



Bravehearts

Reflect

RECONCILIATION ACTION PLAN

April 2020 - April 2021



RECONCILIATION
ACTION PLAN

REFLECT



Bravehearts
Educate Empower Protect
Our Kids

COVER ART

Safe Hands Sodyla Kris



About the artist

Sodyla is from the Wagadagam Clan of Mabuiag Island, Torres Strait Islands Taepadhighi People of Old Mapoon (Batavia River), Cape York Peninsula, Descendent of Darnley Island, Torres Strait Islands.

Artist statement

This artwork relates to your story. You are reaching out to communities, to their people to provide safety to children and to help those in need. When they have been given that, they are then on a journey with you still providing safety along the way. It represents your organisation (circle in the middle) reaching out (your hands) to communities (dots in groups), the curved lines with dots through the middle is the journey that those who are now connected with you are now on because of your support.

ACKNOWLEDGEMENT OF COUNTRY

Bravehearts acknowledges the Traditional Custodians of the land and waters on which we meet and recognise their continuing connection to land, water and community.

We pay respect to Elders past, present and emerging and extend respect to other Aboriginal and Torres Strait Islander peoples, and express gratitude that we can all share this land today.

We share the sorrow for the costs of that sharing, and hope and believe that we can move together to a place of equity, justice and partnership.



MESSAGE FROM

Hetty Johnston AM

As Founder of Bravehearts I am very proud to launch our inaugural Reconciliation Action Plan. In adopting this plan, I am happy on behalf of the National Board and the Bravehearts team to be officially committing ourselves to a vision for reconciliation not just in gestures and words, but in the very way we work and live.

Bravehearts' Mission is to prevent child sexual assault and exploitation in our society and our Vision is to make Australia the safest place in the world to raise a child, which is all children. To reach our Mission and Vision, we achieve this through Education and Training, Counselling and Advocacy and Research and Lobbying.

As our organisation has grown, we find we are now in a unique position to grow real partnerships and relationships with Indigenous organisations and people that share our Vision and Mission and learn and share from each other. This plan sets out the way that we can respectfully and meaningfully engage as well as explore opportunities for cultural learning and development.

We are so lucky as a nation to be home to the oldest living culture in the world. It is something I am so very proud of and something Bravehearts collectively embrace and celebrate. That is why I am so very excited to have begun our own journey of reconciliation through Bravehearts' Reconciliation Action Plan (RAP).



I would like to thank our RAP Working Group and our National Board for their commitment to this project which will lead Bravehearts into truly making Australia the safest place to raise ALL children.

Hetty Johnston AM

**Founder, Executive Director & Special Projects
Bravehearts Foundation Ltd**



MESSAGE FROM

Alison Geale

As CEO of Bravehearts, I am honoured to be standing side-by-side with our committed staff and National Board in launching Bravehearts' inaugural Reconciliation Action Plan (RAP). Our RAP is a commitment to reconciliation in practice. Formally documenting Bravehearts' existing focus on all our Aboriginal and Torres Strait Islander people's engagements, whilst demonstrating our desire to create meaningful, lasting and respectful partnerships.

I'm excited that the practical actions and framework of our RAP will result in positive and meaningful relationships with Aboriginal and Torres Strait Islander peoples.

The role of ensuring the day-to-day engagement of our RAP is one of excitement and positivity. The desire to engage at every level is evidenced daily at Bravehearts. The opportunity to commit to raising cultural awareness of Aboriginal and Torres Strait Islander peoples through promoting diversity and inclusion is embraced at every level of the organisation.

I am proud to highlight the commitment of our RAP Working Group, National Board and staff in bringing to life the vision of Reconciliation in Action and I thank them for their work to date and beyond on our journey of reconciliation.



Alison Geale

**CEO
Bravehearts Foundation Ltd**



MESSAGE FROM

Reconciliation Australia

Reconciliation Australia is delighted to welcome Bravehearts Foundation Ltd to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, Bravehearts joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander cultures.

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

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides Bravehearts a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, Bravehearts will lay the foundations for future RAPs and reconciliation initiatives.

We wish Bravehearts well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

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

On behalf of Reconciliation Australia, I commend Bravehearts on its first RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine

CEO
Reconciliation Australia



OUR RECONCILIATION ACTION PLAN (RAP)

Bravehearts is Australia's leading child protection organisation, founded in 1997 by Hetty Johnston AM following her youngest daughter's disclosure of sexual assault.

Finding there was no organisation to turn to for help, Hetty established Bravehearts to provide advice and support to those affected by child sexual assault.

- **Our Mission** is to prevent child sexual assault and exploitation in our society.
- **Our Vision** is to make Australia the safest place in the world to raise a child.
- **Our Guiding Principles** are to, at all times, tenaciously pursue our Mission without fear, favour or compromise and to continually ensure that the best interests, human rights and protection of the child are placed before all other considerations.
- **Our Guiding Values** are to, at all times, do all things to serve our Mission with uncompromising integrity, respect, energy and empathy ensuring fairness, justice, and hope for all children and those who protect them.

Bravehearts employs over 75 people (one of whom identifies as Aboriginal) across Australia with offices in Arundel, Ormeau, Springwood, Spring Hill, Strathpine, Cairns, Launceston, Geelong, Shepparton and Melbourne. Bravehearts provides world-class child protection training and preventative education initiatives, specialist counselling and support services and research. Our legislative reform agenda has changed the way Australia deals with child sexual assault.

Since our inception in 1997, we have educated over one million children with our personal safety program 'Ditto's Keep Safe Adventure', provided thousands of counselling sessions to children, adults and family members, and delivered training in Australia and overseas to thousands. Our impact and reach is immeasurable.

Over the past five years Aboriginal and Torres Strait Islander child safety rates have increased in the areas of notifications, substantiations and living away from home. This represents an unsustainable trajectory for the futures of these Aboriginal and Torres Strait Islander children and families.

Whilst Bravehearts is doing great work in many Aboriginal and Torres Strait Islander communities across Australia, we acknowledge that we remain largely invisible. As such, we need to invest in understanding Aboriginal and Torres Strait Islander peoples' aspirations and needs. We must build relationships with critical stakeholders who can guide us in a way that delivers meaningful outcomes, and support for Aboriginal and Torres Strait Islander children and families.

We are at the very beginning of our RAP journey and we believe by commencing this process it will truly help us to reach our Vision of making Australia the safest place in the world to raise children – all children.



Why are we developing a RAP?

As a national organisation and leader in child protection, Bravehearts strives to provide services and support for all Australians. In line with our Vision, Mission and Values, we truly want to make Australia the safest place in the world to raise a child for all families.

We are committed to action and to expanding and improving our services to be more accessible and culturally aware. This RAP is the first step toward reconciliation and demonstrates Bravehearts' commitment to Aboriginal and Torres Strait Islander peoples through recognition of culture and connection to country.

About our RAP

As this is our first RAP and as we embark on this important journey, we want to ensure we get this right. We invited all Bravehearts team members to be a part of our RAP Working Group, and continue to extend this invitation. Our RAP Working Group is currently made up of the CEO, Management Group representatives, People and Culture (HR); Educational Staff; a Case Manager (who identifies as Aboriginal); Counsellors and members of the Community Engagement and Fundraising Team.

Our CEO takes on the role of RAP Champion, responsible for driving internal engagement and awareness of Bravehearts' RAP.

This group worked to understand and identify the opportunities to engage with Aboriginal and Torres Strait Islander people, and to inform the key priorities for Bravehearts.

Our key priority is to establish and develop respectful, trusting, and mutually beneficial relationships with Traditional Owner Groups and Aboriginal and Torres Strait Islander communities across Australia, and other critical Aboriginal and Torres Strait Islander stakeholders in the child protection space.

This is underpinned by our increased cultural competence in working with Aboriginal and Torres Strait Islander children and families.

As we grow our relationships and cultural understanding with Aboriginal and Torres Strait Islander peoples and communities, we hope to significantly increase access to, and deliver outcomes for Aboriginal and Torres Strait Islander children and families.



Our current activities

IDENTIFYING AND ACKNOWLEDGING TRADITIONAL OWNERS WHERE BRAVEHEARTS OPERATE

Bravehearts has identified the Traditional Custodians of the lands where our Australian offices are located including the regions in which we work.

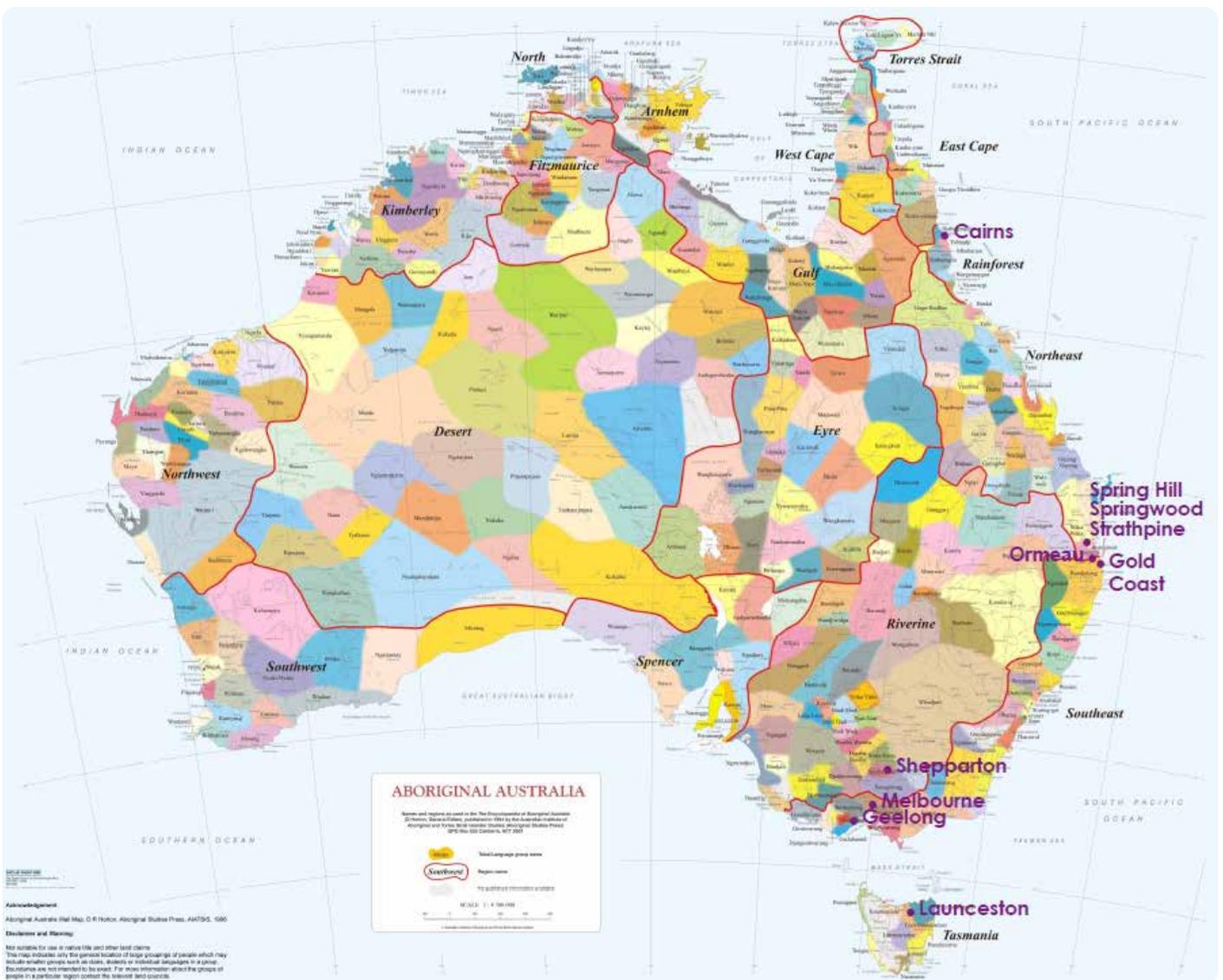
This enables Bravehearts' staff and stakeholders to identify and acknowledge respective Traditional Owners for each location.

The Traditional Custodians for each office location are:

- Yugambeh – Arundel and Ormeau, Gold Coast
- Bama Tribe - Cairns
- Yambina - Springwood, Logan
- Jagara - Springhill, Brisbane
- Turrubul - Strathpine, Moreton Bay Region
- Yidinji - Portsmith, Cairns
- Palawa/Pakana/Palawa Kani – Riverside, Tasmania
- Wathaurong (also called the Wathaurung and Wadawurrung) - Geelong
- Boon Wurrung and Woiwurrung (Wurundjeri) peoples of the Kulin Nation - Melbourne

- There were eight tribes that occupied what is now known as Greater Shepparton, consisting of the Yorta Yorta, Bangerang, Kalitheban, Wollithiga, Moira, Ulupna, Kwat Kwat, Yalaba Yalaba and Nguaria-iiliam-wurrung clans, all of which speak the Yorta Yorta language - Shepparton

We also operate in many regions of Australia, outside of our office locations. Our large reach is predominantly through the delivery and presentation of our Educational Program 'Ditto's Keep Safe Adventure'.



- **Bravehearts office locations**

Image credit: Horton, D. R. (1996). Aboriginal Australia Wall Map: Australian Institute of Aboriginal and Torres Strait Islander Studies. Aboriginal Studies Press.



EDUCATION PROGRAM: CHILDREN UNDER 8

'Ditto's Keep Safe Adventure' is a live 35 minute incursion aimed at children from 3 to 8 years old that teaches children strategies and skills to stay safe in a range of situations from sexual assault to bullying.

The program consists of:

- 35 minute live performance for children
- Parent/Teacher information sessions per school/centre
- Phone counselling support and advice
- Teacher resources/information
- Parent/carer resources/information
- Student activity book

'Ditto's Keep Safe Adventure' program is reinforced with personal safety activities which increase retention and likelihood of such learnings to be implemented when required.

An activity book is given to each child to enable teachers and parents to continue reinforcing the crucial messages throughout the year. Each Ditto educational program begins with an Acknowledgement of Country.

Acknowledgement of Country

We acknowledge Australia's Aboriginal and Torres Strait Islander peoples, for more than 50,000 years the Traditional Custodians of lands, waterways and skies across Australia.

In particular we acknowledge the people on whose land we gather, learn and play.

We pay our respects to your Elders past and present, and offer our friendship and kindness.





Ditto in Far North Queensland

The Cairns Education Team travels to many rural and remote communities and coastal regions in Far North Queensland. In 2018 our Cairns team saw a total of 31,072 children across 356 schools and early learning centres in regional and remote communities.

The numbers provided to us by schools and centres show that close to 30% of those children identify as Aboriginal or Torres Strait Islander.

The Ditto program is extremely well received by children, parents and staff in schools and early learning centres. The education team regularly receives overwhelmingly positive feedback and has been invited back year after year by community organisations and Elders. Ditto is always very popular with Australian and Torres Strait Islander children and they respond well to the safety messages embedded in the program.

Some of the rural and remote locations include: Townsville, Palm Island, Magnetic Island, Cooktown, Normanton, Burketown, Karumba, Ayr, Mt Isa, Mossman, Rockhampton, Weipa, Innisfail, Tablelands, Mareeba, Yungaburra, Kuranda, Charters Towers, Kowanyama, Pormpuraaw, Mackay, Richmond, Hughenden,

Julia Creek, Tully, Cardwell, Bowen, Mission Beach, Mornington Island, Thursday Island, Umagico, Bamaga, Injinoo and Horn Island. Bravehearts continues to expand its reach with the addition of 3 new schools: Yorke Island School, Murray Island School and Our Lady of the Sacred Heart School on Hammond Island.

We know from the children's reaction that they consider Bravehearts' staff 'safe people' that they can trust. They remember what Ditto has taught them during previous visits evident in their familiarity with Ditto's songs, his three rules and the mascot himself.

Elders and parents are also recognising us each time we visit and they are very supportive of what we are teaching their children. The local Police are often in attendance as well as Royal Flying Doctor Clinic Nurses & Wellbeing Centre staff and other community members, all of whom regularly offer their support and assistance with travel and accommodation to ensure the Bravehearts team can educate, empower and protect as many children as possible with limited funding we have.



“The Bravehearts presentations are a delight for all students evidenced by small, innocent, joyous faces upon seeing Ditto. I cannot rate them highly enough and I implore that the team need to be adequately funded so that they can continue the fabulous work that they do.” - Detective Sergeant Kristy Wilson, Thursday Island CPIU

“All children were actively engaged with the presentation (repeating rhymes, singing, answering questions, responding to the PowerPoint Presentation). When the children returned to class they were eager to work in booklets.” - Teacher, Babinda

“Fortunately in 2018 Bravehearts attended Mornington Island and provided the Ditto show. This was very well received and proved further that more ongoing education is required. I look forward to Bravehearts reattending Mornington Island to provide further education to our disadvantaged youth” - TJ Baker, Branch Manager, PCYC Mornington Island





EDUCATION PROGRAM: HIGH SCHOOL STUDENTS

Bravehearts also provides education and training to young people. Our training team has facilitated personal safety workshops with high school students through Bravehearts' ProjectYou! program.

ProjectYou! is a one day face-to-face program which addresses key issues currently faced by teens. Topics include: feelings, bullying, cyber safety, sexting, relationships, consent, boundaries, seeking help and helping others.

They have visited Menindee Central School, Broken Hill High School, Willyama High School, Bourke High School and Narromine High School.

“Thank you so much for taking your time to come out here and help us understand that were not alone through our personal difficult times. You have helped me realise that there are consequences for doing the wrong thing. You really have a massive impact on everyone that you help. Much appreciated.”

– ProjectYou! Feedback from a Bourke High School student.

COMMERCIAL SERVICES: BRAVEHEARTS' TRAINING

Our training facilitators deliver child protection training which educates and empowers adults to protect children. They have delivered tailored workshops to youth workers, carers and educators working in communities with high Aboriginal and Torres Strait Islander youth populations, including:

- Grafton City Council as part of Child Protection Week 2017
- Uniting Care Mackay's therapists, social workers, residential workers, youth workers, and the Domestic Violence Resource Service and MARABISDA (Aboriginal and Torres Strait Islander Family Wellbeing Service)
- Yirara College Alice Springs boarding school staff and educators.

Prior to each engagement, the training team consult with local Aboriginal and Torres Strait Islander service providers to ensure the workshop will be relevant to those working with Aboriginal and Torres Strait Islander students in the area. This is done by:

- Researching local Aboriginal and Torres Strait Islander information regarding language, cultural practices and protocols
- Contacting the local Council
- Contacting local support services
- Liaising with Aboriginal and Torres Strait Islander representatives from each client (Mission Australia, Uniting Care Mackay, and Grafton City Council).



Mission Australia (Broken Hill) approached Bravehearts to conduct three ProjectYou! Workshops in their region. Each of the workshops were facilitated over two days with groups from three high schools, and focused on personal safety and healthy relationships.

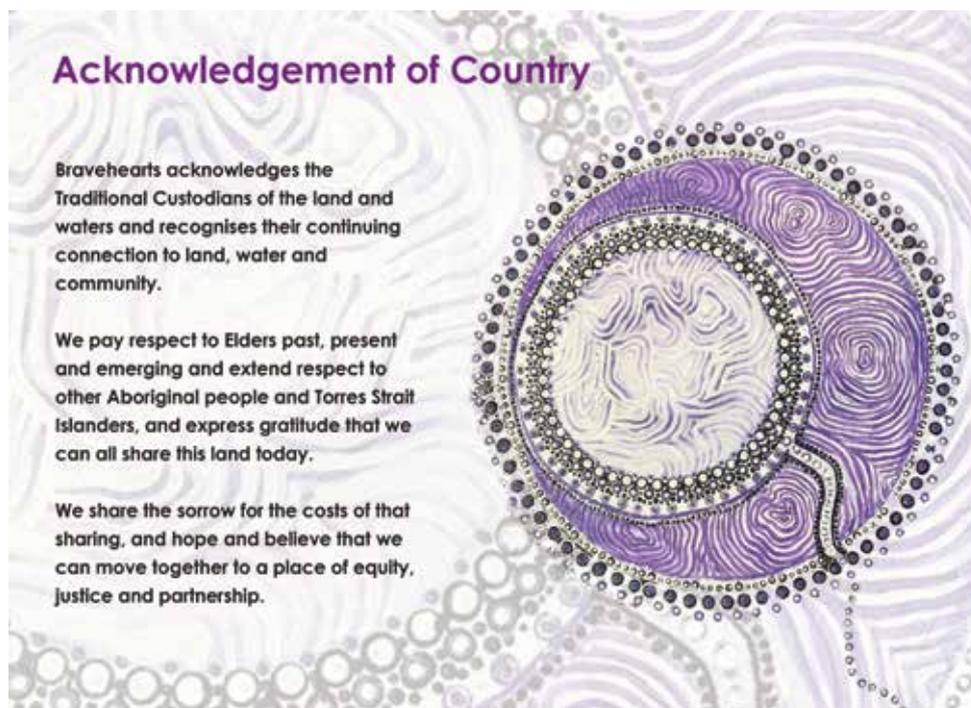
Bravehearts is collaborating with the Puuya Foundation ('Puuya' means life force in Kuuku Ya'u language) in Lockhart River to arrange education and training for their community. We are working to secure funding to service this local area where our services are required.

In Feb 2019, Bravehearts' Shepparton Education team members attended the Apology Breakfast in Shepparton. It is an annual event to bring the community together to close the gap.

A smoking ceremony opened the breakfast, a tradition where bad spirits are removed as we have all come together. The National Apology was read out, stories of the Stolen Generations were told and a traditional Yorta Yorta song was recited.

It was a moving ceremony where all acknowledged the past hurts and devastation on the traditional people of our land, and a commitment to understanding each other for the future.

Prior to commencement of all Training Workshops delivered in person by our Training team, our Bravehearts team members deliver an Acknowledgment of Country. Our training team also begin each of their webinars with an Acknowledgement of Country.





AWARENESS AND FUNDRAISING EVENTS

Bravehearts' events on and off site always open with an Acknowledgement of Country as a minimum.

Where possible we invite a Traditional Owner to provide a Welcome to Country to acknowledge and pay respect to Aboriginal and Torres Strait Islander peoples on whose ancestral land we are meeting. For example:

- At the 2018 Bravehearts ThankShoe Awards evening, a performer from the Nunukul Yuggera Aboriginal Dance Company performed a Welcome to Country and Acknowledgement of Country (pictured top right).
- At the commencement of Bravehearts White Balloon Day Gala 2018 and 2019, dancers from the Nunukul Yuggera Aboriginal Dance Company performed a Jarjums Traditional Aboriginal Cultural Performance (pictured middle right).
- At Bravehearts Staff Conference 2019, Mr Luther Cora from Jellurgal Aboriginal Cultural Centre, Tours & Information Hub performed a Welcome to Country and Acknowledgement of Land.

All meetings within Bravehearts that have an Agenda include an Acknowledgement of Country as a standing introduction to the meeting.







Relationships

Bravehearts is committed to building and maintaining relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations. In order to realise this goal, we must build rapport, actively liaise with and reach out to Aboriginal and Torres Strait Islander peoples and communities.

Action	Deliverable	Timeline	Responsibility
Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	July 2020	Training Facilitator
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs. 	August 2020	People and Culture Manager
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area that we could approach to connect with on our reconciliation journey. 	June 2020	Training Facilitator
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	August 2020	Education Funding Manager
	<ul style="list-style-type: none"> Make contact with the above Aboriginal and Torres Strait Islander organisations and individuals. 	September 2020	Training Facilitator
	<ul style="list-style-type: none"> Work with Aboriginal and Torres Strait Islander organisations and individuals to design individualised artworks that depicts the relationship Bravehearts endeavours to have with Aboriginal and Torres Strait Islander communities. 	Novemeber 2020	Marketing Manager



Action	Deliverable	Timeline	Responsibility
Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> • Raise awareness and share information amongst our staff of the meaning of NRW. i.e. circulate Reconciliation Australia's NRW resources and reconciliation materials to staff. • Ensure our RAP Working Group (RWG) participates in an external NRW Week event. • Raise awareness of Bravehearts at Community Day Events held during NRW Week, particularly at sites where Bravehearts operates. 	<p>June 2020</p> <p>May & June 2020</p> <p>May & June 2020</p>	<p>Case Manager</p> <p>Case Manager</p> <p>Training Facilitator</p>
Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> • Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments. • Once finalised, publish the RAP on the organisational intranet for easy access by staff. • Identify other RAP community members that we could approach to collaborate with on our reconciliation journey. • Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	<p>June 2020</p> <p>May 2020</p> <p>August 2020</p> <p>August 2020</p>	<p>People and Culture Manager</p> <p>Marketing Manager</p> <p>Education Funding Manager</p> <p>Therapeutic Services Coordinator</p>



Respect

Bravehearts is committed to valuing diversity and respecting all individuals that make up the rich fabric of Australian society. Bravehearts' relationships and engagement with Aboriginal and Torres Strait Islander peoples, communities and organisations must be as equal partners, built on a foundation of trust, mutual respect and good faith. In order to achieve this, we need to establish an understanding of the histories, diverse cultures, and aspirations of Aboriginal and Torres Strait Islander peoples and communities, and ensure that this is reflected in our Vision, and in our operations.

Action	Deliverable	Timeline	Responsibility
Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. 	June 2020	People and Culture Manager
	<ul style="list-style-type: none"> Conduct a review of cultural competency training needs within our organisation. 	June 2020	People and Culture Manager
	<ul style="list-style-type: none"> Develop a cultural awareness training package in collaboration with Aboriginal and Torres Strait Islander advisors and/or Traditional Owners that meets the needs of Bravehearts and its National Board Members. 	September 2020	People and Culture Manager
	<ul style="list-style-type: none"> Deliver cultural awareness/training to those staff who are required to engage with Aboriginal and Torres Strait Islander stakeholders within their roles as a first priority. 	December 2020	People and Culture Manager
	<ul style="list-style-type: none"> Ensure all staff undertake cultural awareness training. 	December 2020	People and Culture Manager



Action	Deliverable	Timeline	Responsibility
<p>Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols</p>	<ul style="list-style-type: none"> • Ensure the entire organisation embeds an Acknowledgement of Country as standard practice. • Invite a local Elder or a Traditional Owner to Bravehearts' hosted events who has been given permission to perform Welcome to Country where appropriate. • Identify and display an Acknowledgment of Country at all Bravehearts offices' meeting rooms; and report on progress. • Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	<p>May 2020</p> <p>Ongoing May 2020</p> <p>May 2020</p> <p>July 2020</p>	<p>CEO</p> <p>Head of Community Engagement and Fundraising</p> <p>Marketing Manager</p> <p>Training Facilitator</p>



Action	Deliverable	Timeline	Responsibility
Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> • Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities. 	July 2020	Case Manager
	<ul style="list-style-type: none"> • Introduce our staff to NAIDOC Week by promoting and encouraging our staff to attend community events in our local area. 	July 2020	Case Manager
	<ul style="list-style-type: none"> • Ensure our RWG participates in an external NAIDOC Week event. 	July 2020	Case Manager
	<ul style="list-style-type: none"> • Raise awareness of Bravehearts at Community Day Events held during NAIDOC Week, particularly at sites where Bravehearts operates. I.e. Musgrave Park Community Day. 	July 2020	Marketing Manager
Recognise Aboriginal and Torres Strait Islander dates of significance	<ul style="list-style-type: none"> • Develop a list of significant dates to recognise and celebrate Aboriginal and Torres Strait Islander Peoples, and ensure this list is shared across the organisation. 	May 2020	Marketing Manager
	<ul style="list-style-type: none"> • Include Aboriginal and Torres Strait Islander dates of significance in Bravehearts' calendar of events nationally. 	May 2020	Marketing Manager



Opportunities

Bravehearts will consider how we can create sustainable opportunities and partnerships in our workplace for Aboriginal and Torres Strait Islander people and businesses. We will identify and address barriers to increase Aboriginal and Torres Strait Islanders peoples' participation in our direct employment and through supplier diversity.

Action	Deliverable	Timeline	Responsibility
Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation including identified and specified positions. 	October 2020	People and Culture Manager
	<ul style="list-style-type: none"> Identify and establish relationships with Aboriginal and Torres Strait Islander recruitment agencies to assist Bravehearts with recruitment and retention. 	November 2020	People and Culture Manager
	<ul style="list-style-type: none"> Promote our vacancies through Aboriginal and Torres Strait Islander media and recruitment agencies. 	January 2021	People and Culture Manager
	<ul style="list-style-type: none"> Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships, internships, and graduate programs, volunteers and student placements), including through utilising existing relationships with Australian Universities. 	December 2020	People and Culture Manager
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	September 2020	People and Culture Manager



Action	Deliverable	Timeline	Responsibility
Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses. 	August 2020	Education Manager
	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	August 2020	Education Manager
	<ul style="list-style-type: none"> Provide our business units with key contacts and tools to increase access to Aboriginal and Torres Strait Islander businesses. 	September 2020	Education Manager
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	June 2020	Training Facilitator



Governance

True reconciliation relies on all involved delivering on their commitments. Bravehearts is committed to achieving tangible and measurable outcomes for and with Aboriginal and Torres Strait Islander peoples and communities; and ensuring transparency in our performance. As we are at the beginning of our reconciliation journey, actively tracking, monitoring and reporting on our progress towards delivering our first RAP, this will also enable us to identify key learnings and additional opportunities to pursue as we travel this path together.

Action	Deliverable	Timeline	Responsibility
Maintain an effective RAP Working Group to drive governance of the RAP	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	June 2020	People and Culture Manager
	• Establish and apply a Terms of Reference for the RWG.	May 2020	People and Culture Manager
	• Meet monthly to drive and monitor RAP implementation.	Monthly 2020, 2021	CEO
	• Invite new staff to participate and join the RWG.	June 2020	CEO
Provide appropriate support for effective implementation of RAP commitments	• Define resource and budget needs for RAP development and implementation.	May 2020	People and Culture Manager
	• Define systems and capability needs to track, measure and report on RAP activities.	May 2020	People and Culture Manager
	• Include monitoring of the RAP in our National Board papers.	Monthly 2020, 2021	People and Culture Manager
	• Engage senior leaders in the delivery of RAP commitments.	May 2020	CEO



Action	Deliverable	Timeline	Responsibility
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	September 2020	People and Culture Manager
Review and Refresh RAP	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. Submit draft RAP to Reconciliation Australia for review, feedback and endorsement. 	February 2021 March 2021	People and Culture Manager People and Culture Manager



ENQUIRIES ABOUT OUR RAP

Please contact

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