

NEIGHBOURHOOD HOUSES BARWON

# RECONCILIATION ACTION PLAN

September 2022 – September 2023







## ON THE COVER

**ARTIST: BILLY-JAY O'TOOLE | PAPUL ART**

Wadawurrung Traditional Owner

Billy-Jay (BJ) O'Toole aims to educate people about his culture and love for land through his art. BJ grew up in Geelong on Wadawurrung Country, an area that stretches from the Great Dividing Range in Victoria's north all the way to the south coast, covering the land between Aireys Inlet in the west to the Werribee River in the east.

At the age of 23 he graduated with a Certificate IV in Aboriginal Cultural Heritage management and has managed and protected cultural heritage sites on Wadawurrung Country working for Wadawurrung Traditional Owners Aboriginal Corporation. Working on country everyday ignited his passion for art. Through his business Papul Art, BJ enjoys creating collaborative commissioned works - recent projects include interpretative signage that tells the story of falling waters at Lal Lal Reservoir (Central Highlands Water and Barwon Water), designing a playground in Ocean Grove, tops for the Torquay Tornadoes Hockey Club and footy boot artwork for Geelong Cats' star Tom Hawkins for the second Indigenous round.

We are thrilled to have commissioned BJ to create this beautiful artwork capturing the essence of Neighbourhood Houses Barwon and our Reconciliation journey together with the 24 Neighbourhood Houses in the Barwon region and the communities they serve.

## TITLE: BARWON NEIGHBOURHOOD HOUSES

Everyday the sun rises to bring us a new day. Bunjil (wedge tailed eagle) the creator of Wadawurrung country soars high in the sky, watching over Country, waters and people.

Waa (The crow) is the protector.

The U shapes represent the 24 Barwon Neighbourhood Houses that are located across Wadawurrung and Eastern Maar Country. The U shape symbolises sitting down. Community houses are the heart of suburbs, a place to gather, provide services and information for all living in the community. The Eucalypt leaves are a sign of Welcoming used in Traditional ceremonies to cleanse and provide a safe space and passage on Country.

The hand in the middle symbolises everyone's commitment to Reconciliation, it takes many hands to come together.

The track markings are of kangaroos and emus that once were of plenty across Country.

Water gives life to country and all of us. Our sea Country, River Country and wetlands are home to abundance of species that roam across Wadawurrung and Eastern Maar Country.



## ACKNOWLEDGEMENT

Neighbourhood Houses Barwon acknowledges the Traditional Owners and Custodians of the land on which 24 Neighbourhood Houses connect with their communities – the land of the Waddawurrung, Eastern Maar, Gulidjan and Gadubanud people – and pays respects to Elders, past, present and emerging. Neighbourhood Houses Barwon acknowledges and pays respect to the First Nation's people and the continuation of cultural, spiritual and education practices.



Aboriginal and Torres Strait Islander people should be aware that this document may contain images and names of deceased persons.



Norm Stanley,  
Anglesea Community  
House Summer  
Markets 2022

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# MESSAGES

On behalf of the 2022 Committee I would like to express our firm and ongoing commitment to the Reconciliation process we have commenced; a process that will enrich Neighbourhood Houses Barwon, the 24 Neighbourhood Houses and their communities across the Region.

Houses in our Network are located on the various lands of the traditional custodians of country and waterways – the Wadawurrung, Gulidjan and Gadubanud peoples – and we pay our deep and sincere respect to these traditional owner groups, as well as to the many Aboriginal people that live, work and play in Barwon.

As a Committee we are proud to be investing in this important work and we are committed to supporting our individual member Houses as they too begin their own learning journey with communities.

The Committee would also like to thank the many people who have been involved in this work to date. The interest, support and collaboration that has already been demonstrated between Aboriginal people, Network staff, Neighbourhood Houses, their communities as well as state and local government in Barwon, has been inspiring.

We are very much looking forward to this important journey unfolding and improving lives, relationships and communities throughout our region.

## CHAIR, NEIGHBOURHOOD HOUSES BARWON

Deb Kearney



Department of Families, Fairness and Housing (DFFH) acknowledges the Traditional Owners of the lands that the 24 DFFH-funded Neighbourhood Houses in the Barwon Area are located – the Wadawurrung, Gulidjan and Gadubanud peoples.

DFFH Barwon commends Neighbourhood Houses Barwon on the development of their Reflect Reconciliation Action Plan, one of the first Neighbourhood House Networks in Victoria, to lead and support their members on the journey towards Reconciliation. Connecting with Traditional Owners Groups, learning about local customs, sacred places and language will lead to greater respect for all people visiting Barwon's Neighbourhood Houses.

The local DFFH Community Partnerships Team have been honoured to share the Reconciliation journey with Neighbourhood Houses Barwon and their members. It is a privilege to support local Neighbourhood Houses as they design and implement culturally appropriate, respectful and welcoming spaces for First Nations people.

DEPARTMENT OF FAMILIES,  
FAIRNESS AND HOUSING  
Kirsten George

## MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Neighbourhood Houses Barwon to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Neighbourhood Houses Barwon joins a network of more than 2,200 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Neighbourhood Houses Barwon to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Neighbourhood Houses Barwon, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

**Karen Mundine**  
**CHIEF EXECUTIVE OFFICER**  
**RECONCILIATION AUSTRALIA**

Aboriginal and Torres Strait Island flags and images at the Grovedale Community Hub where NHB is located.



# Working together strengthens us all

## NH BARWON VISION

Community development principles and practice delivered with a sense of unity and a collective voice.

## NH BARWON MISSION

Enabling the delivery of quality community development through high level representation, advice, guidance and support

Neighbourhood Houses Barwon is committed to strengthening the relationships between Aboriginal and Torres Strait Islander Australians and Non-indigenous Australians.

The Reflect Reconciliation Action Plan aims to increase the Barwon Neighbourhood House sector's understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights.





## OUR BUSINESS

Neighbourhood Houses Barwon (NHBarwon) is an incorporated association, founded in 1989, that draws its membership from the Neighbourhood Houses and community centres located in the Barwon Region (South West Victoria). It is one of 16 Neighbourhood House Networks across Victoria. NHBarwon's mission is to enable the delivery of quality community development through high level representation, advice, guidance and support. NHBarwon is primarily funded through the Department of Families, Fairness and Housing (DFFH) under the Neighbourhood House Coordination Program (NHCP) as well as through local government grants, membership fees and other philanthropic grants. Neighbourhood Houses Victoria (NHVIC) is the peak body for the more than 400 Neighbourhood Houses across Victoria, who work to promote and advocate for the sector.

NHBarwon provides advice, information, referral and advocacy to its members and is the central link between the 24 DFFH-funded Neighbourhood Houses and Learning Centres in the Barwon region. NHBarwon supports its member organisations to identify and deliver local solutions and actions to strengthen community and reduce disadvantage within a community development framework. NHBarwon also plays an important role in supporting Neighbourhood Houses with their operational or governance challenges. Their role includes identifying houses at risk and providing support at the earliest possible opportunity on governance, human resources, community development practices,

capacity building opportunities and engagement with stakeholders both within and external to the sector. The Network supports the diversity, and autonomy of its members, whilst advocating for them individually and collectively.

NHBarwon is governed by a volunteer Committee of Governance (CoG) of eight people comprised of NHBarwon members including Coordinators of Neighbourhood Houses in the network, volunteers from across the sector and other stakeholders. A Committee of Management (CoM) drawn from the membership in each network directs the activities of the network to meet the requirements of their service agreement with the DFFH and their obligations as an employer for NHBarwon staff.

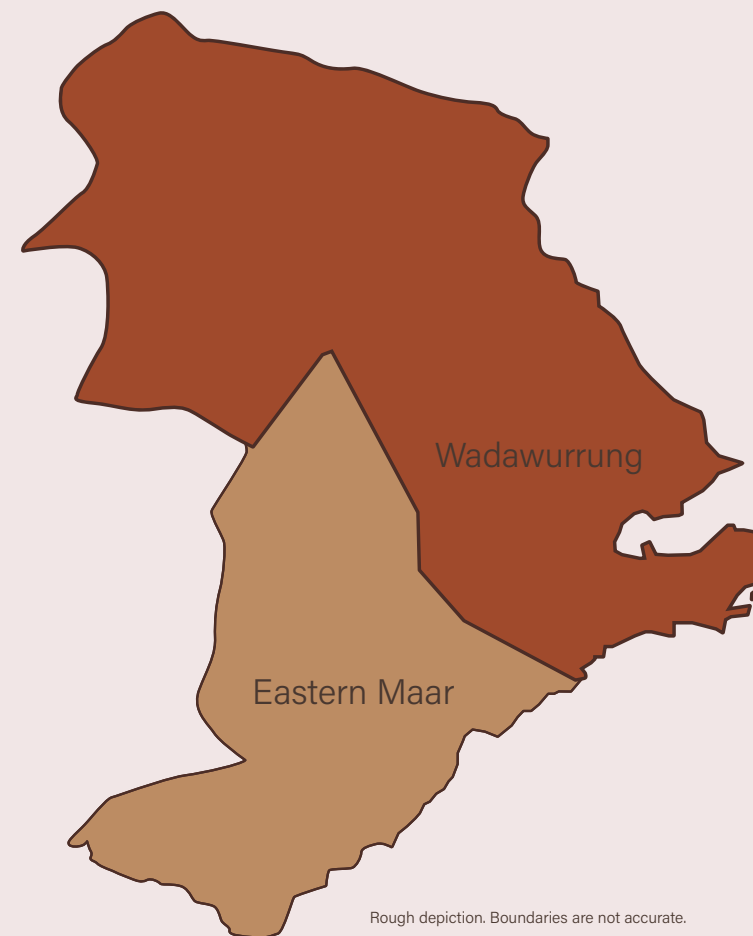
The NHBarwon office is centrally located at the Grovedale Neighbourhood House, however, NHBarwon staff work across the 24 Neighbourhood Houses in the region to create and support welcoming and inclusive communities. Its member Houses are situated on the lands of the Wadawarrung, Gulidjan and Gadubanud peoples and span across the local government areas of City of Greater Geelong, Borough of Queenscliffe, Surf Coast Shire and Colac Otway Shire. NHBarwon currently employs two part-time workers, a Network Coordinator, a Community Development worker and three contractors; Coordinator of Governance Project, Book Keeper and IT Support Worker. None of these current employees identify as Aboriginal or Torres Strait Islander staff. NHBarwon is committed to supporting students looking for hands on experience through placement/

internships arrangements when possible.

NHBarwon as a peak body for Neighbourhood Houses of the region has a wide sphere of influence. Data from a recent pre-pandemic survey by NHVIC in 2018 captured data over the period of a week that indicated that across the Barwon Network of 24 Houses; 8,525 people use or visit a Neighbourhood House, Neighbourhood Houses were in use for a total of 1,187 hours per week; 6,025 people participated in programs and activities in an average week and 425 people engaged in volunteering. More recent data from the 2021 NHVIC survey, gathered at the peak of the Covid-19 pandemic, does show a decrease in numbers but in the context of a global pandemic it is still indicative of the reach and resilience of Neighbourhood Houses in times of crises and the sphere of influence for the implementation of this RAP. Peak pandemic data for the NHBarwon network indicates that over the period of a week there were 3215 visitors a week to NH in the region, houses were in use for 781 hours, 1917 participants engaged in activities and courses and there were 257 volunteers engaged on weekly basis. With this level of engagement across communities in 2021 and a gradual return to pre pandemic figures it is safe to say that NHBarwon's sphere of influence extends from individuals to a societal level.







Rough depiction. Boundaries are not accurate.

## OUR PARTNERSHIPS AND CURRENT ACTIVITIES

During September 2019, the Network undertook a mapping exercise with its Member Houses, the process was via an online survey that asked each House to identify what they are doing, and what they would like to do, within the Reconciliation space. In October 2019, the Network funded and offered Cultural Awareness Training as part of their quarterly regional network meetings. This session was facilitated by Glenn Shea, a proud Wathaurong/Ngarrindjeri man. During 2019 Glenn Shea also worked with NHBarwon to lead the development of a guiding/reflective document, 'The Waters of the Barwon Region', that serves to support the members of NHBarwon to reflect on where they are at in their Reconciliation journey. Glenn Shae was also engaged during 2019 to facilitate workshops around, The Storyteller, an interactive board game invented and designed by Glenn that aims to provide knowledge and understanding of Aboriginal people, society and culture from a generic and non-political perspective through active learning pathways. In 2019 NHBarwon engaged proud Wadawurrung woman Corrina Eccles to facilitate a Walk on Country at the significant local site of the You Yangs.

In 2022 NHBarwon staff have had the opportunity to participate in a fortnightly community of practice program offered by NHVIC. These sessions are facilitated by Yorta Yorta woman Kathryn Coff and are focused on conversations and knowledge-sharing on a range of topics. In March 2022 Kathryn Coff was a guest speaker at a gathering of the NHBarwon member Houses to share knowledge and perspective on First Nations world view and the connection of Community, Country and Ancestors in forming identity and place. With new staff in 2021/2022 NHBarwon has revived an active commitment to Reconciliation. NHBarwon actively promotes stories, links and information to its members through a weekly newsletter, flagging upcoming events, activities and ways to further engage with First Nations peoples, organisations and businesses. NHBarwon currently incorporates Acknowledgement of Country into all staff email signatures and all organisational meetings and events. In the 2021-2022 financial year NHBarwon staff have deliberately focused on procurement from First Nations businesses and organisations when organising events and gatherings.



Colac Neighbourhood House commissioned local macrame artist to create this unique piece proudly on display.



"I was excited to join the NHBARWON RAP advisory group in 2020 and be a part of a group of passionate and dedicated people striving to show leadership in the sector around Reconciliation. The group has had a few different incarnations and has ebbed and flowed with the situations around us including changing leadership and the pandemic. I am excited to see the way in which NH's in the Barwon region travel on their own Reconciliation journey."

**Marcelle Renkin**

**RAP ADVISORY GROUP MEMBER**





## OUR RECONCILIATION ACTION PLAN

Our Reflect RAP will provide a framework for NHBarwon to engage members and lead by example as we learn to foster and embed greater understanding and respect for First Nations communities. Through our Reflect RAP, NHBarwon aims to encourage our members to make a commitment to a reconciliation journey that explores the five dimensions of reconciliation as identified by Reconciliation Australia; race relations; equality and equity; unity; institutional integrity; and historical acceptance. NHBarwon seeks to lead by example through sharing our journey and learnings through the process of developing and implementing a Reflect RAP to the Neighbourhood Houses, organisations, businesses and individuals within our sphere of influence.

NHBarwon believe that we are well positioned to provide leadership to the Neighbourhood Houses in the Barwon Region, and to support the Houses and communities to implement actions as part of our shared reconciliation journey. We have a role to play in implementing and supporting actions at several levels that reflect those outlined in the State of Reconciliation Report; to overcome racism; renew a focus on closing the gap; recognise and respect the cultures and collective rights of First Australians; capitalise on the RAP program, improve the governance of government; achieve a process to recognise First Nations peoples

and unite all Australians, and to acknowledge our past through truth, justice and healing.

NHBarwon is committed to developing a Reflect RAP that its member Houses can be inspired by and supported to be actively involved in its implementation.

Amy Hunter, the Network Coordinator will be NHBarwon's nominated RAP Champion, she is committed to working with all stakeholders involved in the development and implementation of the Reflect RAP. As the RAP Champion, Amy will work closely with NHBarwon staff, the CoG and the network of Neighbourhood Houses's to lead the establishment of a RAP Working Group (RWG). The RWG will consult with member Neighbourhood Houses to support the implementation of actions and produce deliverables within the established timeframes as well as share learnings, model best practice, inspire and support individual Neighbourhood House's to participate in collective NHBarwon RAP actions. The RWG will encourage and support NH's who endeavour to develop their own RAP that can be more specific to their Reconciliation journey and local community context.

NHBarwon will collate resources discovered from our Reconciliation journey and make them available on the organisation's website for member Houses to access.

## OUR RECONCILIATION ACTION PLAN..CONTINUED

NHBarwon will work in collaboration with officers from the local government areas of City of Greater Geelong, Borough of Queenscliffe, Surf Coast Shire and Colac Otway Shire, and with regional DFFH staff to implement the Reflect RAP.

To date the NHBarwon reconciliation journey has included various initiatives. In 2016 NHBarwon employees participated in Cultural Awareness Training as part of a Diversity & Inclusion Series of workshops. The sessions included Cultural Awareness Training with Norm Stanley, proud Kurnai/Wotjabaluk man and a Walk on Country with Wadawurrung woman Corrina Eccles. At its meeting in March 2019 the NHBarwon CoG formally committed to develop a RAP.

In late 2019 an advisory group was established, comprised of members and volunteers from the Neighbourhood Houses in the region to define terms of reference for moving forward. Progress on the development of a draft Reflect RAP was stalled with staffing changes and the impacts of the Covid-19 pandemic.

In 2021, the advisory group re-engaged member Houses via a survey to gauge their receptiveness to participating in or supporting a NHBarwon RAP. Members told us that while they are eager to learn more and support reconciliation, they felt time, resources, and confidence were barriers to leading a

RAP in their own Neighbourhood House at that time. By leading the way, NHBarwon will empower more organisations to take these necessary steps in their own communities. With the recruitment of new staff and renewed capacity of the sector post pandemic, the advisory group has regrouped and have worked together in consultation with the 24 Neighbourhood Houses and is seeking endorsement from the Wadawurrung and Eastern Maar Corporations for submission of a Reflect RAP to Reconciliation Australia.



Yorta Yorta woman Kathryn Coff shared her knowledge and perspective on First Nations world view - connection of Community, Country and Ancestors in forming identity and place. NH Coordinators gathering March 2022.



## OUR RECONCILIATION JOURNEY

2016-2022

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**2016**

NH Barwon Cultural Awareness Training

**EARLY 2019**

Formally Committed to RAP

**LATE 2019**

RAP Advisory Committee Established

**2021**

RAP Survey and re-engagement after Covid

**2022**

Reflect RAP submitted to RA



The Yarning Sessions on Wadawurrung Country" This program aims to create a safe place to experience, listen and discuss our Indigenous history and learn more about our Traditional Owners, their history and First Nations cultural perspective. This photo was taken in 2021 at Kuarka Doula now known as Anglesea by volunteer Wendy Clark.



## THE WATERS OF THE BARWON REGION

A POEM BY GLENN SHEA

Glenn Shea is a Wathaurong Ngarrindjeri NAIDOC 2020 Award Elder and Respected Person / Wathaurong Aboriginal Community / Cooperative, 40 Years of history, over 60 thousand years of connection to country.

Softly flowing through the water ways of the Barwon Region is country, and within country are those stories which connect us to our mother earth. Our clans are like neighbourhood houses collectively connected to each other by our people, our leaders, our council of elders, respected people who oversee the core values of region, voice, law, family and celebration, these core values are the health and wellbeing of our people. And within these core values are the programs and services which are provided for our people to engage in.

Accessing all peoples within community begins to build the process of collective sharing, this knowledge building within the confines of our creation comes before our people once again, and this gift from our old people, who have already made their mark upon their dirt will once more share their inner memories and thoughts of their existence, from old to new.

Who are we now, we say, when reflecting upon what once was, are our song lines living, are you seeing our ceremonies songs and dances, do you engage in the hours of our reconciliation and NAIDOC weeks, do you want too and do you want to understand our continuous bloodline connections that we share with you, you are our neighbours. Our houses are your houses; our door has always been open for you to visit our families. Let us visit every day hoping we can continue our relationship built on hope and understanding.

Through our eyes, lets us see our way towards reconciliation, let us see our plan well versed in action, let us all stand tall before our framework, our framework with our vision in our eyes, our vision which continues with open arms towards friendships within our Neighbourhood Houses, from Apollo Bay, Gellibrand, Forrest, Deans Marsh, Lorne, Colac, Anakie, Anglesea, Torquay, Queenscliff, Portarlington, Ocean Grove, Leopold, Grovedale, Whittington, Corio, East Geelong, Geelong West, Lara, Norlane, Belmont, Drysdale, Hamlyn Heights, and Winchelsea within the boundaries of our four traditional language groups.

We are the new storytellers of history, this is our time, and this is when we will be judged. Let us paint the pictures of the stories we need to tell. Let us share those stories we need to hear. I am me and you are you, collectively we can come together to weave the basket of reconciliation, together we are from the waterways of our region, this is part of our belonging, this is part of our being and this is part of our understanding of our identity, place and belonging and this is a part of what we are connected too, this is us, we are the Barwon.





# CULTURAL DAY

SUPPORTING THE DEVELOPMENT OF THE NEIGHBOURHOOD  
HOUSES BARWON REFLECT RECONCILIATION ACTION PLAN



Neighbourhood Houses Barwon hosted a cultural day at Narana Aboriginal Cultural Centre on Thursday 15 July 2021. The day was intended to regenerate interest and enthusiasm for the Neighbourhood Houses Barwon Reflect Reconciliation Action Plan (RAP). Around thirty-five people – Coordinators, staff, volunteers and members ommittees of Management - attended to learn through cultural awareness, food, and fun in a culturally aesthetic setting.

There were two parts to the day - one led by Glenn Shae facilitating the Storyteller Game, the other being led by Kerry Black facilitating an art workshop. The Storyteller Game is a cultural learning tool to enhance people's knowledge and sensitivity around Aboriginal Culture. Kerry enabled people to do their own piece of artwork to take home as well as participate in group paintings to hang in some of Barwon's Neighbourhood Houses.

Participants were asked two questions; one at the beginning - What do you hope to get out of the day? - and one at the end of the day - What did you get out of today?

Participants wanted more knowledge and connection as well as be able to transfer this knowledge in their Neighbourhood Houses.

By the end of the day participants did feel that they had more knowledge and the confidence to support cultural programs in their Houses.

Part of the day was a walk around the Cultural Centre, including the native garden and being able to pat a kangaroo joey. After the walk , a lunch of slow cooked kangaroo, fried crocodile, emu sausage, flat head and johnny cakes with infused dipping sauces was enjoyed.

Not only was the day enjoyable and full of cultural learning, there was a renewed enthusiasm in moving the Neighbourhood Houses Barwon Reflect RAP forward and it is now being led by the Anglesea Community House Coordinator.

## ARTWORK:

Top: Group artwork

Far left: Inspired by the You Yangs

Left: Inspired by the Angelsea area

“

“The biggest take away for me was coming to an understanding of how important visual reminders are when working towards creating an inclusive space for all community members. Glenn’s words of the impact of seeing visual indicators, like the National Apology on display, of an organisations commitment to the Reconciliation journey, are what he looks out for when entering a business or office, and are imperative to a sense of inclusion.”





## ACTIONS – RELATIONSHIPS

RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	[September 2022]	NHBarwon Network Coordinator
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	[September 2022]	NHBarwon Network Coordinator
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's & local Aboriginal Corporations NRW resources and reconciliation materials to our staff. Connect community with NRW by displaying NRW posters and materials, utilise social media and comms with NRW content.	[May 2023]	NHBarwon CD Coordinator
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, [2023]	NHBarwon CD Coordinator
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. Support at least one NH to hold a NRW event for their local community.	27 May- 3 June, [2023]	NHBarwon CD Coordinator
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff. Imbed RAP as standing agenda item in all CoG meetings.	[October 2022]	NHBarwon CD Coordinator
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	[August 2023]	NHBarwon Network Coordinator
	Identify RAP organisations and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	[September 2022]	NHBarwon Network Coordinator
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	[December 2022]	NHBarwon Network Coordinator
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	[December 2022]	NHBarwon CoM President

## ACTIONS – RESPECT

RESPECT			
Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	[November, 2022]	NHBarwon Network Coordinator
	Conduct a review of cultural learning needs within our organisation. Arrange Cultural bias training for all staff, GoG members and NH Coordinators. (March 2023)	[November, 2022]	NHBarwon Network Coordinator
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	[September,, 2022]	NHBarwon CD Coordinator
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	[February, 2023]	NHBarwon CD Coordinator
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff, volunteers and community about the meaning of NAIDOC Week.	[May, 2023]	NHBarwon CD Coordinator
	Introduce our staff, volunteers and community to NAIDOC Week by promoting external events in our local area.	First week in July 2023 ]	NHBarwon CD Coordinator
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, [2023]	NHBarwon Network Coordinator



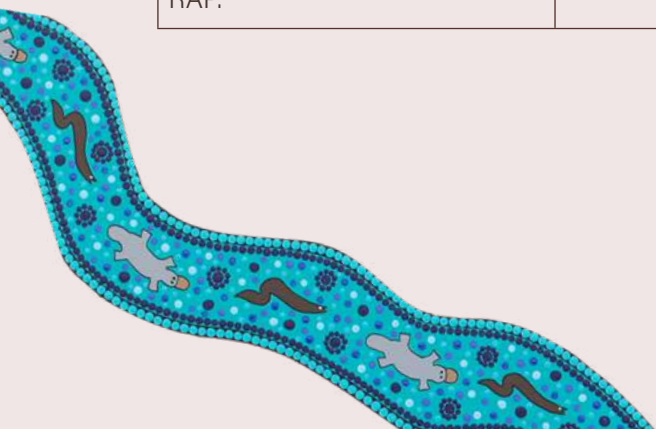
## ACTIONS – OPPORTUNITIES

OPPORTUNITIES			
Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	[February, 2023]	NHBarwon Network Coordinator& Rosewall NH Coordinator
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	[February, 2023]	NHBarwon Network Coordinator & NHBarwon Treasurer
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	[March, 2023]	NHBarwon Network Coordinator & NHBarwon Treasurer
	Investigate Supply Nation membership.	[March, 2023]	NHBarwon Network Coordinator



## ACTIONS – GOVERNANCE

GOVERNANCE			
Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	[November, 2022]	NHBarwon Network Coordinator
	Draft a Terms of Reference for the RWG.	[November, 2022]	NHBarwon Network Coordinator
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	[November, 2022]	NHBarwon Network Coordinator
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	[November, 2022]	NHBarwon Network Coordinator
	Engage COG in the delivery of RAP commitments.	[September, 2022]	NHBarwon Network Coordinator
	Appoint a senior leader to champion our RAP internally.	[September, 2022]	NHBarwon President
	Define appropriate systems and capability to track, measure and report on RAP commitments.	[October, 2022]	NHBarwon CD Coordinator
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire	1 August, 2023	NHBarwon CD Coordinator
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, [2023]	NHBarwon CD Coordinator
	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2023	NHBarwon CD Coordinator
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	[July 2023]	NHBarwon Network Coordinator







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