

SAHSSI Reconciliation Action Plan

MARCH 2020 – MARCH 2021



Acknowledgement of Country

SAHSSI centres operate in the Illawarra and Shoalhaven regions in which the many peoples of the Dharawal and Yuin nations reside. SAHSSI acknowledges the Traditional Custodians of the land. We pay our respects to all Elders, past, present and emerging and extend that respect to all Aboriginal and/or Torres Strait Islander peoples.



Artwork Statement

The artwork used on the cover page and featured throughout this document is titled “Changing Life Cycles” by artist Allison Day. Born in Port Kembla NSW, Allison is a proud Dughutti and Biripi woman and the winner of SAHSSI’s 2019 Aboriginal Art Competition.

The artist’s story expressed within the artwork

“The painting depicts the changing life cycles through coming together, walking together – taking pathways that lead us to SAHSSI centres. The women are reaching out, branching out into our ever changing communities. These centres have created pathways for women with young children, single women and youth. They are given hope and care coming out of domestic violence. This becomes the first step in their safety net – to a life of non-violence”.



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Foreword

On behalf of SAHSSI's Management Committee, our senior management team and our employees, we are pleased to announce the commencement of our organisation's journey and commitment to achieving meaningful reconciliation between Aboriginal and/or Torres Strait Islander peoples and the broader Australian community.

Aboriginal and/or Torres Strait Islander peoples hold an important and unique place as Custodians of our land and waters. Our shared history tells a tale of undeniable exclusion inflicted upon Aboriginal and/or Torres Strait Islander peoples. Through our continued learnings, it is impossible not to recognise the strength, wisdom and undying resilience of Aboriginal and/or Torres Strait Islander peoples. Their cultures are a reminder to all Australians of the intrinsic importance of connection to family, Country and rising up to the challenges of adversity.

In honouring our reconciliation commitment, our trauma informed organisation will learn and educate on the ongoing impacts of colonisation and we will take a strength based approach:

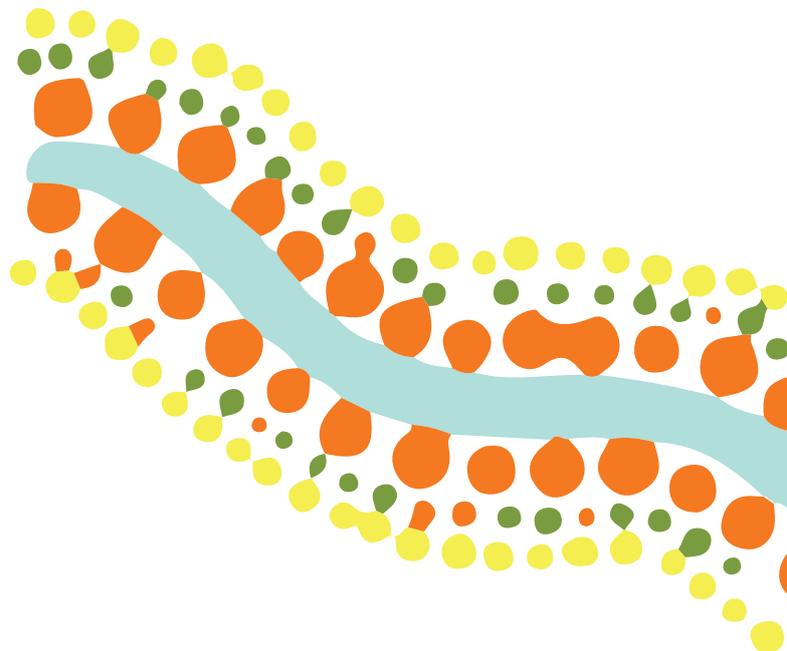
- in fostering meaningful **relationships** instigated and led by local Aboriginal and/or Torres Strait Islander peoples,
- with **respect** to supporting the continued economic, political and social growth of Aboriginal and/or Torres Strait Islander peoples and communities,
- all the while seeking **opportunities** and committing resources for improved service design and partnered community support to tackle entrenched disadvantage, cycles of trauma as well as promoting the values of healing.

Our vision for a world where ALL people live safely, independently and free from abuse and our values of self-determination, respect, dignity, integrity, equity and compassion are all well aligned with the five dimensions of reconciliation as outlined by Reconciliation Australia. Furthermore, nationally, the research is evident that to prevent violence against Aboriginal and/or Torres Strait Islander women and children we must address the legacies and ongoing impacts of colonisation for Aboriginal and/or Torres Strait Islander peoples, families and communities¹. The importance of our plan will be in setting genuine, accountable and measurable goals to strive towards our vision as well as unified reconciliation outcomes.

Our first RAP is the beginnings of meaningful consultations with Aboriginal and/or Torres Strait Islander communities, organisations, Reconciliation Australia, our staff and clients. We would like to thank everyone who has contributed to the development of this plan and look forward to sharing our learnings.

Kerrie Rutherford, Chairperson
Kathy Colyer, CEO

¹Referenced from "Change the story: A shared framework for the primary prevention of violence" published by Our Watch in 2019



Our Business

SAHSSI has over 30 years of continuous experience, primarily working with women, with or without children, affected by homelessness as a result of domestic and family abuse or other life crisis. We aim to not only support women through their crisis phase, but to introduce them to a support network that empowers them to live safe, healthy, connected and productive lives in secure, long term accommodation.

SAHSSI is a provider of crisis and medium term accommodation and strength-based and trauma-informed case management. We offer intensive support at our crisis accommodation sites as well as outreach support for women staying in our transitional accommodation or residing in the community in unsafe, inappropriate or unaffordable accommodation.

We value input and feedback from staff, community, stakeholders and clients to assist us in innovations and wrap around services that value add to our core service requirements, and we strive to address any challenges or barriers that we often encounter. An example of this is our “Red Flags” Presentation that is delivered in local high schools by SAHSSI staff, with the aim of helping students identify and understand domestic violence. This program value adds to our core services and better equips students and teachers with the knowledge and resources to understand healthy relationships and how to seek support if domestic and family violence ‘red flags’ present.

Based in NSW, we provide services across the Illawarra and Shoalhaven regions, from Helensburgh down to Durras North. SAHSSI’s head office is located in Wollongong. We also maintain offices at five sites accommodating women and children in crisis as follows:

- two crisis accommodation facilities in the Illawarra and one in the Shoalhaven, and
- one temporary accommodation facility in the Illawarra and one in the Shoalhaven for women, with or without children, who are fleeing domestic and family abuse.

SAHSSI has 38 staff, only seven of whom are not case managers. Aboriginal staff account for 8% of SAHSSI staff across the organisation.

We also have a Family and Community Services’ Private Rental Brokerage Specialist located at SAHSSI’s head office to deliver a 3-year joint government and not for profit pilot program to provide private rental product assistance for women escaping domestic and family abuse.

SAHSSI is an incorporated association with a Management Committee that consisted of eight members from diverse backgrounds and skill sets and since 26th September 2019, a ninth committee member has been appointed, who is a proud Aboriginal woman who identifies with the Worimi, Wailwan, Barkindji and Wiradjuri peoples of NSW. SAHSSI very much welcomes our new member to the committee.







OUR VISION, PURPOSE AND VALUES

SAHSSI's Vision:

A world where all people live safely, independently and free from abuse.

SAHSSI'S PURPOSE:

SAHSSI provides housing and access to related, relevant services (e.g. family services, training, parenting, legal advice, counselling) to people in the Illawarra/Shoalhaven district - especially those women and their children affected by domestic and family violence. We work with all partners of excellence to assist our clients achieve their goals.

SAHSSI'S VALUES:

Self-determination – Ensuring those who use our services are able to make pro- active and positive independent decisions and have control of their lives

Respect – We show consideration for the rights, diversity and differences between people

Dignity – We value the worth and the value of all people

Integrity – We are honest in what we say and do and adhere to our agreed moral principles

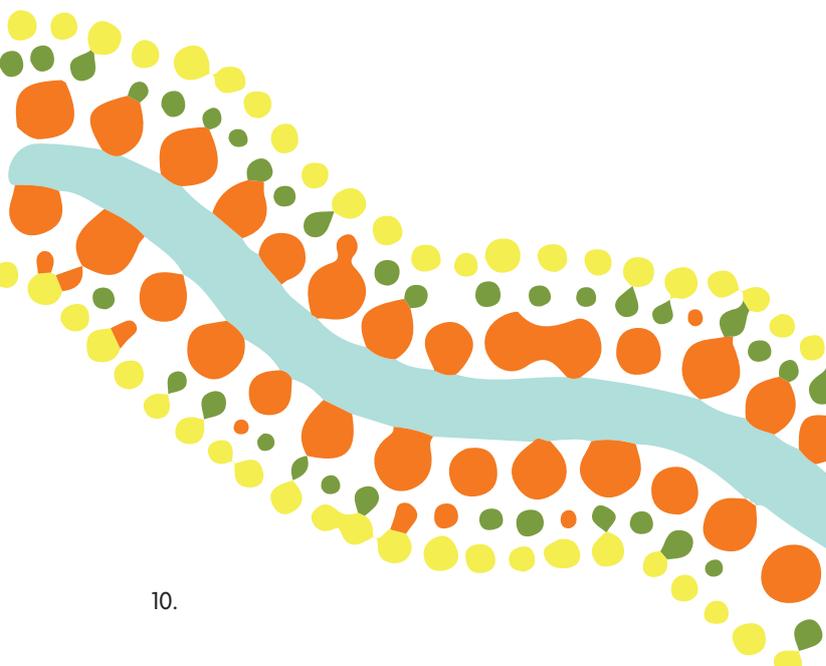
Equity – We treat others with justice and fairness

Compassion – We understand and provide support for those experiencing suffering and challenges

Our RAP

The number of Aboriginal and/or Torres Strait Islander people accessing SAHSSI services due to homelessness or tenancies at risk is grossly disproportionate to the number of Aboriginal and/or Torres Strait Islander people counted via Census within our communities. For example, 2016 Census data indicates the Aboriginal and/or Torres Strait Islander population across the Illawarra and Southern Highlands/Shoalhaven regions is 3.4% of the total population. By contrast, in the financial year (2018/ 2019) Aboriginal and/or Torres Strait Islander women and children accounted for approximately 17% of SAHSSI clients in the Illawarra and 39% of clients in the Shoalhaven.

As a domestic violence organisation, we are also aware that Aboriginal and/or Torres Strait Islander women are 3.1 times more likely to experience domestic and family abuse than non-Indigenous women, and are 11 times more likely to die due to assault from domestic and family violence perpetrators. National evidence based research to support the prevention of violence against Aboriginal and/or Torres Strait Islander women and children states that we **can** prevent violence. One of the primary prevention actions that we can **all** take is to address the legacies and ongoing impacts of colonisation for Aboriginal and/or Torres Strait Islander peoples, families and communities **(Referenced from Our Watch; Changing the Picture Executive Summary)**.



Our vision for reconciliation is a culture that respects Aboriginal and/or Torres Strait Islander people as Australia's First Nations people and recognises the importance of their cultures, communities, families and connections to Country. SAHSSI is committed to providing culturally inclusive, culturally safe and culturally responsive services for local Aboriginal and/or Torres Strait Islander communities.

Our purpose for reconciliation, as a trauma informed agency, is for local Aboriginal and/or Torres Strait Islander peoples and communities to view SAHSSI as a diverse organisation who listens to their lived experiences and acknowledges our shared history so that we can support safety and healing. We aim to walk alongside Aboriginal and/or Torres Strait Islander peoples, empowering one another to close the gap on the disproportionate number of Aboriginal and/or Torres Strait Islander peoples who are homeless and/or at risk of domestic and family abuse, and achieve a better shared future.

Our reconciliation strategy for our first Reflect RAP is to:

1. Focus on our organisational values and how they correlate with our reconciliation journey
2. Map out all opportunities to connect with, listen to, and support local Aboriginal and/or Torres Strait Islander communities, and
3. Create an ongoing cycle of cultural learning and embed this into organisational governance, policy, procedures and operational planning.

The RAP is being led and developed by a RAP Working Party which includes a RAP Champion, and representatives from multiple areas of our operations (front line and management staff). We are very fortunate to also have two Case Managers (one from the Illawarra and one from the Shoalhaven) who identify as Aboriginal women participating in our RAP Working Party as members in support of our reconciliation journey.

The RAP Working Party meet monthly to discuss and reflect upon learnings from the tasks that we set ourselves. We regularly invite internal and external stakeholders, including our CEO, to assist us with discussions and planning.

Keeping staff and community in the loop and involved in our RAP implementation from draft through to endorsement and post endorsement stage is vital, and we have factored key tasks and accountabilities into our action planning to make this happen. This includes evaluating and reporting our learnings as we go forward, and regularly feeding back to staff and the wider community, understanding this is an ongoing journey of relationship building.



Our Journey

On 31st August 2016, all of SAHSSI staff attended localised Cultural Awareness Training at Killalea State Park at the Illawarra Environmental Education Centre with Warradjah Aboriginal Programs. The day was extremely positive and enlightening, and we learnt much about the history of Killalea and its cultural heritage and the local language of the Dharawal people. We walked the native gardens within the park, talking about native flora and its cultural relevance to local Aboriginal and/or Torres Strait Islander peoples.

In 2017, SAHSSI consulted with staff and developed a People and Culture Plan that included an action for SAHSSI to commence our Reconciliation Action Planning journey. It was endorsed by our Management Committee in November 2017, and in September 2018 SAHSSI registered with Reconciliation Australia to help us on our journey.

For many years in the Illawarra, Aboriginal and/or Torres Strait Islander staff members have been members of the Illawarra Aboriginal Community Based Working Group and we invited a member of this group to attend

one of our first RAP Working Party meetings. Following this meeting, SAHSSI were invited to host and present at the Illawarra Aboriginal Community Based Working Group in December 2018. At this meeting we discussed our commitment to reconciliation and also committed for not only our Aboriginal and/or Torres Strait Islander staff members to attend monthly meetings, but to also have non-Indigenous staff representation, as this is what was important to the community.

SAHSSI has already carried out the following activities:

- Since SAHSSI's commencement of services in the Shoalhaven in 2014, Shoalhaven staff have participated in the NAIDOC Family Fun Day in Nowra with a stall that engages with community around homelessness and domestic and family abuse. The Manager of Shoalhaven Services attends and speaks with Elders at the event, promoting the purposes of SAHSSI and developing positive relationships between local Aboriginal and/or Torres Strait Islander communities and SAHSSI



- Over the last 3 years in the Illawarra, SAHSSI has also participated in NAIDOC Family Day events with a stall and activities for children. Our Senior officers and Aboriginal and/or Torres Strait Islander staff engage with Elders, to promote all of our support services
 - SAHSSI's Aboriginal and/or Torres Strait Islander staff have also been attending the Illawarra Aboriginal Community Based Working Group monthly meetings for the last 2-3 years
 - SAHSSI also attends the bi-monthly Shoalhaven Aboriginal Community Interagency Alliance meetings.
 - In April 2019, through consultation and advice from local communities, SAHSSI kicked off an Aboriginal Art Competition across the Illawarra and Shoalhaven for young and emerging artists. The winning artwork will assist with the presentation of our RAP, and will also help in redesigning our website, service information brochure and site posters to be more culturally inclusive
 - On 24th May 2019, Shoalhaven staff participated in a National Sorry Day Bridge Walk, learning much about Bomaderry Aboriginal Children's Home, one of the oldest and longest running institutions named within the Bringing Them Home Report
 - Also during National Reconciliation Week 2019 Illawarra staff coordinated and attended a small reconciliation week BBQ at our Wollongong Crisis Accommodation site, led by an Aboriginal client within the refuge, acknowledging Country and speaking so eloquently about her thoughts regarding reconciliation
 - In July 2019, the Aboriginal Art Competition winner was announced, a proud Dunghutti and Biripi woman, Allison Day (emerging artist out of Coomaditchie United Aboriginal Corporation). She painted a beautiful picture, with a heartfelt story shared within our RAP. SAHSSI loved all of the entries and ended up purchasing all artworks for display purposes across our sites
 - On 17th July 2019, the RAP Working Party developed a PowerPoint presentation called "Painting the Picture on SAHSSI's Reconciliation Journey" which was then presented to all staff at a Peer Network Meeting. It shared important information about:
 - The State of Reconciliation (sharing key information from the State of Reconciliation Report Summary),
 - What is Reconciliation (it is a movement and we would love everybody on board!),
 - Summary information on colonisation (sharing information from Australians Together website)
 - Summary information on government policies
 - Summary definition of intergenerational trauma, the cycle of trauma and healing (sharing a video from Australians Together website)
 - SAHSSI RAP – the why, the what, the how and learnings to date
- NOTE: We received a lot of positive feedback from staff and a staff member at one of our sites was so inspired after the presentation that she approached local council for an Aboriginal flag to display in our front office, triggering the Local Member of Shoalhaven to come and present SAHSSI with a flag.
- In September 2019, an opportunity presented from our corporate sponsors at Wollongong Central to exhibit artworks in a vacant shop front. We approached all of our artists for permission, seeking opportunities for sharing more of their artworks and their contact information. We also shared our story and commitment to reconciliation throughout the exhibition for the Illawarra community to see.

Our Valued Partnerships

SAHSSI also has ongoing warm referral processes and engages in co-case management (where available) with Aboriginal and/or Torres Strait Islander led organisations so that we can improve outcomes for Aboriginal and/or Torres Strait Islander people (for example, co-case management with the Illawarra Aboriginal Corporation, Illawarra Aboriginal Medical Service, and Waminda in the Shoalhaven). Partnerships including co-case management relationships include:

Waminda in the Shoalhaven

Balaang Gunyah – ‘women’s place/ home’

SAHSSI Shoalhaven was invited by Waminda (a local Aboriginal and/or Torres Strait Islander women’s health and wellbeing service) to participate in a reference group to support the creation of Balaang Gunyah, a culturally safe space that has been created with Elders and women from community to provide a place to gain perspective, heal, revitalise and reconnect to self, community, culture and country. SAHSSI is grateful for the close working relationship that it enjoys with Waminda and the opportunity to contribute to a healing centre for Aboriginal and/or Torres Strait Islander women in the Shoalhaven.

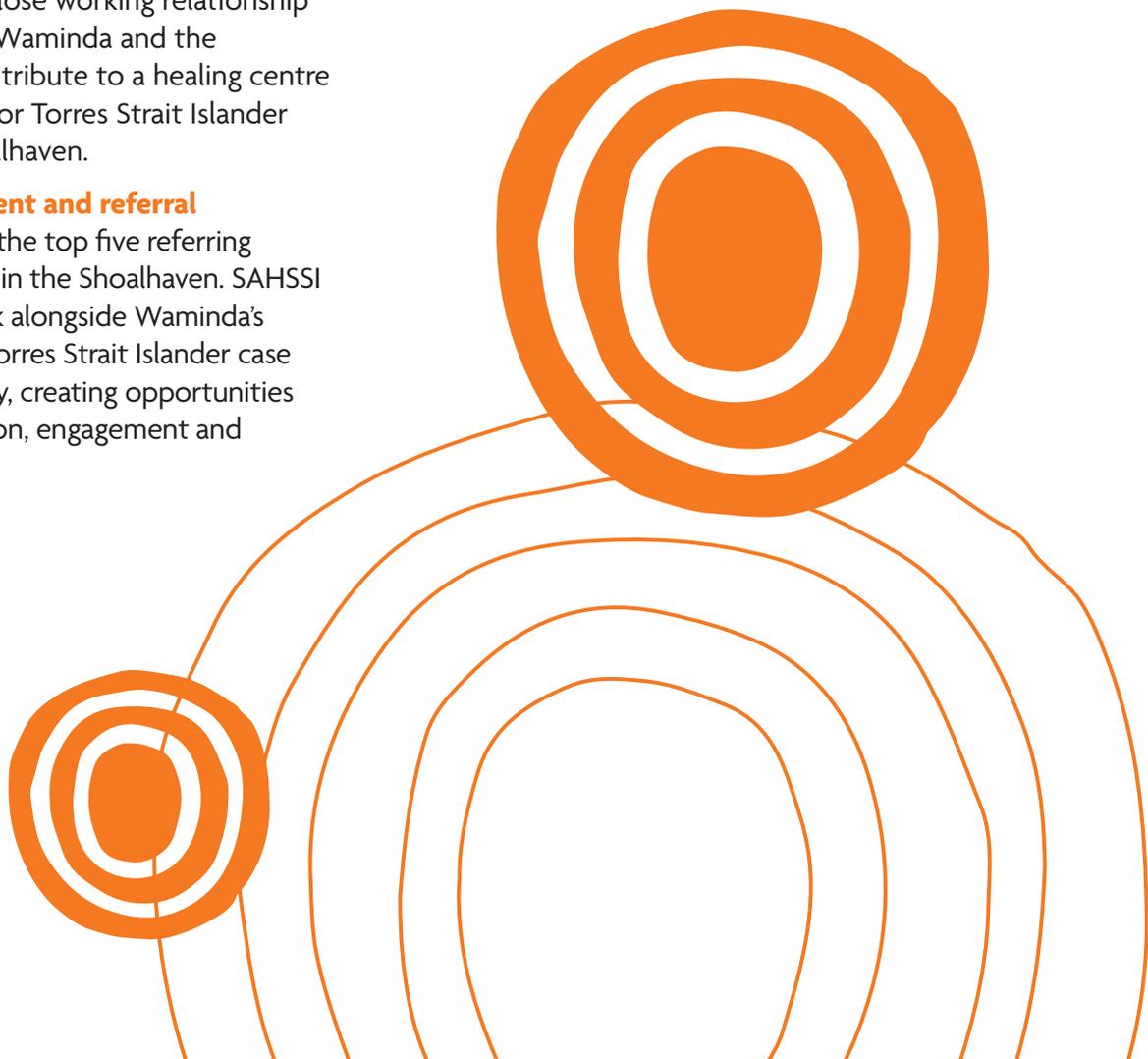
Co-case management and referral

Waminda is one of the top five referring agencies to SAHSSI in the Shoalhaven. SAHSSI case managers work alongside Waminda’s Aboriginal and/or Torres Strait Islander case managers frequently, creating opportunities for cultural education, engagement and collaboration.

Illawarra Aboriginal Corporation in the Illawarra

‘Road to Home’

Since 2017, SAHSSI developed a localised tenancy education workshop for vulnerable people in the Illawarra who are homeless or at risk of homelessness. Participants at these workshops receive valuable education on how to seek and secure private rental accommodation. Illawarra Aboriginal Corporation is the funded provider of Specialist Homelessness Services for Aboriginal and/or Torres Strait Islander peoples in the Illawarra community. Illawarra Aboriginal Corporation partners with SAHSSI by sponsoring the venue throughout 2018/19 where we run these two day workshops every two months. Case managers from Illawarra Aboriginal Corporation also regularly refer clients to workshops to support the continuation of the program.





Our Reconciliation Action Plan

MARCH 2020 – MARCH 2021





FOCUS AREA: RELATIONSHIPS			
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and/or Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Continue to engage actively and attend monthly meetings including planning days held by the Illawarra Aboriginal Community Based Working Group. 	August 2020	RWP Chair
	<ul style="list-style-type: none"> Continue to engage actively and attend bi-monthly meetings held by the Shoalhaven Aboriginal Community Interagency Alliance. 	August 2020	RWP Chair
	<ul style="list-style-type: none"> Continue to identify other Aboriginal and/or Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	August 2020	RWP Chair
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and/or Torres Strait Islander stakeholders and organisations. 	March 2020	CEO and RAP Champion
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	March 2020	RAP Champion
	<ul style="list-style-type: none"> RAP Working Party members to participate in an external NRW event and promote on our social media. 	27 May- 3 June, 2020	CEO
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May- 3 June, 2020	CEO
	<ul style="list-style-type: none"> RAP Working Party members to coordinate an internal NRW event. 	27 May- 3 June, 2020	RWP Chair
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Continue to communicate our commitment to reconciliation to all staff. 	August 2020	CEO and RAP Champion
	<ul style="list-style-type: none"> Continue to communicate our commitment to reconciliation to the Illawarra Aboriginal Community Based Working Group and the Shoalhaven Aboriginal Community Interagency Alliance. 	August 2020	RWP Chair
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	March 2020	CEO and RAP Champion
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	March 2020	CEO and RAP Champion
4. 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. 	June 2020	Business Development Officer
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	June 2020	Business Development Officer
	<ul style="list-style-type: none"> Update SAHSSI Charter of Rights policies to reflect SAHSSI's commitment to legal and human rights and display charter posters at all sites. 	June 2020	Business Development Officer



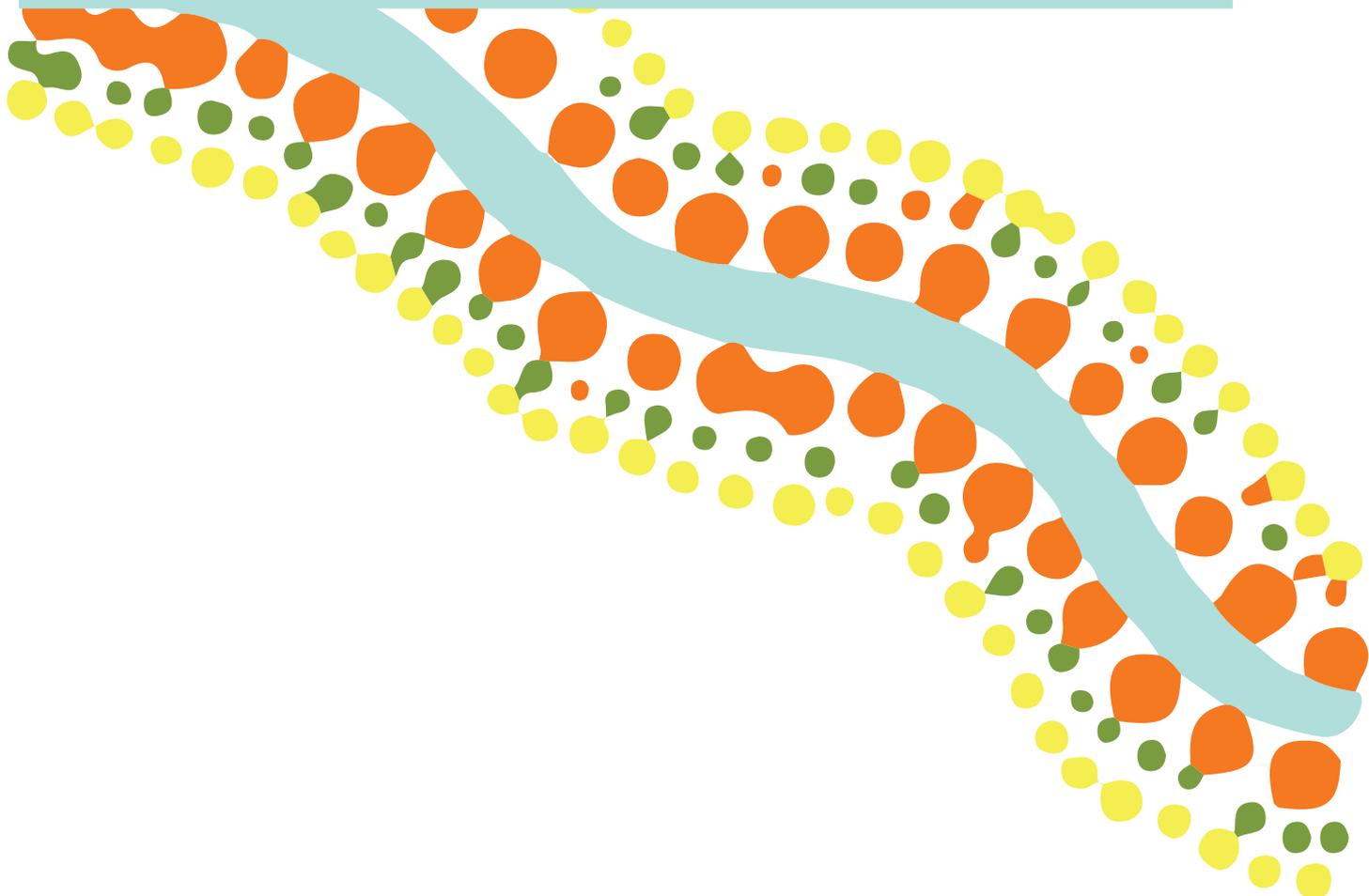
FOCUS AREA: RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and/or Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> As a Tier 3 Community Housing Provider (managing approximately 38 transitional houses in the Illawarra District), conduct a review of the Aboriginal Cultural Competency Standards (a self-assessment process for Community Housing Providers) and report back to Management Committee. 	April 2020	Tenancy Manager
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	April 2020	CEO
	<ul style="list-style-type: none"> From the review and self-assessment, develop a business case for increasing understanding, value and recognition of Aboriginal and/or Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	April 2020	RWP Chair and RAP Champion
6. Demonstrate respect to Aboriginal and/or Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	September 2020	RWP Chair
	<ul style="list-style-type: none"> Liase with Aboriginal and/or Torres Strait Islander organisations to research historical environmental landmarks. 	September 2020	RWP Chair
	<ul style="list-style-type: none"> All staff to attend an on Country cultural immersion opportunity to develop an understanding of the connection to land. Staff then to write their own personal commitment statements. 	September 2020	CEO
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country, Sorry Business, Women's Business and Auntie and Uncle terminology. 	April 2020	RWP Chair
	<ul style="list-style-type: none"> Continue to include an Acknowledgement of Country within SAHSSI Service Information Brochure and Annual Report paying respect to the Dharawal and Yuin nations, as well as an Acknowledgement of Country at each site. 	August 2020	RAP Champion
7. Build respect for Aboriginal and/or Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Continue to raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	July 2020	RAP Champion
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	July 2020	RAP Champion
	<ul style="list-style-type: none"> RAP Working Party and staff to participate in an external NAIDOC Week event. 	July 2020	CEO



FOCUS AREA: RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Promote cultural safety through the provision of aesthetic features that are welcoming and respectful of Aboriginal and/or Torres Strait Islander cultures and histories.	<ul style="list-style-type: none"> Continue to seek input and feedback from staff, stakeholder and clients on areas of continuous cultural safety improvement. 	August 2020	RAP Champion
	<ul style="list-style-type: none"> Display localised and purposeful Aboriginal and/or Torres Strait Islander artwork at our sites, on our website and in our service information brochure (including the winner of our Aboriginal artwork competition in July 2019). 	March 2020	RAP Champion
	<ul style="list-style-type: none"> Display Aboriginal and/or Torres Strait Islander flags at all sites. 	March 2020	RAP Champion
	<ul style="list-style-type: none"> Scope availability of cultural dreaming stories and language books and purchase for use within children libraries located in client meeting rooms at all sites for all children to learn. 	September 2020	RAP Champion
	<ul style="list-style-type: none"> Create a stand-alone page on our website that will include our Reconciliation Action Plan, our commitment statement and other useful information for Aboriginal and/or Torres Strait Islander people seeking homelessness and domestic violence support. 	March 2020	RAP Champion





FOCUS AREA: OPPORTUNITIES			
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9. Improve employment outcomes by increasing Aboriginal and/or Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and/or Torres Strait Islander employment within our organisation. 	November 2020	CEO
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and/or Torres Strait Islander staffing to inform future employment and professional development opportunities. 	November 2020	CEO
	<ul style="list-style-type: none"> Begin to seek Aboriginal and/or Torres Strait Islander led consultation and guidance on the development of employment, recruitment and retention policies and procedures. 	November 2020	CEO
10. Increase Aboriginal and/or Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and/or Torres Strait Islander owned businesses (ideas include catering, art, landscaping, employment services). 	October 2020	CEO
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	October 2020	CEO
11. Review and understand evidence based primary prevention drivers and recommended actions for preventing domestic and family violence to Aboriginal and/or Torres Strait Islander women and children.	<ul style="list-style-type: none"> Develop a business case for improvement areas of best practice for preventing domestic and family violence in review of: <ul style="list-style-type: none"> - Domestic Violence NSW good practice resources - Our Watch, Change the Story – national framework for primary prevention principles. 	June 2020	Business Development Officer
	<ul style="list-style-type: none"> Embed recommended best practice into revised policies for case management, service delivery philosophy, service accessibility and intake policy and procedures. 	September 2020	CEO
12. Review and understand commitment statements within the NSW Redressing Homelessness Accord at a local level.	<ul style="list-style-type: none"> Continue to consult with all front line staff and clients to educate the purpose of this document and gather feedback on what it means for SAHSSI staff, clients and the local Aboriginal and/or Torres Strait Islander communities. 	March 2020	RWP Chair
	<ul style="list-style-type: none"> Liaise with Illawarra Aboriginal Community Based Working Group and Shoalhaven Aboriginal Community Interagency Alliance to discuss the commitments within the Homelessness Accord, what this means currently at a local level and commit to areas of shared advocacy and support. 	May 2020	RWP Chair
	<ul style="list-style-type: none"> Display the areas of commitment on a poster at SAHSSI sites. 	June 2020	RWP Chair



FOCUS AREA: OPPORTUNITIES			
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13. Improve safety and sustainable housing outcomes by understanding referral pathways that are appropriate for Aboriginal and/or Torres Strait Islander people.	<ul style="list-style-type: none"> Map out all available social and affordable housing pathway options in the Illawarra and Shoalhaven. 	May 2020	RWP Chair
	<ul style="list-style-type: none"> Educate staff on confirmation processes for Aboriginal and/or Torres Strait Islander people to improve and promote connection to community and culture. 	June 2020	RWP Chair
	<ul style="list-style-type: none"> Educate staff on any social housing specific policies for Aboriginal and/or Torres Strait Islander people. 	June 2020	RWP Chair
14. Improve employment and training outcomes for our clients.	<ul style="list-style-type: none"> Continue to link with relevant local email distribution networks, disseminating opportunities for Aboriginal and/or Torres Strait Islander people amongst staff. 	March 2020	RWP Chair and RAP Champion
	<ul style="list-style-type: none"> Connect and engage with the Local Decision Making committee or subcommittees within our areas discuss service and employment opportunities for our Aboriginal and/or Torres Strait Islander clients. 	January 2021	RWP Chair and RAP Champion
	<ul style="list-style-type: none"> Continue to map out and share to all staff, all employment and education pathways including: <ul style="list-style-type: none"> - Keeping children engaged in school - Tutoring and mentoring options - TAFE and University options - Grants for students, small businesses etc - Traineeships and apprenticeships - Work placement and internships 	August 2020	RWP Chair and RAP Champion
	<ul style="list-style-type: none"> Invite guest speakers to our Peer Network Group (with all of our staff across the Shoalhaven and Illawarra) to discuss specific employment and training opportunities for Aboriginal and/or Torres Strait Islander people. 	November 2020	RWP Chair and RAP Champion
15. Look for continued opportunities to seek grant funding to support outcomes for Aboriginal and/or Torres Strait Islander communities.	<ul style="list-style-type: none"> Seek grants and tenders that target opportunities for cultural co-design of programs and projects such as SAHSSI's current Red Flags program (a domestic violence presentation for high school children), cultural inclusion and participation, external cultural safety auditing and cultural and reconciliation development for staff. 	August 2020	Business Development Officer

Governance and Tracking Progress



FOCUS AREA: GOVERNANCE AND TRACKING PROGRESS			
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
16. Continue to maintain an effective RAP Working Party (RWP) to drive governance of the RAP.	• Maintain RWP to govern RAP implementation.	August 2020	CEO
	• Establish and maintain Aboriginal and/or Torres Strait Islander representation on the RWP.	August 2020	CEO
	• Review and update Terms of Reference for the RWP.	March 2020	RWP Chair
17. Provide appropriate support for effective implementation of RAP commitments.	• Continue to define resource needs for RAP implementation.	March 2020	RAP Champion
	• Continue to engage senior leaders in the delivery of RAP commitments.	August 2020	RAP Champion
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2020	RAP Champion
	• RAP Champion to continue to maintain communication to all staff, committee, clients and community as an essential component of the RAP.	November 2020	RAP Champion
	• RAP is a standing agenda item on fortnightly management meetings to endorse planning requirements, budget considerations and follow up required actions.	August 2020	RAP Champion
	• RAP Working Party share our learnings and promote staff involvement at monthly Peer Network Meetings attended by all staff.	August 2020	RAP Champion
18. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2020	RWP Chair
	• RAP Working Party provide RAP evaluation and reporting feedback to the local Aboriginal and/or Torres Strait Islander interagency groups for 360 degree feedback and continuous reconciliation journey improvements.	August 2020	RAP Champion
	• RAP is a standing agenda item on monthly reports to Committee and RAP Working Party members are invited to attend Committee meetings to discuss progress.	August 2020	RAP Champion
19. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	November 2020	RWP Chair



