



Innovate Reconciliation Action Plan

May 2025 – May 2027



Bonnie
Support Services



Acknowledgements



Acknowledgement of Country

Bonnie Support Service (Bonnie's) would like to acknowledge the Cabrogal people of the Darug Nation who are the Traditional Custodians of the land on which we have the privilege to work on. We pay our respects to Darug Elders, past and present.

Acknowledgement of Contributions

We would like to acknowledge and show gratitude for the contributions of our staff, board, and external advisors in preparing this document.



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About the Artwork



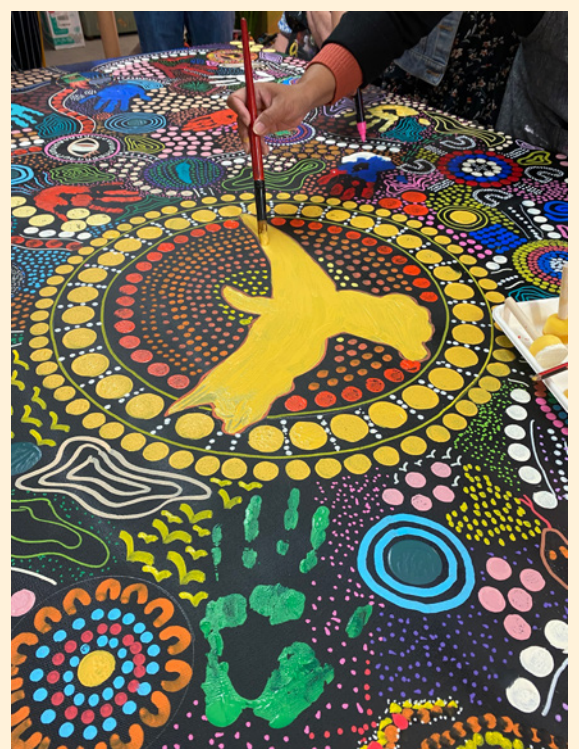
The Bonnie's team had an incredible experience at the Dalmarrri Art Immersion Workshop. We loved the opportunity to create art and celebrate culture. Together, we painted our stories onto a large canvas, each brushstroke honouring diversity and fostering understanding. This collaborative effort resulted in a masterpiece that reflects our shared histories and connections.

Together we created a stunning group artwork that now hangs proudly on our office wall.

About the artists

This artwork was created in collaboration with Dalmarrri, a Supply Nation Certified business operating on Darug Country in Western Sydney.

Dalmarrri collaborated with employees from Bonnie's to develop the artwork.



Message from Reconciliation Australia

Second Innovate RAP

Reconciliation Australia commends Bonnie Support Service on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

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

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Bonnie Support Service continues to be part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types – Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Bonnie Support Service will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Bonnie Support Service using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Bonnie Support Service to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Bonnie Support Service will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Bonnie Support Service's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Bonnie Support Service on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Message from Bonnies

With 50 years of experience and commitment to supporting Aboriginal and Torres Strait Islander peoples, Bonnie's is pleased to launch our second Innovate RAP.

This RAP outlines our commitment to continuing to build on our respect for Aboriginal and Torres Strait Islander peoples, create positive change, and promote reconciliation within our community.

We acknowledge that Aboriginal and Torres Strait Islander peoples are disproportionately affected by family and domestic violence and are committed to providing support services and crisis accommodation for Aboriginal women and children who are homeless or at risk of homelessness due to domestic and family violence.

While we have made significant progress towards reconciliation in recent years, we acknowledge that we still have a lot of work to do to address the historical injustices and contribute to a more equitable and reconciled Australia.

We are dedicated to collaborating with our partners and support services to ensure that our clients receive culturally appropriate and responsive care to address the unacceptable rates of violence against Aboriginal and Torres Strait Islander women and children.

I would like to express my gratitude to the many individuals who generously contributed their time, expertise, lived experience, and knowledge to help shape the development of this important document.

At Bonnie's, we understand that reconciliation is an ongoing journey. Over the next two years, we will focus on strengthening our relationships, piloting a range of strategies to fulfil our reconciliation commitments, and empowering Aboriginal and Torres Strait Islander peoples.

We aim to gain trust as a leading provider of women's services, making a real impact on the lives of Aboriginal and Torres Strait Islander peoples and communities.

Sarah Morgan
Chief Executive Officer
Bonnies Support Services



Our vision for reconciliation

Our vision for reconciliation is a united country where Aboriginal and Torres Strait Islander peoples are truly valued, respected and cherished as the First Peoples of Australia.

We envision an Australia that embraces unity between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples. We look to a future of equity, acknowledgement of our shared history and genuine, positive partnerships.

In our efforts to promote reconciliation, we are dedicated to providing a culturally responsive and respectful service to Aboriginal and Torres Strait Islander women and children seeking refuge from domestic or family violence and homelessness.

We will support our clients and uphold high standards of honesty and fairness.

We are determined to advance reconciliation by implementing our RAP actions and establishing relationships with Aboriginal and Torres Strait Islander communities and similar organisations that share our commitment. Our goal is to provide excellent services that lead to positive outcomes and empower our staff, clients, and communities.



About Bonnies

Bonnies Support Services is an all-female not-for-profit service supporting women and children to lead the best lives they can.

Established in 1975, Bonnie's is committed to bringing our almost 50 years of experience, understanding and best practice to make a real impact.

We are a registered community housing provider funded mainly by the Department of Communities and Justice (DCJ) under the Going Home Staying Home program.

Bonnie's provides support and accommodation to women and children who are homeless, at risk of

homelessness or experiencing domestic and family violence.

Bonnie's also provides early intervention and prevention services to local communities. Bonnie's employs 31 staff members, some who are parents of Aboriginal children, and one Aboriginal staff member.

Bonnie's provides services in the Fairfield and Liverpool local government areas and is based in three offices in South West Sydney, two in the Fairfield local government area and one in the Liverpool local government area where we operate a Safety Hub at Liverpool Women's Health Centre.



About our Reconciliation Action Plan

Our Innovate RAP aims to further our reconciliation efforts by:

- enhancing and expanding our partnerships
- enacting change through reconciliation initiatives that will empower Aboriginal and Torres Strait Islander communities.

Over the last year, we have received input and guidance from the First Nations consultancy, Ngurra Advisory, and worked with them to create our Innovate RAP.

Our RAP incorporates the input of more than 25 internal representatives, including members of Bonnie's RAP Working Group (RWG) and the broader Bonnie's team. This input was gathered through a series of consultations, including:

- a cultural awareness and reconciliation reflection survey
- one-on-one staff discussions
- working group discussions.

The feedback from these consultations has been integrated into the relevant pillars of the RAP,

ensuring the best approaches to advancing reconciliation are included. This includes feedback to:

- create more opportunities to increase cultural knowledge and immersion for staff
- strengthen relationships and partnerships
- increase the number of Aboriginal businesses in our supply chain
- increase employment opportunities for Aboriginal and Torres Strait Islander peoples.

Our RAP outlines our commitment to integrating reconciliation activities into our organisation through measurable targets and goals. It also demonstrates how we will work with First Nations people and communities to:

- spread reconciliation awareness
- strengthen and broaden our relationships
- remove barriers and create opportunities
- increase our cultural competency.

We are proud to support the reconciliation movement through our Innovate RAP, which aligns with our organisational Strategic Plan goals.

Quality Services

Providing quality services to deliver effective outcomes

People and culture

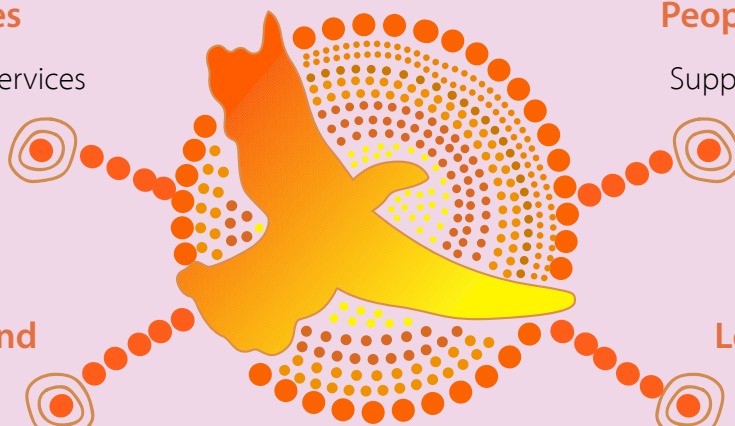
Supporting our people and improving workplace wellbeing

Partnerships and reputation

Engaging our partners and enhancing our industry leadership

Leadership and governance

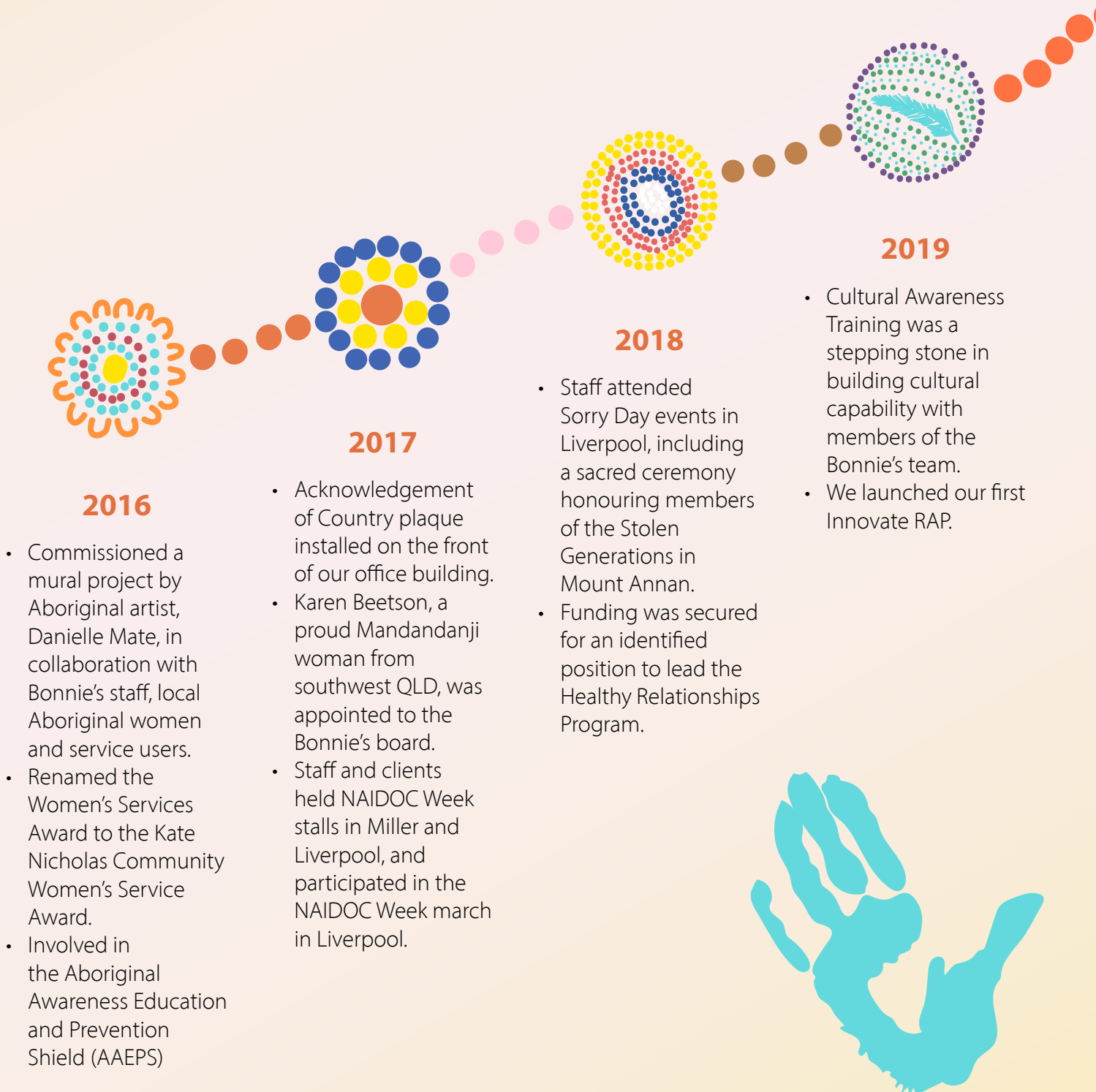
Governing and managing effectively

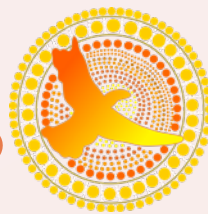


Our journey

Bonnie's is committed to continuing our reconciliation journey through ongoing collaboration and creating meaningful opportunities for Aboriginal and Torres Strait Islander peoples.

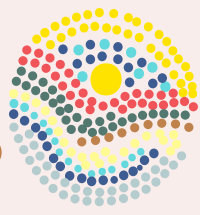
These milestones highlight what we have achieved and what we have learned so far:





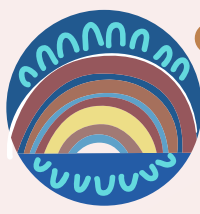
2025

- We launched our second Innovate RAP.



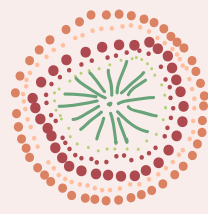
2023

- Staff participated in an art immersion workshop with Dalmarri to develop the artwork for our second Innovate RAP.
- Staff participated in a weaving workshops, learning traditional Aboriginal weaving methods.



2022

- Bonnie's held a stall at the KARI Women's Wellbeing Conference and Expo, providing an opportunity for Aboriginal women to discuss their hopes for the future, strengthen community ties, build relationships, share experiences, heal and unite.



2020

- Established the Bonnie Women's Group, led by a First Nations woman, to provide a space for First Nations and culturally and linguistically diverse clients to experience a healing journey of self-discovery and empowerment.



Learning and challenges

Through our Reflect and Innovate RAPs, we have created meaningful action to advance reconciliation.

Although we have made significant progress in meeting our RAP commitments, we recognise that some parts have been challenging.

This has influenced our decision to undertake a second Innovate RAP to ensure we get things right before progressing to the next RAP level.

We need to improve in the following key areas.

Strengthen and broaden our relationships

We understand the importance of strengthening and expanding relationships that support and complement Bonnie's service offerings, to provide high-quality services to our Aboriginal and Torres Strait Islander clients. By broadening our relationships, we can offer a wider range of culturally appropriate services that better meet their needs and improve the lives of our clients.

Challenges:

- Ensuring Bonnie's staff are aware of the services available to clients.
- Ensuring Bonnie's staff are represented in community working groups.
- Not enough resources specifically tailored to the First Nations services available to support staff to better serve clients.
- Providing opportunities for staff to share knowledge.

What we learnt:

- Staff have a strong desire to make new relationships and broaden the services offered to clients.
- Staff welcome the opportunity to be more involved and participate in working groups within the operational boundaries of Bonnie's.
- It is important to regularly review and evaluate the relationships we hold with other organisations.
- We need to create a space for staff to share information and progress on existing relationships and new services.

What we'll do differently in our Innovate RAP:

- Review and update our sphere of influence to ensure maximum engagement in reconciliation.
- Provide greater opportunity for staff participation to connect with local community working groups.
- Support our teams to update resources regularly and make them readily available to staff.
- Seek client feedback to improve our relationships and the services we provide.

Increase the cultural capability of our people

Understanding and respecting Aboriginal and Torres Strait Islander peoples, Country, histories and rights is important for Bonnie's.

During our recent reconciliation reflection survey, staff expressed a desire to increase their knowledge of Aboriginal and Torres Strait Islander cultures.

We now understand the need to develop a cultural learning framework. This framework will provide a model to strengthen cultural capability and offer continuous learning for our staff. As a result, it will enable us to provide a culturally safe and responsive service to our staff and clients.

Challenges:

- There is no existing framework.
- Scheduling training for frontline staff who are responding to clients in crisis situations.
- Diverse learning requirements, noting staff are at different stages of their learning journeys.

What we learnt:

- An evaluation revealed staff have a strong desire to increase their knowledge of Aboriginal and Torres Strait Islander cultures.
- We did not have the structure in place to implement continuous learnings for staff.

What we'll do differently in our Innovate RAP:

- Develop and implement a cultural learning framework
- Work with Aboriginal providers on a range of cultural learning and immersion activities.
- Improve staff members' knowledge to build positive and meaningful relationships with Aboriginal people who may be clients.

Increase the representation and retention of Aboriginal and Torres Strait Islander staff

We have identified challenges in attracting Aboriginal and Torres Strait Islander candidates to advertised roles.

Through our new Innovate RAP, we commit to developing an employment pathway program that will support both the employment and retention of staff.

Over the next two years, we will develop and implement the program. We will also actively expand our networks to effectively reach, attract and support career progression and development for Aboriginal and Torres Strait Islander job seekers and staff.

Challenges:

- Unsuccessful in attracting Aboriginal and Torres Strait Islander jobseekers.
- Lack of supports in place for career development and progression to retain Aboriginal staff.

What we learnt:

- We need to expand our networks to better reach and attract Aboriginal and Torres Strait Islander job seekers.
- A framework could support the implementation of a plan to address these issues.

What we'll do differently in our Innovate RAP:

- Develop and implement an Aboriginal and Torres Strait Islander employment strategy that represents our genuine commitment to increasing Aboriginal and Torres Strait Islander employment and career opportunities across the organisation.



RAP Working Group

Our Chief Executive Officer and RAP Champion, Sarah Morgan, along with the RWG, will diligently oversee the implementation and tracking of RAP initiatives.

Bonnie's RWG serves as the internal governing body of the RAP. It is tasked with implementing, delivering and reporting on the RAP.

The RWG comprises a diverse range of members from the board and various business areas to ensure representation across all management and business functions. The RWG also has one staff member and one board member who identify as Aboriginal and/or Torres Strait Islander people. The group will convene quarterly.

RWG members:

- Sarah Morgan – Executive member and RAP Champion (Bonnie's)
- Peta Link* (Bonnie's)
- Wendy Morgan (Bonnie's board member)*
- Melissa Loggie (Bonnie's)
- Jessie Farrell (Bonnie's)
- External representative (to be filled)*

*Identified staff



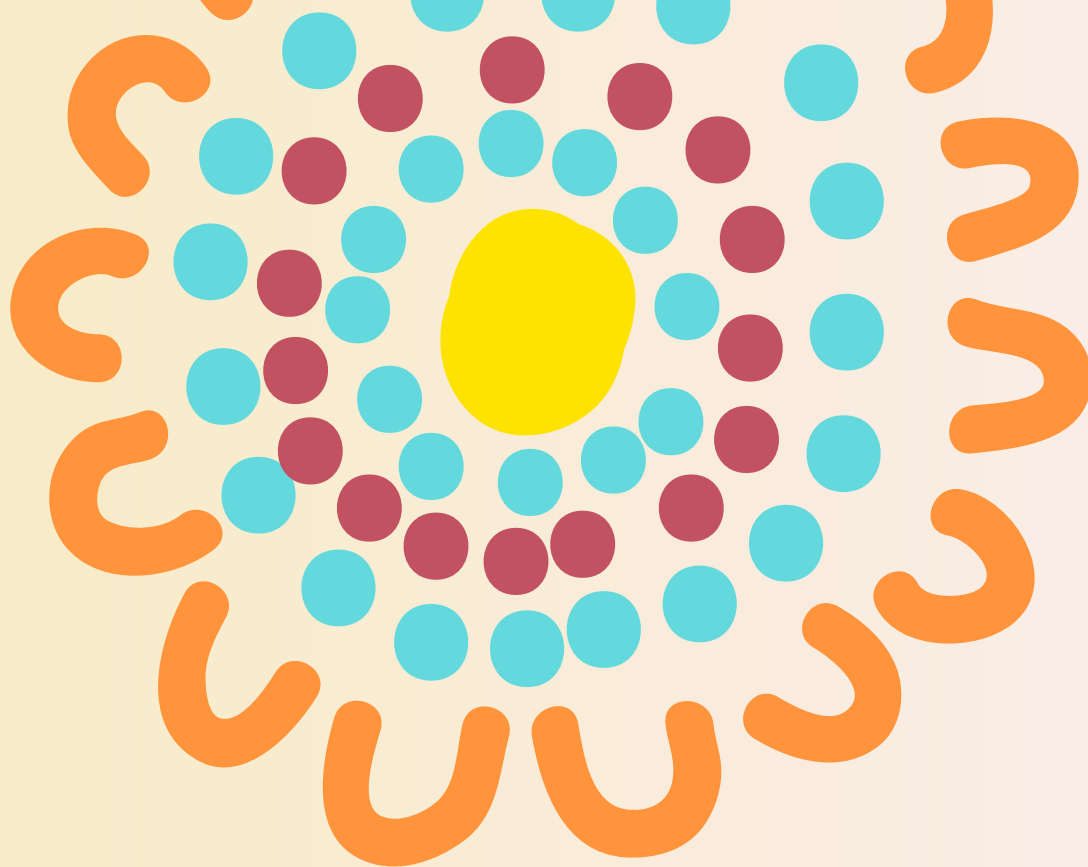
Case Study: Bonnie Women's Group - Aunty Bonnie's

Launched in 2020, the Aunty Bonnie's Women's Group is a community support group that promotes healing, connection and safety in our community.

This group is led by First Nations woman, Peta Link, and provides a space for First Nations and culturally and linguistically diverse clients to experience a healing journey of self-discovery and empowerment so they can feel less isolated while building their resilience. Clients will experience growth and change through movement and art therapy, the use of instruments and the sharing of cultures, stories, music and art. All that's needed is an open heart, an open mind and each client's unique voice.

The Aunty Bonnie's Women's Group is an important touchstone for women to stay connected with each other and the broader Bonnie's network.





Relationships

Bonnie’s recognises the importance of establishing respectful and reciprocal relationships and partnerships to achieve meaningful and positive outcomes for issues of homelessness and domestic and family violence.

Focus area: In accordance with our Strategic Plan, Bonnie’s aims to build better relationships with Aboriginal and Torres Strait Islander peoples by strengthening our partnerships with Aboriginal and Torres Strait Islander Elders, women and children, and organisations in South West Sydney.

Deliverable	Timeline	Responsibility
ACTION 1: Establish and maintain mutually beneficial relationships		
Regularly review and provide appropriate support and resources to equip our teams with the skills to support relationships with Aboriginal community groups.	December 2025, 2026	Program Manager
Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	April 2025	Chief Executive Officer
Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2026	Chief Executive Officer
Seek and provide opportunities for staff to connect and build relationships with local Aboriginal community groups that support our organisation’s work.	November 2026	Program Manager

Deliverable	Timeline	Responsibility
Conduct an annual review of the partnerships, organisations, communities, advisory and working groups we engage with to ensure they are mutually beneficial and support and enhance our service offering.	June 2025, 2026	Chief Executive Officer
ACTION 2: Build relationships through celebrating National Reconciliation Week (NRW)		
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025, 2026	Program Manager
RAP Working Group members to participate in an external NRW event.	27 May–3 June 2025; 2026	Chief Executive Officer
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May–3 June 2025; 2026	Chief Executive Officer
Organise at least one NRW event each year supporting the theme and relevant to the areas of domestic and family violence and homelessness.	27 May–3 June 2025; 2026	Program Manager
Register all our NRW events on Reconciliation Australia's NRW website.	May 2025; 2026	Program Manager
ACTION 3: Promote reconciliation through our sphere of influence.		
Communicate our commitment to reconciliation publicly through social media and other channels.	May 2025	Chief Executive Officer; Social Media and Digital Officer
Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	August 2025	Chief Executive Officer
Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	September 2025	Program Manager
Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	December 2026	Program Manager
Internally and externally promote and celebrate dates of significance.	February 2027	Chief Executive Officer; Social Media and Digital Officer
ACTION 4: Promote positive race relations through anti-discrimination strategies.		
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2025	Chief Executive Officer
Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	March 2026	Chief Executive Officer
Develop, implement, and communicate an anti-discrimination policy for our organisation.	June 2026	Chief Executive Officer
Educate senior leaders on the effects of racism.	August 2026	Chief Executive Officer



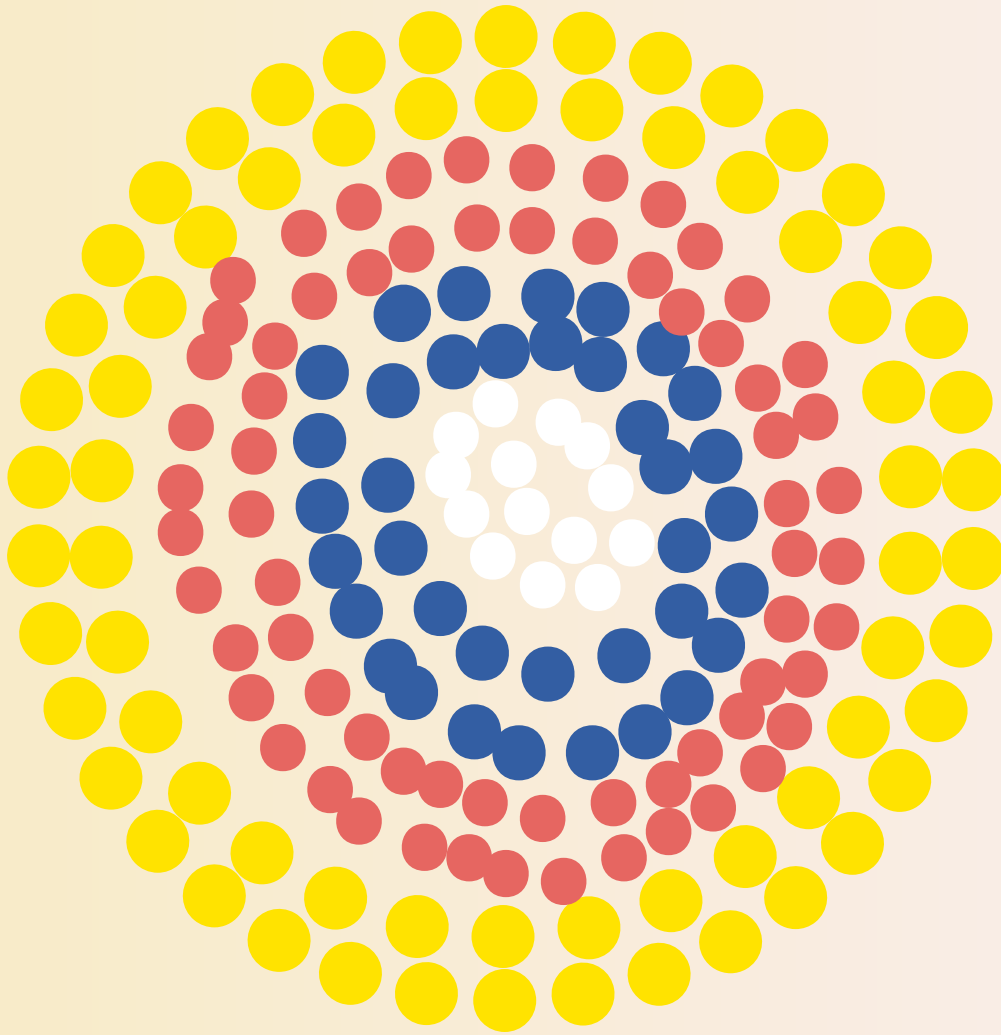
Respect

Bonnie's recognises that cultural safety starts in our workplace and we are committed to an office, services and programs that are culturally sensitive, appropriate and respectful to the specific needs of Aboriginal and Torres Strait Islander women and children.

We aim to achieve cultural safety through building the knowledge and capacity of our staff and by creating a culturally safe and welcoming environment for all women and children.

Focus area: As part of Bonnie's Strategic Plan, we are focused on promoting cultural awareness and respect of Aboriginal and Torres Strait Islander peoples to ensure that our offices, services and programs are culturally safe for Aboriginal and Torres Strait Islander women and children.

Deliverable	Timeline	Responsibility
ACTION 5: Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.		
Conduct a review of cultural learning needs within our organisation.	October 2025	Chief Executive Officer
Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	November 2025	Chief Executive Officer
Develop, implement, and communicate a cultural learning framework document for our staff.	June 2026	Chief Executive Officer; Program Officer
Provide opportunities for RWG members, human resources (HR) managers and other key leadership staff to participate in formal and structured cultural learning.	November 2026	Chief Executive Officer
ACTION 6: Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.		
Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	June 2025, 2026	Chief Executive Officer; Program Officer
Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	July 2025	Chief Executive Officer
Increase staff members' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2025	Chief Executive Officer
Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	September 2025	Program Manager
ACTION 7: Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.		
RWG to participate in an external NAIDOC Week event.	First week in July 2025, 2026	Chief Executive Officer
Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	April 2026, 2027	Chief Executive Officer
Promote and encourage participation in external NAIDOC events to all staff.	First week in July 2025, 2026	Chief Executive Officer; Program Officer
ACTION 8: Provide culturally safe services for Aboriginal and Torres Strait Islander clients.		
Investigate and implement appropriate and culturally safe mechanisms for Aboriginal clients to provide feedback on our services.	May 2025	Program Manager
Invite Aboriginal and Torres Strait Islander clients to participate in an annual evaluation of our services to identify priority areas and improve client outcomes.	June 2025, 2026	Program Manager



Opportunities

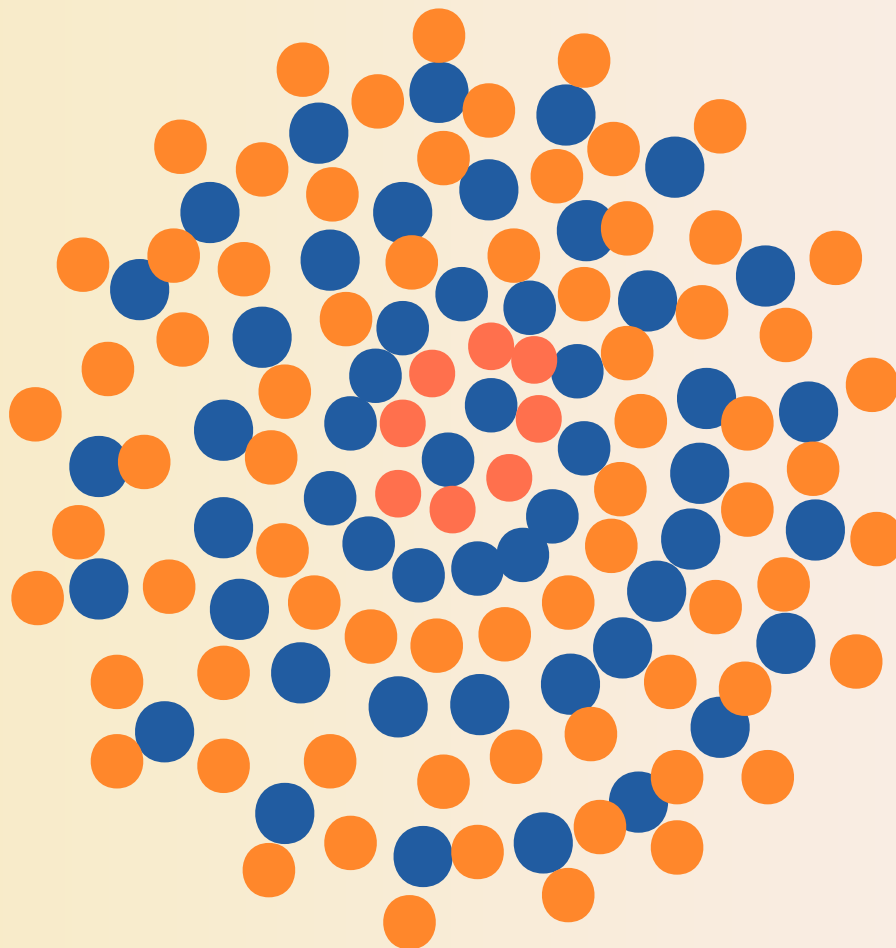
Bonnie's recognises the significant knowledge and contribution of Aboriginal and Torres Strait Islander women. We are committed to maintaining a culturally diverse workplace and providing employment opportunities to Aboriginal and Torres Strait Islander women.

We are also committed to creating a culturally safe workplace to maximise retention of our Aboriginal and Torres Strait Islander staff members.

Bonnie's recognises the value of flexible and inclusive work practices that reflect our cultural diversity. Yarning, community engagement practices and individualised professional development plans are all encouraged and supported at Bonnie's.

Focus area: Bonnie's seeks to increase opportunities for Aboriginal and Torres Strait Islander women to engage and work with our organisation.

Deliverable	Timeline	Responsibility
ACTION 9: Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.		
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2025	Chief Executive Officer
Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	November 2025	Chief Executive Officer
Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	May 2025	Chief Executive Officer
Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	July 2026	Chief Executive Officer
Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	August 2026	Chief Executive Officer
Investigate cadetship opportunities for Aboriginal and Torres Strait Islander people undertaking university studies.	December 2026	Chief Executive Officer; Program Officer
ACTION 10: Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.		
Engage and consult with Aboriginal advisors on our procurement strategy.	October 2025	Chief Executive Officer; Finance Officer
Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	October 2026	Chief Executive Officer; Finance Officer
Investigate Supply Nation, NSW Indigenous Chamber of Commerce and Yarpa NSW Indigenous Business and Employment Hub membership	February 2026	Finance Officer; Admin Officer
Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	March 2026	Finance Officer; Admin Officer
Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	April 2026	Finance Officer
Provide training to all relevant employees on how to engage with Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation.	June 2026	Finance Officer
Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2026	Chief Executive Officer
Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	November 2026	Finance Officer



Governance

Deliverable	Timeline	Responsibility
ACTION 11: Establish and maintain an effective RWG to drive governance of the RAP.		
Maintain Aboriginal and Torres Strait Islander representation on the RWG.	July 2025	Chief Executive Officer
Establish and apply a Terms of Reference for the RWG.	March 2025	Chief Executive Officer
Meet at least four times per year to drive and monitor RAP implementation.	Quarterly from July 2025	Chief Executive Officer

Deliverable	Timeline	Responsibility
ACTION 12: Provide appropriate support for effective implementation of RAP commitments.		
Define resource needs for RAP implementation.	July 2025	Chief Executive Officer
Engage our senior leaders and other staff in the delivery of RAP commitments.	July 2025	Chief Executive Officer
Define and maintain appropriate systems to track, measure and report on RAP commitments.	July 2025	Chief Executive Officer
Maintain an internal RAP Champion from senior management.	July 2025	Chief Executive Officer
ACTION 13: Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.		
Verify our primary and secondary contact details are up to date with Reconciliation Australia, to ensure we do not miss out on important RAP correspondence.	June annually	Chief Executive Officer; Admin Officer
Contact Reconciliation Australia to request our unique link to access the online RAP Impact Survey.	July annually	Chief Executive Officer; Admin Officer
Complete and submit the annual RAP impact measurement questionnaire to Reconciliation Australia.	30 September annually	Chief Executive Officer
Report RAP progress to all staff and senior leaders quarterly.	Quarterly from July 2025	Chief Executive Officer
Publicly report Bonnie's RAP milestones, achievements, learnings and challenges to improving the health, wellbeing and inclusion of Aboriginal and Torres Strait Islander people.	November 2025; 2026	Chief Executive Officer
Investigate participating in Reconciliation Australia's biennial workplace RAP barometer.	April 2026	Chief Executive Officer
Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	November 2026	Chief Executive Officer
ACTION 14: Continue our reconciliation journey by developing our next RAP.		
Register via Reconciliation Australia's RAP registration portal to begin developing our next RAP.	August 2026	Chief Executive Officer

Enquiries

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For questions about our RAP, contact:

Phone: (02) 9729 0939 | **Email:** adminofficer@bssl.org.au

