



Innovate Reconciliation Action Plan



January 2018 – December 2019



A message from our Reconciliation Action Working Group

We are proud to be part of Reconciliation Action and affirm our commitment to reconciliation through the Centacare Catholic Country SA Innovate Reconciliation Action Plan. We, Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander people together, are the “us” we talk about in Centacare. We recognise and embrace our diversity and we acknowledge and respect our differences but together we walk into the future on our journey to reconciliation. We will aim to do this by:

- Recognising, advocating and taking action to influence the policies and practices of government and other decision makers, for the common good of our communities.
- Acknowledging the deep spiritual, natural, cultural, custodial and timeless connections that Aboriginal and Torres Strait Islander peoples have with their lands on which we work.
- Providing services that respect, value and embrace the cultural diversity and human dignity of the people we serve.

We aim to recognise, acknowledge and develop mutually respectful relationships between Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander peoples. We acknowledge our Aboriginal and Torres Strait Islander heritage as the oldest living practicing cultures that continue to survive in human history today.

RECONCILIATION ACTION WORKING GROUP (RAWG)
CENTACARE CATHOLIC COUNTRY SA

Artwork

On our cover is original artwork by Centacare Catholic Country SA employee, Jaylene Ware. Jaylene is a Wirangu/Kokatha/Antakirinja/Yankunytjatjara woman, and a member of our Centacare Team in Ceduna. This piece is called ‘**Community Working Together**’.

“The half circle symbols represent people whether it be single, families or single parent families. The arrows represent these families coming towards the blue and green circle (Centacare). These families/people are coming towards the circle in times of need.

As you see the background colours go from dark reds towards brighter colours nearest the circle, this represents these people starting out at dark times in their lives and working towards a brighter future by coming towards Centacare (the blue and green circle).”



Our Vision for Reconciliation

Our vision for reconciliation is an Australia that celebrates diversity, upholds equality and recognises and respects Aboriginal and Torres Strait Islander peoples as the First Australians.

Centacare Catholic Country SA affirms the identity and belonging of Aboriginal and Torres Strait Islander Peoples as the First Australians and within the framework afforded by Catholic Social Teaching, we are committed to working in respectful ways with Aboriginal and Torres Strait Islander Peoples to enhance their lives and rights as First Australians in our communities. Our Organisation aims to incorporate Aboriginal and Torres Strait Islander perspectives, and promote an understanding and appreciation of past and contemporary histories, cultures and spirituality. We aim to affirm the knowledge and wisdom, and enrich appreciation of Australia's histories, cultures, languages, values and beliefs. We further aim to engage and sustain the participation and employment of Aboriginal and Torres Strait Islander peoples as a core part of our activities.

We will do this by:

- Recognising, understanding and respecting Aboriginal and Torres Strait Islander Peoples' cultures and histories.
- Making a commitment to learning about the Aboriginal and Torres Strait Islander peoples' cultures; we see this as a life-long journey of learning.
- Recognising, understanding and respecting that Aboriginal and Torres Strait Islander Peoples' cultures and histories are diverse and dynamic in nature and responding accordingly.
- Acknowledging the deep spiritual, natural, cultural, custodial and timeless connections that Aboriginal and Torres Strait Islander Peoples have with the lands on which we work.
- Valuing the contributions Aboriginal and Torres Strait Islander Peoples make to our Organisation and to Australian culture and society.
- Recognising and honouring the resilience and adaptability that epitomizes Aboriginal and Torres Strait Islander Peoples' survival in this land.
- Recognising, advocating and taking active action to influence the policies and practices of government and other decision makers, to enhance the lives of Aboriginal and Torres Strait Islander Peoples.

Our Business

Centacare Catholic Country SA was established in the Port Pirie Diocese in 1995 after being nominated and accepted as a member of Centacare Australia. It was officially opened by Bishop de Campo in 1996. The purpose of Centacare Catholic Country SA is to uphold the Christian belief in the dignity of each person according to the principles of Catholic Social Teaching, and to promote the wellbeing of people in their local communities through the development and delivery of professional human and social services.

Centacare Catholic delivers a range of clinical and non-clinical social and human services across northern and western South Australia, with operations in Port Pirie, Port Augusta (2 sites), Whyalla (2 sites), Port Lincoln, Coober Pedy and Ceduna. We provide outreach services to Roxby Downs, Andamooka, and communities on the Maralinga Tjarutja Lands. We provide a broad suite of integrated, connected and complementary services including general, mental health and financial counselling; regional suicide prevention and post-vention; financial wellbeing services; family relationships services; homelessness

support; employment assistance programs; foster care support; residential foster care; domestic violence support; intensive tenancy support; school counselling, child protection and Employee Assistance Programs. We currently undertake a range of specialist Aboriginal and Torres Strait Islander programs, including suicide prevention, youth diversion for young people in the justice system; the Personal Helpers and Mentors Program for Aboriginal and Torres Strait Islander people affected by mental health issues. Centacare Catholic has a very strong commitment to the provision of specific services for Aboriginal and Torres Strait Islander peoples and reflects that commitment in its staffing, with 17% of our workforce identifying as Aboriginal and/or Torres Strait Islander peoples.

Our Reconciliation Action Plan

Centacare Catholic Country SA, has developed this Reconciliation Action Plan in consultation with all employees across the agency. A special focus has been placed on the inclusions provided by our Aboriginal and Torres Strait Islander employees.



We believe that reconciliation is an important step towards creating a more inclusive and respectful community that ensures rights and responsibilities are extended equally to all. We have developed a Reconciliation Action Plan because Centacare Catholic Country SA operates within the framework of Catholic Social Teaching. Catholic Social Teaching is premised upon the teachings of the Church on issues of justice between groups in society. As such, in order to actively apply Catholic Social Teaching to all aspects of our work, we must recognise and actively work towards righting the injustices suffered by Aboriginal and Torres Strait Islander Peoples in the communities in which we work.




We believe our Reconciliation Action Plan demonstrates Centacare Catholic Country SA's actions and commitment to reconciliation, and our responsibilities to our Aboriginal and Torres Strait Islander communities. We offer a range of programmes specifically aimed towards improving the lives of Aboriginal and Torres Strait Islander Peoples in our communities. It is therefore important that we offer these programmes within a spirit of reconciliation. For example, we recognise that our Aboriginal and Torres Strait Islander staff may have cultural, spiritual and familial obligations that will take them away from their work from time to time. We recognise, respect and support these needs through flexible working arrangements, e.g. the provision of targeted leave for cultural obligations. Relevant policies within our organization include provisions for all staff to develop cultural competence with specific regard to the diverse cultures of Aboriginal and Torres Strait Islander Peoples. We understand the need to build mutually respectful relationships with Aboriginal and Torres Strait Islander Peoples beyond our organization. We actively work to engage and participate in community events and activities that aim to recognise, celebrate and support Aboriginal and Torres Strait Islander Peoples' cultures.

Reconciliation is about building better relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples for the benefit of all Australians.



Our Reconciliation Action Plan is championed internally by our CEO and by the Executive and Senior Leadership Teams. Our Reconciliation Action Working Group (RAWG) also played an integral role in the development of this plan. The RAWG consists of a total of eleven members; five Aboriginal staff members from different Countries across our region and six non-Aboriginal and Torres Strait Islander staff from across our region. We would like to take this opportunity to introduce our Reconciliation Action Working Group:

<p>Co - Chair</p>	<p>Jack Johncock: <i>Aboriginal Project Officer – Youth Diversion Program</i></p> 	<p>Connections to Wirangu/Kokatha Country</p>
<p>Co – Chair</p>	<p>Jen Cleary: <i>Chief Executive Officer</i></p> 	

Member	<p>Malcolm Bilney: <i>Aboriginal Project Officer – Youth Diversion Program</i></p>  A portrait of Malcolm Bilney, a man with grey hair, a mustache, and glasses. He is wearing a dark blue polo shirt with a blue lanyard around his neck that has 'MHS' and 'STAFF' written on it. He is standing in front of a light-colored, vertically-paneled wall.	Connections to Barngala, Wirangu, Mirning and Kokatha Country
Member	<p>Emily Ware: <i>Support Worker – Stronger Families Safer Children and Alternative Care</i></p>  A portrait of Emily Ware, a woman with dark hair pulled back. She is wearing a black long-sleeved shirt and is standing in front of a light-colored, vertically-paneled wall.	Connections to Wirangu and Kokatha Country
Member	<p>Jen Snook: <i>Standby Coordinator Country SA</i></p>  A portrait of Jen Snook, a woman with blonde hair. She is wearing a black top and is smiling slightly. The background is a plain, light-colored wall.	

Member

Kimberley Pursche: *Training Coordinator*



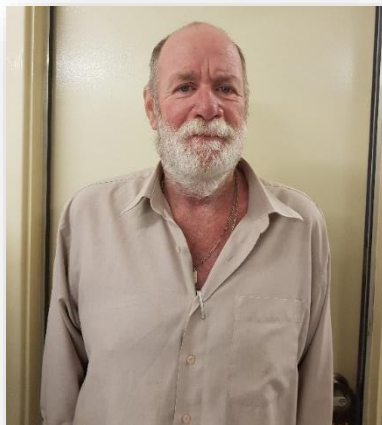
Member




Hayley Clack: *Executive Assistant and Administration Coordinator*



Member

Russell Keneally: *Aboriginal Project Officer – Youth Diversion Program*



Member	<p>Keryn Wiseman: <i>Project Officer – Davenport Program</i></p>  A portrait of Keryn Wiseman, a woman with dark hair pulled back, wearing a dark blue polo shirt with white stripes on the sleeves and a small blue logo on the chest. She is smiling slightly.	Connections to Dieri, Arrernte and Wangkangurra country
Member	<p>Noeleen Lester: <i>Family Dispute Practitioner – Family Relationships Centre</i></p>  A portrait of Noeleen Lester, a woman with short grey hair, wearing a red short-sleeved button-down shirt. She has a neutral expression.	Connections to Adnyamathanha Country
Member	<p>Rachael Ellis: <i>Assistant Manager, Whyalla Office</i></p>  A portrait of Rachael Ellis, a woman with long blonde hair, wearing a dark top with a white and red pattern. She is smiling.	

Relationships

We acknowledge that the relationships between Aboriginal and Torres Strait Islander peoples and other Australians has been fractured for generations and it is imperative to work towards reconciliation.

Centacare Catholic Country SA is dedicated to building and maintaining good positive working relationships with Aboriginal and Torres Strait Islander employees, communities and stakeholders.

Focus Area 1: To build, strengthen and extend our relationships with Aboriginal and Torres Strait Islander peoples, and their communities. Centacare Catholic Country SA aim to work towards reconciliation, addressing inequality in Australia.

Action	Responsibility	Timeline	Deliverable
1.1 Develop a Reconciliation Action Plan Working Group (“Reconciliation Action Working Group”) who meet regularly to monitor and review the development and implementation of actions, tracking progress and reporting of our Reconciliation Action Plan.	CEO	January 2018	<ul style="list-style-type: none"> Create a Terms of Reference for the Reconciliation Action Working Group.
	Reconciliation Action Working Group Co-Chairs & Operations Manager, Quality	January 2018	<ul style="list-style-type: none"> Distribute an agency-wide call for members of Reconciliation Action Working Group.
		January, April, July, October 2018, 2019	<ul style="list-style-type: none"> Have quarterly meetings to monitor and report on RAP implementation.
		March 2018	<ul style="list-style-type: none"> Reconciliation Action Working Group to oversee the development, endorsement and launch of the RAP.
		January 2018, 2019	<ul style="list-style-type: none"> Ensure Aboriginal and Torres Strait Islander peoples are represented in Reconciliation Action Working Group.
		February, May, August, November 2018, 2019	<ul style="list-style-type: none"> Reconciliation Action Working Group to report on progression of outlined RAP actions to the CEO each quarter.
1.2 Celebrate and participate in National Reconciliation Week (“NRW”), providing opportunities for Aboriginal and Torres Strait Islander employees and other employees to build and strengthen relationships.	Reconciliation Action Working Group	27 May – 3 June 2018, 2019	<ul style="list-style-type: none"> Reconciliation Action Working Group to work with Office Managers to organise one internal NRW event in each of our six offices. NRW events are to be registered with Reconciliation Australia via their Website
	Executive Assistant		
	Reconciliation Action Working Group Co-Chairs	March 2018, 2019	<ul style="list-style-type: none"> Download the NRW Toolkit from the Reconciliation Australia website for further information and ideas about what Centacare can do to celebrate NRW.
	CEO	April, May 2018, 2019	<ul style="list-style-type: none"> Encourage all staff to participate in both internal and external NRW events.
	Reconciliation Action Working	27 May – 3 June 2018, 2019	<ul style="list-style-type: none"> Support an external NRW event.

	Group Co-Chairs, CEO		
	Reconciliation Action Working Group Co-Chairs	27 May – 3 rd June 2018, 2019	<ul style="list-style-type: none"> Ensure our Reconciliation Action Working Group participates in an external event to recognise and celebrate NRW.
1.3 Continue to develop and enhance mutually beneficial relationships and working partnerships with Aboriginal and Torres Strait Islander managed organisations, peoples and communities.	CEO, Business Development Manager (BDM), Manager Port Augusta, Manager Whyalla, Manager Port Lincoln, Manager Ceduna, Operations Manager, Port Pirie	December 2018	<ul style="list-style-type: none"> Review existing agreements and Memorandums of Understanding.
		December 2018, 2019	<ul style="list-style-type: none"> Identify and seek to develop new partnerships with Aboriginal and Torres Strait Islander organisations, peoples and communities in each location.
		December 2018	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement and reflect these in our agreements and Memorandums of Understanding.
1.4 Maintain and leverage relationships and partnerships with Aboriginal and Torres Strait Islander Peak Bodies and community organisations to support positive outcomes for communities.	CEO, BDM, Manager Port Augusta, Manager Whyalla, Manager Port Lincoln, Manager Ceduna, Operations Manager, Port Pirie	February 2018	<ul style="list-style-type: none"> Encourage and support all staff to become actively involved with Aboriginal and Torres Strait Islander Peak Bodies and community organisations.
		January 2018, 2019	<ul style="list-style-type: none"> Support all staff to work with and advocate for Aboriginal and Torres Strait Islander justice through participation in local, state, national and international events, forums and policy development.
1.5 Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	Executive Assistant	March 2018	<ul style="list-style-type: none"> Register RAP with Reconciliation Australia to be displayed on 'RAP Online Hub'.
	Executive Assistant	March 2018	<ul style="list-style-type: none"> Publish Centacare's RAP internally, on the Centacare website, social media platforms and promote through various other Centacare communications.
	Operations Manager, Quality and Reconciliation Action Working Group Executive Assistant	March 2018 March 2018	<ul style="list-style-type: none"> Implement and review a strategy to communicate our RAP to all internal and external stakeholders. Launch RAP in conjunction with National Close the Gap Day events hosted by Centacare.
	Reconciliation Action Working Group	December 2018, 2019	<ul style="list-style-type: none"> Promote reconciliation through ongoing active engagement with all stakeholders.

Respect

Centacare Catholic Country SA aim to listen to, and learn from Aboriginal and Torres Strait islander colleagues and clients and wider First Australian communities.

Focus Area 2: Centacare Catholic Country SA aims to continue to recognise and have respect for Aboriginal and Torres Strait islander cultures in Australia, building cross-cultural awareness.

Action	Responsibility	Timeline	Deliverable
2.1 Maintain and update cultural awareness across the organisation to assist staff in their cultural learning and understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	Training Coordinator and Reconciliation Action Working Group	April 2018	<ul style="list-style-type: none"> Conduct a staff survey to determine how best to meet the learning needs of our organisation.
	Manager, Human Resources, Human Resources Support Officer, Training Coordinator	July 2018	<ul style="list-style-type: none"> Review and update cultural awareness training package to ensure that the content for all face-to-face workshops is relevant to service delivery and our organisation. Ensure all non-Aboriginal and Torres Strait Islander staff, including key leadership staff and our Board of Directors, have completed cultural awareness training.
	Reconciliation Action Working Group	December 2018, 2019	<ul style="list-style-type: none"> Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.
2.2 Ensure Aboriginal and Torres Strait Islander cultural protocols are understood and utilised, and that these are monitored and maintained across the organisation.	Reconciliation Action Working Group	June 2018	<ul style="list-style-type: none"> Develop and communicate a list of key contacts for organising a Welcome to Country for all offices and maintaining respectful partnerships.
	Manager Port Augusta, Manager Whyalla, Manager Port Lincoln, Manager Ceduna, Operations Manager, Port Pirie	December 2019 December 2019	<ul style="list-style-type: none"> Invite a Traditional Owner to conduct a Welcome to Country for all offices at significant community events. Conduct an Acknowledgement of Country at commencement of all internal and external meetings and events.
	Reconciliation Action Working Group, Operations Manager Quality	March 2018	<ul style="list-style-type: none"> Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.

2.3 Ensure all marketing materials are culturally appropriate	Marketing and Social Media Committee Chair	December 2019	<ul style="list-style-type: none"> Marketing committee to include a minimum of one Aboriginal or Torres Strait Islander representative to ensure all marketing materials are culturally appropriate.
	Manager Information Technology	December 2019	<ul style="list-style-type: none"> Include Acknowledgment of Country at the bottom of emails signatures of all staff for any email correspondence internally and externally.
	Marketing and Social Media Committee Chair	December 2018	<ul style="list-style-type: none"> Regularly feature Aboriginal and Torres Strait Islander peoples in our promotional and marketing material.
2.4 Commemorate Aboriginal and Torres Strait Islander significant dates and events such as Sorry Day and Close the Gap.	CEO	March 2018, 2019	<ul style="list-style-type: none"> Hold an internal event for Close the Gap day in each office.
	Reconciliation Action Working Group	January 2018, 2019	<ul style="list-style-type: none"> Create and promote to all staff a calendar of Aboriginal and Torres Strait Islander significant dates.
2.5 Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with cultures and communities by celebrating NAIDO week.	Manager, Human Resources	First week of July 2018, 2019	<ul style="list-style-type: none"> Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.
	CEO	First week of July 2018, 2019 March 2018, 2019	<ul style="list-style-type: none"> Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week. Incorporate an internal NAIDOC event into our annual planning cycle.
2.6 Visibly demonstrate respect for Aboriginal and Torres Strait Islander peoples in our workplace	Manager Port Augusta, Manager Whyalla, Manager Port Lincoln, Manager Ceduna, Operations Manager Port Pirie	January 2018, 2019 June 2018 June 2018	<ul style="list-style-type: none"> Subscribe to Aboriginal and Torres Strait Islander news sources such as the Koori Mail for distribution in client and staff areas. Display the Aboriginal and the Torres Strait Islander flags in our offices. Display Aboriginal and Torres Strait Islander artwork in our offices.
	Operations Manager, Quality	April 2018 April 2018	<ul style="list-style-type: none"> Create an Acknowledgement of Country plaque for display in our offices. Review and display Welcome to Country signs in all offices.

	<p>Manager Port Augusta, Manager Whyalla, Manager Port Lincoln, Manager Ceduna, Operations Manager, Port Pirie</p>	<p>February 2018, 2019</p>	<ul style="list-style-type: none"> • Encourage staff us via staff meeting agenda to engage in cultural activities and learning in the workplace.
<p>2.7 Support Aboriginal and Torres Strait Islander workers to work within a culturally respected framework which allows for cultural and community expectations, including Sorry Business, Law Business, and Men’s and Women’s Business.</p>	<p>CEO, Manager Human Resources, Reconciliation Action Working Group.</p>	<p>December 2019</p>	<ul style="list-style-type: none"> • Develop an Aboriginal and Torres Strait Islander Policy that provides time to be used to accommodate cultural, community and family expectations and events. • Sorry Business and Law Business is respected with bereavement leave written into our Aboriginal and Torres Strait Islander Policy.



Opportunities

Working together with Aboriginal and Torres Strait Islander peoples and communities will bring an exchange of new skills, knowledge and experience to address social issues and create shared value.

Centacare Catholic Country SA is dedicated to creating employment and personal development opportunities for First Australian Peoples, organisations and communities. We will benefit from a richer, stronger and more diverse network of relationships. We will also provide employment and business opportunities for Aboriginal and Torres Strait Islander peoples.

Focus Area 3: To support and build better pathways for Aboriginal and Torres Strait Islander people.

Action	Responsibility	Timeline	Deliverables
3.1 Recruit, retain and support Aboriginal and Torres Strait Islander peoples in employment opportunities with Centacare Catholic Country SA.	CEO, BDM, Manager, Human Resources	June 2018	<ul style="list-style-type: none"> Review and update Centacare Aboriginal and Torres Strait Islander Employment Strategy.
	Manager, Human Resources	December 2019	<ul style="list-style-type: none"> Ensure Aboriginal and Torres Strait Islander peoples represent a minimum of 20% of Centacare's workforce.
	Manager, Human Resources, Reconciliation Action Working Group	December 2019	<ul style="list-style-type: none"> Advertise relevant vacant positions in Aboriginal and Torres Strait Islander media, including the Koori Mail and the National Indigenous Times.
	Manager, Human Resources, Reconciliation Action Working Group	December 2018, 2019	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.
	Manager, Human Resources	August 2018	<ul style="list-style-type: none"> Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development
	Human Resources Officer, IT Training and Support Officer & Reconciliation Action Working Group	December 2018	<ul style="list-style-type: none"> Develop an induction process specifically designed for Aboriginal and Torres Strait Islander employees, in consultation with existing staff.
	Manager, Human Resources	December 2018	<ul style="list-style-type: none"> Create an internal mentoring network for Aboriginal and Torres Strait Islander staff.
3.2 Investigate opportunities to incorporate Aboriginal and Torres Strait Islander businesses and suppliers by reviewing and changing purchasing systems.	Administration Officers & Manager, Finance	June 2018	<ul style="list-style-type: none"> Explore new partnerships with organisations such as Supply Nation and Black Pages to create a list of preferred Aboriginal and Torres Strait Islander business suppliers.

	Administration Officers & Manager Finance	August 2018	<ul style="list-style-type: none"> Develop and distribute list of Aboriginal and Torres Strait Islander suppliers to all staff and ensure staff use these.
	Manager Finance	January 2019	<ul style="list-style-type: none"> Review procurement policies and procedures to identify and remove barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services.
	BDM, Manager Finance	December 2019	<ul style="list-style-type: none"> Develop one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.
3.3 Ensure service delivery is provided in a manner which is culturally sensitive, appropriate, and limits accessibility barriers.	Operations Manager, Quality CEO, BDM	December 2018, 2019	<ul style="list-style-type: none"> Review and streamline process for referrals to and from our organisation to ensure that they meet the needs of Aboriginal and Torres Strait Islander Peoples in our communities. Continue to identify and apply for funding opportunities for programs and projects which support Aboriginal and Torres Strait Islander peoples.
	CEO	December 2018, 2019	<ul style="list-style-type: none"> Conduct a community consultation to identify and address barriers to accessing services.



Tracking Progress and Reporting

Action	Responsibility	Timeline	Measureable Target
4.1 Report RAP achievements, challenges and learnings to Reconciliation Australia.	Reconciliation Action Working Group	September 2018, 2019	<ul style="list-style-type: none"> Complete and submit RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
	Operations Manager, Quality	May 2018, May 2020	<ul style="list-style-type: none"> Investigate participating in the RAP Barometer.
4.2 Report RAP achievements, challenges and learnings internally and externally.	Reconciliation Action Working Group Co-Chair's	July 2018, 2019	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings.
	Reconciliation Action Working Group members	July 2018, 2019	<ul style="list-style-type: none"> Internally report our RAP achievements, challenges and learnings in the Centacare Times and staff meetings. Record achievements, challenges and learnings on the RAP Register via SharePoint.
4.3 Review and refresh RAP to continue Centacare Catholic Country SA's reconciliation journey	Operations Manager, Quality	December 2019	<ul style="list-style-type: none"> Conduct Survey Monkey to collate previous RAP feedback from staff, key stakeholders, and members of the Board.
	Reconciliation Action Working Group Co-Chair's	July 2019	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop new RAP based on learnings, challenges and achievements of previous RAP.
	Executive Assistant	September 2019	<ul style="list-style-type: none"> Submit new RAP to Reconciliation Australia for feedback and formal endorsement.



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CEDUNA	COOBER PEDY	PT AUGUSTA	PT LINCOLN	PT PIRIE	WHYALLA	WHYALLA CENTRAL
11 McKenzie St Ceduna SA 5690 T 08 8628 7600	Hutchinson St Coober Pedy SA 5723 T 08 8672 5979	6 Gibson St Port Augusta SA 5700 T 08 8641 2379	32 Mortlock Tce Port Lincoln SA 5606 T 08 8683 0733	85 Gertrude St Port Pirie SA 5540 T 08 86382100	28 Head St Whyalla Stuart SA 5608 T 08 8645 8233	25 Forsyth St Whyalla SA 5600 T 08 8644 2020

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