ABOUT THE ARTIST

The artwork for Uniting Communities Innovate Reconciliation Action Plan titled ‘The Coorong’ was completed by Ngarrindjeri – Kaurna – Yunkanytjatjara Allan Sumner.

It symbolises that reconciliation begins by recognising we are all in this together. Allan’s painting reminds us that reconciliation occurs when Aboriginal and non-Aboriginal people meet and develop respectful relationships.
MESSAGE FROM CHIEF EXECUTIVE – SIMON SCHRAPEL AM

At Uniting Communities we believe that reconciliation is the act of healing the relationship between Aboriginal and Torres Strait Islanders and non-Aboriginal people to create lives which are full of good opportunities for all Australians.

We also recognise that reconciliation is an active and purposeful process that requires commitment and an investment of time, effort and genuine contribution. To this end Uniting Communities will continue to review and build upon our partnership with the Aboriginal and Torres Strait Islander people and communities to foster harmony and understanding.

Uniting Communities embarked on the journey of reconciliation in 2013 and has been undertaking a range of activities since then to promote reconciliation within the organisation and across the broader South Australian community we service. This has laid an important foundation for our Plan.

The Uniting Communities Reconciliation Statement and Plan describes the action we will take over the next three years to make reconciliation a lived reality in our place.

This publication marks an important moment in our history and we invite you to ask yourself how you might become involved in the journey of healing to reconciliation wherever you are.

I would like to especially acknowledge the contribution of Uniting Communities’ Aboriginal and Torres Strait Islander staff to the development of this Plan and for the cultural knowledge and wisdom they share with their colleagues. I would also like to extend my gratitude to the members of the Aboriginal Governance Forum who have overseen the Plan’s preparation.

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Uniting Communities acknowledges Aboriginal and Torres Strait Islander people as the First Australians, occupying this country thousands of years before colonisation. We acknowledge Aboriginal and Torres Strait Islander peoples in the past, present and future are the Traditional Custodians of this land. We respect the enduring spiritual relationship Aboriginal and Torres Strait Islander societies have with the land and sea. We accept this relationship is important to the physical, psychological and spiritual health and wellbeing of Aboriginal and Torres Strait Islander people. We recognise that the knowledge, language and customs of the First Australians passed down through generations continues to be an important and central part of the Australian heritage.

At Uniting Communities we acknowledge that past wrongful policies and practices by the Australian Government and Churches, including the Uniting Church resulted in the disempowerment and disadvantage for Aboriginal and Torres Strait Islander people. It caused intergenerational trauma that continues to impact on Aboriginal and Torres Strait Islander people and ongoing discrimination resulting in the dispossession of lands, children and kin, languages and cultural identity.

On this basis, Uniting Communities hopes that through its vision for reconciliation it can assist:

- In promoting the right of Aboriginal and Torres Strait Islander people to control their destinies through self-determination and achieve greater healing and justice for Aboriginal and Torres Strait Islander people.
- Achieve stronger recognition of the diversity and significance of Aboriginal and Torres Strait Islander culture and history within Uniting Communities and the broader South Australian community.
- In keeping with Uniting Communities Core Values and the values of the Uniting Church assist Aboriginal and Torres Strait Islander people overcome disadvantage and marginalisation through better access to culturally appropriate community services.
- Achieve stronger relationships between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander people.
- Continue to strengthen collaboration and consultation with Aboriginal and Torres Strait Islander people in relation to delivering cultural appropriate community services to Aboriginal and Torres Strait Islander people.
Uniting Communities journey toward reconciliation formally began in October 1997 when we recognised and apologised for our role in relation the Stolen Generation and in particular for the impacts of dislocation on children from Croker Island who were placed at Lentara Children’s Home. At this time our board apologised “to all of the Aboriginal people impacted by this decision and for our failure to prevent the destruction of family life and dispossession of the Indigenous nations”

More recently Uniting Communities established an Aboriginal Governance Committee (‘AGC’). It is comprised of Aboriginal and Torres Strait Islander staff, non-Indigenous staff, the Chief Executive and Executive Manager of our People and Culture section. Uniting Communities commitment to establishing a Innovate Reconciliation Action Plan (‘RAP’) is formally progressed through this committee by the Reconciliation Action Plan Working Group (‘RWG’).

In a broader sense the AGC brings together Aboriginal employees from across our organisation to advise on Uniting Communities Aboriginal and Torres Strait Islander engagement strategy. It also provides a direct communication and support mechanism for Aboriginal and Torres Strait Islander employees. A principal aim of the committee is to strengthen collaboration between management, Aboriginal and Torres Strait Islander employees and also the broader Aboriginal and Torres Strait Islander community to ensure our actions in relation to Aboriginal and Torres Strait Islander people are culturally informed and appropriate.

A first task of the AGC was to establishment the Uniting Communities Aboriginal Forum. The Forum provides a regular opportunity for Aboriginal and Torres Strait Islander employees to raise issues and concerns and contribute to improving cultural practice within Uniting Communities. It is also an important mechanism for strengthening connection and accountability to Aboriginal Communities.

At Uniting Communities we recognise achieving our IRAP goals is a shared responsibility for all employees and requires commitment across our organisation.
Uniting Communities is a significant not-for-profit community service and social justice organisation within South Australia with over 800 staff and 600 volunteers. It offers multi-dimensional services across the State that includes community support services, health services, financial counselling, youth services, aged care and mental health services, relationships counselling, legal and disability support services.

With strong values, vision, a committed staff and volunteer group, Uniting Communities enhances the lives of many through community strengthening, quality service delivery and advocacy.

We provide social services from 20 rural sites and 47 metropolitan Adelaide sites. We currently employ 23 Aboriginal and Torres Strait Islander staff within our organisation.

Our purpose is to build strong and supporting communities and help people realise their potential and live the best life they can.

Our Strategic Objectives for 2017-2019
- Encouraging people to make positive long-term changes in their lives
- Enabling individuals, families and communities to build positive community relationships
- Resident-centered aged care that is respectful of the individuals and encourages community connectedness
- Ensuring people can overcome major challenges and avoid the need for future assistance
- Enabling people to live as independently as possible and be connected to others
- Embracing social enterprise as a way of doing business that has a positive impact on our community.
OUR RECONCILIATION ACTION PLAN

Uniting Communities respects the enduring spiritual relationship Aboriginal and Torres Strait Islander people and societies have with the land and sea and acknowledges the importance of this relationship to the wellbeing of Aboriginal and Torres Strait Islander people, including their languages and customs. Uniting Communities also acknowledges that past practices and policies of the Church (including the Uniting Church) and State have contributed to ongoing intergenerational trauma experienced by our First Australians. By seeking reconciliation and working in partnership with Aboriginal and Torres Strait Islander communities, Uniting Communities aims to assist in moving more strongly towards healing, justice, self-determination and empowerment of Aboriginal and Torres Strait Islander people.

Through our IRAP Uniting Communities seek will improve relationships, respect and opportunities for Uniting Communities Aboriginal and Torres Strait Islander employees and increase access to culturally appropriate services for Aboriginal and Torres Strait Islander people and strengthen connections to Aboriginal and Torres Strait Islander communities. In this respect, our IRAP seeks the following fundamental goals:

- To improve access to culturally appropriate communities services for Aboriginal and Torres Strait Islander people,
- Strengthen collaborative partnerships with Aboriginal and Torres Strait Islander employees and the local Aboriginal and Torres Strait Islander communities.
- Achieve stronger employment and professional development opportunities for Aboriginal and Torres Strait Islander employees within Uniting Communities.

Our IRAP is championed by our AGC with leadership from the Chief Executive Mr Simon Schrapel.

The development and ongoing review of our IRAP is undertaken by RWG subcommittee that provides regular progress reports to the AGC at its bi-monthly meetings. The AGC and RWG consists of a diverse group of professionals from multidisciplinary backgrounds across all areas of our organisation. The AGC is a body that represents our Aboriginal and Torres Strait Islander staff with four Aboriginal and Torres Strait Islander active members.
At Uniting Communities we recognise that having strong relationships with Aboriginal and Torres Strait Islander people is important to our core business of delivering services to disadvantaged and marginalised people and to ensure delivery of culturally appropriate services to Aboriginal and Torres Strait Islander people. Our Aboriginal Governance Committee and Aboriginal Staff Forum play a central role in building stronger relationships with Aboriginal and Torres Strait Islander people. They also ensure the lived experience and shared learning’s of Aboriginal and Torres Strait Islander people informs how we achieve a culturally safe workplace and culturally appropriate service delivery.

### RELATIONSHIPS

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| 1.     | Establish IRAP Working Group (RWG) to actively monitor IRAP development, implementation and to ensure progress reports to the AGC  
• Establish Terms of Reference for RWG ensuring a requirement for the inclusion of Aboriginal and Torres Strait Islander employees.  
• Establish requirement that RWG complete monthly meetings to monitor IRAP development and to report to AGC at least 1 month prior to endorsement and launch.  
• AGC in conjunction with RWG to endorse and launch Uniting Communities IRAP. | Jul 2017, Sep 17 - Jan 18, Jan 18 | Manager Advocacy                |
| 2.     | Uniting Communities will actively celebrate and participate in National Reconciliation Week (NRW) annually to facilitate the goals of reconciliation including building stronger and more respectful relationships with Aboriginal and Torres Strait Islander peoples.  
• Organise at least one internal event annually celebrating Reconciliation commencing in NRW 2018.  
• Register internal NRW events annually via Reconciliation Australia’s NRW website commencing in 2018.  
• Identify and participate annually in an externally organised NRW event commencing in 2018.  
• Distribute an email communication to all Uniting Communities staff encouraging participation in external NRW events commencing in 2018 then annually. | May 18 - Dec 19, Apr 18, Apr 19, May 18, May 19, Apr 18, Apr 19 | Aboriginal Cultural Coordinator |
| 3.     | Uniting Communities will actively seek to strengthen relationships between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander Uniting Communities employees.  
• Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander representation on Uniting Communities AGC will be maintained to strengthen relationships between Uniting Communities employees across all aspects of the organisation.  
• Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander representation on Uniting Communities AGC will continue to actively build stronger employee relationships through working together to achieve reconciliation goals.  
• Maintain regular updates from the Aboriginal Forum Chair on Aboriginal and Torres Strait Islander employee concerns at bi-monthly AGC meetings. | Jan 18, Jan 19, Jan 18, Jan 19, Jan 18 | Chief Executive, Aboriginal Staff Forum Chair |
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| 4. Uniting Communities will strengthen relationships with Aboriginal and Torres Strait Islander clients utilising client feedback. | • Understand system and develop report methodology  
• Collate Aboriginal and Torres Strait Islander client feedback as six monthly report to ASF and AGC to identify trends and determine actions.  
• Report to Managers Meeting | Jan 18 - Jul 18  
Feb 18, Aug 18,  
Feb 19, Aug 19  
Feb 18, Feb 19 | Manager  
Advocacy |
| 5. Uniting Communities will actively develop and maintain mutually beneficial executive and organisational relationships with external Aboriginal and Torres Strait Islander peoples, communities to support reconciliation outcomes | • AGC will develop and implement a plan for engagement with external Aboriginal and Torres Strait Islander organisations nationally and within Australia and it will specify the following:  
• Consult with key Aboriginal and Torres Strait Islander stakeholders and develop guiding principles for future engagement strategy.  
• Executive establishes links with two external Aboriginal and Torres Strait Islander groups/campaigns/networks that are led by Aboriginal and Torres Strait Islander people/communities.  
• Identify two external Aboriginal and Torres Strait Islander leaders (established or upcoming) and invite them to visit Uniting Communities with an AGC member and member of Executive at least annually.  
• Report on our engagement with external Aboriginal and Torres Strait Islander organisations  
• Present interim report on engagement plan including it guiding principles to Uniting Communities AGC | Apr 18  
Jan 18 - Apr 18  
Nov 18, Nov 19  
May 18, May 19  
Jun 18, Jun 19, Jun 20  
Feb 18, Feb 19 | Chief  
Executive  
Chief  
Executive  
Chief  
Executive  
Chief  
Executive  
Chief  
Executive  |
| 6. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector | • Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.  
• Promote reconciliation through ongoing active engagement with all stakeholders | Feb 18  
May 18, May 19 | Executive  
Manager  
People and  
Culture |
Respect

Uniting Communities acknowledges Aboriginal and Torres Strait Islander people as the First People of Australia. We further acknowledge and respect the history and culture of Aboriginal and Torres Strait Islander people and recognise it is integral to Australian society. Our core business of delivering community services to disadvantaged and marginalised groups is underpinned by a commitment to embrace and support cultural diversity. In this respect, Uniting Communities is committed to achieving a compassionate, respectful and just society in which all people participate and flourish. Accordingly, we actively encourage and support our Aboriginal and Torres Strait Islander employees to participate in cultural events and we acknowledge the significance their lived experiences and celebration of their culture brings to our organisation.

At Uniting Communities we recognise that respect for Aboriginal and Torres Strait Islander history, culture and shared learning is critical to delivering culturally appropriate and safe services to Aboriginal and Torres Strait Islander peoples. Uniting Communities is also committed to strengthening respect for the diversity of Aboriginal and Torres Strait cultures.

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| 7. Provide opportunities for all Aboriginal and Torres Strait Islander Uniting Communities employees to engage in activities to celebrate NAIDOC Week | • Review People and Culture policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.  
• Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week | Jul 18, Jul 19 | Executive Manager People and Culture |
| 8. Ensure all Uniting Communities employees have opportunities to increase their knowledge of Aboriginal and Torres Strait Islander history and culture to increase respect and cultural competency when engaging with Aboriginal and Torres Strait Islander employees, clients and community connections. | • Design and implement a cultural audit that informs Uniting Communities engagement with Aboriginal and Torres Strait Islander staff, clients and community connections.  
• Utilise findings from the cultural audit to ensure Uniting Communities is culturally safe environment for Aboriginal and Torres Strait Islander staff, clients and community connections.  
• Utilise cultural audit findings to develop an implementation plan  
• AGC will establish and monitor implementation plan arising from audit findings  
• Ensure 100% attendance by Uniting Communities employees at the mandatory training workshop: “Introduction to Indigenous Culture” provided by Tauondi College  
This does not apply to Aged Care programs unable to attend because of rostering challenges.  
• Identify options to deliver training in a variety of ways with different training delivery modalities (for example, face to face, on-line or cultural immersion opportunities) to increase access to cultural training for employees on specific or relevant cultural issues and for those unable to attend mandatory cultural training workshop.  
• Investigate opportunities to work with local traditional Owners and Aboriginal and Torres Strait Islander people to utilise shared learning’s to continuously improve cultural awareness training for Uniting Communities employees. | Jul 18, Jul 19 | Executive Advocacy  
Jul 18, Jul 19 | Executive Advocacy  
Jul 18, Jul 19 | Executive Advocacy  
Jan 18, Jan 19 | Chief Executive  
Feb 18, Feb 19 | Executive Manager People and Culture  
Dec 19 | Executive Manager People and Culture  
Jan 18, Jan 19 | Aboriginal Cultural Coordinator |
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<td>• Provide opportunities for at least 2 visits to Aboriginal and Torres Strait Islander services for groups of non-Aboriginal and Torres Strait Islander Uniting Communities staff annually. Where possible align to celebrations and anniversary events.</td>
<td>May 18, May 19</td>
<td>Executive Manager People and Culture Aboriginal Cultural Coordinator</td>
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<td>• Investigate opportunities for internal Aboriginal and Torres Strait Islander employees to conduct presentations on Aboriginal and Torres Strait Islander issues at staff forums and ensure at least 2 Aboriginal and Torrens Strait Islander staff presentations annually for non Aboriginal and Torrens Strait Islander staff groups.</td>
<td>Jul 18, Jul 19</td>
<td>Executive Aboriginal Cultural Coordinator</td>
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<td>• Distribute website link to Reconciliation Australia Resources to all Uniting Communities employees to increase awareness and respect for Aboriginal and Torres Strait Islander history and culture across our organisation.</td>
<td>May 18, May 19</td>
<td>Executive Advocacy</td>
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<td>9. Ensure all Uniting Communities employees have increased opportunities to celebrate and demonstrate respect for Aboriginal and Torres Strait Islander history and culture in their workplace.</td>
<td>• Internal Aboriginal and Torres Strait Islander employees to complete an Acknowledge of Country statement for all Uniting Communities employees to use at meetings and events. This is to include a guide as to appropriate use of welcome to country, internal and external Traditional Owners.</td>
<td>Feb 18</td>
<td>Chief Executive</td>
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<td>• Develop and distribute an email communication advising all Uniting Communities employees of cultural protocols for use of Welcome to Country and Acknowledgement of Country.</td>
<td>Mar 18</td>
<td>Chief Executive</td>
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<td>• Develop a list of key contacts for conducting Welcome to Country and strengthening respect for the diversity of local Aboriginal and Torres Strait Islander histories and cultures</td>
<td>Mar 18</td>
<td>Aboriginal Cultural Coordinator</td>
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Uniting Communities is committed to working in partnership with Aboriginal and Torres Strait Islander people to develop opportunities that increase Aboriginal and Torres Strait Islander people’s access to community services and employment across all levels of our organisation. It is central to our core business of improving the lives of disadvantage and marginalised groups. We recognise Aboriginal and Torres Strait Islander employees have especial importance to ensuring we effectively connect with and deliver culturally appropriate community services to Aboriginal and Torres Strait Islander people within our community. Uniting Communities further recognises that creating increased opportunities for Aboriginal and Torres Strait Islander people to participate more equally within our society is central to achieving reconciliation.

Our AGC is actively committed to implementing strategies to increase professional development and employment opportunities for Aboriginal and Torres Strait Islander people.

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| 10. Uniting Communities AGC will investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes across all sectors of our organisation. | • Identify and promote entry level work opportunities for Aboriginal and Torres Strait Islander employees within Uniting Communities infrastructure / corporate services.  
• To ensure that a minimum of 3% of our staff be Aboriginal Torres Strait Islanders Peoples. To set an aspiration target of 4.5% of all Uniting Communities employees will be Aboriginal and Torres Strait Islander Peoples.  
• To target the number of Aboriginal and Torres Strait Islander employees working within Uniting Communities support services (administration and infrastructure) to be equivalent to the South Australia population (currently 2.3% SA of the population).  
• Identify strategies to recruit Aboriginal and Torres Strait Islander employees for Uniting Communities Non-Aboriginal and Torres Strait Islander services.  
• Consult with current Aboriginal and Torres Strait Islander employees on employment, retention and professional development of future Aboriginal and Torres Strait Islander employees.  
• Review People and Culture and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.  
• Report consultation findings to AGC to inform development and implementation of future Aboriginal and Torres Strait Islander Employment strategy.  
• Ensure all Aboriginal and Torres Strait Islander vacancies are advertised in Aboriginal and Torres Strait Islander media. | Jul 18, Jul 19  
Jul 18, Jul 19  
Jul 18, Jul 19  
Jul 18, Jul 19  
Jul 18, Jul 19  
Jan 18 - Mar 18  
May 18  
Jan 18 - Mar 18 | Executive Manager  
People and Culture |
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<td><strong>11. Uniting Communities will enhance the work experience of Aboriginal and Torres Strait Islander employees working at Uniting Communities and ensure greater retention.</strong>&lt;br&gt;• Develop an overarching strategy for retention of Aboriginal and Torres Strait Islander staff working at Uniting Communities.&lt;br&gt;• Provide work opportunities for Aboriginal and Torres Strait Islander staff across different service and business areas relevant to their interests and skills.&lt;br&gt;• Ensure all Aboriginal and Torres Strait Islander staff have a professional development opportunities.&lt;br&gt;• Ensure the turnover rates for Aboriginal and Torres Strait Islander staff is the same as non Aboriginal and Torres Strait Islander staff working at Uniting Communities.&lt;br&gt;• Review the appropriateness of the cultural mentoring programme&lt;br&gt;• Recruit Aboriginal and Torres Strait Islander Development Officer role to expand services to external clients and strengthen Uniting Communities links to local Aboriginal and Torres Strait Islander communities.</td>
<td>Jun 18 - Oct 18&lt;br&gt;Oct 18 - Dec 20&lt;br&gt;Jun 18 - Oct 18&lt;br&gt;Jan 18 - Dec 20&lt;br&gt;Jul 18 - Dec 18&lt;br&gt;Jul 20</td>
<td>Executive Manager People and Culture</td>
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<td><strong>12. Uniting Communities to seek to increase non Aboriginal and Torres Strait Islander recognition and utilisation of the knowledge Aboriginal and Torres Strait Islander employees.</strong>&lt;br&gt;• Establish annual shared learning/yarning circle workshops lead by Aboriginal and Torres Strait Islander leadership group accessible to targeted UC community that creates opportunities for Aboriginal and Torres Strait Islander employees to discuss key issues.&lt;br&gt;• Annual plans for all services include changes and goals for reducing barriers and improving client services for Aboriginal and Torres Strait Islander people</td>
<td>Jul 18, Jul 19</td>
<td>Chief Executive</td>
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<td><strong>13. Uniting Communities will investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.</strong>&lt;br&gt;• Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.&lt;br&gt;• Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.&lt;br&gt;• Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.&lt;br&gt;• Investigate Supply Nation membership</td>
<td>Jul 18, Jul 19&lt;br&gt;Jul 18, Jul 19&lt;br&gt;Jul 18, Jul 19&lt;br&gt;Jan 19</td>
<td>Executive Manager Corporate Services</td>
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<td><strong>14. Uniting Communities will investigate opportunities for great Aboriginal and Torres Strait Islander Management of services for Aboriginal and Torres Strait Islander people.</strong>&lt;br&gt;• Prepare an organisational policy position on how and when we run services for Aboriginal people, and when we consider devolving them to Aboriginal and Torres Strait Islander managed organisations.&lt;br&gt;• A policy position is adapted in relation to Uniting Communities Aboriginal and Torres Strait Islander controlled and managed services</td>
<td>Jan 18 - Jun 18&lt;br&gt;Jan 18 - Jun 18</td>
<td>Executive Manager Services</td>
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Uniting Communities maintains an ongoing commitment to internal monitoring and publically reporting its RAP outcomes. This enables us to celebrate achievements and utilise learning’s to improve the working lives of our Aboriginal and Torres Strait Islander employees and ensure services delivered to Aboriginal and Torres Strait Islander people are always cultural appropriate.

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| 15. Report IRAP achievements, challenges and learning’s to Reconciliation Australia | • Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.  
• Investigate participating in the RAP Barometer                                                                              | Sep 18, Sep 19 May 18           | Chief Executive   |
| 16. Report RAP achievements, challenges and learning’s internally and externally through a variety of mediums | • Report our RAP achievements, challenges and learning’s via the Uniting Communities website  
• CE will attend the Uniting Communities Aboriginal Forum annually to provide an update on RAP outcomes.  
• Provide six monthly progress reports on RAP outcomes to Uniting Communities employees via the intranet | Sep 18, Sep 19 Dec 18, Dec 19 Jul 18, Dec 18, Jul 19, Dec 19 | Chief Executive   |
| 17. Review, refresh and update RAP                                      | • Review, refresh and update RAP based on learning, challenges and achievements.  
• Send draft RAP to Reconciliation Australia for review and feedback.  
• Submit draft RAP to Reconciliation Australia for formal endorsement.                                                              | Jul 19 Sep 19 Oct 19            | Chief Executive   |
| 18. Ensure transparency of Uniting Communities progress in relation to RAP actions and achievement. | • Establish internal guidelines for quarterly reporting of RAP achievements against goals from community service and infrastructure to Uniting Communities board.  
• Distribute internal guidelines for quarterly reporting to community service and infrastructure managers.  
• RAP goals and achievement to be reported to the board in 6 monthly reports | Jan 18 Jan 18 Feb 18, Jul 18, Feb 19, Jul 19 | Chief Executive   |
**Contact details**

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<tr>
<th>Name</th>
<th>Peter McDonald</th>
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<tr>
<td>Position</td>
<td>Executive Advocacy</td>
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<tr>
<td>Phone</td>
<td>0408 833 419</td>
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<tr>
<td>Email</td>
<td><a href="mailto:PeterM@unitingcommunities.org">PeterM@unitingcommunities.org</a></td>
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