



RECONCILIATION
ACTION PLAN

INNOVATE

RECONCILIATION ACTION PLAN

MAY 2023 - APRIL 2025





Aboriginal and Torres Strait Islander peoples are advised this document may contain images or names of people who have since passed away.

Acknowledgement

Wesley Mission acknowledges Aboriginal and Torres Strait Islander peoples as Australia's First Peoples. We acknowledge Aboriginal and Torres Strait Islander peoples as the original and ongoing traditional Custodians of the lands and waters on which we all live and work. We recognise the continuing sovereignty of Aboriginal and Torres Strait Islander peoples across the Australian states and territories where we have a presence, and their absolute right to self-determination. We pay our respects to all Elders – past, present and future generations – and to all Aboriginal and Torres Strait Islander peoples and communities.

About the artist

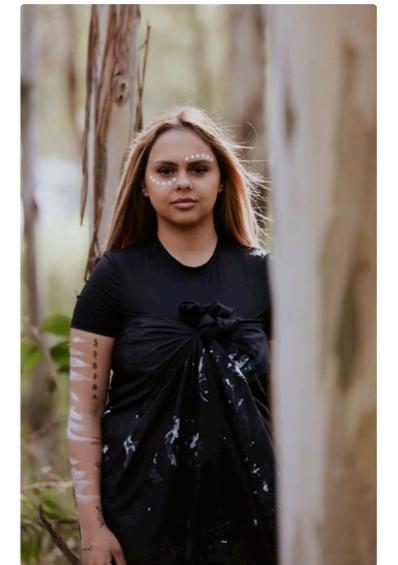
My name is Tamiera Marie Donnelly, and I am a proud Ngemba woman from Wailwan Nation of Brewarrina Far West New South Wales.

My Aboriginal heritage is deeply important to me, and my nan is my role model. Nan has always taken the time to teach me about my culture, and the importance of where I come from, at every opportunity. Knowing where I come from keeps me grounded, and has made me the person I am today – a proud Aboriginal woman.

Part of what keeps me connected to my culture is sharing with others my passion for art, by painting stories on canvas.

Painting Aboriginal symbols is my unique way of how I tell stories to create a unique piece of art to be one-of-a-kind.

Tamiera



Message from the CEO and Superintendent



Wesley Mission's identity is formed, shaped and empowered by a very robust and active Christian faith. The beating heart of that faith is our understanding that, in and through Jesus Christ, God is actively working in our world, reconciling people to himself and each other, and calls those who would follow Jesus, to his message and work of reconciliation (2 Corinthians 5:18-19). Developing our first Reconciliation Action Plan (RAP) is a critical expression of this call.

Through the process of developing our RAP, I have been humbled by the courage and grace of our Aboriginal and Torres Strait Islander staff who have shared their wisdom in our yarning circle conversations. Our first RAP, and the journey it outlines, is only possible because of their sacrificial willingness to speak.

I am humbled to come to a fuller appreciation of how much more I, and we, must learn about Aboriginal and Torres Strait Islander peoples – who have been Custodians of this land for tens of thousands of years – and their respective cultures. Wesley Mission traces its origins back to the earliest days of colonial Australia, and yet we are so very 'young' by comparison to the First Peoples of Australia.

I am also humbled by knowing how much farther Wesley Mission must travel on the road towards true reconciliation with our Aboriginal and Torres Straits

Islander sisters and brothers, as together we work towards equity and justice for all peoples across this nation we now share.

The purpose of Wesley Mission is to 'do all the good we can, because every life matters'. This purpose can only be truly fulfilled as we fully engage in the work of reconciliation as outlined in this RAP. In many ways, we are at the beginning of this journey. At times it will be uncomfortable, even hard. But it will be worth it, as with soft hearts, sharp minds, hard feet and open hands we continue the work of Jesus Christ in Word and deed – the message and work of reconciliation.

Rev Stu Cameron
CEO and Superintendent
Wesley Mission

Reconciliation Australia CEO Statement

Reconciliation Australia commends Wesley Mission on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Wesley Mission to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Wesley Mission will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander

peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Wesley Mission is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Wesley Mission's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Wesley Mission on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Wesley Mission's vision for reconciliation

Together we are committed to doing all the good we can for as long as we can. Encouraged by the example of Jesus, we are committed to truth (acknowledging our contribution to past injustices experienced by Aboriginal and Torres Strait Islander peoples), and to reconciliation (walking together and working to establish a just, equitable and healing culture where all may flourish).

Our business

Wesley Mission has its origins in the establishment of the Methodist Church in New South Wales in 1812, and the formation of the Methodist Central Mission in Sydney in 1884. Today, Wesley Mission is both a church with 11 vibrant congregations, and a multidisciplinary human services organisation delivering community services programs across New South Wales and nationally through our Wesley LifeForce Suicide Prevention Networks.

Wesley Mission employs 2,400 staff and uses the services of 4,000 volunteers. We employ Aboriginal and Torres Strait Islander staff across our programs, in both identified and non-identified roles, but the precise number of Aboriginal and Torres Strait Islander staff is currently unknown. We will be seeking to understand and address this in an appropriate and culturally safe way within this RAP.

We have offices and service locations in the Southern Tablelands, the Illawarra, across greater Sydney and the Blue Mountains, the Central Coast, the Hunter, the Mid North Coast and the Far North Coast regions of New South Wales. Wesley Mission also operates Wesley LifeForce Suicide Prevention Networks in 132 communities across Australia, including in a number of remote Aboriginal and Torres Strait Islander communities in Western Australia, South Australia, Queensland, Northern Territory, western New South Wales and the Torres Strait.

Wesley Mission's programs and services includes:

- Foster care and adoption services
- Supported disability accommodation
- Community housing
- Specialist homelessness services
- Retirement living
- Child, youth and family services
- Home care services
- Gambling counselling and financial counselling services
- Suicide prevention and mental health services
- Chaplaincy
- Employment and training
- Social enterprises and supported employment programs

Wesley Mission's sphere of influence includes:

- our congregations
- the Uniting Church NSW/ACT
- communities where we work
- staff
- volunteers
- procurement partners
- funding bodies
- government agencies
- donors and supporters
- trusts and foundations
- networks and peak bodies

Our RAP

A key goal of Wesley Mission's 2023 Strategic Plan was to develop and commence the delivery of an Innovate Reconciliation Action Plan, to be championed by the CEO and Superintendent. Wesley Mission works alongside Aboriginal and Torres Strait Islander peoples across the breadth of our community services programs in New South Wales, and nationally through our Wesley LifeForce Suicide Prevention Networks. Wesley Mission's stakeholders include Aboriginal and Torres Strait Islander employees (in both identified and non-identified roles), volunteers, clients and carers.

Deeply conscious of the historical injustices and ongoing challenges faced by Aboriginal and Torres Strait Islander communities, Wesley Mission is committed to reconciliation and walking together, to ensure Aboriginal and Torres Strait Islander peoples are restored in dignity, respect, empowerment and opportunity.

Wesley Mission's approach to developing a RAP commenced first and foremost with an intentional desire to listen directly to and learn deeply from our Aboriginal and Torres Strait Islander staff and to give this process all the time it requires, so as to build trust and to commence journeying together well. In 2022, two 2-Day Yarning Circle events were held at Lake Macquarie on Awabakal Land and Diamond Beach on Biripi Land respectively, during which Aboriginal and Torres Strait Islander staff and senior leaders from across Wesley Mission gathered to share, listen and learn. Stories and hopes were shared, along with a wealth of inspiring ideas and thoughtful actions that will give life and momentum to the initiatives outlined in this RAP document.

Sponsored and championed by Wesley Mission's CEO and Superintendent Rev Stu Cameron, Wesley Mission's RAP Working Group is co-chaired by Jim Wackett, General Manager Wesley Communications & Advocacy, and Kathy Donnelly, Wesley Mission's Reconciliation Action Lead. The working group is made up of key leaders from across Wesley Mission and comprises at least 50 per cent from Aboriginal and Torres Strait Islander staff members. The RAP Working Group will also seek to build relationships over time with a group of external Aboriginal and Torres Strait Islander advisers drawn from across the communities we serve.



Our RAP Working Group

Rev Stu Cameron

RAP Sponsor/Champion
CEO and Superintendent
Wesley Mission
(CEO)

Kathy Donnelly

RAP WG Co-Chair
Reconciliation Action Lead and proud
Uralaroi woman from the Kamilaroi Nation
(RAL)

Jim Wackett

RAP WG Co-Chair
General Manager
Wesley Communications & Advocacy
(GM CA)

Stacey Buan

Aboriginal Mentor
Wesley Family Preservation WSNBM and
proud Wiradjuri woman from Wellington,
New South Wales

Kiah Archibald

Workplace Mentor and proud
Gamilaroi woman from the Gomeroi Nation

Cassandra Gibbs

Aboriginal Suicide Prevention Coordinator
and proud Yuwaalaraay/Gamilaraay woman

Ellice Udeagha

Team Leader
Wesley Family Preservation WSNBM and
proud Gumbaynggirr woman

Shaun Hart

Strategic Relationship Manager
Gumbaynggirr Nation

Cathy Beverley

Executive General Manager
Wesley Corporate
(EGM Corp)

Nigel Lindsay

General Manager and Principal Officer
Wesley Dalmar Child & Family
(GM DCF)

Andy Moore

General Manager
Wesley Health, Conferences & Education
(GM HCE)

David Allen

Executive Manager
Wesley Community & Family Care
(EM CFC)



Yarning circles

Wesley Mission's yarning circles conducted in 2022 were about creating a culturally safe space for Aboriginal and Torres Strait Islander staff to feel welcome and empowered to speak out.

"Aboriginal and Torres Strait Islander staff want to know we are genuine about this," said Jim Wackett, General Manager, Wesley Communications & Advocacy. "It's not just about ticking a box, it's something we're very serious about."

"We designed the yarning circle to allow staff to lean in from the very beginning and make sure their voices are heard."

"This process needs to be given the time and the respect it deserves, and it has to begin with the voices of our Aboriginal and Torres Strait Islander staff. We've come away from these events with some amazing input and ideas to shape our RAP journey."

Amy Hogan, Quality, Risk and Compliance Specialist, Wesley Dalmar Child & Family and a proud Gumbaynggirr woman, said the yarning circles are a step in the right direction.

"Developing a RAP is the first step to building equality at Wesley Mission," she says. "If I'm going to be part of something like this it can't be a 'tick and flick' process."

"Part of having a yarn and showing respect is me getting to know about you and you getting to know about me. I see this process as an opportunity to learn more about myself and to share with community about my concerns."

"It all felt very genuine."

Brian de Vries, Aboriginal Mentor, Wesley Family Preservation Western Sydney, Nepean and Blue Mountains (WSNBM), agreed.

"I was hesitant when I was approached about participating," he said. "I wanted to know how the idea came about and why. I initially went to the yarning circle just to suss it out and get a feel for it. But it was a really comfortable environment."

"It was great to see the managers open up and say they were ignorant about some things. And I had the opportunity to ask Stu directly about why Wesley Mission cares about this issue. It was obvious he was genuinely committed, so I jumped on board. But I wouldn't have known if I didn't attend."

Feeling comfortable is a key reason Aboriginal Mentor, Wesley Family Preservation WSNBM, Stacey Buan, contributed during the yarning circle.

"I felt comfortable walking into the room and seeing my culture represented in paintings and art works," she says. "We could speak our truth without the feeling of being judged or misunderstood."

"Everyone who attended showed respect by listening, being reflective and asking curious questions to understand what we were saying."



Symbols



People sitting around the table holding hands represents the two yarning circles where the journey began. It brings together Indigenous and non-Indigenous staff, so they can yarn about how to proceed forward with Wesley Mission's reconciliation journey.



Dove with yarning circle represents Wesley Mission's Reconciliation Action Plan Working Group yarning about the reconciliation journey ahead.



Stepping stones represents a step in the right direction for Wesley Mission through Jesus Christ, with and alongside Aboriginal and Torres Strait Islander peoples. The reconciliation journey will be a learning experience with hard conversations along the way. Together, we can walk alongside one another to do all the good we can, for as long as we can.



The brown long curved arch symbols represent Aboriginal elders in our communities who are our knowledge advisors, and who pass on their cultural knowledge to the younger generations, to keep everyone connected through culture. Our Aboriginal elders will also guide and support Wesley Mission staff on their journey, to connect and build healthy relationships with our communities.



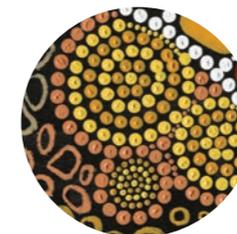
The medium circles with small dots The larger circles represent the adults, and the medium and smaller circles represent the children, of all ages, in our communities. The different shades of colours represents that we are all different in our skin colour.



White connecting circles represent the many Aboriginal and Torres Strait Islander children and adults who are being supported by Wesley Mission's Out-of-Home Care and foster care programs or disability services to remain connected to culture, families and their communities.



The empty circles represent the diversity of staff across Wesley Mission, who have committed to the process of learning from our Aboriginal elders. Staff will continue the journey to be guided by Aboriginal elders in building relationships and partnerships, and in collaboration with communities, to strengthen these relationships. Staff will also continue on the journey to understand the importance of culture, family kinship and connections.



The intertwining circles represent Wesley Mission's support programs and services in communities.



The blue and green circles represent the land and water, which are an important part of connection for Aboriginal and Torres Strait Islander peoples and communities for their survival.



The yellow long curved arch symbol represents the role of the Reconciliation Action Lead who will be maintaining healthy yarns to educate, guide and support staff on their reconciliation journey within Wesley Mission. They will also support the mentoring of Aboriginal and Torres Strait Islander staff to be proud of who they are, and to be a voice for their people and communities.

Relationships

Reconciliation requires the formation and maintenance of trusted, respectful relationships with Aboriginal and Torres Strait Islander peoples. Wesley Mission is committed to forging partnerships and working collaboratively with Aboriginal and Torres Strait Islander peoples, communities and organisations, to improve access to our services, input into our planning and service delivery, and to improve our service quality and outcomes.

Action	Deliverable	Timeline	Responsibility	
1	Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander staff, communities and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Review November 2023	General Managers
		Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2024	General Manager Communications, & Advocacy (GM CA)
2	Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to Wesley Mission staff.	May 2023 March 2024	GM CA; Reconciliation Action Lead (RAL); Executive Manager Marketing (EM M)
		Ensure Wesley Mission RAP Working Group members participate in an external NRW event.	27 May- 3 June 2023 and 2024	RAP Working Group (RWG) Co-Chairs with RWG members
		Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2023 and 2024	GM CA; RAL

Action	Deliverable	Timeline	Responsibility	
3	Organise at least one organisation-level NRW event each year. Wesley Mission programs and sites encouraged to organise local NRW events.	27 May- 3 June 2023 and 2024	GM CA; RAL	
	Register all Wesley Mission NRW events on Reconciliation Australia's NRW website.	May 2023 and 2024	RAL	
3	Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	Develop and Launch for NAIDOC Week July 2023	GM CA; RAL; Executive Manager People & Culture (EM P&C)
		Communicate Wesley Mission's commitment to reconciliation publicly.	May 2023	GM CA; EM M
	Explore opportunities to positively influence Wesley Mission's external stakeholders to drive reconciliation outcomes.	Review annually, September 2023 and 2024	RAL	
	Collaborate with organisations in the RAP network and/or other organisations to develop innovative approaches to advance reconciliation.	June 2023 and 2024	CEO; GM CA; RAL	
	Explore and develop opportunities to engage our volunteers in reconciliation.	November 2023	RAL; Volunteer Support Lead	

Action	Deliverable	Timeline	Responsibility
4 Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	May 2023	Executive General Manager Corporate (EGM Corp)
	Raise awareness of Wesley Mission's anti-discrimination policy.	By June 2023	EM P&C
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on Wesley Mission's anti-discrimination policy.	September 2023	GM CA; Quality, Risk & Compliance (QRC) Review Group
	Educate Wesley Mission's staff and leaders on the effects of racism.	By May 2024	RAL
5 Adhere to the Aboriginal Placement Principles under the New South Wales Children and Young Persons (Care and Protection) Act in accordance with our contractual obligations with the NSW Department of Communities and Justice.	Plan to transition Aboriginal and Torres Strait Islander children and their carers to Aboriginal and Torres Strait Islander agencies.	June 2024	General Manager, Dalmar Child & Family (GM DCF)
	Annually review our cases to ensure that we have, where possible, placed Aboriginal and Torres Strait Islander children and young people within their family, community or other Aboriginal or Torres Strait Islander community to stay connected with their Aboriginal or Torres Strait Islander culture.	Review September 2023 and 2024	GM DCF; Child Safety Improvement Group (CSIG)

Action	Deliverable	Timeline	Responsibility
6 Strengthen relationships with Aboriginal and Torres Strait Islander peoples through Truth-telling initiatives.	Review and assess our practices of consulting with Aboriginal and Torres Strait Islander families, extended family and Aboriginal and Torres Strait Islander community representatives in decision-making about care arrangements for Aboriginal and Torres Strait Islander children and young people.	Review September 2023 and 2024	GM DCF; CSIG
	Consult with Aboriginal and Torres Strait Islander stakeholders about how Wesley Mission can support Aboriginal and Torres Strait Islander peoples to have increased and ongoing involvement and control in Aboriginal and Torres Strait Islander child and family welfare and child protection matters.	Review September 2023 and 2024	GM DCF; CSIG
	Consult with traditional owners about how Wesley Mission might be able to support Truth-telling in our areas of operation.	July 2023	RAL; RWG members
6 Investigate the history of Wesley Mission's involvement in policies that mandated the removal of Aboriginal and Torres Strait Islander children from their families.	Investigate the history of Wesley Mission's involvement in policies that mandated the removal of Aboriginal and Torres Strait Islander children from their families.	June 2024	RAL; DCF Archivist
	Seek opportunities for RAP Working Group members to continue to be informed on the latest conversations surrounding Truth-telling.	Review September 2023 and 2024	GM CA; RAL

Respect

Wesley Mission honours Aboriginal and Torres Strait Islander peoples as Australia's First Peoples and celebrates the uniqueness and diversity of our country.

The foundation for Wesley Mission's understanding of respect is acknowledging that all people are made in the Image of God and therefore imbued with eternal dignity and worth. Respect is one of the values that drives Wesley Mission's vision for reconciliation, as we seek to nurture a culture of walking together with a focus on social justice. We are committed to meaningful consultation, and a true understanding of Australia's First Peoples, their culture and history, and their connection to the land and to each other, leading us together into authentic action across Wesley Mission's core activities.

Action	Deliverable	Timeline	Responsibility
7 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights, through cultural learning.	Conduct a review of cultural learning needs within Wesley Mission.	By August 2023	RAL
	Consult local traditional owners and/or Aboriginal and Torres Strait Islander staff and advisers to inform our cultural learning strategy.	By August 2023	RAL
	Develop, implement and communicate a cultural learning strategy document for Wesley Mission's staff.	By November 2023 Review progress June 2024	RAL
	Provide opportunities for RAP Working Group members and senior staff to participate in formal and structured cultural learning.	Pilot with RAP Working Group then roll out to senior staff August 2023, November 2023	RAL supported by Wesley Learning & Development Manager

Action	Deliverable	Timeline	Responsibility
8 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2023	RAL
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	June 2023	RAL; RWG
	Invite a local traditional owner or custodian to provide a Welcome to Country or other appropriate cultural protocol at significant Wesley Mission events each year.	Review September 2023 and 2024	General Managers
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	By June 2023	RAL
9 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Develop a policy to allow all Wesley Mission staff the opportunity to choose an alternative day off to 26 January.	By December 2023	EGM Corp; EM P&C; RAL
	Ensure Wesley Mission's RAP Working Group participate in an external NAIDOC Week event.	First week in July 2023 and 2024	RWG Co-Chairs with RWG members
	Review policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2023	EGM Corp; EM P&C

Action	Deliverable	Timeline	Responsibility
	Promote and encourage participation by all Wesley Mission staff and volunteers in external NAIDOC Week events.	First week in July 2023 and 2024	RAL
10 Demonstrate signs of respect and appreciation for Aboriginal and Torres Strait Islander cultures and histories within our office spaces.	Display prominently, the Aboriginal and Torres Strait Islander flags alongside the Australian National Flag in our reception areas.	By May 2024	General Managers; RAL
	Commission and display Aboriginal artwork relevant to country in our service sites and offices, along with a region/ country-specific Acknowledgement of Country.	By May 2024	General Managers; RAL
	Develop guidelines for uniforms for Aboriginal and Torres Strait Islander staff, which appropriately incorporate Aboriginal and Torres Strait Islander designs and motifs relevant to the program and/or country or for specific days/events (e.g. NAIDOC Week).	By June 2023	RAL; EM M
	Develop language guidelines to appropriately refer to Aboriginal and Torres Strait Islander peoples and communities.	By August 2023	RAL

Opportunities

In keeping with our vision for reconciliation, Wesley Mission seeks to develop and strengthen its relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations, so that mutual opportunities can be identified and explored in responding to circumstances and challenges. Through the development and delivery of a First Nations employment strategy, we commit to being a welcoming, safe and inclusive workplace for Aboriginal and Torres Strait Islander employees and volunteers, where they can develop and flourish in applying their gifts and talents in the communities we are called to serve. Through the enhancement of our procurement strategy, we will be an organisation that seeks to ensure that Aboriginal- and Torres Strait Islander-owned and run businesses, are fairly and actively represented in our procurement processes and policies.

Action	Deliverable	Timeline	Responsibility
11 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing across Wesley Mission, to inform future employment and professional development opportunities.	Review May 2023 and 2024	EGM Corp; GM HCE; EM P&C; Manager Strategic Relationships
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	Review May 2023 and 2024	EGM Corp; GM HCE; EM P&C; Manager Strategic Relationships
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	By November 2023	EGM Corp; GM HCE; EM P&C; Manager Strategic Relationships
	Advertise job vacancies at Wesley Mission to effectively reach Aboriginal and Torres Strait Islander stakeholders.	By September 2023	EGM Corp; GM HCE; EM P&C; Manager Strategic Relationships

Action	Deliverable	Timeline	Responsibility	
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	By September 2023	EGM Corp; GM HCE; EM P&C; Manager Strategic Relationships	
	Develop leave and related policies that reflect the unique needs of Aboriginal and Torres Strait Islander staff, and account for sorry business and the importance of connecting with country. (Noting that some enterprise agreements and industrial instruments already have guidance and requirements around cultural leave policies.)	By June 2024	QRC; RAL; General Managers; EM P&C	
12	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	By May 2024	Procurement Manager; RAL
		Investigate Supply Nation membership.	By August 2023	Procurement Manager; RAL
		Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to Wesley Mission staff.	By May 2024	Procurement Manager; RAL
		Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	By August 2023	Procurement Manager; RAL

Action	Deliverable	Timeline	Responsibility	
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	By May 2024	Procurement Manager; RAL; General Managers for program areas	
13	Recognise Aboriginal and Torres Strait Islander intellectual and cultural property.	Develop and implement policies to ensure that Aboriginal and Torres Strait Islander artists and craftspeople are fairly and appropriately remunerated for the work we commission or purchase from them, and that all artwork or craft is appropriately licensed for payment for subsequent usage (e.g. in publications or for uniform designs etc.).	By December 2023	GM CA; RAL; EM M
		Ensure all purchased or commissioned artwork or craft appropriately and visibly acknowledges the intellectual or cultural property owner.	By December 2023	GM CA; RAL; EM M
14	Provide a formal means by which the voice of Aboriginal and Torres Strait Islander staff can be heard by the Wesley Mission Board and Senior Management.	Embed ways for Aboriginal and Torres Strait Islander voices to be heard across and upwards in Wesley Mission.	By May 2024	CEO; RWG
		Conduct and document at least one yarning circle for Aboriginal and Torres Strait Islander staff each year to maintain the authenticity of our approach to the RAP.	By May 2024	CEO; RWG

Governance

Action	Deliverable	Timeline	Responsibility
15	Establish and maintain an effective RAP Working Group to drive governance of the RAP.	Maintain at least 50 per cent Aboriginal and Torres Strait Islander representation on the RAP Working Group.	Review May 2024 RWG Co-Chairs
		Establish and apply a terms of reference for the RAP Working Group.	May 2023 RWG Co-Chairs
		Meet at least four times per year to drive and monitor RAP implementation.	July 2023 September 2023 November 2023 February 2024 May 2024 July 2024 September 2024 November 2024 February 2025 May 2025 RWG Co-Chairs
16	Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Budget period: April 2024 General Managers
		Engage our senior leaders and other staff in the delivery of RAP commitments.	Senior Staff Meetings: August 2023 November 2023 March 2024 August 2024 November 2024 March 2025 GM CA; RAL
		Define and maintain appropriate systems to track, measure and report on RAP commitments.	August 2023 GM CA; RAL

Action	Deliverable	Timeline	Responsibility
	Appoint and maintain the full-time role Reconciliation Action Lead (RAL), which reports directly to a General Manager or equivalent.	May 2023	GM CA
17	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are current, to ensure we do not miss out on important RAP correspondence.	June, annually RAL
		Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August, annually RAL
		Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually GM CA; RAL
		Report RAP progress to all staff and senior leaders quarterly and to the Wesley Community Services Limited (WCSL) Board annually.	Senior Staff Meetings. One WCSL Board meeting (September 2023, 2024) CEO; GM CA; RAL
		Publicly report our RAP achievements, challenges and learnings, within our annual report.	October 2023 and 2024 GM CA; EM M
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2024 GM CA; RAL	
	Submit a traffic light report to Reconciliation Australia at the conclusion of Wesley Mission's Innovate RAP.	April 2025 GM CA; RAL	
18	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing Wesley Mission's next RAP.	April 2024 GM CA; RAL

Contacts

Jim Wackett
General Manager, Wesley Communications & Advocacy
0448 415 546
jim.wackett@wesleymission.org.au

Kathy Donnelly
Reconciliation Action Lead
0408 526 956
kathy.donnelly@wesleymission.org.au



Wesley Mission

220 Pitt Street, Sydney NSW 2000
PO Box A5555, Sydney South NSW 1235
(02) 9263 5555
communications@wesleymission.org.au
wesleymission.org.au

CEO and Superintendent: Rev Stu Cameron
ABN 42 164 655 145

Wesley Mission is a part of the Uniting Church in Australia.