

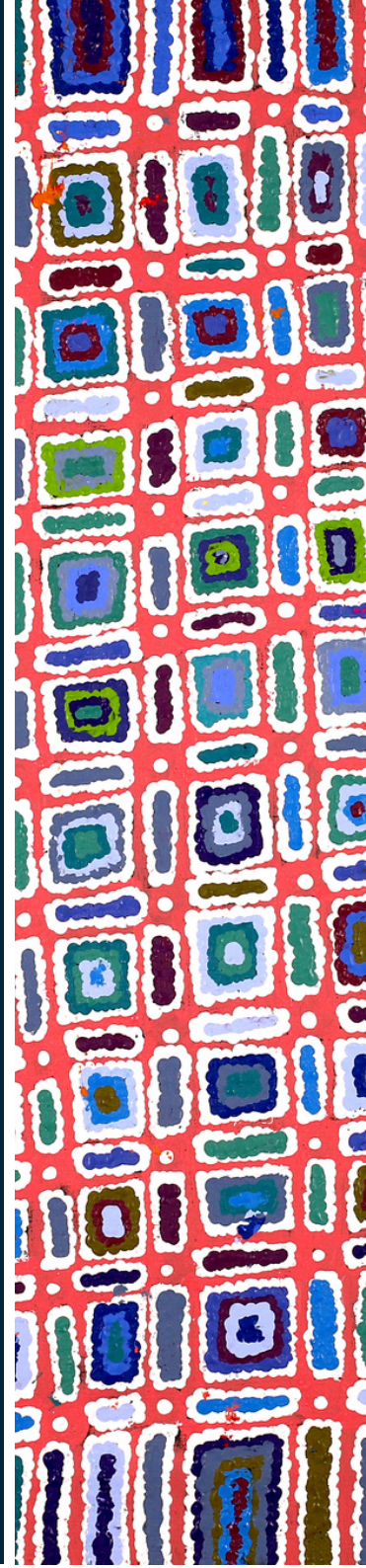
Innovate Reconciliation Action Plan

Coast Shelter
Jan 2024 - Jan 2026



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About the Artwork

The site depicted in this painting is Puyurru, west of Yuendumu. In the usually dry creek beds are 'mulju' (soakages), or naturally occurring wells. The 'kirda' (owners) for this site are Nangala/Nampijinpa women and Jangala/Jampijinpa men. Two Jangala men, rainmakers, sang the rain, unleashing a giant storm. The storm travelled across the country from the east to the west, initially travelling with a 'pamapardu Jukurrpa' (termite Dreaming) from Warntungurru to Warlura, a waterhole 8 miles east of Yuendumu. A Warlura a gecko called Yumariyumari blew the storm on to Lapurrukurra and Wilpiri. Bolts of lightning shot out at Wirnpa (also called Mardinyardinyoa) and at Kanaralji. At this point the Dreaming track also includes the 'kurdukurdu mangkurdu Jukurrpa' (children of the clouds Dreaming). The water Dreaming built hills at Ngamangama using baby clouds and also stuck long point clouds into the ground at Jukajuka, where they can still be seen today as rock formations.

The termite Dreaming eventually continued west too Nyirripi, a community approximately 160km west of Yuendumu. The water Dreaming then travelled from the South over Mikanji, a watercourse with soakages northwest of Yuendumu. At Mikanji, the storm was picked up by a 'kirkkarlanji' (brown falcon [Falco berigora]) and taken farther north. At Puyurru, the falcon dug up a giant 'warnayarra' (rainbow serpent). The serpent carried water with it to create another large lake, Jillyumpa, close to an outstation in this country. The 'kirda' (owners) of this story are Jangala men and Nangala women. After stopping at Puyurru, the water Dreaming travelled on through other locations including Yalyarilalku, Mikilyparnta, Katalpi, lungkardajarra, Jirawarnpa, Kamira, Yurrunjuku, and Jikaya before moving on into Gurindji country to the north.

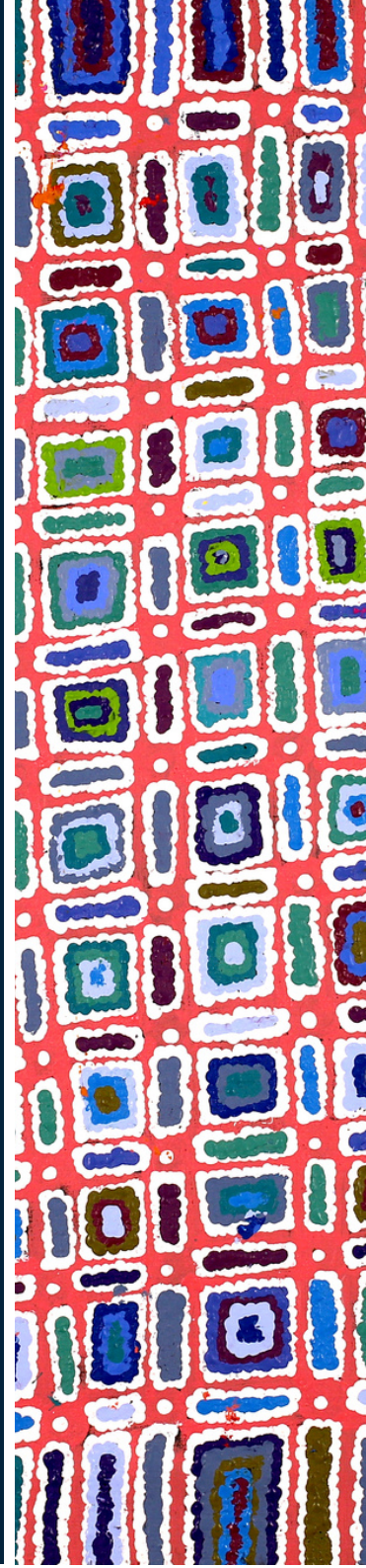
In contemporary Warlpiri paintings, traditional iconography is used to represent the 'Jukurrpa' (Dreaming). Short dashes are often used to represent 'mangkurdu' (cumulus & stratocumulus clouds), and longer, flowing lines represent 'ngawarra' (flood waters). Small circles are used to depict 'mulju' (soakages) and river bed.

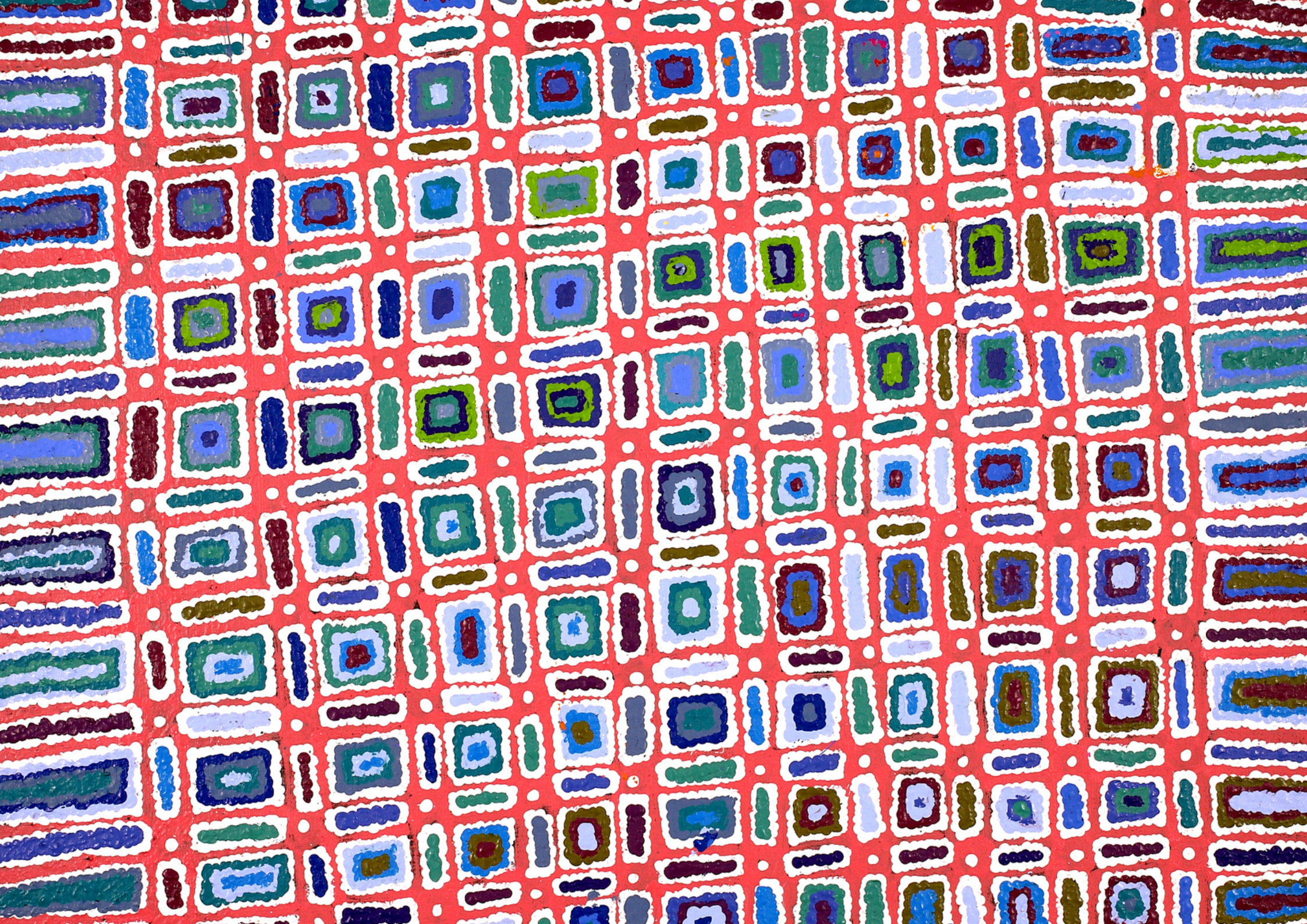
About the Artist

Lynette Nangala Singleton was born in 1970 in Alice Springs Hospital, the closest hospital to Yuendumu, a remote Aboriginal community 290 km north-west of Alice Springs in the NT of Australia. She grew up in Yuendumu, attended the local school after which she completed her schooling at Yarara College, an Aboriginal boarding school in Alice Springs. When she finished school she returned to Yuendumu. She is married and although she has no children she has many nieces. She now lives in Nyirripi, an Aboriginal community 160 km north-west of Yuendumu. Lynette has been painting with Warlukurlangu Artists Aboriginal Corporation, an Aboriginal owned and governed art centre located in Yuendumu, since 2008. She paints her Father's Jukurrpa stories, Dreamings which relate directly to her land, in particular a rock hole west of Lake McKay. These stories have been passed down by her father and her father's father for millennia. When Lynette is not painting she enjoys hunting for goanna.



Lynette Nangala Singleton





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Our vision for Reconciliation

Coast Shelter acknowledges Aboriginal and Torres Strait Islander peoples are the First Peoples and Traditional Custodians of this land. We pay respect to Elders past, present and future. We are committed to providing inclusive and appropriate support for all Aboriginal and Torres Strait Islander people, their kin and community.

Coast Shelter's vision for Reconciliation is to see that all connected to culture and community free from domestic and family violence.

Our Reconciliation Action Plan demonstrates transparently to our business how we aim to achieve our vision. Our strengthened connections to community, our increased positive outcomes, our culturally safe work force and our increased First Nations workforce will demonstrate our successes to our vision.

Message from CEO, Reconciliation Australia



Reconciliation Australia commends Coast Shelter 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 Coast Shelter 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, Coast Shelter 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 over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Coast Shelter is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Coast Shelter'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 Coast Shelter on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

[Karen Mundine](#)



Our Business

Coast Shelter is a leading not-for-profit organisation providing specialist homelessness services and support programs on the NSW Central Coast. We are a registered Community Housing Provider operating crisis accommodation refuges across the region for people who are homeless, at risk of homelessness, or experiencing domestic and family violence. We continue to progress our mission to end homelessness and domestic and family violence in our area by providing people with a safe place to call home, food and clothing, and access to personal support services. Each year 1000 clients are supported through

our youth specialist homelessness service, men's specialist homelessness service, women and children's specialist homelessness service and our domestic violence rapid enhancement program.

Coast Shelter's commitment to positive outcomes has seen it introduce several Allied Health specialists to overcome the many barriers that our clients face; this includes Youth Mental health workers, men's AOD councillors, women's AOD councillors and social workers.

With the over representation of Aboriginal and Torres Strait Islander clients, Coast Shelter is supported by a First Nations Coordinator who guides and leads the organisation in cultural competence.

At Coast Shelter 8.5% of our paid workforce, identify as Aboriginal and/or Torres Strait Islander people. As part of our commitment to our RAP, we conduct an annual cultural diversity survey and encourage Aboriginal and Torres Strait Islander staff members to self-identify. Coast Shelter is focused on and committed to creating opportunities to increase Coast Shelter's Aboriginal and Torres Strait Islander work force in the future.

The relationships we have with our corporate partners, community groups, regional networks, and government are more important than ever. Our partnerships enable us to reach more people experiencing poverty and homelessness on the Central Coast and adapt to the ever-changing needs of our community.

We have been able to use our influence with our partners to provide education, support, and guidance on their cultural journeys.

For 30 years, Coast Shelter has received generous support from the local business community and volunteers. Whether by a financial donation, a donation of furniture, or household goods, fundraising or sharing of resources and knowledge, our partnerships can, quite literally, change lives.



Our RAP

Our workplace is developing the Innovate RAP because we want to continue to strengthen our relationships with Aboriginal and Torres Strait Islander peoples, contribute and promote the reconciliation movement and improve our service delivery. Our established RWG is a diverse working group across the organisation internally and externally. We will involve and consult with the community, the Aboriginal and Torres Strait Islander communities/ organisations and deliver the Innovate RAP by January 2025.

Coast Shelter has established a First Nations Advisory Group which is for Aboriginal or Torres Strait Islander identified workers and volunteers across our organisation with the objective to provide support and improve outcomes for our First Nation staff and clients. This group gives our staff a voice for themselves and to the business and is also asked upon for advice and guidance to the operation of our business. The group are active in making recommendations and providing advice out how to improve our RAP.

Coast Shelters Reconciliation Action Plan Working Group consists of a diverse group of people from multidisciplinary backgrounds across all areas of the organisation. Five Aboriginal and/or Torres Strait Islander people are active members of the current working group.

Our RAP working group continues from the Reflect RAP to the Innovate RAP. With the success of our Reflect RAP we have additional members joining for the Innovate RAP. The RAP is monitored and guided by the First Nations Coordinator in the case of this role temporarily being absent the responsibility for this role will be taken over by the RAP Champion and RWG Champion.



Girri Girra Aboriginal Experiences
Director, Tim Selwyn at National
Reconciliation Gathering



Coast Shelters Reflect RAP Journey emphasised the importance of reconciliation and it focused the business on building relationships based on respect and trust between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. Coast Shelters Reflect Reconciliation Action Plan (RAP) 2021-22 provided a framework for our organisation to build the foundations for our vision for reconciliation. It demonstrated our commitment to implementing and measuring practical actions that build respectful relationships and create opportunities for Aboriginal and Torres Strait Islander peoples. The Reflect RAP Journey created a positive cultural engagement internally, which drove the innovation of training workshops for team meetings to meet the newly identified training needs before formal training. Some of the challenges were sourcing cultural training to meet staff and client needs. What was required was strong, sustained relationship building and genuine participation in the community. It was important to Coast Shelter to improve our Action Plan in a way to ensure we are demonstrating this as an organisation and not individualised. To strengthen and expand on our commitment towards reconciliation, we are developing and implementing programs for cultural learning, Aboriginal and Torres Strait Islander employment and supplier diversity.

Our RAP Working Group is currently made up of:

Peter Downie
Chair
First Nations Coordinator
Coast Shelter

Tim Selwyn
Owner & Director of Girri Girra
Girri Girra

Paul Hardcastle
Caseworker Youth
Coast Shelter

Ashlee Gunstone
RAP Champion
People & Culture Manager
Coast Shelter

Kayla Wheatley
Case Worker DVRE
Coast Shelter

Willei Coe
First Nations Wellbeing Coordinator
Coast Shelter

Erin Maxwell
Marketing & Comms Manager
Coast Shelter



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National Reconciliation Gathering
June 1, 2023, Industree Group Stadium

Highlights of the year

1. Completion of our Reflect Reconciliation Action Plan. The Reflect Reconciliation Action Plan was a truly engaging journey for the business and as a result in completion the pride within the business and overwhelming interest to continue the journey has been a powerful tool for the many reasons laid out in the RAP.

2. Introduced a Welcome to Country and Acknowledgement of Country Policy with all staff trained. This policy with accompanying workshop drove genuine interest, purpose and protocol throughout the business. The core of our practice was changed with a meaningful and respectful acknowledgement at all engagements, meetings, and events.

3. All staff trained in respectful language and Aboriginal & Torres Strait Islander Cultural Appreciation. This was a poignant and vital step in broadening all staff knowledge and correcting and aligning staff to communicate respectfully and consistently.

4. Established a First Nations staff advisory committee. The committee created a place for our First Nations staff to connect and have a voice to the business as a group. It influenced the business at a cultural level, improved service delivery and staff wellbeing.

5. Host the largest National Reconciliation Week event on the Central Coast. The event was created due to the absence of a physical event on the central coast. The challenge was to deliver the respect for Reconciliation by consulting with community and all key stakeholders and ensuring the event respect protocol and the community

6. Implemented a weaving and yarnning circle for our First Nations Women & Children clients. This group continues and meets regularly. The women meet to weave and share their stories in a therapeutic way.

7. Established a partnership with a local Central Coast owned and operated business to provide education and experiences for our staff and clients to connect with culture and the land. Our Partnership continues and so does the knowledge within the business.

8. Through TAFE became Accredited in Cultural competency for Employers.

Left to Right

Coast Shelter staff at Naidoc Week Oztog Cup 23, Coast Shelter Staff and CEO at National Reconciliation Gathering, Coast Shelter CEO and First Nations Coordinator with Aunty Di of Mingaletta.





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Thank you to all who stand with us

coastshelter.org.au





Our relationships



Coast Shelter recognises the intricate network of interconnected relationships that exist between people, place and planet. Building positive relationships in these spaces is essential in the promotion of healthy social, emotional and physical outcomes for our clients. We acknowledge the need for a collaborative partnership with Aboriginal and Torres Strait Islander communities in creating constructive dialogue that will inform and continuously improve our service delivery, ensuring empowered decisions that are built on justice, respect and reconciliation. This relationship will allow for a sharing of knowledge across our organisation and the community with the goal of ending homelessness and domestic and family violence on the Central Coast.

Coast Shelter
National Reconciliation Gathering
June 1 2023, Industree Group Stadium

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. Continue established partnership with a local Central Coast First Nations owned and operated business to provide education and experiences for our staff and clients to connect with culture and the land 	<ul style="list-style-type: none"> October 2024 December 2024 June 2024 and 2025 	<ul style="list-style-type: none"> First Nations Coordinator / RWG First Nations Coordinator / M&C Manager First Nations Coordinator / 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. RAP Working Group members to participate in an external NRW event. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. Organise at least one NRW event each year. Register all our NRW events on Reconciliation Australia's NRW website. 	<ul style="list-style-type: none"> May 2024 and 2025 27 May - 3 June 2024 and 2025 27 May - 3 June 2024 and 2025 27 May - 3 June 2024 and 2025 May 2024 and 2025 	<ul style="list-style-type: none"> First Nations Coordinator / RAP Champion First Nations Coordinator / RAP Champion First Nations Coordinator / RAP Champion First Nations Coordinator / RAP Champion First Nations Coordinator / M&C Manager
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. Communicate our commitment to reconciliation publicly. Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation. 	<ul style="list-style-type: none"> May 2024 May 2024 May 2024 October 2024 	<ul style="list-style-type: none"> First Nations Coordinator / RAP Champion CEO / M&C Manager First Nations Coordinator / RAP Champion First Nations Coordinator / First Nations Wellbeing Coordinator
4. Promote positive race relations through anti-discrimination strategies	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. Develop, implement, and communicate an anti-discrimination policy for our organisation. Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. Educate senior leaders on the effects of racism. Educate all staff on the effects of racism. 	<ul style="list-style-type: none"> October 2024 February 2024 November 2024 January 2024 January 2024 	<ul style="list-style-type: none"> RAP Champion / First Nations Coordinator RAP Champion / First Nations Coordinator RAP Champion RAP Champion RAP Champion

Respect



Coast Shelter recognises the strength and resilience of Aboriginal and Torres Strait Islander peoples and cultures.

The importance of place, language, time, land, story and protocol should be reflected in our work across our diverse community. We will continue to build relationships that are based on communication and respect. Our ongoing relationships and links to Aboriginal and Torres Strait Islander peoples, families, communities and organisations will advance our organisation and individuals within our organisation to function in a culturally safe and competent manner. Respect is one of the four core Coast Shelter values. We seek to act with respect to each other, the earth and all creation.

AUSTRALIA

HAS A

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> • Conduct a review of cultural learning needs within our organisation. • Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy. • Develop, implement, and communicate a cultural learning strategy document for our staff, including cultural learning in onboarding. • Continue and grow the clients women's weaving and yarning group. • Investigate cultural immersion opportunities for staff. • Provide opportunities for RAP Working Group members and other identified staff to participate in formal and structured cultural learning. 	<ul style="list-style-type: none"> • June 2024 and 2025 • May 2024 • September 2024 • June 2024, 2025, 2026 • September 2024 • September 2024 	<ul style="list-style-type: none"> • First Nations Coordinator / RAP Champion • First Nations Coordinator / RAP Champion • First Nations Coordinator / RAP Champion • First Nations Coordinator / DVRE Caseworker group • First Nations Coordinator / RAP Champion • First Nations Coordinator / RAP Champion
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<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 protocols. • Develop, implement, and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. • Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. • Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. 	<ul style="list-style-type: none"> • June 2024 and 2025 • July 2024 • June 2024 • June 2024 	<ul style="list-style-type: none"> • First Nations Coordinator / RAP Champion • First Nations Coordinator • First Nations Coordinator • First Nations Coordinator
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	<ul style="list-style-type: none"> • RAP Working Group to participate in an external NAIDOC Week event. • Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. • Promote and encourage participation in external NAIDOC events to all staff. 	<ul style="list-style-type: none"> • First week in July 2024 and 25 • June 2024 and 2025 • First week in July 2024 and 2025 	<ul style="list-style-type: none"> • First Nations Coordinator / RAP Champion • RAP Champion • DVRE Caseworker / Marketing and Events Coordinator?
8. Build respect for Aboriginal and Torres Strait Islander cultures in our community by participating in First Nations events and forums	<ul style="list-style-type: none"> • Attend and participate in all Central Coast Aboriginal Interagency Network (CCAIN) meetings. • Seek opportunities to listen to First Nations community members about the Uluru Statement from the Heart and how we can support 	<ul style="list-style-type: none"> • Jan 2024 • October 2024 	<ul style="list-style-type: none"> • First Nations Coordinator / First Nations Wellbeing Coordinator • First Nations Coordinator / RAP Champion

Opportunities



Opportunities can only be born from respectful relationships and sustained through mutual storytelling and connections.

Coast Shelter is committed to creating opportunities and developing long-term relationships with Aboriginal and Torres Strait Islander peoples and communities through genuine respect and understanding. As an organisation we should be representative of the communities to whom we provide supports and services, and our advocacy is stronger when it is delivered jointly with people for whom we advocate.

Coast Shelter as an employer aims to create meaningful pathways for Aboriginal and Torres Strait Islander peoples to engage and build upon a respectful foundation that allows for mutual decision making through employment pathways, social enterprise, business, procurement and community engagement opportunities.

When we share our skills and experience in the social services sector through co-delivery of programs and training, we build stronger relationships, continue to learn about our own organisation and practice how we can grow together through reconciliation.



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June 1 2023, Industree Group Stadium

Action	Deliverable	Timeline	Responsibility
<p>9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retentions, and professional development.</p>	<ul style="list-style-type: none"> • Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. • Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention, and professional development strategy. • Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy. • Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. • Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	<ul style="list-style-type: none"> • July 2024 • August 2024 • September 2024 • November 2024 • October 2024 	<ul style="list-style-type: none"> • RAP Champion / First Nations Coordinator • RAP Champion / First Nations Coordinator • RAP Champion / First Nations Coordinator • HR Coordinator • RAP Champion / HR Coordinator
<p>10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<ul style="list-style-type: none"> • Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. • Investigate Supply Nation membership. • Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. • Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. • Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	<ul style="list-style-type: none"> • November 2024 • November 2024 • December 2024 • January 2025 • February 2025 	<ul style="list-style-type: none"> • First Nations Coordinator / Finance Manager • First Nations Wellbeing Coordinator • RAP Champion / First Nations Coordinator • First Nations Coordinator / Finance Manager • First Nations Coordinator / M&C Manager

Governance



Coast Shelter's Governance structure is supported by the Board of Directors, Senior Leadership and the wider Coast Shelter team. Representatives from the RAP Working Group (RWG) are invited to meetings to provide updates and to help guide the implementation of RAP initiatives. The RWG includes representatives from all departments of Coast Shelter and also a representative from our volunteering community, including Aboriginal and/or Torres Strait Islander peoples and non-Indigenous people. The Governance pillar sets out the structures and processes that we will use to implement, monitor and assess our progress against our RAP commitments.



Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RWG. Establish and apply a Terms of Reference for the RWG. Meet at least four times per year to drive and monitor RAP implementation. 	<ul style="list-style-type: none"> January 2024 and 2025 June 2024 June 2024, September 2024, January 2025, June 2025, September 2025, January 2026 and June 2026 	<ul style="list-style-type: none"> First Nations Coordinator / RAP Champion First Nations Coordinator / RAP Champion First Nations Coordinator / RAP Champion
12. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. Engage our senior leaders and other staff in the delivery of RAP commitments. Define and maintain appropriate systems to track, measure and report on RAP commitments. Maintain an internal RAP Champion from senior management. 	<ul style="list-style-type: none"> June 2024 June 2024 June 2024 June 2024 	<ul style="list-style-type: none"> First Nations Coordinator /RAP Champion First Nations Coordinator /RAP Champion First Nations Coordinator /RAP Champion First Nations Coordinator
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. Report RAP progress to all staff and senior leaders quarterly. Publicly report our RAP achievements, challenges and learnings, annually. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 	<ul style="list-style-type: none"> June annually 1 August annually 30 September annually June 2024, Sept 2024, Dec 2024, March 2025, June 2025, Sept 2025, Dec 2025, March 2026 etc January 2025 and 2026 May 2024 January 2026 	<ul style="list-style-type: none"> First Nations Coordinator First Nations Coordinator First Nations Coordinator First Nations Coordinator / RAP Champion First Nations Coordinator / RAP Champion First Nations Coordinator First Nations Coordinator
14. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	<ul style="list-style-type: none"> July 2025 	<ul style="list-style-type: none"> First Nations Coordinator /RAP Champion



Contact Details

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RECONCILIATION

ACTION PLAN

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