

Feb 2023 – Feb 2025

**Innovate**

**Reconciliation**

**Action Plan**

## Acknowledgement of Country

Allambi Care acknowledge the Traditional Custodians of Country throughout Australia, and recognise their continuing connection to land, sea and community. We pay respect to their traditions, culture, aspirations and Elders past, present and emerging. We acknowledge the wounds of the past, and the ongoing failure to recognise and support the importance of Aboriginal and Torres Strait Islander culture.

We commit our organisation in walking alongside Aboriginal and Torres Strait Islander peoples in their process of healing, and creating opportunities for cultural connection.





## Terambamba Woka - Saretta Fielding

Terambamba Woka shares the story of Allambi Care, celebrating the Allambi community, the journey of reconciliation and the spirit of the Allambi Care family.

The artwork sits upon a backdrop of songlines connecting to country, as the flow depicts the people of the valley ater rising up vertically across the canvas represents our people from fresh to saltwater and highlights country through depicting Lake Macquarie, Port Stephens, East Coast, Central Coast Lakes Way and the Hunter River.



## Foreword

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 over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Allambi Care continues to be part of a strong network of more than 1,100 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 Allambi Care will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Allambi Care 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 Allambi Care 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, Allambi Care will ensure shared and cooperative success in the long-term.

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

Congratulations Allambi Care on your first Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

# Our Business

## Vision

Belonging, hope and positive futures.

## Mission

Allambi Care serves individuals, families, communities and government agencies. We are committed to addressing safety and growth needs so that we empower people to reach their full potential. Our services are flexible and characterised by innovation and best practice.

## Values

- We believe in individual experiences and strengths
- We believe in leadership, support and empowerment
- We believe in innovation and creative practice
- We believe in passion, persistence and a commitment to others
- We believe in honest, genuine and transparent relationships
- We believe in equality and embracing differences
- We believe in "Being With" people through life's challenges

Allambi Care serves individuals, families, and communities. We are committed to supporting growth needs, to empower people to reach their full potential. Our services are flexible and characterised by innovation and best practice. Our direct support for individuals and families are through Foster Care, Specialist Homelessness Services, Homelessness Youth Assistance Program, Adoption, NDIS Program, Therapeutic Home-Based Care/Therapeutic Sibling Option Placement, Guardianship, Intensive Therapeutic Care, Therapeutic Semi-Individual Living, Youth Hope, and Better Options. The Support Services we provide are Court Support, Care Environment, Allambi Training Program, Foster Care Recruitment & Training, Oncall Support, Teacher/Education Support, Social Work, Carer Support, Family Search and Engagement, Cultural Support, Social Media & Life Story, and Research & Training. Our Clinical Services provide Psychology, Psychiatry, Speech Pathology, Counselling, Play Therapy, Autism Support, and Certified Behaviour Analysts.

Allambi Care currently employ more than 800 staff, ranging from Youth workers, Disability supports, Family Support Workers, Maintenance, Cafe, Financial and Administration, Educational, Clinical, Case workers, Case managers, Managers, Executive Directors and Office staff.

Allambi Care currently have 34 Aboriginal staff across the service, and Cultural Support Officer positions that support and guide the different departments. There are ongoing job opportunities for Youth and Disability Support Worker Positions during monthly inductions. Allambi Care's geographic reach is state focused as we have office spaces within Victoria, in the Southeast Melbourne suburbs, but are predominately located in the NSW Hunter, Newcastle and Central Coast area. Allambi Care currently have 5 offices and 2 Refuges located around the Newcastle/Hunter and Central Coast area of NSW and 1 in the Southeast Melbourne Suburbs of Victoria.



# Our RAP

Allambi Care are committed to improving reunification of family for the children and young people Allambi Care cares for, reconnecting children back with their family, extended family, and community. By becoming an active participant with Reconciliation Australia and developing our RAP, Allambi Care are showing our commitment to supporting families and bringing them to the table for family inclusive practice and promoting self-determination, enabling lifelong connections for disconnected young people and families.

Allambi Care have developed our second RAP to demonstrate our continual commitment to enhance and strengthen the importance of family, culture and community. Community, Youth, and Families play an integral part in ensuring we are delivering the supports and achieving the goals outlined in our RAP. Allambi Care is positioned throughout NSW providing supports on the Central Coast, Hunter, and Northern NSW, and Gippsland, Bayside Peninsula and southern Melbourne in VIC. Our RAP will assist to raise a realisation of reconciliation which is needed in the sector, for the challenges our Aboriginal and Torres Strait Islander people face both from the past and present. Through this journey, Allambi Care will explore ways that can innovate change, create belonging, inspire hope for the future and strengthen connections with families and community through service and delivery.

The RAP Working Group (Allambi Cultural Committee) established in 2020.

- Cultural Therapeutic Specialist: Barry McGrady
- Family Search and Engagement Manager: Errin Schumann
- Family and Early Interventions Program Director: Kelly-Lee Goodchild
- Fostering and Permanency Case Manager: Kayla Purdy
- SHS & HYAP Case Manager: April Calo
- Media and Marketing Manager: Adam Singer
- NDIS Case Manager: Skye Lovett
- SIL Therapeutic Specialist: Michael Pouwhare
- Trainer/Practice Coach: Sally Sutton
- Cultural Support Officer: Cassandra McCarthy
- ITC House Manager VIC: Sarah Simonis
- ITC Manager NSW: Andrew Ryan
- People Support and Culture Director: Adam Walsh
- Executive Operations Director NSW & VIC: Brett Smith
- Youth Hope Case Worker Central Coast: Priyam Saini
- Youth Worker NSW: Jade Combes
- Youth representative: anonymous

Please note, the individuals may change but the representation from the programs across the organisation will remain.





Allambi Care completed their first RAP between February 2021 through to February 2022.

### Key learnings:

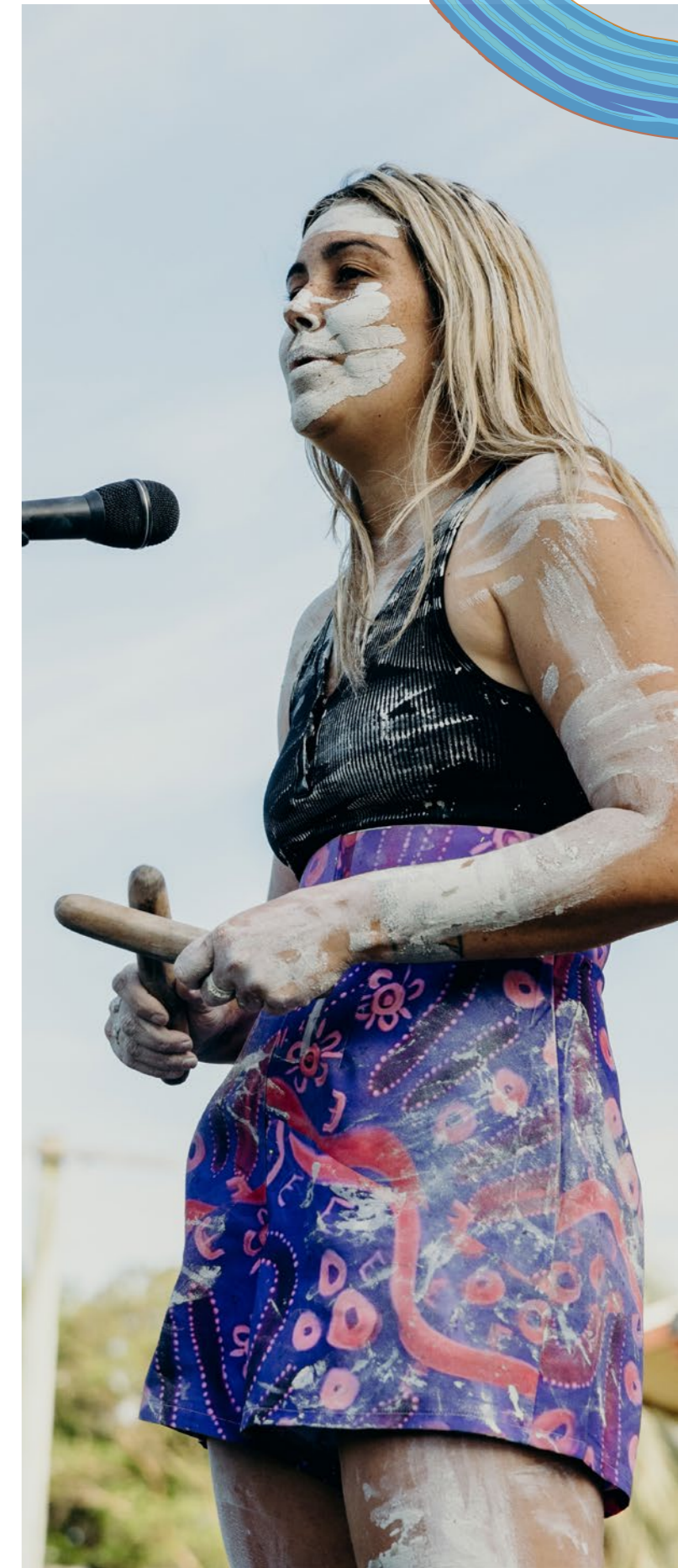
- The importance of collaborating with external support groups and community members
- Ensuring we are continuing to connect our young people to family and community through alternative communications through COVID-19
- Allambi would like to employ more Aboriginal and Torres Strait Islander staff to better support the Aboriginal and Torres Strait Islander children and families in our care
- Cultural learnings were reviewed in staff inductions and have now changed the way Allambi do induction training for learnings about Aboriginal and Torres Strait Islander cultures for new staff coming to support our clients with ongoing supports
- We continue to build strong connections within our community with our Aboriginal land councils and community organisations
- Howard Bath supported VACCA with writing the Paper Report project. Howard continues to support Allambi Cares' overarching Trauma informed frameworks.



### Significant changes:

- Introduction of our first Aboriginal female board member, Cherie Johnson
- Online cultural awareness training and supports for staff through online learning
- Induction training will have a cultural component and our Cultural Support Officer and Cultural Therapeutic Case Manager will deliver this training to our new staff
- Initial stages of a cultural mentoring program to be explored over the next year
- Allambi Family Search and Engagement Manager and Outreach Director have been inducted to be the first Australian organisation to provide Family Finding training within Australia
- Family Finding is an inclusive practice within our organisation that we strive to connect and reconnect our kids to family, extended family, and community.

Simon Walsh is the CEO of Allambi Care and is Allambi Cares' RAP Champion with the development of Allambi Care's Cultural Therapeutic Case Manager, Barry McGrady and Cultural Support Officer, Cassandra McCarthy.



# Young Person Case Study – T

## Background

T had been in an Allambi Care placement since 2015. This was following time living with family members and a number of Foster Care placements.

Whilst it is difficult to gather information and reasoning about each of T's placements there is a consistent theme of placements breaking down due to "challenging behaviour/Carer's inability to meet his needs."

Upon entering Allambi Care, T presented with several challenging behaviours e.g., verbal aggression, physical aggression, property damage and absconding. T met challenges in regulating his emotions and had little, to no sense of belonging to his culture or family. T was supported in a 1:1 environment for his first 3-4 years with Allambi Care as his behaviours posed a risk to residing with other young people. Throughout T's journey with Allambi Care, he has experienced four physical placement changes (for a variety of different reasons).

Unfortunately, during these early years of residing in Allambi Care's intensive Therapeutic Care (ITC) program, outcomes were not looking positive for T. He had several interactions with Police, was disengaged from school, had continual behaviour challenges, and had a very limited social/peer network. Allambi Care held concerns for T's future if he was to continue down this path.

Throughout T's time and experience in Out of Home Care (Foster Care and ITC) he had little to no exposure to his paternal family, apart from some of his siblings. Whilst some visits were organised, there were often visits when no one would show, leaving T feeling upset and disconnected. T's sibling visits were also organised in a sporadic manner. T was seeing seven siblings mainly throughout his life and until he was 14 years of age.

## Supports/interventions

In an aim to summarise the supports and interventions implemented for T over the years it must be noted that the major shift and positive change was observed once extensive family finding was explored and T began to make connections with his family and consequently, his culture.

Initially, Allambi Care worked to provide T with a consistent, strong, and reliable team of Youth Workers. Male and female staff were experimented over the years however he settled with male Youth Workers and fortunately T was able to have a long-term team existing of key staff whom he had built a strong connection with. These connections supported T in feeling safe and connected within his ITC placement and built a foundation for other pieces of important work and interventions to be undertaken.

Allambi Care commenced in-depth family finding work, facilitated by Cultural Support Officer Barry McGrady. At the beginning of this work T and his family connections were described as quite limited and he frequently made comments to his team asking when he would be seeing his family again and why he could not see them more often. Most of this work included social media research, conversations with family, expanding T's genogram and following up leads from T and his brother. Fortunately, T's sister was contactable and was the catalyst for all progress made in this space. She did not know anything about T, she only knew of another brother Colin. Allambi Care were successful in gaining detailed paternal family information and contacts through her which included another sister, nieces, and other extended family that T never met before.

T visited his sister and nieces twice before Allambi Care gained a contact number for T's father. From here Allambi Care organised a meeting with T's father and over 20 extended family members in Kempsey which set up T's first family time visits with his father and cousins in July 2019 (two weekends). Family visits and connections for T have naturally developed from here and he remains in ongoing contact with his family himself. T will also visit Kempsey whenever the opportunity arises to spend time with his family (usually during the school holidays).

## Outcomes

When reflecting on T's experience with Allambi Care and the potential trajectory he was on, it is quite remarkable to view his current outcomes and the positive things happening for him. There were dramatic improvements seen in T's behaviour with incidents reducing dramatically. T transitioned from the Allambi Care learning centre into a mainstream community school. T now attends full time hours and is enjoying school and the social interactions with other young people.

T is a proud Aboriginal young man from the Dughutti and Biripi Country with a love for his culture. Through a connection from one of his team members T linked in with an Aboriginal mentoring program. T is involved in morning gym sessions, and other group activities. T has been involved in cultural dancing events with this group which included dancing at half time during an NRL game at Macdonald Jones Stadium. T has also linked up with Allambi Care's Cultural Support Officer Barry McGrady who supports T in this space too.

In terms of his cultural knowledge, T is demonstrating a keen interest to learn more from his peers and Aboriginal staff. T is always willing and excited to share stories of his traditional upbringing and rich cultural experience with his Support Staff. T enjoys returning to country at Kempsey and spending quality time with his Mob. He recently started to spend time with an Aboriginal mentoring group which he loves. T visits his paternal family during the holidays and is unsupervised and stays with one of his aunts that is a respite carer.

T is currently doing roof plumbing with a qualified roof plumber and does part time work on Wednesday afternoons each week and enjoys working.

Whilst a lot of the work and interventions over the years have provided positive outcomes for T it is without question that his reconnection to family and culture have supported him to feel more connected. Allambi Care feel that most of the positive outcomes for T can be attributed to this work. As a result, other aspects of T life have improved. Allambi Care attribute T a lot of credit for this determination and hard work in all areas of his life. Whilst there is still work and progress to be made, T is on the right track and his future is looking bright.





# Relationships

Allambi Care's overall goal is to strengthen our relationship supports with Aboriginal and Torres Strait Islander families and Aboriginal organisations big or small. Allambi provides programs and support throughout Central Coast, Hunter and Northern NSW and Gippsland, Bayside Peninsula and Southern

Melbourne in VIC. To strive for excellence, Allambi understands the importance of family and connections for young people in care, especially Aboriginal young people. We strive to reconnect children living in Out of Home Care to their birth families and to reconnect to their culture and land.

## Focus area: Quality Service, Organisational Culture, Innovation & Diversification and Sustainability

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement within the Awabakal, Worimi, Wonnarua, Darkinjung, Bundjalung and Boonwurrung nations.</li> </ul>	June 2023	Director of ITC, Fostering and Permanency and People Support and Culture
	<ul style="list-style-type: none"> <li>Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	June 2023	Director of ITC, Fostering and permanency and People Support and Culture
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	May 2023, 2024	Media and Marketing Manager
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event.</li> </ul>	27 May - 3 June 2023, 2024	Cultural Committee
	<ul style="list-style-type: none"> <li>Provide staff with information and knowledge on the importance of Reconciliation Week, so they can share this with the children and families they are supporting. Encourage and support staff and senior leaders to participate in and attend NRW.</li> </ul>	27 May - 3 June 2023, 2024	Director of ITC, Fostering and Permanency and People Support and Culture
	<ul style="list-style-type: none"> <li>Organise at least one NRW event each year, inviting local elders and leaders to guide our organisation and share their knowledge and stories. Provide staff with information and knowledge on the importance of Reconciliation Week, so they can share this with the children and families they are supporting. Encourage and support staff and senior leaders to participate in and attend NRW.</li> </ul>	May - June 2023, 2024	Cultural Committee
	<ul style="list-style-type: none"> <li>Register all our NRW events on Reconciliation Australia's NRW website.</li> </ul>	May - June 2023, 2024	Cultural Therapeutic Case Manager

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.</li> </ul>	Ongoing Aug 2023, Nov 2024	Department Directors and Cultural Therapeutic Case Manager
	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation publicly, through social media, and internal communication systems and process.</li> </ul>	May 2023	Media and Marketing Manager
	<ul style="list-style-type: none"> <li>Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.</li> </ul>	Sept 2023	Operational Directors and Executive group
	<ul style="list-style-type: none"> <li>Collaborate with RAP organisations and other like-minded organisations to develop innovate approaches to advance reconciliation.</li> </ul>	Oct 2023	Cultural Committee
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Embed knowledge and learning around intergenerational trauma, racism and epigenetic inheritance through our training systems for all staff.</li> </ul>	August 2023	Cultural Therapeutic Case Manager
	<ul style="list-style-type: none"> <li>Conduct a review of Allambi policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	October 2023	PS&C Director
	<ul style="list-style-type: none"> <li>Develop, implement, and communicate an anti-discrimination policy for our organisation, review this based on specifics for each area we are providing support (VIC and NSW).</li> </ul>	Nov 2023	PS&C Director
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.</li> </ul>	Nov 2023	PS&C Director
	<ul style="list-style-type: none"> <li>Educate senior leaders on the effects of racism, so they can support and implement change across the various programs in Allambi, opening opportunities for staff to bring forward ideas and change.</li> </ul>	Jan 2023	Cultural Therapeutic Case Manager





Allambi Care's overall goal for respect is that we pledge to practice empowering families to lead through self-determination and develop innovative ways to show our respect to our Elders, community, families, young

people and heritage, to make them feel culturally safe when we support, connect, care and collaborate together in a respectful, honest and humble manner.

**Focus area:** Quality Service, Organisational Culture, Innovation & Diversification and Sustainability

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	• Invest in an external organisation to conduct a review of cultural learning needs within Allambi.	June 2024	Manager of Learning and Development
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	Aug 2023	Cultural Therapeutic Case Manager and Manager of Learning and Development
	• Review current systems and processes, and then develop, implement and communicate a cultural learning strategy and resources for our staff.	March 2024	Director - Organisational Development and Operational Directors
	• Develop, implement and communicate new policy and procedures for cultural support plans for our organisation.	March 2024	PS&C Director and Media and Marketing Manager
	• Provide opportunities for RAP Working Group members, PS&C Managers and other key leadership staff to participate in formal and structured cultural learning. Potentially through Aboriginal conferences and events across Australia.	March, June, Aug, Nov 2023 & 2024	Department Directors and Cultural Committee

6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols..

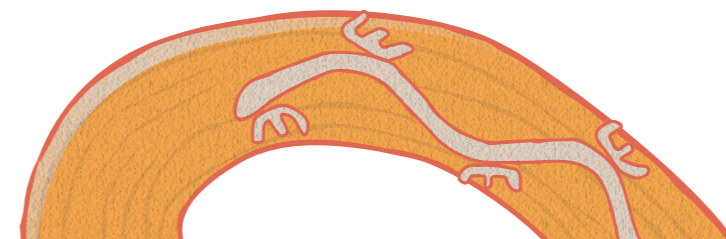
- Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. This can be done by having resources on hand to support staff in knowing what lands they are working on such as the Awabakal, Darkinjung, Bundjalung and Boonwurrung nations.
- Develop, implement, and communicate a cultural protocol document or resource book, including protocols for Welcome to Country and Acknowledgement of Country.
- Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.
- Implement strategies to incorporate family inclusive practice with Aboriginal and Torres Strait Islander families and young people. Focusing specifically on the development of Cultural care plans, which are family led, developed, and endorsed by the young persons family and kin.
- Continue to practice and implement an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings, as well as ensuring the location of the meeting is respectful and inviting for all those who are participating.

April 2023	Cultural Therapeutic Case Manager
May, 2023	Cultural Committee
May, July 2023 & 2024	Cultural Therapeutic Case Manager
Sept 2023 and ongoing	Operational Directors and Family Search and Engagement Manager
Feb 2024	Operational Directors

7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

- RAP Working Group to participate in an external NAIDOC Week event, and communicate with their respective departments the theme and meaning to be shared across each program.
- Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. This will be communicated to the staff through media platforms and internal communication mechanisms.
- Promote and encourage participation in external NAIDOC events to all staff.

First week in July 2023, 2024	Cultural Committee, Media and Marketing Manager
June 2023, 2024	RAP Champion and Media and Marketing Manager
June 2023, 2024	Media and Marketing Manager





# Opportunities

Allambi Care's overall goal for Opportunities is that we want our young people to have the best chance to get into schools, advanced studies and workforce, with vacation to provide every opportunity possible to them

and their interests. We will also see our staff gaining more qualifications through Allambi Care's accredited Diploma in Community Services and Human Services degree through Allambi Care.

## Focus area: Quality Service, Organisational Culture, Innovation & Diversification and Sustainability

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	Sept 2023	PS&C Director
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention, and professional development strategy.</li> </ul>	April 2023	Cultural Therapeutic Case Manager
	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.</li> </ul>	Oct 2023	PS&C Director
	<ul style="list-style-type: none"> <li>Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</li> </ul>	Dec 2023 and 2024	PS&C Director
	<ul style="list-style-type: none"> <li>Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce to provide culturally safe support to the clients and families within our program.</li> </ul>	Nov 2023	PS&C Director and Cultural Committee
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.</li> </ul>	Dec 2023	PS&C Director and Cultural committee
	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander procurement strategy for each area of NSW and VIC that Allambi operates.</li> </ul>	June 2023	Director Corporate Services
	<ul style="list-style-type: none"> <li>Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff across NSW and VIC.</li> </ul>	Nov 2023	Cultural Committee
	<ul style="list-style-type: none"> <li>Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.</li> </ul>	Dec 2023	Cultural Therapeutic Case Manager
	<ul style="list-style-type: none"> <li>Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. Some businesses we have collaborated with are Saretta Fielding with her art, Midnight Dreaming dancing and mural artwork, and Speaking in Colour through their Immersions Program.</li> </ul>	April 2023	Director - Partnerships & Engagement
<ul style="list-style-type: none"> <li>Investigate Supply Nation membership.</li> </ul>	March 2023	Director - Partnerships & Engagement	

10. Provide opportunities throughout Allambi programs and within community for Aboriginal and Torres Strait Islander Children to connect to culture and traditional ways of knowing, being and doing.

- Cultural Support team will develop a Mentoring program targeting key teaching areas of leadership and role modelling, linking in and partnering with local Aboriginal organisations across NSW and VIC.
- Deliver the mentoring program each school term
- Partner with Speaking in Colour and other Aboriginal organisations to facilitate cultural camps to help increase their networks and connection to land and culture.

Sept 2023 and 2024

Cultural Therapeutic Case Manager

Oct 2023

Cultural Therapeutic Case Manager

Aug 2023

CEO and Cultural Therapeutic Case Manager





# Governance

Action	Deliverable	Timeline	Responsibility
11. Maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Maintain Aboriginal and Torres Strait Islander representation on the RWG and ensure there is representation from all programs across Allambi.</li> </ul>	Feb 2023 and 2024	Outreach Director
	<ul style="list-style-type: none"> <li>Review and re-apply our Terms of Reference for the RWG.</li> </ul>	Feb 2023	Cultural Therapeutic Case Manager
	<ul style="list-style-type: none"> <li>Ensure the RAP is reviewed as a part of the meetings, and information, ideas and plans are shared throughout Allambi programs and to the executive team. This will be tracked through our Cascade program.</li> </ul>	May 2023 Aug 2023 Nov 2023 Feb 2024	Cultural Therapeutic Case Manager and Cultural Committee
12. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation and present this back to the Executive Team and Board for approval as required.</li> </ul>	Jan 2023	Cultural Therapeutic Case Manager and Operational Directors
	<ul style="list-style-type: none"> <li>Our Executive Team and RWG will empower the organisation from all levels to be involved in embedding the RAP throughout all our programs. This will be done through our cultural committee meetings, media platforms, training and organisation wide communication.</li> </ul>	Jan 2023	Operational Directors
	<ul style="list-style-type: none"> <li>Utilise the Cascade program to track, measure and report on RAP commitments. The outcomes will be reported to the board quarterly.</li> </ul>	Quarterly 2023 and 2024	Cultural Committee
	<ul style="list-style-type: none"> <li>The RWG will engage with each department to ensure the actions and deliverables from the RAP are being embedded and actioned. This will be monitored through monthly meetings, and Cascade.</li> </ul>	May 2023	Operational Directors and Cultural Committee
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.</li> </ul>	June 2023, 2024	Cultural Therapeutic Case Manager
	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.</li> </ul>	1 August 2023, 2024	Cultural Therapeutic Case Manager
	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September 2022, 2023	Cultural Therapeutic Case Manager
	<ul style="list-style-type: none"> <li>Report RAP progress to all staff, senior leaders and board members quarterly.</li> </ul>	March, July, Nov 2023, 2024	Cultural Committee
	<ul style="list-style-type: none"> <li>Publicly report our RAP achievements, challenges, and learnings, annually.</li> </ul>	Sept 2023 & Sept 2024	Media and Marketing Manager
	<ul style="list-style-type: none"> <li>Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.</li> </ul>	May 2024	Cultural Therapeutic Case Manager
	<ul style="list-style-type: none"> <li>Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.</li> </ul>	Aug 2024	Cultural Therapeutic Case Manager and Cultural Committee
14. Continue our Reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's website to begin developing our next RAP.</li> </ul>	Sept 2024	Outreach Director





**Name:** Barry McGrady

**Position:** Cultural Therapeutic Specialist

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**ALLAMBI CARE**