

RAP Update

October to December 2025

RAP Impact Measurement Questionnaire 2024/2025 Highlights

The RAP Impact Measurement Questionnaire is a mandatory requirement for all RAP organisations.

It is submitted annually in September to Reconciliation Australia and measures progress against the RAP themes – Relationships, Respect, Opportunities, Governance

Relationships

Partnerships

- Engaged Yalukit Marnang and Indigenous Cultural Connections to support implementation of RAP actions.
- Collaborated with 16 ACCOs and Aboriginal led community organisations to implement The Beautiful Shawl project visits and other community engagement activities.

Days of Significance

- Implemented program wide communications to raise awareness of National Reconciliation Week and NAIDOC Week.
- Hosted an annual event for National Reconciliation Week and activities for NAIDOC Week.

Anti-discrimination provisions

- Indigenous Cultural Connections have reviewed policies that house anti-discrimination provisions.

Respect

Cultural learning

- Engaged VACCHO to implement compulsory cultural safety training for staff employed at the Coordination Unit.
- The Beautiful Shawl Project online training module has been developed and is available to program staff.
- Attended Indigenous Data Sovereignty training by the University of Tasmania and Maïam Nayri Wingarra Collective.

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Respect

Cultural protocols

- Engaged Yalukit Marnang to develop a revised Acknowledgement of Country and revise the Welcome to Country and Acknowledgement of Country procedure.
- The Acknowledgement of Country is observed at all important meetings and is on display in strategic channels and documents.
- The framed RAP artwork and Acknowledgement of Country plaque is displayed at the Coordination Unit and most of our clinics.

Opportunities

Recruitment, retention and professional development

- Engaged Yalukit Marnang to provide guidance in the development of the Employment Agreement 2025–2028 to strengthen provisions for First Nations employees.
- Indigenous Cultural Connections have been engaged to review key policies relating to recruitment, retention and professional development.
- Appointed to the First Nations Community Engagement Coordinator role.
- Appointed Vicky Peters, a Dja Dja Wurrung, Yorta Yorta woman to the Board.

Procurement

- Engaged 11 First Nations owned business.
- Procured a diversity of services - design, consultancy, catering, artwork, cultural advice.
- Combination of business registered on Kinaway, Supply Nation and community based.
- Entered into contracts with 4 First Nations owned business.

Governance

- Established the Aboriginal and Torres Strait Islander Consumer Advisory.
- Six monthly Board reporting on the RAP.