



Innovate Reconciliation Action Plan

Micah Projects | November 2017– November 2019





FRONT COVER ARTWORK

Coming Together by Luke Roma 2013

This painting represents all Indigenous and Non Indigenous Australians coming together without malice or discrimination. The four circles in each corner represent the North, South, East and West of this, our amazing country. The middle circle represents the Elders directing the young ones both black and white to sit and talk together at the watering hole. The figures along the outside edge are like the members of the Micah Projects' Reconciliation Action Plan (RAP) Committee reaching out and bringing the people in.

Interpretation by Luke Roma as told to Shelly Rutland and Ian Johns

Photography by Tony Robertson

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Community Support for Close the Gap Campaign.
Event coordinated by Micah Projects' RAP Committee and The Hive.

Micah Projects

Innovate Reconciliation Action Plan

November 2017 – November 2019

Our vision is to work respectfully and in partnership with the First Peoples of Australia, supporting First Peoples to achieve:

- justice, after decades of dispossession and dislocation
- protection of rights, to live without racial discrimination
- connection to land, culture, family and community of choice
- financial and social inclusion.

In particular, we are committed to work in partnership to close the gap in life expectancy between the First Peoples and the wider Australian population.



The Micah Projects' barbecue breakfast at Sorry Day 2016. Supporting Link-Up (Qld) Orleigh Park, West End.

Our commitment to reconciliation

We acknowledge the First Peoples of Australia as the Traditional Owners and Custodians of this land and that this was never ceded at any time by them. We acknowledge the impact of colonisation on the First Peoples and the trauma this inflicted on lives, cultures and rights to live on their Traditional Lands.

We acknowledge and support their rights now to self-determination, land and culture.

We work with First Peoples to foster and encourage reconciliation at both personal and organisational levels. We engage with both First Peoples we support and staff to help them gain the resources and skills they need to progress reconciliation in their lives and in relationship with others in the community.

We are committed to the *National Close the Gap Campaign* and to support efforts to reduce the rates of incarceration in prison of First Peoples.

Throughout the 22 years that our organisation has been operating, we have participated in *Closing the Gap* in the areas of health, housing and education by providing the following to First Peoples:

- primary health care
- mental health and disability support services
- 'housing first' approach to housing individuals and families who are homeless or at risk of homelessness
- parenting support and education
- annual Close the Gap Day community event held in partnership with Oxfam and other local community organisations including ANTaR
- see more details under 'Our Services'.

Our journey as an organisation

Our journey toward reconciliation began some time ago. Our organisation was largely founded on a social justice response to the needs of local people, including First Peoples, displaced and made homeless by the development and gentrification of the inner city of Brisbane in the late 1980s and early 1990s. To have an understanding of our *Reconciliation Action Plan (RAP)* journey, it is important to provide some background about this.

Although hosting *World Expo* in 1988 brought Brisbane international recognition, it came at a cost. A significant number of people, including First Peoples' families who had lived in the hostels around Brisbane's South Bank, found themselves displaced as a result of the large scale demolition required to clear the site. Some were dispersed but others stood their ground. Drawn by their connection to place and the Church's willingness and capacity to provide sanctuary, they turned to St Mary's. In the contested space of St Mary's church grounds, a small group of founding staff members witnessed and were confronted by the violence, racism and injustice endured by First Peoples on a daily basis.

Micah Projects began in the mid-1990s as a social justice initiative of St Mary's Catholic Community, South Brisbane (now St Mary's in Exile), to provide more public visibility and support for issues such as human rights, poverty, the struggle in East Timor and Australia's First Peoples around Native Title and The Stolen Generations. In time, the proximity of homeless people in South Brisbane led to a growing concern about chronic homelessness in the local community. Subsequently, homelessness and supporting people at risk of homelessness became our core business. Micah Projects was originally located at St Mary's House in the grounds of St Mary's Catholic Church where First Peoples had gathered and maintained a strong cultural connection to place over a long period.

Brought together in these circumstances, it reinforced Micah Projects' unwavering commitment to social justice.

With time comes growth and change. Micah Projects is now established as an independent community organisation which continues to grow across our service locations in West End and South Brisbane, parts of Greater Brisbane and in Rockhampton and Townsville.

The organisation's first Reconciliation Action Plan (RAP) extended from 2013-2015. It was accepted by Reconciliation Australia (RA) and we reported annually to RA on the progress of the RAP targets. The RAP Committee is broadly representative of staff across all teams and programs and is responsible for championing the RAP internally. The committee includes support and advocacy workers, social inclusion workers, and business services workers, including staff from Aboriginal and Torres Strait Islander communities who are invited to participate.

In 2015 the RAP Committee compiled a Progress Report which showed that most of the 2013-2015 targets had been met, and these included:

- Ensuring all staff are aware of Aboriginal and Torres Strait Islander culture and history, and how this awareness could be incorporated into service delivery
- Ensuring staff demonstrate a commitment to Micah Projects' mission, values, policies and procedures which progress reconciliation

- Developing a strategic approach to working with Aboriginal and Torres Strait Islander managed organisations to ensure integrated and culturally appropriate services are provided
- Developing collaborative partnerships with Aboriginal and Torres Strait Islander services to improve outcomes for Aboriginal and Torres Strait Islander peoples
- Developing recruitment procedures to ensure that Aboriginal and Torres Strait Islander people have access to employment opportunities within Micah Projects
- Ensuring that Aboriginal and Torres Strait Islander enterprises and initiatives are supported by both Micah Projects and in the local community.

The Progress Report was accepted by the Micah Projects' Board and CEO, and now forms the basis of the new *Innovate RAP 2017-2019*.

CEO's message

This *Innovate RAP* is the second *Reconciliation Action Plan (RAP)* that Micah Projects has developed to guide its journey in reconciliation. From its inception, this organisation has been informed by its relationship with First Peoples especially those who were homeless and sought a safe place around St Mary's Church and House in the 1990s. Micah Projects recently celebrated its 20th anniversary and the story of its beginning as the social justice project of St Mary's Community is well known. Suffice to say that the location of the office with its proximity to places where homeless people gravitated was key to 'homelessness' becoming a key part of the organisation's core business. In responding to homelessness and the experience of this by many First Peoples, this has led to partnerships with many Indigenous organisations in inner Brisbane and in Rockhampton and Townsville.

This has continued for over 20 years and we now partner with around 16 such organisations across many areas of our work – homelessness, child safety, family support, domestic and family violence and the Forgotten Australians. As a mainstream service, it is our responsibility not to discriminate on the basis of culture, behaviour or seeing the responsibility for responding to homelessness and social exclusion as the preserve of the First Peoples' agencies and communities only. Consequently, our approach has been one of partnership in learning and in service delivery.

The Progress Report prepared in 2015 showed that most of the targets in the first *RAP* were met. I was pleased to note this. The report also highlighted the number of First Peoples we support in our services. This makes it imperative that we continue with our cross cultural awareness training for staff so that we are able to provide the best culturally sensitive services we can as a mainstream service. The contribution of Tom Kirk, of the Gurreng Gurreng and Birri Gubba peoples, has been invaluable in this regard.

In this new *RAP* we are continuing to support 'closing the gap' in life expectancy and to work with Link-Up (Qld) for annual Sorry Day events. In addition, we are committing to support First Peoples' enterprises where we are able to do so and to support efforts by First Peoples' organisations to address the high incarceration rates of their people.

I am grateful to the *RAP* Committee for the time and effort they make to implement the plan. I also thank Team Leaders for allowing staff the time to attend *RAP* Committee meetings and engage in public events such as Sorry Day and the annual Musgrave Park Family Fun Day.

The journey to reconciliation and supporting justice for First Peoples in Australia has been and remains an unswerving commitment of this organisation. The *RAP* is one way in which we give expression to this commitment and I urge the whole organisation to support the targets outlined in this *Innovate RAP August 2017 – August 2019*.

Kayn Walsh



Aunty Dawn and Emma on The Hive's weekly fishing trip.

Our services

Micah Projects is a community-based not for profit organisation with a vision to create justice and to respond to injustice at the personal, social and structural levels of society. Our organisation employs 217 staff including three staff who identify as Aboriginal or Torres Strait Islander origin. For over twenty years, it has provided a suite of support and advocacy services in Brisbane and, more recently, in Rockhampton and Townsville

Services provided by the organisation encompass:

- Responding to homelessness with a view to ending homelessness in Brisbane
- Providing support to people to maintain their housing
- Supporting families, women and children
- Providing healthcare to vulnerable people sleeping rough, in marginal housing and when they are discharged from hospital
- Responding to domestic and family violence
- Supporting people living with mental illness
- Supporting people living with disabilities
- Supporting people who have been abused as children in institutional care
- Establishing and operating social enterprise to provide employment and training options for people who have been long-term unemployed.

Micah Projects also supports an Innovation, Performance and Evaluation Unit which focusses on evidence-based research, evaluation and reflective practice.

While it is a mainstream service, Micah Projects partners with local Indigenous organisations to provide support services to many who identify as one of the First Peoples of Australia. These partnerships are highly valued and are at times formally expressed through a Memorandum of Understanding. The partner organisations cover health, legal, housing, family support and disability.



Our Reconciliation Action Plan: Relationships

Relationships With a vision to create justice and respond to injustice we continue our commitment to the practice of deep listening to ensure our engagement with First Peoples, contributes to the building of positive, responsive and respectful relationships.

Focus Area

- Developing collaborative partnerships with First Peoples and services
- Continuing our engagement with people we work with and seeking guidance from the RAP Advisors' Network to ensure our relationships are authentic and built on a foundation of integrity.

Responsibility	Timeline	Deliverable
1. RAP Committee actively monitors RAP development and implementation of actions, tracking progress and reporting		
Lead Responsibility: RAP Committee Convenor and Team Leaders Supported by: RAP Committee All Staff	Review monthly Nov 2017 – Nov 2019	Meets monthly and oversees the development, endorsement, launch and implementation of the RAP
RAP Committee Convenor	Review annually Feb 2018 and Feb 2019	Aboriginal and Torres Strait Islander peoples are strongly encouraged to join the Committee
RAP Committee Convenor	Review annually May 2018 and May 2019	Terms of Reference have been established for the Committee
RAP Committee Convenor	Review annually Aug 2018 and Aug 2019	The committee includes a Dadirri reflection at each meeting to acknowledge respectfully the spiritual nature of First Peoples' culture

Lead responsibility: RAP Committee Convenor	Review monthly Nov 2017 – Nov 2019	The committee reports back to the CEO and the Leadership Team on a regular basis
Supported by: RAP Committee		

Lead responsibility: RAP Committee Convenor	Review monthly Nov 2017 – Nov 2019	Team Contacts and the Committee facilitate the flow of information between teams and the RAP Committee
Supported by: RAP Committee and Team Contacts		

2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians

Lead responsibility: RAP Committee Convenor	Review annually March – April 2018 and	Partner with Link-Up (Qld) for their Sorry Day event and provide a BBQ breakfast for event attendees. Activity is staffed by staff, students and volunteers
Implemented by: RAP Committee and Team Contacts	March – April 2019	

RAP Committee Convenor	Review annually March - April 2018 and March – April 2019	Register our participation in the above event (or other events organised) on Reconciliation Australia’s NRW website
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Lead responsibility: RAP Committee Convenor	Review annually March - April 2018 and	Staff are encouraged to participate in the event and to bring people they support to the event, especially First Peoples
Implemented by: RAP Committee and All Staff	March – April 2019	

3. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector

Lead responsibility: RAP Committee Convenor and CEO	Complete by Feb 2018	The RAP Committee will explore options for engaging the expertise and guidance of First Peoples through the RAP Advisors’ Network
Supported by: RAP Committee		

Lead responsibility: RAP Committee Convenor	Complete by 30 Nov 2017	Develop and implement a strategy to communicate the new Innovate RAP Nov 2017 – Nov 2019 to all internal and external stakeholders
Implemented by: RAP Committee and Team Contacts		
Lead responsibility: RAP Committee Convenor	Complete every quarter	The RAP Committee raises awareness internally via the quarterly orientation program for all new staff
Implemented by: RAP Committee		
Lead responsibility: RAP Committee Convenor	Review quarterly Feb, May, Aug and Nov 2018, and Feb, May, Aug and Nov 2019	Staff are provided with current information about First Peoples' events and issues being addressed
Implemented by: RAP Committee and Team Contacts		
Lead responsibility: RAP Committee Convenor and Team Leaders	Review monthly Nov 2017 – Nov 2019	Promote reconciliation through ongoing active engagement with all stakeholders
Implemented by: All Staff		
Lead responsibility: RAP Committee Convenor	Review quarterly Feb, May, Aug and Nov 2018, and Feb, May, Aug and Nov 2019	The RAP Committee will monitor the Recognise Campaign and provide information to staff where appropriate.
Implemented by: RAP Committee and Team Contacts		
4. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes		
Lead responsibility: Team Leaders and Social Enterprise Coordinator	Review quarterly Feb, May, Aug and Nov 2018, and Feb, May, Aug and Nov 2019	Staff work in partnership with First Peoples and organisations to ensure quality and culturally appropriate services
Implemented by: All Staff		
Lead responsibility: Team Leaders and Social Enterprise Coordinator	Review quarterly Feb, May, Aug and Nov 2018, and Feb, May, Aug and Nov 2019	Training opportunities through social enterprises will be available to First Peoples who are supported by Micah Projects teams.
Supported by: All Staff		

5. Work in partnership with First Peoples' agencies to address the 17 year life expectancy gap in First Peoples' health

<p>Lead responsibility: Health Manager</p> <p>Implemented by: Inclusive Health Program staff and All Staff</p>	<p>Review quarterly Feb, May, Aug and Nov 2018, and Feb, May, Aug and Nov 2019</p>	<p>Inclusive Health Partnerships will continue to support the healthcare needs of First Peoples especially those who are homeless and at risk of homelessness and to work in partnerships with the Institute for Urban Indigenous Health and the Aboriginal and Islander Community Health Service and other First Peoples' healthcare providers</p>
<p>Lead responsibility: RAP Committee Convenor</p> <p>Implemented by: RAP Committee and All Staff</p>	<p>Review annually 15 March 2018 and 21 March 2019</p>	<p>Micah Projects will continue to support the National Close the Gap Day Campaign locally</p>



Micah Projects supports the work of Link-Up (Qld) and other First Peoples' organisations



Our Reconciliation Action Plan: Respect

Respect We respect and value the First Peoples of Australia, their history and cultures, as we work in partnership to achieve an inclusive and just society for all. We understand that the quality of our engagement with First Peoples will be enriched by respecting the importance of deep listening. We learn from these rich experiences to enhance our practice.

Focus area

- Staff respect First Peoples’ cultures and history
- Staff engage respectfully with First Peoples, organisations and communities.

Responsibility	Timeline	Deliverable
6. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements		
Lead responsibility: HR Manager Supported by: HR and Quality Worker	Review annually Oct 2018 and Oct 2019	All staff participate in cultural competency training when they begin work and in regular sessions thereafter to inform their work with First Peoples
Lead responsibility: HR Manager Implemented by: Team Leaders	Review annually in Feb 2018 and Feb 2019	Leave procedure includes Ceremonial Leave which recognises “sorry” time and kinship obligations.
Lead responsibility: RAP Committee Convenor Implemented by: RAP Committee	Review quarterly Feb, May, Aug and Nov 2018, and Feb, May, Aug and Nov 2019	<ul style="list-style-type: none"> → The RAP Committee presents at Organisational Orientation (OO) for new staff on the RAP and the organisation’s commitment to working with First Peoples. → A RAP Snapshot flyer is provided to all staff at OO.

<p>Lead responsibility: RAP Committee Convenor</p> <p>Implemented by: RAP Committee</p>	<p>Review quarterly Feb, May, Aug and Nov 2018, and Feb, May, Aug and Nov 2019</p>	<p>All staff receive a copy of the Reconciliation Statement at OO in the RAP Snapshot.</p>
<p>RAP Committee Convenor</p>	<p>Review twice annually Feb and Oct 2018, and Feb and Oct 2019</p>	<p><i>Kurilpa</i>, the learning resource, is available to staff via a lending library and on ProjEX (quality document management system) so that staff have access to historical facts about the traumatic impact of colonisation on First Peoples in the local area</p>
<p>Lead responsibility: Team Leaders</p> <p>Implemented by: All Staff</p>	<p>Review quarterly Feb, May, Aug and Nov 2018, and Feb, May, Aug and Nov 2019</p>	<p>Services provided by Micah Projects are non-discriminatory and based on respect and recognition of cultural practices of First Peoples – these are highlighted in cross-cultural training, and trauma informed practice</p>
<p>Lead responsibility: Team Leaders</p> <p>Implemented by: All Staff</p>	<p>Review twice annually Feb and Oct 2018, and Feb and Oct 2019</p>	<p>UN Declaration of Human Rights and other relevant UN conventions inform working with First Peoples both in service delivery and on issues supporting First Peoples’ struggle for justice and sovereignty</p>
<p>Lead responsibility: Team Leaders</p> <p>Implemented by: Support and Advocacy Workers</p>	<p>Review weekly in team meetings Nov 2017 – Nov 2019</p>	<p>In respect of the over-representation in incarceration rates of First Peoples, in our direct support with people, we are committed to having intentional conversations around legal issues with a view to linking First Peoples with legal and court support</p>
<p>Communications Manager</p>	<p>Complete by Dec 2017</p> <p>Review quarterly Feb, May, Aug and Nov 2018, and Feb, May, Aug and Nov 2019</p>	<p>Major publications will include Micah Projects’ Reconciliation Statement eg. the Annual Report and the organisation’s website</p>
<p>CEO and RAP Committee Convener</p>	<p>Complete by end of 2018</p>	<p>The engagement of an “artist” or “story-teller” in residence in the organisation will be explored with the CEO and progressed in the life of this RAP</p>
<p>Lead responsibility: RAP Committee Convenor</p> <p>Implemented by: RAP Committee</p>	<p>Complete as new sites are opened</p> <p>Review quarterly Feb, May, Aug and Nov 2018, and Feb, May, Aug and Nov 2019</p>	<p>Each site will display the organisation’s Reconciliation Statement and the flags of First Peoples</p>

<p>Lead responsibility: RAP Committee Convenor</p> <p>Implemented by: RAP Committee</p>	<p>Review quarterly Feb, May, Aug and Nov 2018, and Feb, May, Aug and Nov 2019</p>	<p>First Peoples' artwork is displayed in work spaces with acknowledgement of the artist</p>
<p>Lead responsibility: RAP Committee Convenor</p> <p>Supported by: RAP Committee</p>	<p>Complete by Feb 2018 Review Feb 2019</p>	<p>Micah Projects will host an annual meeting of partnering First Peoples' services to acknowledge the value of the partnerships in integrating services to First Peoples</p>
<p>Lead responsibility: Quality Manager</p> <p>Supported by: All Staff</p>	<p>Reviewed annually in July 2018 and July 2019</p>	<p>Micah Projects will seek feedback from First Peoples supported by the organisation.</p>
<p>7. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning</p>		
<p>Lead responsibility: Team Leaders</p> <p>Implemented by: All Staff</p>	<p>Review annually Feb 2018 and Feb 2019</p>	<p>Protocols have been developed to inform cross-cultural practice and staff ensure these are followed eg. "Welcome to Country" and "Acknowledgement of Country"</p>
<p>Lead responsibility: Team Leaders</p> <p>Implemented by: All Staff</p>	<p>Review annually Feb 2018 and Feb 2019</p>	<p>All public and staff meetings begin with "Welcome to Country" or the "Acknowledgement of Country" and staff follow the protocol</p>
<p>Lead responsibility: RAP Committee Convenor</p> <p>Supported by: RAP Committee</p>	<p>Review twice annually Feb and Oct 2018, and Feb and Oct 2019</p>	<p>A register of key contacts is maintained for organising a Welcome to Country and maintaining respectful relationships</p>
<p>Lead responsibility: Team Leaders</p> <p>Supported by: RAP Committee and All Staff</p>	<p>Complete for each event Review twice annually Feb and Oct 2018 and 2019</p>	<p>Traditional Owners are invited to provide a Welcome to Country at significant events eg. Moonlight Magic Dinner Dance (annual social inclusion event) and Remembrance Day (annual event for Forgotten Australians)</p>

8. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week

<p>Lead responsibility: RAP Committee Convenor</p> <p>Implemented by: RAP Committee and All Staff</p>	<p>Review annually NCTGD –15 March 2018, 21 March 2019</p> <p>Sorry Day – 25/26 May 2018 and 2019 MPFFD - 14 July 2018 and? July 2019</p>	<p>All staff are invited to support and participate in key First Peoples’ annual events:</p> <ul style="list-style-type: none"> → National Close the Gap Day (NCTGSD) → Sorry Day during National Reconciliation Week → Musgrave Park Family Fun Day (MPFFD) during NAIDOC Week
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<p>Lead responsibility: Team Leaders</p> <p>Implemented by: All Staff</p>	<p>As required per invitation</p>	<p>Staff represent Micah Projects at other community events at the invitation of First Peoples</p>
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Micah Projects’ staff at Musgrave Park Family Fun Day stall in NAIDOC Week 2016.



Our Reconciliation Action Plan: Opportunities

Opportunities Micah Projects supports the right of First Peoples to prosperity, increased opportunities in employment, training, enterprise and health, and creating a just society that benefits First Peoples and all other Australians.

Focus Area

- Striving for social justice for Aboriginal and Torres Strait Islander peoples through employment, training and community relations
- Contributing to closing the gap in life expectancy through planned support and partnerships in health.

Responsibility	Timeline	Deliverable
<p>9. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace</p>		
<p>Lead responsibility: HR Manager and Team Leaders</p> <p>Supported by: HR and Quality Worker</p>	<p>Review annually Feb 2018 and Feb 2019</p>	<p>Recruitment is non-discriminatory and open at all times to First Peoples</p>
<p>Lead responsibility: HR Manager</p> <p>Supported by: HR and Quality Worker and Student Supervisor</p>	<p>Review twice annually Nov 2017, March- April 2018, Nov 2018 and March- April 2019</p>	<p>The HR Team and Student Supervisor will explore student placements for First Peoples through the universities and TAFEs we partner with</p>
<p>Lead responsibility: HR Manager</p> <p>Supported by: HR and Quality Worker</p>	<p>Review annually Oct 2018 and Oct 2019</p>	<p>Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.</p>

Lead responsibility: HR Manager	Review annually Nov 2018 and Nov 2019	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development
Supported by: Team Leaders		
Lead responsibility: HR Manager	Review annually Nov 2018 and Nov 2019	Consult with Indigenous employment agencies regarding feedback about employment strategies and professional development. For example, Aboriginal Employment Strategy Ltd.
Supported by: HR and Quality Worker		
Lead responsibility: HR Manager	Review annually Feb 2018 and Feb 2019	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 eg. engage with Indigenous employment agencies to promote positions available
Supported by: HR and Quality Worker		
Lead responsibility: Team Leaders and Social Enterprise Coordinator	Review quarterly Feb, May, Aug and Nov 2018, and Feb, May, Aug and Nov 2019	Opportunities will be available to First Peoples for training in social enterprises developed by the organisation
Supported by: All Staff		
Team Leaders	Review quarterly Feb, May, Aug and Nov 2018, and Feb, May, Aug and Nov 2019	Team Leaders play a role in identifying interested participants
Lead responsibility: Team Leaders	Review quarterly Feb, May, Aug and Nov 2018, and Feb, May, Aug and Nov 2019	Teams actively identify and support First Peoples to access training and gain skills for employment
Supported by: All Staff		
10. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation		
Lead responsibility: RAP Committee Convenor	Review twice annually Feb and Oct 2018, and Feb and Oct 2019	The RAP Committee will explore opportunities to access goods from Supply Nation so that the organisation's procurement policy will support First Peoples' enterprises - based on mutual benefit.
Supported by: Team Leaders Community Partnerships and Volunteer Coordinator All Staff		Micah Projects also strives to support local Indigenous suppliers, musicians and artists.



Pathways Nurse and Support and Advocacy Worker making connections.
Hospital Admission and Discharge Service, Inclusive Health Program.



Our Reconciliation Action Plan: Governance, tracking progress and reporting

Responsibility	Timeline	Deliverable
11. Report RAP achievements, challenges and learnings to Reconciliation Australia		
Lead responsibility: RAP Committee Convenor Implemented by: RAP Committee	Complete annually by 30 Sept 2018 and 2019	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
RAP Committee Convenor	Annually Review May 2018	Investigate participating in the RAP Barometer
12. Report RAP achievements, challenges and learnings internally and externally		
Lead responsibility: RAP Committee Convenor Supported by: RAP Committee	Review monthly Nov 2017 – Nov 2019	The RAP Committee reports to the CEO, at team meetings, to the Leadership Team and to the Micah Projects Board – where necessary.
Lead responsibility: CEO and Communications Manager Implemented by: RAP Committee and Social Media team	Complete Aug – Oct 2018 and Aug – Oct 2019 (Annual Report) Post-events and as required (social media)	Publically report our RAP achievements, challenges and learnings in the Annual Report Highlights and on social media

13. Review, refresh and update RAP

Lead responsibility: RAP Committee Convenor	Complete by May 2019	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements
Supported by: Team Leaders and RAP Committee and All Staff	Complete by July 2019	Send draft RAP to Reconciliation Australia for review and feedback
	Complete by July – Oct 2019	Submit draft RAP to Reconciliation Australia for formal endorsement

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