

**EVERYDAY** CareSouth

# Reconciliation Action Plan

MAY 2019 - MAY 2021



RECONCILIATION  
ACTION PLAN

INNOVATE



CareSouth acknowledges the Traditional Owners of the land on which we live and work. We pay respect to their elders – past, present and future.

We would also like to thank the Aboriginal communities who assisted with the consultation process.



RECONCILIATION  
ACTION PLAN

INNOVATE



# Chairperson's Foreward

I'M PROUD to introduce the CareSouth 2019–2021 Reconciliation Action Plan. This will be the second Reconciliation Action Plan for our organisation and more importantly, it lays strong foundations for our future work with our staff and the people and communities we support.

In our 25-year history CareSouth has worked and partnered with many Aboriginal and Torres Strait Islander individuals, families and communities. We are especially proud of the work we have done in recent years to enmesh our practice with a deeper understanding of Aboriginal and Torres Strait Islander identity and cultures, to engage with community and to support our clients to remain connected to community and country.

As an organisation our second Reconciliation Action Plan enables us to 'innovate' and build on our learnings to constantly improve our strategic and operational objectives to positively contribute to the lives of our Aboriginal and Torres Strait Islander individuals, families and communities.

We acknowledge that there is much work to do to close the unacceptably wide gap that still exists between Aboriginal and Torres Strait Islander Australians and non-Aboriginal and Torres Strait Islander Australians. In particular the over-representation of Aboriginal and Torres Strait Islander children in Out-of-Home Care. CareSouth works towards closing this gap by recognising a child's cultural identity and continuing to support vulnerable children, young people and families through case management, education, and appropriate referral pathways based on their cultural needs. Caseworkers from our Brighter Futures program have begun implementing SafeCare, an early intervention parenting program, with Aboriginal and Torres Strait Islander individuals, families and communities.

Our caseworkers work closely with schools to develop individual education plans for Aboriginal and Torres Strait Islander children and young people and provide additional support through CareSouth's Homework Hub, a weekly tutoring program. We also provide free six-monthly dental, auditory and optical health checks and a free intensive swimming program for all Aboriginal and Torres Strait Islander children and young people in our programs as well as the wider community. Cultural Care planning underpins all the decisions we make for the Aboriginal and Torres Strait Islander individuals, families and communities in our programs. Our caseworkers have developed culturally sensitive support plans for all Aboriginal and Torres Strait Islander children and young people in both our early intervention program and Out-of-Home Care. Cultural Support Plans are living documents that take into account the voice of the young person, their language groups, tribal groups and totem. Cultural Support Plans are regularly reviewed, and evolve along with the child or young person's needs.

I'd like to thank the CareSouth employees involved in developing the 2019-2021 RAP. Thanks to your hard work, we can continue to play our part towards true reconciliation.

**Chris Cook**  
CareSouth Chairperson





# Our Vision for Reconciliation

**CARESOUTH'S** vision for reconciliation is to ensure that the voices of Aboriginal and Torres Strait Islander children, young people, Elders and communities are listened to and strongly contribute to the decision-making to create a positive future.

We are committed to building strong relationships with Aboriginal and Torres Strait Islander organisations and communities and making a genuine and positive contribution to the reconciliation process. This commitment to facilitate partnerships and improve service delivery for our Aboriginal and Torres Strait Islander clients and the wider community underpins all of the work we do across our wide range of programs and footprint.

We continually strive to embed culturally competent practices within our organisation by:

- Identifying gaps in policy and practice and bringing these to the attention of the CareSouth Policy Review Committee.
- Reviewing our cultural support planning and practices and developing a consistent cultural support plan for frontline staff to better support CareSouth's Aboriginal and Torres Strait Islander clients.
- Ensuring staff have a sound understanding of Aboriginal and Torres Strait Islander peoples and their cultures through training opportunities. In October Curijo Aboriginal Consultancy Firm facilitated cultural awareness training for 67 staff and carers across our organisation.
- Ensuring education and application of the Aboriginal and Torres Strait Islander Placement principles.
- Supporting the enhancement and preservation of Aboriginal and Torres Strait Islander children and young people's sense of identity.
- Inspiring and attracting Aboriginal and Torres Strait Islander peoples to seek career pathways in the Community Services sector through our Aboriginal Employment Strategy.

## Our Business

**CARESOUTH** is a not-for-profit organisation that supports vulnerable children and their families across 9 locations, which include Illawarra, Shoalhaven, Eurobodalla, Goulburn, Queanbeyan, ACT, Deniliquin, Griffith & Wagga Wagga NSW. We offer a range of programs including Foster Care/ Permanency Support Program, Residential Out-of-Home Care, Champions (formerly Aunties & Uncles), Brighter Futures, Family Connections, Youth Support Service, NDIS provider, Disability accommodation and support, Drop-In support.

We work closely with government and non-government organisations in our region including informal relationships with many Aboriginal and Torres Strait Islander organisations. We have over 300 staff and 350 carers supporting individuals and families. We currently have 1 identified Aboriginal and Torres Strait Islander position and a total of 7 Aboriginal and Torres Strait Islander staff within our organisation. We seek to grow the number of Aboriginal and Torres Strait Islander staff by implementing our Aboriginal Employment Strategy.

Our purpose is to influence and support the safety, development and empowerment of children, adults and communities. We do this every day through our values; respect, accountability, compassion, integrity and inclusion.





# Our RAP

**CARESOUTH** is committed to reconciling the past by developing an inclusive workforce and client base that recognises and meets the needs of Aboriginal and Torres Strait Islander peoples. CareSouth has made an active commitment towards this ongoing reconciliation journey since developing our first RAP in 2012. We have established strong relationships with our Aboriginal and Torres Strait Islander stakeholders and are now moving forward with an Innovate RAP 2019-2021.

The Buwanha Aboriginal Collective, previously known as the RAP working group, is led internally by a senior leader of the Executive and Aboriginal Community Development Officer, along with staff members from across our regions, who have coordinated the development, consultation and approval of the CareSouth Reconciliation Action Plan. The ongoing development of our Reconciliation Action Plan has included:

- Frequent consultation internally within CareSouth and externally with Aboriginal and Torres Strait Islander communities and organisations.
- Comprehensive consultation with Reconciliation Australia as required, and the submission of the plan to Reconciliation Australia for formal endorsement prior to our launch and public release of the plan.

Buwanha has developed a robust and practical RAP to enable us to further develop and implement programs for cultural learning, professional development and employment opportunities. Two key practical plans of action which will allow us to do this include our Aboriginal Employment Strategy and training all Out-of-Home Care staff in developing and enhancing cultural awareness to better meet the needs of Aboriginal and Torres Strait Islander clients and staff.

Our RAP allows us to become a more culturally safe and tolerant workplace, promotes staff diversity and most importantly allows us to provide better service delivery to Aboriginal and Torres Strait Islander peoples.

- Buwanha, in consultation with our People and Culture department and existing Aboriginal and Torres Strait Islander staff, has developed an Aboriginal Employment Strategy which is due to be delivered in 2020.
- Our Aboriginal Employment Strategy will develop and implement employment pathways and internships for Aboriginal and Torres Strait Islander peoples and allows us to become an Employer of Choice for Aboriginal and Torres Strait Islander peoples.
- Our Aboriginal Community Development Officer ensures staff have access to a comprehensive list of Aboriginal and Torres Strait Islander businesses to deliver services to both our clients and our offices across NSW and the ACT.

- CareSouth seizes opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation, specifically through events catering and training opportunities.
- In February our Aboriginal Community Development Officer put forward a proposal to invest in and retain our workforce by creating an Aboriginal Employee Network - a safe space/forum for Aboriginal staff to meet and provide encouragement and support, disseminate information, share best work practices and talk about cultural experiences together. This will provide a cultural network for existing staff and managers.
- CareSouth ensures frontline staff have a sound understanding of Aboriginal and Torres Strait Islander peoples and their culture through training opportunities.
- CareSouth managers encourage their Aboriginal and Torres Strait Islander staff to participate in CareSouth's Emerging Leaders program. The Emerging Leaders program is a 12-month learning opportunity where leadership skills are developed and staff are matched with a mentor within the organisation.

Buwanha, whose purpose is to strengthen, review and monitor our practice with Aboriginal and Torres Strait Islander children, young people, families and communities, is the driving force behind developing and implementing our RAP.

The responsibilities of the Buwanha Aboriginal Collective are to:

- Coordinate the development, consultation and approval of the CareSouth Reconciliation Action Plan, both internally within CareSouth and externally with Aboriginal and Torres Strait Islander communities and organisations.
- Work in consultation with Reconciliation Australia as required, and the submission of the Plan to Reconciliation Australia for formal endorsement prior to launch or public release.
- Track progress and actively monitor the implementation of Reconciliation Action Plan actions.
- Liaise with managers and staff across the organisation to ensure the annual completion of the RAP Impact Measurement Questionnaire.
- Consult with management regarding cultural events and community development as required.
- Identify gaps in policy and practice and bring these to the attention of the CareSouth Policy Review Committee.
- Provide specific advice and input on RAP actions and Aboriginal and Torres Strait Islander community issues to the CareSouth management, the CareSouth Policy Review Committee and other CareSouth projects as requested.

- Provide RAP updates for CareSouth staff and external stakeholders in the form of newsletter items and Annual Report content.
- Review cultural support planning in practice.
- Quality control of cultural support planning and practices.
- Ensure education and application of the Aboriginal and Torres Strait Islander Placement principles.
- Support the enhancement and preservation of Aboriginal and Torres Strait Islander child and young person's sense of identity.
- Monitor the implementation of Aboriginal Employment Strategy in collaboration with our People and Culture department.

### Members of Buwanha include:

Practice Improvement and Quality Manager, Aboriginal Community Development Officer, Out-of-Home Care caseworkers, Compliance Manager, Senior Clinician, Residential Care worker, Safe Care Team Leader. Out of the 7 members, 4 identify as Aboriginal. It is the responsibility of our senior leaders to champion the RAP, by including it in their regional operational plan which is then reported on quarterly.

CareSouth's reconciliation journey has included the appointment of an Aboriginal Community Development Officer (ACDO) in October 2015 to facilitate partnerships, connect communities and improve service delivery for Aboriginal and Torres Strait Islander Peoples. Our ACDO works closely with staff across our wide geographic footprint to develop a range of strategies to support and retain Aboriginal and Torres Strait Islander staff and clients. Our ACDO, along with our Practice Improvement and Quality Manager have been key drivers in developing Buwanha, our Aboriginal Employment Strategy, educating and training staff about cultural awareness and the need for consistent cultural support plans for CareSouth's Aboriginal and Torres Strait Islander clients and engaging with Aboriginal and Torres Strait Islander families and communities. CareSouth is a strong advocate and participant in cultural events and community development across the regions in which we work.

CareSouth has celebrated and recognised significant cultural events such as NAIDOC Week, National Reconciliation Week and National Aboriginal and Islander Children's Day.

CareSouth staff attend NAIDOC family fun days across our regional footprint in NSW and the ACT and run activities including t-shirt painting stalls, boomerang design and rock painting with the young people they support across our programs. CareSouth has also sponsored the regional NAIDOC awards and the Kids in Care Cup - an annual Aboriginal Rugby League knockout competition held in Wollongong in September to raise awareness of what fostering is all about and the need for more Aboriginal carers across NSW.

Promoting social change and social justice is one of our organisation's key success factors and we do this through direct community engagement with Aboriginal and Torres Strait Islander communities. Some of the partnerships CareSouth has developed include:

- Last year CareSouth partnered with Myimbarr Aboriginal Family Support in a joint carer training initiative. The training was held in October and November. Facilitators utilised joint venues at CareSouth and the Illawarra Aboriginal Cultural Centre and shared resources such as stationery, catering and child care.
- Last year 67 Out-of-Home Care staff across five regions participated in cultural awareness training. The training helped staff gain an understanding of the rich history and cultural diversity of the Aboriginal and Torres Strait Islander peoples. It was a learning opportunity which allowed staff to increase their understanding and appreciation of Aboriginal and Torres Strait Islander languages, cultures, histories and achievements and also provided staff with practical ways in which to develop cultural plans for Aboriginal and Torres Strait Islander children and young people.
- This year Buwanha implemented an online e-learning module to enable further access to all of CareSouth staff on their cultural learning journey.
- Respect is also reflected in our day-to-day activities such as community engagement with Aboriginal and Torres Strait Islander groups, staff Acknowledgement of Country and celebrating and recognising Aboriginal and Torres Strait Islander dates of significance.
- All employees at CareSouth understand the significance of Aboriginal and Torres Strait Islander protocols, such as Welcome to Country and Acknowledgement of Country. Staff are encouraged to include an Acknowledgement of Country at the start of important internal and external meetings and Traditional Owners frequently provide a Welcome to Country at significant events. CareSouth also display Acknowledgement of Country plaques in all our offices across our wide geographic footprint.
- CareSouth staff celebrate and recognise Aboriginal and Torres Strait Islander dates of significance such as NAIDOC Week, where we have a presence at community events across the regions in which we work and all staff are invited to attend.



# Relationships

**CARESOUTH** is committed to building strong relationships with Aboriginal and Torres Strait Islander organisations and communities. Building partnerships is a key success factor in growing and developing our business and is embedded in our 2016-2021 Strategic Plan.

We recognise that within family and community for children and young people in Out-of-Home Care that a sense of belonging is built on country, kinship, culture, journey and connectedness.

CareSouth continues to develop guidelines and principles for future engagement with Aboriginal and Torres Strait Islander organisations by ensuring Aboriginal and Torres Strait Islander peoples have a voice within Buwanha.

Sharing experiences and connecting communities ensures that CareSouth is involved in regular and consistent consultation with Aboriginal and Torres Strait Islander agencies, those we directly support and the broader community.

Action	Targets	Timeline	Responsibility
<b>Buwanha continues to actively monitor RAP development, including implementation of actions, tracking progress and reporting</b>	Buwanha oversees the development, endorsement and launch of the RAP	May 2019	Practice Improvement and Quality Manager
	Ensure Aboriginal and Torres Strait Islander peoples are represented on Buwanha	May 2019, 2020, 2021	Practice Improvement and Quality Manager & Aboriginal Community Development Officer
	Establish a Terms of Reference for the Buwanha	May 2019	Members of Buwanha
	Buwanha will meet monthly to monitor and report bi-monthly to Executive Leadership Group on RAP implementation	Last Tuesday of the month: 2019, 2020	Members of Buwanha
	Review Buwanha membership annually, actively encouraging participation from Aboriginal and Torres Strait Islander staff members	July 2019, 2020	Members of Buwanha
<b>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</b>	Organise at least one internal event for NRW each year	27th May-3rd June 2019, 2020	Practice Improvement and Quality Manager and Senior Leaders
	Register the event via the Reconciliation Australia's NRW website	May 2019, 2020	Aboriginal Community Development Officer
	Support an external NRW event	May 2019, 2020	Practice Improvement and Quality Manager and Senior Leaders
	Ensure CareSouth participates in an external event to recognise and celebrate NRW	May 2019, 2020	Practice Improvement and Quality Manager and Senior Leaders
	Ensure Buwanha participates in an external event to recognise and celebrate NRW	May 2019, 2020	Aboriginal Community Development Officer
	Download and circulate Reconciliation Australia's NRW resources to staff		



Action	Targets	Timeline	Responsibility
<b>Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes</b>	Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders	June 2019	Practice Improvement and Quality Manager and Senior Leaders
	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement	July 2019	Practice Improvement and Quality Manager and Senior Leaders
	Actively engage by meeting and building relationships with Aboriginal and Torres Strait Islander communities and agencies across CareSouth's footprint	Aug 2019	Practice Improvement and Quality Manager and Senior Leaders
	Engage with Aboriginal and Torres Strait Islander communities by attending and celebrating key events such as NRW, NAIDOC Week, Child Protection Week, and other local community events	Sept 2019	Aboriginal Community Development Officer
	Build partnerships and/or projects with Aboriginal and Torres Strait Islander professionals, organisations or communities	July 2019	Aboriginal Community Development Officer
<b>Raise internal and external awareness of our RAP to promote reconciliation across our business and sector</b>	Develop and implement a strategy to communicate our RAP to all internal and external stakeholders, such as: <ul style="list-style-type: none"> <li>– Presentations at regional meetings</li> <li>– Intranet</li> <li>– Newsletter update</li> <li>– Social media</li> </ul>	May 2019	Practice Improvement and Quality Manager, Aboriginal Community Development Officer and Community Relations team
	Inform key internal stakeholders of their responsibilities within our RAP	May 2019	Practice Improvement and Quality Manager
	Promote reconciliation through ongoing active engagement with all stakeholders	Oct 2019	Buwanha



# Respect

**CARESOUTH'S** workforce is diverse and inclusive and staff are committed to our values of respect, accountability, compassion, integrity and inclusion. These values underpin all interactions with the communities with whom we work and respect is a key aspect of CareSouth's practice framework.

Respect for Aboriginal and Torres Strait Islander peoples, cultures and rights is integral to CareSouth's core business activities and we convey this respect through important and ongoing projects such as the Aboriginal Employment Strategy, our RAP implementation and cultural training for all staff.

Our RAP for 2019-2021 allows CareSouth to provide better service delivery to Aboriginal and Torres Strait Islander

peoples and promotes a more tolerant, innovative and diverse workforce that is culturally safe for Aboriginal and Torres Strait Islander staff and clients and the community.

As part of cultural support planning caseworkers are dedicated to the practice of family finding which is key to implementing evidence-based best practice for our staff working directly with Aboriginal and Torres Strait Islander peoples in our Out-of-Home Care, Residential Care, Brighter Futures and Champions programs. In 2016 CareSouth held several cultural planning days across the organisation with 67 Out-of-Home Care staff and dozens of carers attending cultural support training in the Illawarra, Shoalhaven, Goulburn, Deniliquin and Griffith. The training was facilitated by Curijo Aboriginal Consultancy Firm.

Action	Targets	Timeline	Responsibility
Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	Conduct a review of cultural awareness training needs within our organisation through a survey	June 2019, 2020	People and Culture Team Leader
	Undertake research on best practice in current cultural awareness training	Aug 2019	Aboriginal Community Development Officer
	Develop and implement a cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways in which cultural learning can be provided (online, face-to-face workshops, cultural immersion)	Oct 2019	Buwanha
	Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural training	Oct 2019	Aboriginal Community Development Officer
	Provide opportunities for Buwanha members, People and Culture and other key leadership to participate in cultural training	July 2019	People and Culture, Executive Leadership Group, members of Buwanha



Action	Targets	Timeline	Responsibility
<b>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</b>	Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country	May 2019	Practice Improvement and Quality Manager and Aboriginal Community Development Officer
	Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships	Sept 2019	Aboriginal Community Development Officer
	Invite a Traditional Owner to provide a Welcome to Country at CareSouth Shoalhaven office official opening	Sept 2019	Aboriginal Community Development Officer
	Encourage staff to include an Acknowledgement of Country at the commencement of all meetings	2019, 2020	CEO, Practice Improvement and Quality Manager and Senior Leaders
	Include an Acknowledgement of Country at the commencement of all important internal and external meetings		
<b>Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their cultures and communities by celebrating NAIDOC Week</b>	Review People and Culture policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week	Feb 2019, 2020	CEO
	Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate in/with their cultures and communities during NAIDOC Week	July 2019, 2020	Practice Improvement and Quality Manager and Senior Leaders
	Provide opportunities for all staff to participate in NAIDOC Week activities	July 2019, 2020	CEO, Practice Improvement and Quality Manager and Senior Leaders
	Consult with Aboriginal and Torres Strait Islander peoples to hold an internal or external NAIDOC Week event	July 2019, 2020	Aboriginal Community Development Officer
	Contact our local NAIDOC Week committee to discover events in our community	July 2019, 2020	Aboriginal Community Development Officer
<b>CareSouth will monitor and review all Cultural Support Plans monthly</b>	Ensure Aboriginal and Torres Strait Islander individuals', families' and communities' needs are identified and responded to, through processes of consultation, to achieve positive outcomes for children and young people in care	Last Tuesday of the month 2019, 2020	Buwanha



# Opportunities

CareSouth is committed to making a positive contribution to the reconciliation process by developing strategies to foster inclusive and positive relationships with Aboriginal and Torres Strait Islander peoples. Our RAP, in conjunction with the key success factors of our Strategic Plan, will work towards responding to the needs of our Aboriginal and Torres Strait Islander clients and staff. We work towards inclusive practice, developing social change and promoting social justice.

CareSouth is dedicated to inspiring and attracting Aboriginal and Torres Strait Islander peoples to seek career pathways

in the Community Services sector and our Aboriginal Community Development Officer is integral to this process through networking, relationship building and actively raising awareness.

CareSouth is committed to increasing the number of Aboriginal and Torres Strait Islander staff in our organisation through our Aboriginal Employment Strategy. We currently have seven Aboriginal and Torres Strait Islander staff employed at CareSouth and seek to grow that number.

Action	Targets	Timeline	Responsibility
<b>Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation</b>	Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses	May 2019	Chief Financial Officer
	Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services	June 2019	Chief Financial Officer
	Develop one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business	Dec 2019	Chief Financial Officer
	Investigate Supply Nation membership	May 2019	Chief Financial Officer



Action	Targets	Timeline	Responsibility
<b>Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace</b>	Develop and implement an Aboriginal and Torres Strait Islander Employment and retention strategy	Sept 2019	Aboriginal Community Development Officer
	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development	Oct 2019	Aboriginal Community Development Officer & People and Culture
	Advertise all vacancies in Aboriginal and Torres Strait Islander media	June 2019, 2020, 2021	People and Culture
	Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities	Sept 2019, 2020	People and Culture
	Review People and Culture 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	Sept 2020	Policy Officer
	Investigate an internal Aboriginal and Torres Strait Islander professional mentoring network	June 2019	Aboriginal Community Development Officer & People and Culture
	Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships)	Sept 2019	People and Culture
	Support Aboriginal and Torres Strait Islander leadership through CareSouth's Emerging Leaders Program	Sept 2019	CEO, Practice Improvement and Quality Manager and Senior Leaders



# Governance, Tracking Progress & Reporting

Action	Targets	Timeline	Responsibility
<b>Report RAP achievements, challenges and learnings to Reconciliation Australia</b>	Buwanha to collect data for the RAP Impact Measurement Questionnaire  Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually  Investigate participating in the RAP Barometer	Sept 2019, 2020  30 Sept 2019, 2020  May 2020	Practice Improvement and Quality Manager  Aboriginal Community Development Officer  Aboriginal Community Development Officer
<b>Monitor progress of RAP internally</b>	Include RAP progress as part of Annual Report  Report developments of RAP progress to the Board  Undertake an annual review to ensure all aspects of the RAP are implemented and on target, ensuring consistent progress across CareSouth	Nov 2019  Nov 2019  Oct 2019, 2020	CEO  CEO  CEO
<b>Review, refresh and update RAP</b>	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements  - Send draft RAP to Reconciliation Australia for review and feedback - Submit draft RAP to Reconciliation Australia for formal endorsement	April 2020  Oct 2020  April 2021	Aboriginal Community Development Officer  Aboriginal Community Development Officer  Aboriginal Community Development Officer







## Artist Acknowledgement

The artworks on the front and back pages of this document are by Aboriginal artist Holly Sanders who is a Bundjalung woman. Holly was born in Ballina NSW and grew up in Byron Bay before moving down to the South Coast of NSW.

### A word from Holly:

"My Aboriginal culture gives me a sense of belonging to the land, the sea and to each other. Painting and maintaining cultural traditions is important for my identity, well-being and also shows respect to my ancestors.

My art is a fusion of the past and present and expresses the way I understand and respect my saltwater Bundjalung Country.

The colours and patterns of Country motivate me, as do stories from the past. Through my art I aim to reflect and share my stories, culture and Country in a contemporary way."

**Front:** Kinship – this painting depicts the relationships between culture, kinship and Country. These relationships are priorities for Aboriginal people. The concentric circles and dots represent ancestors, family and the many people that travel in and out of our lives, taking the same path into our journey of the Dreaming. The bright colour inspiration comes from the land, what we see is reflected in front of us.

**Back:** Connections – this painting depicts designs associated with community connections and respect to culture and Country. Everything in life is circular, there is no beginning and no end. The connections and relationships between people and Country are ongoing. The repetition of concentric circles across the canvas identify the respectful connections and relationships found throughout life.

We would like to thank Holly for allowing us to use her artworks in our Reconciliation Action Plan.

---

## Contact details for public enquiries about your RAP

### Tracy Mayo

Executive Officer – Practice

**Phone:** 1300 554 260

**Email:** [tracy.mayo@caresouth.org.au](mailto:tracy.mayo@caresouth.org.au)

**EVERYDAY**  
**CareSouth**