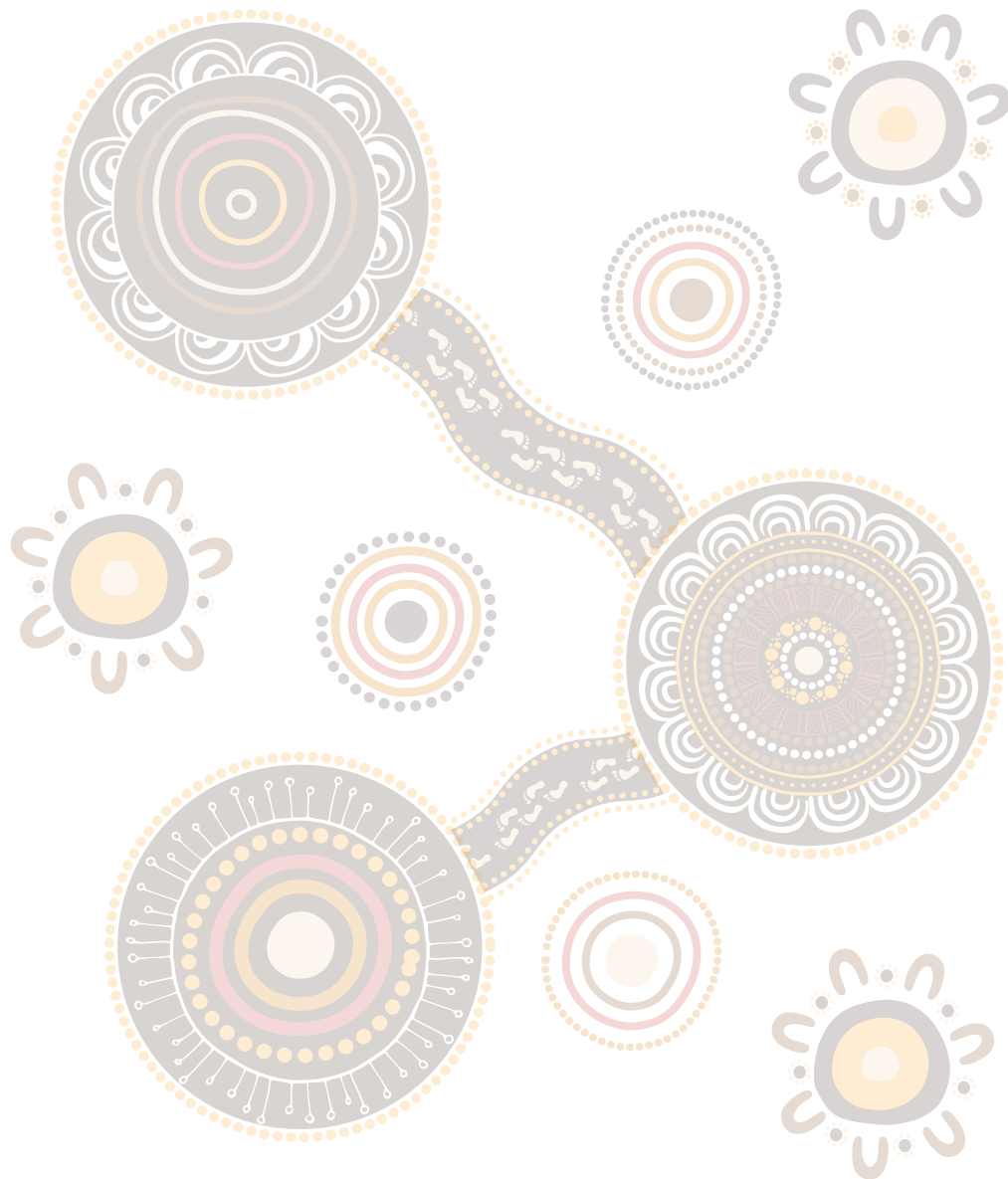


Acknowledgement

One Door Mental Health acknowledges Aboriginal and Torres Strait Islander peoples as the custodians of the lands on which One Door Mental Health operates and their continuing connection to land, waters and community.

We pay our respects to their Culture, Country and Elders past, present and future.

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Message From Reconciliation Australia



Karen Mundine
Chief Executive Officer
Reconciliation Australia

On behalf of Reconciliation Australia, I am delighted to see One Door Mental Health continue its reconciliation journey and to formally endorse its second Innovate RAP.

Through the development of an Innovate RAP One Door Mental Health continues to play an important part in a community of over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia, defines and measures reconciliation through five critical dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides One Door Mental Health with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, One Door Mental Health will strengthen its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish One Door Mental Health well as it embeds and expands its own unique approach to reconciliation. We encourage One Door Mental Health to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend One Door Mental Health on its second RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Message From Our CEO



Kathi Boorman
Chief Executive Officer
One Door Mental Health

I am thrilled that One Door Mental Health has had its second Reconciliation Action Plan (RAP) officially endorsed. Advocacy and Inclusion are a strong part of One Door's history and continue to be a core focus for our future.

Our vision for reconciliation is a community that has deep respect for Aboriginal and Torres Strait Islander people and promotes social justice and strong advocacy support for Aboriginal and Torres Strait Islander people living with mental illness, and their families and carers.

One Door's RAP aims to develop and build strong relationships with Aboriginal and Torres Strait Islander communities, and to nurture and support Aboriginal and Torres Strait Islander employees. This includes ensuring that we have a culturally appropriate and inclusive approach to everything that we do.

We value the holistic view of health and wellbeing in Aboriginal and Torres Strait Islander communities, with an emphasis on social, emotional, and spiritual wellbeing. Family and community input are highly regarded, as is the case in all One Door services and programs.

NAIDOC Week 2019 celebrations were a highlight for me, joining many of our staff to participate in local events that celebrated the contributions of Aboriginal and Torres Strait Islander people to our communities.

Our RAP Working Group, which includes Aboriginal and Torres Strait Islander employees, will continue the work of our previous Working Group as well as contribute their own knowledge and new ideas for reconciliation.

Our services will continue to deliver support that focuses on culture, community and connection. As an organisation, we will support advocacy efforts towards Makarrata, a process of peace and the coming together of two worlds.

Kathi Boorman
Chief Executive Officer
One Door Mental Health

Our Business

One Door Mental Health (formerly The Schizophrenia Fellowship of NSW) began in 1985 with a public meeting attended by more than 300 people. This meeting demonstrated the need for a powerful advocacy movement to ensure equal access to treatment and a world free of stigma for those living with a mental illness. This led to the establishment of our not-for-profit community-based organisation working in the field of mental illness.

One Door Mental Health has a diversity of experienced and qualified staff employed across its services. Currently, we employ around 270 people. We also enjoy the support of hundreds of people who volunteer their time in numerous ways. As of December 2018, One Door Mental Health has 12 employees that identify as Aboriginal and Torres Strait Islander – 4.4% of our workforce.

Our services operate in regional and metropolitan NSW, as well as the ACT. From more than 20 sites, we deliver disability employment services, National Disability Insurance Scheme (NDIS) services, carer services, telephone outreach services and clinical supports. Our services assist more than 4,500 people per year as well as hundreds of others who regularly attend one of our 60 support groups - as either a person living with a mental illness or a carer.

Our clients (both carers and consumers) include 165 Aboriginal and Torres Strait Islander people. The locations where there are larger numbers of Aboriginal and Torres Strait Islander clients include Campbelltown/Camden, Wagga Wagga and Western Sydney.

We also play an active role in mental health advocacy. We do this by working together with others in the sector to advocate to governments and other decision-making bodies to bring about policy change, by conducting grass-roots advocacy to improve local services and by organising events and campaigns, such as our Wellness Walk, to raise awareness and reduce stigma.

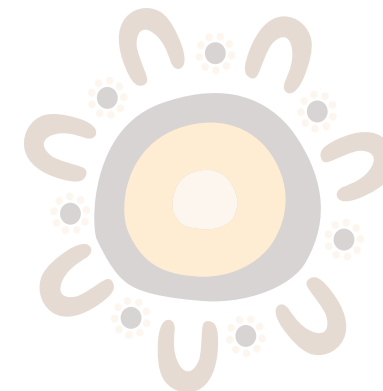
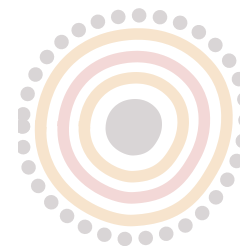
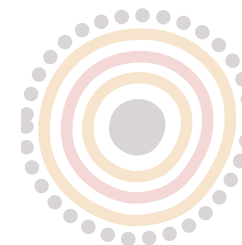
One Door Mental Health is committed to improving the circumstances and lives of people with a serious mental illness, their families, carers, as well as supporting professionals working in the area. One Door Mental Health respects all people and holds a vision of a society where people with a mental illness are valued and treated as equals. We are committed to providing support and innovative programs for consumers, families, carers and the broader community.

One Door Mental Health works to:

- Eliminate stigma and create a society that is both understanding and accepting.
- Ensure that people with a mental illness, and their carers and relatives, have access to information and appropriate services.
- Advocate on behalf of people with a mental illness, their carers, their families and other mental health professionals, for better government policy in the areas of research, treatment, rehabilitation, housing and other relevant areas.
- Provide innovative programs and support.
- Ensure effective and accountable management.

The following organisations support One Door financially:

- NSW Department of Health;
- The National Disability Insurance Agency;
- Commonwealth Department of Health and Ageing;
- Commonwealth Department of Social Services;
- Commonwealth Department of Employment;
- Various private and company donations.



Our Vision for Reconciliation

One Door Mental Health is deeply committed to creating 'a society in which people with mental illness are valued and treated as equals'. This includes assisting Aboriginal and Torres Strait Islander people to access quality mental health services. One Door Mental Health acknowledges that reconciliation is an important part of achieving this.

Aboriginal and Torres Strait Islander people experience a larger burden of poor mental wellbeing in Australia. The overall suicide rate amongst Aboriginal and Torres Strait Islander people is twice that of non-Aboriginal Australians, and 5 times that of non-Aboriginal youth aged between 15-19 years old.

We are committed to engaging in reconciliation by contributing to a reduction in the large gap between the wellbeing of Aboriginal and Torres Strait Islander people, and the broader Australian community, by providing holistic and culturally appropriate support.

One Door Mental Health's vision for reconciliation is to create an environment that has mutual respect, strong principles of social justice and empowerment and advocacy support for Aboriginal and Torres Strait Islander people living with mental illness.

Our Goals Include:

Relationships: Developing long standing and mutual relationships with Aboriginal and Torres Strait Islander communities and peak bodies in order to foster learning, collaboration, respect, partnership, trust and friendship. Also, endeavouring to support advocacy efforts of peak Aboriginal representative bodies.

Respect: Building understanding and awareness of the history, experiences, beliefs and practices of Aboriginal and Torres Strait Islander people within our communities. This enables the development of stronger relationships, appropriate services and active engagement in practical reconciliation. In practice, this involves ensuring that acknowledgement and respect is always paid to the traditional owners of the land on which we meet, work, and live, and including a Welcome to Country by an elder of the community whenever possible, as well as teaching our staff the importance of doing so.

Opportunities: Creating opportunities to foster confidence in all our services in their interactions with the Aboriginal and Torres Strait Islander community. This includes working towards a culturally inclusive and appropriate approach to recovery that is defined by the client's personal success as well as committing to values of inclusion at every chance possible. This involves ensuring representation of Aboriginal and Torres Strait Islander people not only in our workforce but also in consultative committees and as speakers at our events.

Our Reconciliation Journey

Since its inception as the Schizophrenia Fellowship of NSW, One Door Mental Health has been committed to principles of social justice and cultural inclusivity. We recognise that reconciliation is a process that requires a long-term commitment to building and maintaining links to Aboriginal and Torres Strait Islander communities with realistic and tangible results.

Our journey to creating our first Innovate RAP began in 2012. Discussions began to take place at all levels of the organisation as well as with local Aboriginal and Torres Strait Islander communities. Extensive consultations were carried out with local Aboriginal and Torres Strait Islander groups and individuals at social events, forums and discussions, and in rural and metropolitan areas of NSW. One Door Mental Health's first RAP aimed to develop and build relationships, respect and create opportunities for Aboriginal and Torres Strait Islander communities by ensuring a culturally inclusive and appropriate approach to services. Our first RAP was endorsed in 2016 and launched at our Staff Conference.

Over the lifetime of our RAP, our staff including the RAP Working Group, have achieved a lot of change. All our sites now display both the Aboriginal and Torres Strait flags at reception as well as our RAP Charter. We encourage our sites to create a further welcoming environment by displaying Aboriginal and Torres Strait Islander art and many staff have participated in Aboriginal and Torres Strait Islander art workshops. Many of the events held by our services, such as NAIDOC week celebrations, have evolved organically from local staff members engaged in their local communities. We feel this is a very positive sign that the inclusive culture of our organisation is embedded throughout.

Community engagement has been strong in 2018. Our Campbelltown services have worked with the local community to deliver Aboriginal and Torres Strait Islander Mental Health First Aid (MHFA) programs in the Macarthur area and are working with local medical services to develop culturally appropriate fact sheets. NAIDOC Week 2018 celebrations in South West Sydney were also a highlight, with staff participating in several events to celebrate the **invaluable contributions of Aboriginal and Torres Strait Islander women**.

In Western Sydney, our Western Sydney Recovery College has also been providing Aboriginal and Torres Strait Islander MHFA and Working Together (a journey towards cultural competence) training to the Western Sydney community since mid-2017. The recovery college runs this training regularly to foster a community of workers, volunteers, and community members who have a better understanding of how to support Aboriginal and Torres Strait Islander's social and emotional wellbeing. This training is run by qualified Aboriginal and Torres Strait Islander educators and is open to both identifying Aboriginal and Torres Strait Islander students and non-identifying students.

Our organisation has undergone enormous change over the past two years and it's time to review our RAP to ensure that it moves with us into the future. To do this we have formed a new RAP Working Group, members outlined below, which consistently has Aboriginal and/or Torres Strait Islander representation. Many of the members of the RAP working group have established relationships with local Aboriginal and Torres Strait Islander communities in their respective areas and with whom they work closely to address local needs. Additionally, we have appointed a RAP Champion, Jamie-Lee Radburn, who has Aboriginal ancestry and is well-positioned within the organisation to champion our RAP internally, leading our communications and advocacy team leading our communications team and advocacy efforts.

The RAP Working Group will focus on implementing the RAP actions, improving staff education and awareness and reducing barriers for Aboriginal and Torres Strait Islander people who access our services, staff and local community organisations alike. This is particularly relevant moving into the National Disability Insurance Scheme (NDIS) environment with high staff turnover, more casual staff and both time and funding constraints to be able to engage staff in meaningful training. However, this does not make it less important and so we must commit to improving our staff awareness.

RAP Working Group

Kathi Boorman, Chief Executive Officer

Jamie-Lee Radburn, Communications & Business Manager (Chair)

Amanda Keaton, Transition Worker

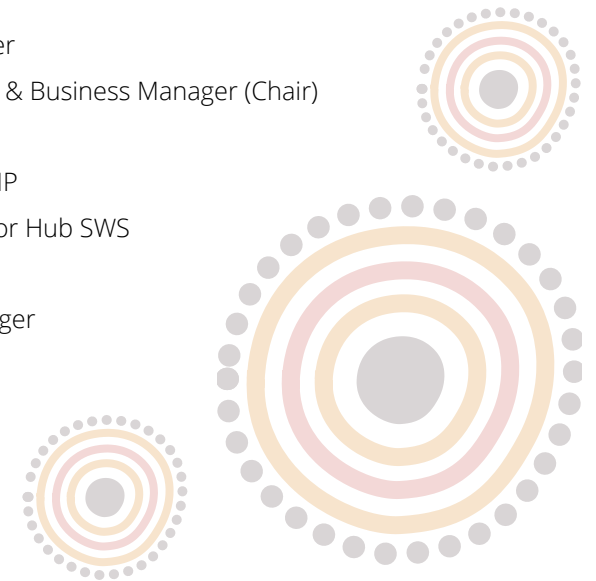
Kim McCausland, Team Leader FCMHP

Ben Saunders, Peer Worker Connector Hub SWS

Vicki Jennar, Carer Advocate FCMHP

Kate Wilson, Quality and Safety Manager

Louise Beardwell, Executive Assistant



Our Reconciliation Journey





Relationships

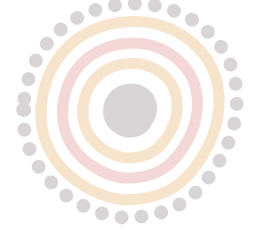
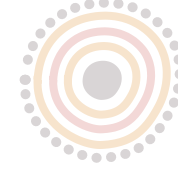
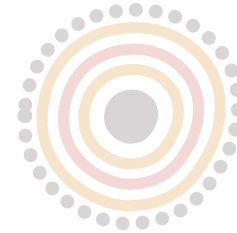
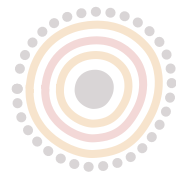
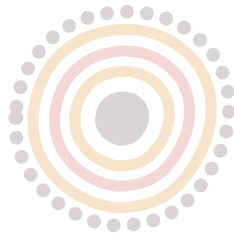
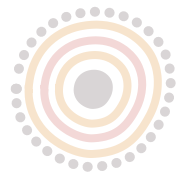
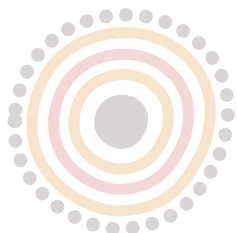
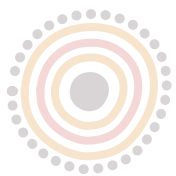
One Door Mental Health is committed to developing long standing and mutual relationships with Aboriginal and Torres Strait Islander communities and peak bodies in order to build a relationship of learning, collaboration, respect, partnership, trust and friendship. Through these relationships, we can act confidently and ensure that our services consider, and adequately represent, the needs and views of Aboriginal and Torres Strait Islander communities.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	June, 2020	Communications & Business Mgr
	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations and support the advocacy efforts of peak representative bodies.	September, 2020	Communications & Business Mgr
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, 2019 May, 2020	Communications & Business Mgr
	• RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2019 and 2020	Communications & Business Mgr
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2019 and 2020	RAP Working Group (RWG)
	• Organise at least one NRW event each year.	27 May - 3 June, 2019 and 2020	Communications & Business Mgr, CEO
	• Register all our NRW events on Reconciliation Australia's NRW website .	May, 2019, 2020	Communications & Business Mgr
	3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation publicly.	June, 2019
• Implement strategies to engage our staff in reconciliation.		June, 2020	RWG, Communications & Business Mgr
• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.		June, 2020	Communications & Business Mgr, CEO
• Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.		June, 2020	Communications & Business Mgr



Relationships

Action	Deliverable	Timeline	Responsibility
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	June, 2020	HR Manager, Quality and Safety Manager
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. 	June, 2020	HR Manager, Quality and Safety Manager
	<ul style="list-style-type: none"> Update and communicate anti-discrimination policy for our organisation 	December, 2020	Quality and Safety Manager
	<ul style="list-style-type: none"> Educate senior leaders on the effects of racism. 	December, 2020	Communications & Business Mgr. Quality and Safety Manager
	<ul style="list-style-type: none"> Engage with external advocacy projects and campaigns that support anti-discrimination, for example, Racism It Stops With Me. 	December, 2020	Communications & Business Mgr., Community Engagement Ofc.
5. Raise internal and external awareness of One Door Mental Health's RAP to promote reconciliation across the sector	<ul style="list-style-type: none"> Develop and implement a strategy to communicate our RAP to all internal and external stakeholders. 	June, 2019	Communications & Business Mgr
	<ul style="list-style-type: none"> Report on RAP progress bi-annually at executive meetings and Board meetings. 	July, 2019, December, 2019, July 2020, December 2020	CEO





Respect

Respect refers to an understanding and awareness of the history, experiences, beliefs and practices of people within our communities. This enables the development of stronger relationships, appropriate services and active engagement in practical reconciliation.

One Door Mental Health respects Aboriginal and Torres Strait Islander cultures as one of the most rich and resilient cultures in Australia. We will demonstrate our respect for Aboriginal and Torres Strait Islander cultures in our daily practice as well as being physically visible in our sites of operation.

We will continue to work to support, and recognise, the values, culture and traditions of Aboriginal and Torres Strait Islander communities in everything that we do in order to unite all Australians working towards a true sense of reconciliation.

We respect and recognise Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia. We will demonstrate our respect to Australia's First Peoples by ensuring the practice of Welcome to Country or Acknowledgment of Country are conducted at all appropriate times.

We continue to acknowledge that Aboriginal and Torres Strait Islander peoples and other Australians have shared a traumatic history, and this has sculpted Australian society today. We also believe that it is never too late to commence a journey of moving forward together and starting a new chapter in history in order to build a future that we want for all Australians.





Respect

Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Conduct a review of cultural learning needs within our organisation.	September, 2019	HR Manager & Communications & Business Mgr
	• Provide opportunities for RAP Working Group members, Executive team, HR and other key leadership staff to participate in formal and structured cultural learning.	December, 2019	CEO
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	June, 2020	HR Manager, L&D
	• Develop, implement and communicate a cultural learning strategy for our staff, considering relevant events and conferences to partake when possible.	September, 2020	HR Manager, L&D, Communication & Business Mgr
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	June, 2019	All Staff. RAP Champion to monitor.
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September, 2019	Communications & Business Mgr
	• Update and communicate cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	September, 2019	Communications & Business Mgr
	• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	December, 2019 December, 2020	Communications & Business Mgr
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2019, 2020	RWG
	• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June, 2019	HR Manager, CEO
	• Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2019, 2020	CEO, Communications & Business Mgr
	• Recognise and support other dates of cultural significance including Mabo Day and reflection on National Sorry Day.	December, 2019	Communications & Business Mgr



Opportunities

Our vision of supporting, developing and celebrating resilience and community strength is underpinned by our ability to develop the skills and experience of people involved in our organisation including staff, volunteers and those engaged in our services.

We commit to fostering confidence in all our services in their interactions with the Aboriginal and Torres Strait Islander community. This includes working towards a culturally inclusive and appropriate approach to recovery that is defined by the client's personal success.

This also involves upholding values of inclusion and ensuring representation of Aboriginal and Torres Strait Islander people, not only in our workforce, but also in consultative committees and as speakers at our events.





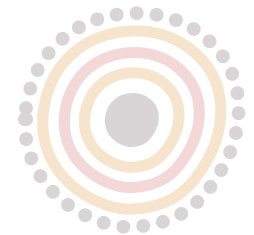
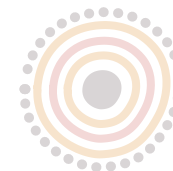
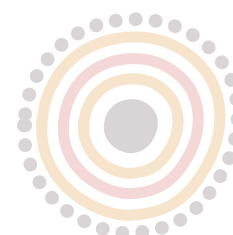
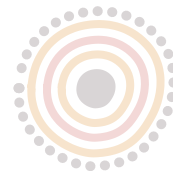
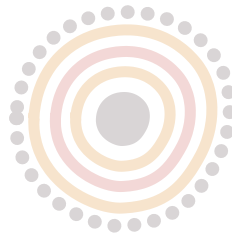
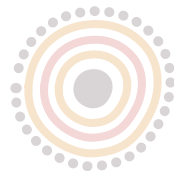
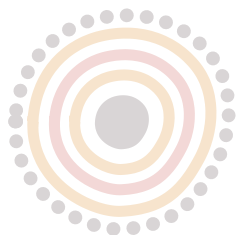
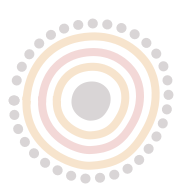
Opportunities

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. 	June, 2019	HR Manager, Communications & Business Mgr
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	September, 2019	HR Manager, CEO
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. 	February, 2020	HR Manager
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. 	June, 2020	HR Manager, L&D
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace 	June, 2020	Quality and Safety Manager
	<ul style="list-style-type: none"> Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce and investigate employment pathways. 	December, 2020	HR Manager
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	December, 2019	GM Corporate Services, CEO
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	December, 2019	GM Corporate Services
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	September, 2020	GM Corporate Services, RWG
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	September, 2020	GM Corp. Services
	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	September, 2020	Procurement and Asset Ofc
11. Increase Aboriginal and Torres Strait Islander representation in other areas of the organisation.	<ul style="list-style-type: none"> Encourage the participation of Aboriginal and Torres Strait Islander consumers/ Carers in our consultative committees. 	December 2019, December 2020	CEO
	<ul style="list-style-type: none"> Invite Aboriginal and Torres Strait Islander speakers to present at events hosted by our organisation 	December 2019, December 2020	Communications & Business Mgr



Governance, Tracking & Reporting

Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	December 2019, December 2020	RAP WG Chair
	• Establish and apply a Terms of Reference for the RWG.	June, 2019	RAP WG Chair
	• Meet at least four times per year to drive and monitor RAP implementation.	Quarterly 2019 & 2020	RAP WG Chair
13. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	June, 2019	RAP WG Chair
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	Reviewed June 2019, 2020	RAP WG Chair, CEO
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	September, 2019	RAP WG Chair
	• Appoint and maintain an internal RAP Champion from senior management.	June, 2019	CEO
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2019, 2020	RAP WG Chair
	• Report RAP progress to all staff and senior leaders quarterly.	After each RWG Meeting	RAP WG Chair, CEO
	• Publicly report our RAP achievements, challenges and learnings, annually.	December 2019, 2020	RAP WG Chair
	• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May, 2020	RAP WG Chair, CEO
	• Register via Reconciliation Australia's website to begin developing our next RAP.	November, 2020	RAP WG Chair
15. Continue our reconciliation journey by developing our next RAP.	• Review learnings, challenges and successes of our RAP for development of renewed RAP	December, 2020	RAP WG Chair





Contact

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