



Brotherhood of St Laurence
Working for an Australia free of poverty

Reconciliation Action Plan May 2021 – May 2024



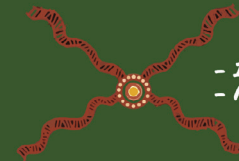
Acknowledgement

The Brotherhood of St. Laurence acknowledges the Traditional Custodians of the land and waterways on which our organisation operates. We pay our respects to Aboriginal and Torres Strait Islander Elders past, present and emerging.

KEY



- THE LITTLE FIGURES REPRESENT THE BSL RECONCILIATION COMMITTEE MEMBERS
- BOTH ARE PICTURED AS THE SAME TO DEPICT EQUALITY



- INSPIRED BY THE BSL LOGO
- MEETING PLACE AND SAFE SPACE



- POINTS OF INTEREST FOR THE ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITY
- OUR STORIES, OUR VALUES AND IDEAS



- TURNING DISCUSSIONS INTO ACTIONS
- COMING TOGETHER



- IDEAS CONTRIBUTED BY NON-ABORIGINAL PEOPLE
- OUTCOMES WE HELP THEM WITH

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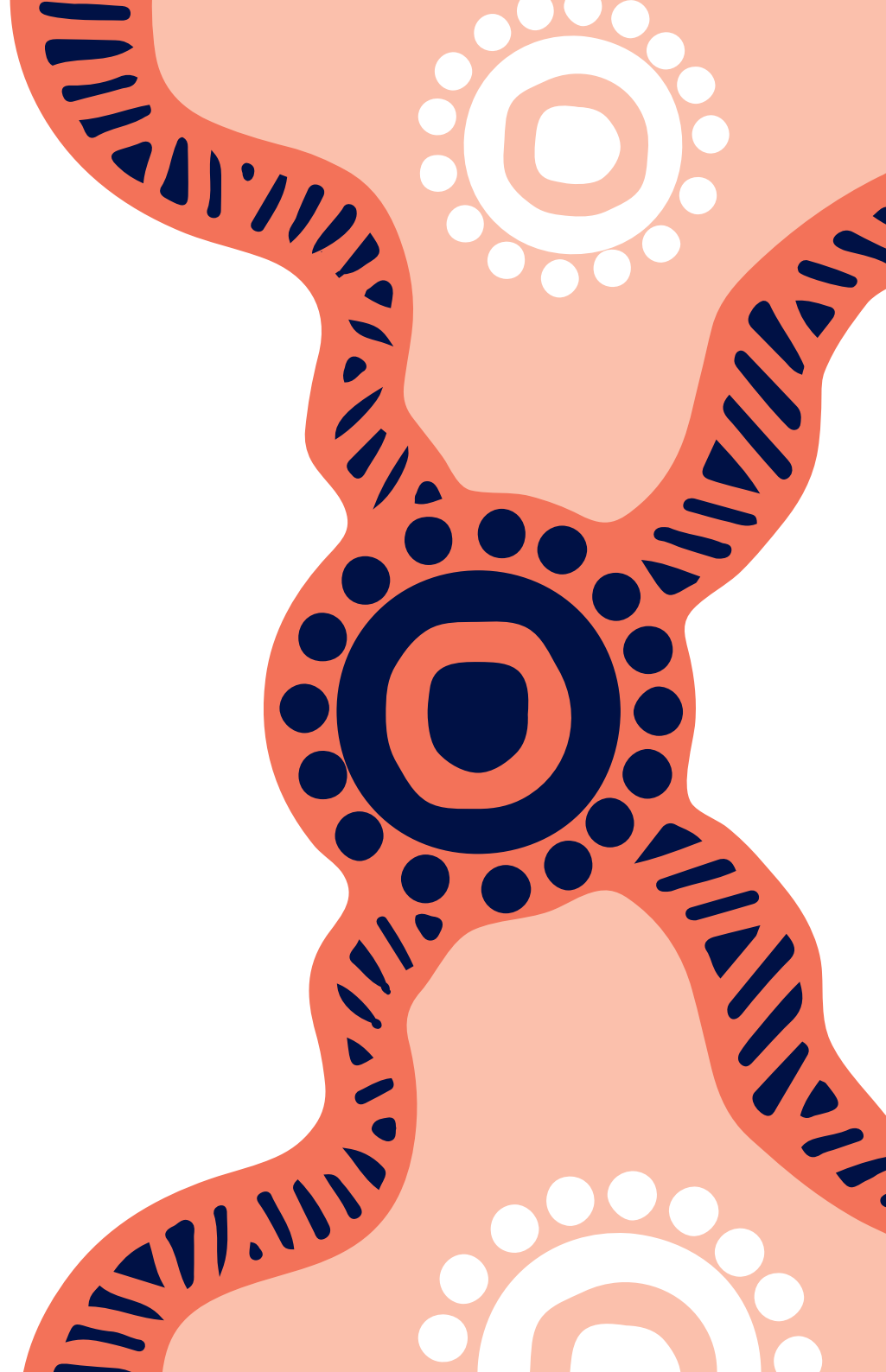
Uncle John Baxter

Annie Kent

Corey Costello-Czok

Kendall Lane

Our RAP Logo





Foreword

The ideas of justice, access to opportunity and empowerment of local community are close to the heart of the Brotherhood of St. Laurence (BSL) as we work for an Australia free of poverty. These core ideas inform our second Reconciliation Action Plan (RAP) which seeks to engage more deeply, and reflect the aspirations of Aboriginal and Torres Strait Islander peoples within community.

Our RAP offers a dynamic framework for our organisation to reflect on present and past injustices, to learn with humility, and work with intentional focus to ensure that economic, social and civic opportunities in our prosperous nation are shared with Australia's Aboriginal and Torres Strait Islander peoples, who have original claim to its abundance.

BSL is committed to work within its sphere of influence to address stark inequality gaps that persist between Aboriginal and Torres Strait Islander peoples and other Australians. In making our contribution, we recognise the strength and endurance of Aboriginal and Torres Strait Islander cultures and the capability of Aboriginal and Torres Strait Islander peoples and their representative organisations to assert their own voices and shape their own destiny.

Dr. Lucia Boxelaar
Acting Executive Director

Our Vision for Reconciliation

The Brotherhood of St. Laurence has a vision for reconciliation that shows a country where Aboriginal and/or Torres Strait Islander peoples enjoy equal opportunities for participation in our community, as do all Australians, and that equal participation begins with the recognition and inclusion of Australia's First Nations Peoples at all levels of society.

Our Organisation

The Brotherhood of St. Laurence (BSL) is a social justice organisation that seeks to drive systemic change to achieve a fair, just and compassionate Australia; we advocate for the rights of all people to share in the nation's prosperity so we can all live with dignity and contribute our talents to society. Our organisation was founded in 1930 by the Anglican activist priest, Gerard Tucker - a noted campaigner for social reform in his day. Tucker deployed dramatic films to highlight the living conditions of poor families. He engaged in sit-ins to protest unfair laws for tenants and landlords, and BSL came to play a key role in abolishing the unhealthy 'slums' of inner-suburban Melbourne. BSL has expressed concern about a range of issues that have impacted upon Aboriginal and Torres Strait Islander Peoples since the 1950s, first connecting with local community in Fitzroy and the surrounding suburbs.

Today, BSL works across Australia to alleviate and prevent poverty. Informed by evidence, we work with others who share our goals to secure a fair, compassionate and just society for this and future generations. In order that all Australians can participate fully in social and economic life, we champion the goal of inclusive growth, whereby social policy is integrated with economic policy. A key part of our advocacy is to work with people who are grappling with disadvantage and dispossession to support their efforts to articulate their concerns and aspirations, and press for reform.

In community, we deliver a diverse range of social services across Victoria, including the suburbs of Broadmeadows, in Melbourne's west, Whittlesea in the city's north-east and Frankston, in the south-east. In addition, our national approach is based on forging local partnerships with like-minded, community-based organisations, and we have built our presence in cities and regions in every Australian state and territory through this partnership strategy. Notably, in our Home Interaction Program for Parents and Youngsters (HIPPY), a home-based early childhood learning

program, we work alongside local community organisations to deliver HIPPY in 100 geographic locations. Half of these are Aboriginal and Torres Strait Islander communities, including areas along the Murray-Darling River, up the eastern seaboard to Far North Queensland, in the Northern Territory and across the Kimberley in Western Australia. BSL also provides organisational support for the Fellowship of Indigenous Leadership in Victoria.

The BSL Youth Team is working in collaboration with the Department of Education, Northern Territory to offer the Certificate I in Developing Independence (Cert I DI). This Cert I DI is being delivered presently to YMCA (Katherine and Darwin), Youthworx (Darwin), the Nyangatjatjara College Yulara/Alice Springs.

More recently, through our Local Area Coordination Service implementing the National Disability Insurance Scheme, we are actively supporting people with disability to make their own choices and decisions around their lives, having their needs at the front and their voices heard. We support community, Aboriginal and mainstream services to respond to the needs and aspirations of Aboriginal and Torres Strait Islander peoples. Our person-centred approach ensures that our team provides a high quality service to Aboriginal and Torres Strait Islander communities across North East Melbourne, Hume Moreland, Bayside Peninsula, Western Melbourne and Brimbank Melton.

Through our longstanding partnership with the University of Melbourne, we are a key collaborator in the Atlantic Fellows for Social Equity - an Indigenous-led lifelong, collaborative fellowship program and platform for systemic change. The global program harnesses Indigenous knowledge, ingenuity, and creativity to drive transformative change.

Our organisation employs 1,500 people, including casual positions, over 72 sites, and taps into the community effort of a further 1,000+ volunteers. Eleven staff members identify as Aboriginal and/or Torres Strait Islander. All staff are required to participate in Aboriginal Cultural Awareness Training and encouraged to participate in cultural immersion activities and events throughout the year. This includes National Reconciliation Week events, having key Aboriginal and/or Torres Strait Islander leaders participate in BSL events, roundtables and keynote presentations, and local Aboriginal community events and networks such as in Frankston.

In 2020, we employed an Indigenous Employment Officer to guide our organisation to deliver an Indigenous Employment Strategy. The key focus areas of this role are: to develop the Indigenous Employment Strategy; provide Indigenous employment support and retention; and contribute to external stakeholder relationships and engagement. This role will also assist in the creation of the BSL's Indigenous Staff Network. The Network will enable voice and aspirations of Aboriginal and Torres Strait Islander employees to be heard and addressed.



Our RAP

Key Learnings

A key learning from our Innovate RAP has been that the plan must be a living document that adapts and accommodates change, internally and externally, to the organisation. We have achieved many of the deliverables outlined against key actions in the Innovate RAP, and will continue our commitment towards improving our relationships and working with Aboriginal and Torres Strait Islander communities.

During the life of our Innovate RAP, we had the opportunity to build successful partnerships with locally based Aboriginal organisations that have helped us frame our policies so that we are delivering culturally appropriate and respectful programs and services to Aboriginal and Torres Strait Islander communities. We will continue to further develop these relationships by improving our understanding and cultural competency through supporting the opportunity for our staff to participate in Aboriginal and Torres Strait Islander cultural awareness programs and cultural immersion activities. We will ensure that there are opportunities for Aboriginal and Torres Strait Islander people to gain meaningful training and employment at BSL, and ensure that we contract Aboriginal and Torres Strait Islander businesses through social procurement and our partnering with Supply Nation.

Our Commitment

BSL recognises:

Aboriginal and Torres Strait Islander peoples as the First Peoples and the Traditional Custodians of this land and waterways, and Aboriginal and Torres Strait Islander cultures as one of the richest and oldest continuing cultures in the world, and the overwhelming evidence of the impact of colonisation, dispossession, removal of children from their families and other adverse laws, policies and practices on the social, cultural and economic wellbeing of Aboriginal and Torres Strait Islander peoples and communities.

What we commit to:

In keeping with the values of BSL to seek the common good through compassion, with a generosity of spirit and reliance on evidence, we aim to progress reconciliation based on recognition and respect by committing to the following:

- Deepening and further building our relationships with Aboriginal and Torres Strait Islander organisations, families and communities.
- Acknowledging Aboriginal and Torres Strait Islander histories, cultures and Traditional Ownership and through engaging staff.
- Ensuring our services are culturally appropriate and culturally safe.
- Increasing the representation of Aboriginal and Torres Strait Islander peoples in all aspects of our organisation's work.
- Monitoring our actions and regularly reporting our progress to our Board and to Reconciliation Australia.

What we will work towards

Over the next three years to 2024, we will work towards the following key outcomes:

- Local engagement plans in our key geographies to support access to, and the delivery of, culturally safe services for Aboriginal and Torres Strait Islander peoples. Thus, enabling effective, respectful and purposeful engagement with Aboriginal and Torres Strait Islander Elders, groups, businesses and organisations.
- Through these engagement plans, our staff will have increased awareness of Aboriginal and Torres Strait Islander-specific policies and programs, and improved knowledge and understanding of Aboriginal and Torres Strait Islander cultures and histories
- Our services and sites will be culturally safe and appropriate, with local service plans that are informed by consultation and engagement with Aboriginal and Torres Strait Islander peoples, Elders, groups and organisations; with Acknowledgement of Country; and resources and referral pathways to local Aboriginal and Torres Strait Islander services and agencies.
- Increased Aboriginal and Torres Strait Islander representation among our staff, managers and volunteers, by embracing recruitment and management practices that contribute to a culturally safe organisation.
- Our staff will be familiar with our RAP, its goals and targets, and how their work contributes to its implementation.
- Our service user communities will have a better awareness of Aboriginal and Torres Strait Islander histories, cultures and issues through our promotion of reconciliation and the RAP actions.
- Our programs, research and advocacy agenda will make a meaningful contribution to improving economic, social, education and employment outcomes for Aboriginal and Torres Strait Islander peoples.

Our Governance

To develop this Stretch RAP, the RAP Committee has undertaken a review of the Innovate RAP and its achievements, held discussions, meetings and workshops with Aboriginal and/or Torres Strait Islander peoples on the RAP Committee and staff across BSL; the BSL Executive and Senior Leadership Team; the BSL Diversity Unit and Aboriginal Employment Officer. This Stretch RAP has been guided by and facilitated consultations undertaken by Karen Milward, a Yorta Yorta woman through Karen Milward Consulting Services. To inform this RAP, external initiatives have been to participate in the Anglicare Reconciliation Network and First Nations Peoples, ongoing engagement with Reconciliation Australia including conferences and webinars; engagement with SNAICC and broader engagement with Aboriginal and/or Torres Strait Islander organisations, ACOSS; external conferences and the Uluru Statement of the Heart outcomes and community consultations.

The Executive Director is our Reconciliation Champion. Our RAP Committee meets six-weekly to consider the development and implementation of our RAP deliverables. The RAP Committee is co-chaired by a member of the Executive and all Aboriginal and/or Torres Strait Islander employees are invited to be a member of the RAP Committee, and representatives from all BSL Divisions. Two Aboriginal employees are members of the RAP Committee. To facilitate reconciliation at the local office level and deliverables in this RAP, BSL is establishing a network of 40 Reconciliation Representatives.

The Committee members involved in developing the RAP were:

Anica Niepraschk, Project Manager, Climate Safe Homes
Cathy Schrader, Diversity and Inclusion Lead
Chris Price, Head of Service Planning, Analysis and Reporting
Corey Costello-Czok, Indigenous Employment Officer
Debra Saffrey-Collins, Head Chaplain & Diocesan Partnerships
Elle McLachlan, Manager Service Development, National Youth Employment Body (NYEB)
Elly Krommidas, Head Business Enablement
Harriet Wilson, Senior ECEI Coordinator
Janet Lodge, RAP Coordinator
John Baxter, Aboriginal Partnerships Coordinator (NDIS Division)
Marian Pettit, National Manager – HIPPY (Co-Chair)
Michelle Trebilcock, Revd. Dr. Chaplain
Rodney Weston, Director NDIS Services (Co-Chair)

We also recognise the work of previous BSL staff: Farah Farouque, Sharon Lee, Nicole Rees, Rebecca Edwards as well as Morgan Molloy.

Our Innovate RAP Outcomes 2014–2017

- BSL Board members and 303 staff participated in face-to-face Aboriginal Cultural Awareness Training.
- Two Aboriginal university students undertook paid internships.
- Acknowledgment of Traditional Owner plaques displayed at 55 BSL sites.
- Welcome to Country and Acknowledgement of Country cultural protocol guide has been developed, placed on the intranet and circulated to staff.
- Sorry Day events held – speakers included singer-songwriter, Kutcha Edwards; Olympian Kyle Vander Kuyp; and academic, Professor Marcia Langton.
- We became members of Balit Narrum Aboriginal Disability Network and have built strong engagement with the Aboriginal Advancement League.
- The curriculum for HIPPY includes storybooks written and illustrated by local Aboriginal peoples and/or communities and incorporates local Aboriginal cultures within the HIPPY program and events.
- Engaged local Aboriginal artist, Christinaray Weetra, in her studies and commissioned her design a reconciliation mural Craving Our Way at our head office
- An Aboriginal Language workshop was held for staff at Fitzroy.
- Yappera Children’s Service Cooperative now have culturally appropriate puzzles and artworks.
- Staff participated in local Sorry Day, National Reconciliation Week and NAIDOC Week activities.
- The Apology statement was translated into Mandarin to improve knowledge and awareness among older Chinese and Vietnamese Coolibah service users.
- BSL has agreements with 16 Aboriginal organisations across Australia to deliver HIPPY and collaborates with SNAICC and other key Aboriginal and Torres Strait Islander organisations on cultural awareness, research and advocacy.
- BSL supported the Fellowship for Indigenous Leadership and Indigenous Leadership Network Victoria.
- BSL’s social procurement policy was redeveloped to promote the use of Aboriginal and Torres Strait Islander businesses and suppliers.
- We developed systems and processes to track the participation of Aboriginal and Torres Strait Islander clients so BSL could identify a benchmark for future improvements in access to our programs.
- Working in partnership with the University of Melbourne, we contributed to the newly launched Atlantic Fellows for Social Equity Program which will help develop social change leaders, especially among Aboriginal and Torres Strait Islander peoples.

Relationships

BSL will build connection and maintain strong and respectful relationships with Aboriginal and Torres Strait Islander communities and organisations to meet our goals of social inclusion, empowerment and dignity and economic security for all Australians. We will ensure that our governance structures engage with Aboriginal and Torres Strait Islander leaders, organisations and our partner networks. We understand that the quality of these relationships is fundamental to our work and reconciliation.



Action	Deliverable	Responsibility	Timeline
1. Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander Peoples, communities and organisations.	BSL will meet with First Nations leaders to identify the best approach to engage with our community partners and external stakeholders in our reconciliation journey.	Executive Director, Indigenous Employment Officer	Dec 2021, 2022, 2023
	Develop and implement 4 local engagement plans, in consultation with Aboriginal and Torres Strait Islander leaders, organisations and networks for key geographies (Frankston/Peninsula; North East Melbourne; North West Melbourne; Inner North) to ensure our services and programs are culturally appropriate, culturally safe and connected with local First Nations Peoples, communities, Elders, groups, services, organisations and networks including through our governance arrangements.	Director, NDIS	Sep 2021
	Meet with 5 local Aboriginal Community Controlled Organisations to develop guiding principles for future engagement.	Director, NDIS	Dec 2021
	Commit to establishing 5 formal two-way partnerships to build capacity in Aboriginal and Torres Strait Islander organisations and/or communities relevant to our sphere of influence.	Indigenous Employment Officer	Dec 2021
2. Build relationships through celebrating National Reconciliation Week (NRW).	BSL collaborates with local Aboriginal and Torres Strait Islander communities to support and develop at least three internal National Reconciliation Week activities/ events.	Indigenous Employment Officer and Co-Chairs RAP Committee	May 2021, 2022, 2023
	Organise a Town Hall style event with an Aboriginal and/or Torres Strait Islander guest speaker(s) to ensure all BSL staff can attend in person, access to live stream or view at a later date.	Indigenous Employment Officer, Co-Chair RAP Committee and I Lead, Internal Communications	May 2021, 2022., 2023
	Ensure the RAP Committee members participate in at least two external NRW events.	Co-Chairs, RAP Committee	May 2021, 2022, 2023
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff.	Lead, Internal Communications	May 2021, 2022, 2023
	All BSL staff will participate in at least two NRW events and local Aboriginal events and networks	Executive Director, and Co-Chairs RAP Committee	May 2021, 2022, 2023
	Register all NRW events on Reconciliation Australia's NRW website.	Indigenous Employment Officer	May 2021, 2022, 2023

Action	Deliverable	Responsibility	Timeline
3. Promote reconciliation through our sphere of influence.	Promote reconciliation through our sphere of influence.	Director Marketing and Engagement	Sep 2021, 2022, 2023
	Visit BSL sites and engage with First Nations Staff and ensure our RAP is available for all staff.	Indigenous Employment Officer	Dec 2021, 2022
	Implement strategies to engage all staff to drive reconciliation outcomes.	Executive Director	Dec 2021, 2022
	Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes.	Executive Director & Director, NDIS*	Dec 2021, 2022
	Appoint Aboriginal and/or Torres Strait Islander person(s) on the BSL Board and/or BSL Board Committees.	BSL Board Chair and Executive Director	Dec 2021
	Communicate our commitment to reconciliation publicly.	Director, Marketing and Engagement	Nov 2021, 2022
	Collaborate with two other like-minded organisations to implement ways to advance reconciliation, including Anglicare Australia Network, SNAICC, VCOSS and HIPPY provider network.	Executive Director	Dec 2021, 2022
4. Promote positive race relations through Equal Employment Opportunities strategies.	Continuously improve HR policies and procedures concerned with anti-discrimination.	Head, People and Culture	Dec 2021, 2022
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to continuously improve our Equal Employment Opportunity policy.	Head, People and Culture	Dec 2021, 2022
	Provide ongoing education opportunities for senior leaders and managers on the effects of racism.	Head, People and Culture	Dec 2021, 2022
	Implement and communicate an anti-discrimination policy for our organisation.	Head, People Services*	Sep 2023
	Senior leaders to publicly support anti-discrimination campaigns, initiatives or stances against racism	*BSL Senior Leadership Team, Co-Chairs RAP Committee	Oct 2021,2022, 2023





Respect

BSL respects Aboriginal and/or Torres Strait Islander sovereignty, cultures, languages, histories and custodianship of the land, sea and country for over 65,000 years, and their ongoing importance in our contemporary society. We will ensure Aboriginal and Torres Strait Islander peoples participate in, and contribute to, BSL as an organisation, and its programs and services. We will also ensure BSL staff have increased awareness, knowledge and training to respect and celebrate Aboriginal and Torres Strait Islander peoples and their cultures, and address the consequences of historical dispossession. We recognise the Uluru Statement of the Heart and respectfully seek to walk with Aboriginal and Torres Strait Islander people for a better future.

Action	Deliverable	Responsibility	Timeline
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the implementation of a cultural learning strategy.	Manager, Learning and Organisational Development*	Jun 2021
	Commit all RAP Committee members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning.	Executive Director & Director Shared Services*	May 2021,2022,2023
	Implement and communicate a cultural learning strategy for our staff.	Manager, Learning and Organisational Development	Oct 2021
	Conduct a review of cultural learning needs within our organisation.	Manager Learning and Organisational Development	Aug 2021, 2022
	Ensure all BSL sites display Aboriginal artwork, Aboriginal and Torres Strait Islander flags and information and all BSL staff have undertaken cultural awareness training.	Senior Managers and Site Managers	Review in Dec 2021, 2022, 2023
	Implement BSL's Aboriginal and Torres Strait Islander Face to Face Cultural Awareness Training Program for a minimum of 90% of staff across all sites in the next three years.	Manager Learning and Organisational Development	Dec 2021, 2022, 2023
	All BSL staff undertake BSL online cultural awareness training developed in collaboration with SNAICC.	Manager Learning and Organisational Development	Dec 2021, 2022, 2023
	All new employees participate in face-to-face Aboriginal and Torres Strait Islander Cultural Awareness training within three months of employment.	Manager, Learning and Organisational Development	Dec 2021, 2022, 2023
	Offer opportunities to 50 volunteers to participate in BSL's Aboriginal and Torres Strait Islander Cultural Awareness Training Program each year.	Manager, Learning and Organisational Development	Dec 2021, 2022, 2023

Action	Deliverable	Responsibility	Timeline
2. Demonstrate respect to Aboriginal and Torres Strait Islander Peoples by observing cultural protocols.	New templates for Statement of Acknowledgement of Traditional Owners on BSL website, letterhead, email signatures and corporate branding.	Director, Marketing and Engagement	Sep 2021
	Display Acknowledgement of Country plaques at all BSL sites such as offices, Op Shops, hubs, centres and warehouses.	Indigenous Employment Officer, Senior Manager Facilities and Assets	Jun 2021
	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Indigenous Employment Officer	Dec 2021, 2022, 2023
	Invite a local Traditional Owner to provide a Welcome to Country at the commencement of two significant events per year.	Indigenous Employment Officer	Dec 2021, 2022, 2023
	Staff and senior leaders provide an Acknowledgement of Country at all public events and meetings.	Executive Directors	Dec 2021, 2022, 2023
	Conduct Smoking Ceremonies at the opening of new BSL sites, major RAP events and major BSL events (minimum three).	Director, Marketing and Engagement	Dec 2021, 2022, 2023
	Annually review and promote BSL cultural protocol document for Welcome to Country and Acknowledgement of Country to our staff, clients, partners and stakeholders and share on our website.	Indigenous Employment Officer in consultation with RAP Committee	Dec 2021
	Maintain and review a list of key contacts for organising a Welcome to Country.	Indigenous Employment Officer	May 2021, 2022, 2023
3. Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Reconciliation Committee members to participate in an external NAIDOC Week event.	RAP Committee, Indigenous Employment Officer	Jul 2021, 2022, 2023
	In consultation with Aboriginal and Torres Strait Islander stakeholders, support 5 external NAIDOC Week events each year across Melbourne, in particular events organised by local NAIDOC Committees.	*Directors, NDIS, Community Programs and Aged Care	Jul 2021, 2022, 2023
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Manager, People Experience	May 2021

Action	Deliverable	Responsibility	Timeline
	All staff participate in at least 1 NAIDOC Week event in our local area, including the NAIDOC March, local NAIDOC Lunch or Dinner events.	Executive Director	Jul 2021, 2022, 2023
	Provide opportunities for Aboriginal and Torres Strait Islander staff to participate in NAIDOC Week activities and events.	Co-Chairs RAP Committee	Jul 2021, 2022, 2023
	In consultation with Aboriginal and Torres Strait Islander peoples, hold an internal or public NAIDOC Week event	Co-Chairs, RAP Committee, Indigenous Employment Officer	Jul 2021, 2022, 2023
	Annually provide an opportunity for staff to attend a Reconciliation Film Club screening of an Aboriginal and/or Torres Strait Islander documentary.	Co-Chairs, RAP Committee	Jul 2021, 2022, 2023



Opportunities

BSL will actively foster education, training and employment opportunities for First Nations people and identify professional development opportunities for our First Nation Australian employees. BSL will develop culturally appropriate policies, procedures, programs and services that improve the economic, educational and social opportunities for First Nations people of Australia.



Action	Deliverable	Responsibility	Timeline
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Review HR and recruitment procedures and policies to improve Aboriginal and Torres Strait Islander participation and retention in our workplace.	Manager, People Experience and Indigenous Employment Officer	Dec 2021, 2022, 2023
	Ensure at least 20 staff or 0.9% of BSL staff identifying as Aboriginal and/or Torres Strait Islander peoples are employed in BSL, including identified positions. Targets: 2021 15 staff, 2022 17 staff and in 2023 20 staff.	Head, People Services and Directors, BSL Executive	Progress reports Jul 2021, 2022, 2023
	Review and update the Aboriginal Employment Strategy in consultation with Aboriginal and Torres Strait Islander staff.	Indigenous Employment Officer	Jul 2021
	Advertise employment opportunities and job vacancies in the Koori Mail, Indigenous Times and Aboriginal and Torres Strait Islander social media and employment networks for identified positions.	Head, People Services	Dec 2021, 2022, 2023
	Work with Aboriginal and Torres Strait Islander employment networks to identify how we can be an employer of choice for Aboriginal and Torres Strait Islander peoples through consulting with Aboriginal organisations and staff.	Indigenous Employment Officer	Dec 2021, 2022, 2023
	Participate in at least 2 Aboriginal recruitment events and expos per year	Indigenous Employment Officer	Jul 2021, 2022, 2023
	Offer at least two paid internships for Aboriginal and/or Torres Strait Islander applicants each year.	Head Human Resources	Dec 2021, 2022, 2023
	Improve access to leadership development opportunities for Aboriginal and/or Torres Strait Islander peoples through providing individual support such as mentoring to Aboriginal and Torres Strait Islander people who have an interest in applying for the fellowships offered through the Atlantic Foundation.	Director, Research and Policy Centre	Aug 2021, 2022, 2023
	Match Aboriginal and Torres Strait Islander employees with leadership aspirations to mentors both internally or externally.	Executive Director, Director, Shared Services	Dec 2021, 2022, 2023
	Create individual leadership pathways for Aboriginal and Torres Strait Islander staff interested in progressing to management position.	Executive Director	Dec 2021, 2022, 2023
	Establish a BSL Aboriginal and Torres Strait Islander staff network, with new and existing staff invited to provide cultural support and networking with each other and the network.	Indigenous Employment Officer	Aug 2021

Action	Deliverable	Responsibility	Timeline
<p>2. Work towards delivery of culturally safe, respectful and appropriate services and programs across the organisation.</p>	<p>Develop BSL organisational standards for the design and delivery of culturally safe, respectful and appropriate services and programs. Standards include:</p> <ul style="list-style-type: none"> • Implement local engagement plans • Develop culturally appropriate resources and materials within all our sites • Implement data collection tool to measure service uptake by Aboriginal and Torres Strait Islander peoples and trends • Develop client feedback mechanisms to improve service engagement, delivery and outcomes • Link service promotion and referral pathways to local engagement plans, to encourage uptake by Aboriginal and Torres Strait Islander peoples • Implement Organisational Standards across BSL 	<p>Director, Shared Service</p> <p>Director, NDIS</p> <p>Divisional Directors</p> <p>Head, Monitoring, Evaluation and Learning</p> <p>Director Shared Services</p> <p>Director, NDIS</p> <p>Director, Shared Services</p>	<p>Jun 2021</p> <p>Aug 2021</p> <p>Jul 2021</p> <p>Jun 2021</p> <p>Jun 2021</p> <p>Aug 2021</p> <p>July 2021</p>
	<p>Ensure all HIPPY provider organisations deliver HIPPY as a culturally safe, respectful program, including training to providers, cultural awareness training, and through annual Quality Assurance process by BSL.</p>	<p>National Manager, HIPPY Australia</p>	<p>Jul 2021, 2022, 2023</p>
	<p>Ensure feedback mechanisms through local Advisory Groups and Elders on HIPPY being culturally safe, respectful program is monitored through annual Quality Assurance process.</p>	<p>National Manager, HIPPY Australia</p>	<p>Oct 2021, 2022, 2023</p>
<p>3. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<p>Review and update procurement practices to encourage procuring goods and services from Aboriginal and Torres Strait Islander businesses.</p>	<p>Chief Financial Officer</p>	<p>Nov 2021, 2022, 2023</p>
	<p>Obtain Supply Nation membership.</p>	<p>Head Business Enablement</p>	<p>Oct 2021</p>
	<p>At least 10% of annual procurement from Aboriginal and Torres Strait Islander businesses by 2022.</p>	<p>Head Business Enablement</p>	<p>Dec 2022</p>
	<p>Maintain commercial relationships with at least three Aboriginal and/or Torres Strait Islander businesses.</p>	<p>Chief Financial Officer</p>	<p>Jun 2021, 2022</p>

Action	Deliverable	Responsibility	Timeline
	Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation.	Head, Business Enablement	Jun 2021, 2022
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses.	Head Business Enablement	Oct 2021, 2022
	Develop a procurement strategy to procure from Aboriginal and Torres Strait Islander businesses.	Head Business Enablement	Dec 2021, 2022, 2023





Governance and Reporting

BSL will be accountable and transparent in our actions towards Reconciliation whilst observing Aboriginal and Torres Strait Islander cultural protocols. BSL will provide support to maintain an effective RAP Committee to drive Governance of the RAP. We will regularly report our actions, both internally and externally, to build accountability and transparency.

Action	Deliverable	Responsibility	Timeline
1. Provide appropriate support for effective implementation of RAP commitments.	Embed key RAP actions in performance expectations of Board Members, BSL Executive and all staff.	Executive Director	Dec 2021, 2022, 2023
	Embed appropriate systems and capability to track, measure and report on RAP commitments.	Executive Director	Jul 2021, 2022
	Embed resource needs for RAP implementation including Reconciliation Representatives at BSL workplaces.	Executive Director	Jul 2021, 2022
	Ensure BSL Executive Director is the RAP Champion.	Executive Director	Jul 2021, 2022,
	BSL RAP is a regularly scheduled agenda item at Executive Team meetings.	Executive Director	Jul 2021, 2022
2. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit annual RAP Impact Measurement Questionnaire.	Indigenous Employment Officer	Sep 2021, 2022, 2023
	Participate in Reconciliation Australia's biennial Workplace RAP Barometer.	Co-Chairs, RAP Committee	Apr 2022
	Report RAP progress quarterly to BSL Board and all staff.	Executive Director, RAP Committee	Dec 2021, 2022, 2023
	Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings.	Executive Director	Nov 2021, 2022, 2023
3. Establish and maintain an effective RAP Committee to drive governance of the RAP.	Refresh our governance structure for implementing, monitoring and promoting the RAP and define the roles for RAP Committee members and Champions.	Co-Chairs RAP Committee	Dec 2021, 2022, 2023
	Minimum of 2 First Nations People on the RAP Committee.	Co-Chairs RAP Committee	Dec 2021, 2022, 2023
	RAP Committee will meet at least four times per year to monitor and report on RAP implementation	Co-Chairs RAP Committee	Dec 2021, 2022, 2023
	Oversee development, endorsement and launch of the RAP	Co-Chairs RAP Committee	Oct 2021
	Apply a Terms of Reference for the RAP Committee	Co-Chairs RAP Committee	Oct 2021
	Implement 40 Reconciliation Representative network across BSL to foster reconciliation at the local workplace and assist in achieving the Stretch RAP deliverables.	Co-Chairs, RAP Committee	Dec 2021
4. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Co-Chairs RAP Committee	Dec 2023

Our BSL RAP Champions

Uncle John Baxter

Uncle John is BSL's Aboriginal Partnerships Coordinator, working in its NDIS Division. Uncle John shares with us some of his story, as well as his thoughts on Reconciliation.

"There are several aspects of the job I really enjoy, being able to contribute to the conversation of change both within BSL but by helping to support organisations like 'Balit Narrum'. My role focuses on key areas such as community engagement, connecting with community and supporting community initiatives, role modelling and mentoring. I identify as Latji Latji / Narungga Man and I was born in the country town of Robinvale, in North West Victoria to Aboriginal parents, although my cultural heritage comes from Point Pearce in South Australia. I was raised in Melbourne and fostered to a non-Aboriginal family. I'm the second youngest of seven, four boys, three girls.

Reconciliation means many things to many people, whether on a local, personal scale or the broader big - picture scenario. I see 2 vastly different angles of reconciliation. The first being the relationship between non-aboriginal and Aboriginal people, and the second being within community. To have overall achievement those you're reaching out to have to see, understand and accept the difference in culture, the past-history and impact it has today, the way we subconsciously predetermine. Pushing society over the finish line isn't a victory, collaboratively achieving the goals together brings far better outcomes".



Annie Kent

Annie Kent works in BSL's Aboriginal Participation Team as a Local Area Coordinator.

Annie is a proud Wirangu Wudawurrung woman living on Wurundjeri country. Annie's role is shared between directly supporting Aboriginal and Torres Strait Islander community members to access and understand the NDIS and other supports. Annie engages in Community Capacity Building with key stakeholders and organisations who have a shared interest in Aboriginal and Torres Strait Islander community driven outcomes.

"My favourite thing about my job is being able to work in my community every day, being trusted with personal stories and providing a space where those who have felt the impact of systemic discrimination now have the space to feel culturally supported and respected".

Her passion for community services comes from her Pa, a Wirangu elder who fought for justice for his mob in everything he did. *"Reconciliation for me means moving out of surviving and into thriving. More personally to me, it means my Pa's voice has been heard".*



Corey Costello-Czok

Corey Costello-Czok is BSL's first appointed Indigenous Employment Officer. Corey shares with us the focus of his role, and provides reflections of his family's past and his vision of Reconciliation in the future.

"Jinggerri (Hello).

My name is Corey Costello-Czok and I'm the first Indigenous Employment Officer for BSL. I identify as a Mununjali man of the Yugambeh Language from the Bundjalung Nation, Australia.

I have 3 key focus areas: 1 - Indigenous Employment Strategy; 2 - Indigenous Employment Support; and 3 - Stakeholder Relationships and Engagement. I am responsible for reviewing, developing and implementing employment and retention strategies for First Nations people of Australia in order to achieve an inclusive workplace, and improve the employment outcomes of Aboriginal and Torres Strait Islander Australians.

I was told as a child; "Your Great, great, great, great Grandfather - Bilin Bilin (born c. 1820; died 1901) was the first Tracker, forced to work for the QLD Police in South East QLD". It has been noted he gained respect of the first European people to arrive as he chose to work with the Europeans, while maintaining his traditional beliefs. In his case, favouring diplomacy over confrontation helped his ability to stay on his country/ancestral land for most of his life. His diplomacy included demanding equal wages for my people and encouraging them not to leave their land. A Lutheran Pastor, Haussmann, taught him to read and write. Inspired by my family legacy, I decided to dedicate my life to working with my mob to bring about positive outcomes to the inequalities and injustices my people have endured for many generations on this continent.

My vision for Reconciliation is an Australia that embraces unity between First Nations peoples and other Australians, and a national culture that epitomizes equality and equity, historical acceptance of our shared history and the elimination of negative race relations."



Kendall Lane

Kendall Lane is an Aboriginal Local Area Coordinator within the Aboriginal Participation Team for North Eastern Melbourne Area, Hume and Moreland.

She is a proud Wamba Wamba / Bangerang woman living and working on unceded Wurundjeri Country. Kendall engages directly with the Aboriginal and Torres Strait Islander community to access and understand the National Disability Insurance Scheme in a culturally safe manner. She also works alongside her Aboriginal colleague, Annie to develop the capacity of the community by engaging with community and mainstream stakeholders who are working to support the black community.

What she loves most about her job is working alongside her community and being part of the process of giving them the power to make decisions for themselves. She loves seeing blakfullas succeed through their resilience. She especially loves how much the role continues to give her through working with community; she has learnt so much about herself and her own connection to culture through this role.

Kendall is passionate about dismantling the system that made sure that her mother did not get the opportunity to connect to her culture as a child. Kendall believes in a Reconciliation that acknowledges that sovereignty was never ceded and that non-Indigenous people are benefiting from stolen land. She believes in a Reconciliation that recognises the structures in which we all work and live within are racist and that the only way to dismantle structural racism is to decolonise and indigenise all spaces. She stands for a reconciliation that does not stand for covert white supremacy and where power is redistributed to Aboriginal people and Torres Strait Islanders.





OUR RAP LOGO

Our new RAP logo was created by talented Wagiman artist, Tara Butterworth. Tara worked at BSL for two years as a Local Area Coordinator (LAC) for the NDIS based in Niddrie, Melbourne.

“As a young Wagiman artist I was honoured to be asked by the BSL Reconciliation Committee to create a new logo for the BSL Stretch RAP 2021-2024. The new logo titled ‘In it Together’ was inspired by the 2020 National Reconciliation Week theme. To support my logo, I have developed a key to show what the varying elements represent about working together in safe environment to share our stories, values and ideas that we wish to achieve for Reconciliation at BSL”.

- Tara Butterworth.







Brotherhood of St. Laurence
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bayila
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