



INNOVATE RECONCILIATION ACTION PLAN FOR APRIL 2019 – APRIL 2021

We acknowledge and respect the Traditional Owners of the lands on which we work, live and prosper.



CatholicCARE

DIOCESE OF
WOLLONGONG



RECONCILIATION
ACTION PLAN

INNOVATE



OUR VISION FOR RECONCILIATION

CatholicCare Wollongong's vision for reconciliation is that Aboriginal and Torres Strait Islander peoples in our community will be restored to a place of equity, dignity and respect. To play our part, we will provide culturally appropriate services to Aboriginal and Torres Strait Islander peoples and communities, increase service access to Aboriginal and Torres Strait Islander communities and improve community awareness of CatholicCare.

OUR BUSINESS

CatholicCare is the social services agency of the Catholic Diocese of Wollongong. We focus on client needs, offering people and communities opportunities for growth, healing and hope. Our services are available to all in the community; we are an inclusive organisation offering wrap around, whole of life support.

- We currently employ 275 staff and 150 volunteers.
- We currently have three Aboriginal and Torres Strait Islander identified staff members.
- We cover the Illawarra, Shoalhaven, Macarthur and Southern Highlands regions of NSW.
- Respect is one of CatholicCare's five core values. Our other values are: empowerment, integrity, safety, innovation and collaboration. We are committed to respecting the dignity, diversity, cultures and beliefs of all people.

We act in partnership and in collaboration with:

- Individuals, families, organisations including Aboriginal organisations, parishes within the Diocese of Wollongong and Catholic Social Services Australia.
- Individuals, families, groups, communities, networks and agencies in the broader community on issues, policies and programs
- Funding bodies and relevant government departments to ensure quality service delivery to those most in need, meeting governance standards.

At CatholicCare Wollongong we focus on client needs, offering families, children and individuals opportunities for growth, healing, achieving, resilience and hope. Through our 6 office locations we offer care, support, assistance and education to anyone regardless of age, gender or religious beliefs throughout the Illawarra, Macarthur, Shoalhaven and Southern Highlands Regions.

Our current activities include:

- Services and support for children, young people & their families through Permanency Support Program, and Children's Contact.
- Services for individuals, families and couples through Counselling, Families and Communities Workshops, Pre-Marriage Education & School Counselling.
- Support for parents of young children who are interested in further study and education.
- Services and support which attend to the social, emotional and physical well-being of people who are ageing or who have disability, their carers and their families.

CATHOLICCARE'S RECONCILIATION JOURNEY – OUR STORY



The Reconciliation Action Plan (RAP) is about organisations from every sector turning good intentions into real actions and rising to the challenge of reconciling Australia. A RAP is a business plan that uses a holistic approach to create meaningful relationships, enhanced respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander Australians.

The RAP program includes four types of RAPs, each offering a different level of engagement and support. In developing a Reflect RAP in 2013/2014, we committed to completing a variety of actions to ensure we were well positioned to implement effective and mutually beneficial initiatives as part of future Reconciliation Action Plans.

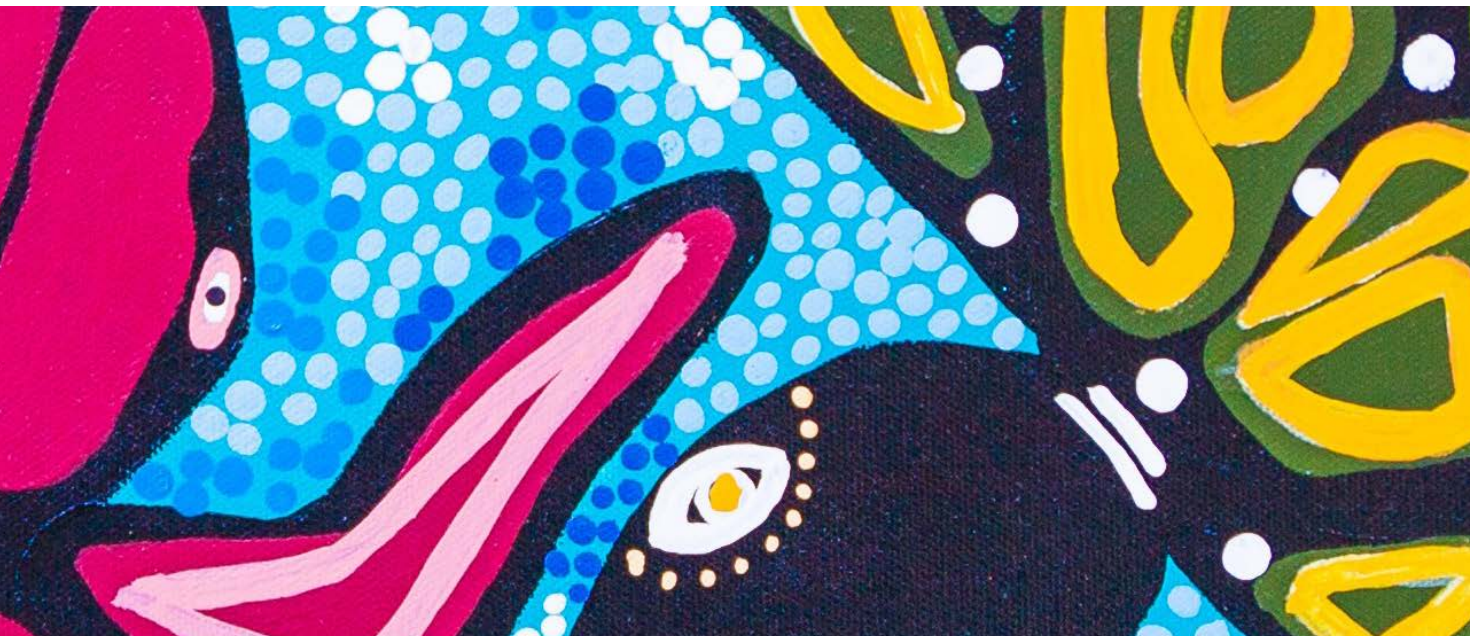
We implemented protocols for respecting the Traditional Owners of the land on which we work, both through verbal acknowledgement and through visual maps and an official agency statement of commitment. Cultural awareness training was rolled out and completed by 74 of our staff members which provided staff education and awareness about the history of the Tharawal/Dharawal and Yuin people. In early 2014, a staff development day was held which showcased our Reflect RAP. The highlight of this day was the involvement of local Aboriginal Elders and Aboriginal and Torres Strait Islander organisations who shared their journeys and stories with our staff, with many good relationships and connections established. This day built on the knowledge learnt from previous cultural awareness training and made the teachings a lot more tangible

when meeting with local Elders and listening to their stories.

CatholicCare Wollongong supported staff to build relationships in the community by encouraging them to attend Aboriginal and Torres Strait Islander organisation and community network meetings as well as participate in cultural and community events. We participated in NAIDOC week celebrations in the Macarthur, Shoalhaven and Illawarra regions, providing a stall with activities and information bags for children and adults. Staff also participated in National Reconciliation Week events with a number of people walking in the parade in Shellharbour with local school children.

We have been providing services onsite at various Aboriginal and Torres Strait Islander organisations for the community. Some of these relationships have been formalised with a Memorandum of Understanding (MOU) being established between CatholicCare and Aboriginal and Torres Strait Islander organisations. This has been a highlight for us as we have spent a significant amount of time building on these relationships and providing services to various Aboriginal community members. We support those in the Aboriginal community who are aged and those with a disability. We help them to navigate the aged care system and the National Disability Insurance Scheme through direct assistance and participation in local networks.

We continue to support our CatholicCare Aboriginal Community Connection Committee (CACCC) which also serves as a RAP Working Party. This committee



meets monthly to support the implementation of our RAP and to work collaboratively across the agency to meet our RAP targets. The CACCC consists of staff from all program areas along with community representatives which includes: Executive Manager of Aged and Disability Services, Human Resource Officer, Coordinator of Children's Contact Service, Manager of Families and Communities Program, Manager of the School Student and Family Program, Group worker and Counsellor from the Families and Communities Program, Special Project Officer and Case Workers from the ParentsNext program. The Manager of the Families and Communities Program initiated and championed the RAP for CatholicCare Wollongong and has been provided with great assistance and support from the Committee members. Community representatives include staff members from an Aboriginal Employment Service and the Aboriginal Mental Health Service as well as Aboriginal Liaison Officers from the Catholic Education Office. These members add great value to our discussion, planning and community relationships building and all committee members are engaged and committed to the RAP and making our organisation accessible and respectful to the Aboriginal and Torres Strait Islander Community.

We have arranged for an Aboriginal and Torres Strait Islander catering company to supply us with wonderful food during our staff orientation days. We have held a BBQ at one of our sites to welcome Aboriginal and Torres Strait Islander community members to our office with food again offered by a local Aboriginal and Torres Strait Islander catering company.

We continually consult with Aboriginal and Torres Strait Islander organisations, services and community about what their service needs are and this guides our service development and outreach provision. This has ensured that we are delivering services in the community which are most needed and developed and delivered in a way that is culturally sensitive and relevant for Aboriginal and Torres Strait Islander peoples. Every school term we provide outreach courses in Aboriginal and Torres Strait Islander communities.

Although we were unable to complete all of the objectives set out in our previous 'Innovate RAP' we will take the opportunity in our new 'Innovate RAP' to move forward and address the various barriers and pilot new strategies to achieve our RAP goals. Some of these continued challenges and incomplete objectives were around recruiting Aboriginal and Torres Strait Islander staff despite utilising job agencies to assist us with this. We are looking at piloting new strategies with our relationships with the various local education and training institutes to assist us with this challenge. We are also committed to creating a culturally safe organisation in order to facilitate recruitment and retention of Aboriginal and Torres Strait Islander staff. In line with our commitment to recruit Aboriginal and Torres Strait Islander staff we have made connections with some local education institutes to raise awareness of vacant positions, work experience and placements that may be suitable for new graduates.



ACHIEVEMENTS SINCE OUR LAST INNOVATE RAP 2015-2018:

DEADLY SIBS Program: CatholicCare's SIBS program places special focus on the brothers and sisters in families who have a child with disability. CatholicCare acknowledge that although this can be a positive and rewarding experience it can also present challenges that impact everyone. The SIBS program endeavours to provide a positive experience with an opportunity for time-out from their caring role to relax, unwind and be with others in similar circumstances. The SIBS program is self-funded by CatholicCare and donations, with attendees paying a small fee. Due to wanting to make it more accessible to Aboriginal and Torres Strait Islander children, families, carers and their community, CatholicCare submitted an application through a tender process for funding for an identified Aboriginal role to facilitate a Deadly SIBS program. We achieved a successful outcome and allocation of funding for this program which is set to commence in June 2019. Our next step in setting up Deadly SIBS will be to recruit an Aboriginal worker to fulfil the role of facilitator. Local Elders provided references for CatholicCare for this tender and also made toys for CatholicCare to use in this program.

NATIONAL RECONCILIATION WEEK: Staff were included in in-house celebrations which included a message stick ceremony where staff pledged to individually work towards reconciliation. The contents of this message stick will be revealed at NRW 2019. A number of CatholicCare staff attended events outside of CatholicCare which commemorated NRW.

SORRY DAY (National Day of Healing for all Australians): Every year this day has been acknowledged with a dedicated event. In 2017 we held "a show of hands" event where staff from all three sites individually acknowledged their support of the importance of this event for us all.

In 2018 we acknowledged this National Day of Healing by using the theme of the purple hibiscus which represents the strength and resilience of the Stolen Generations and every CatholicCare office displayed purple flowers in the reception area and staff were encouraged to wear purple. Photos of staff and our statement in recognition of Sorry Day were displayed on our website.

NAIDOC: Every year CatholicCare organises a stall at the local NAIDOC Family Fun Day to engage local Aboriginal and Torres Strait Islander children and families and to promote CatholicCare services. This year (2018) we held stalls at Warrawong, Nowra and Campbelltown Family Fun Days to acknowledge:

Because of Her We Can.

MORNING TEA FOR LOCAL WOMEN ELDERS: Local Aboriginal female Elders were invited to a morning tea at the CatholicCare Wollongong office in honour of the theme 'Because Of Her We Can'. This offered more CatholicCare staff the opportunity to meet with local Elders and hear their stories.

THEMED BAG FOR NAIDOC WEEK: A themed bag was produced for NAIDOC week. In the past the themed bags have proven to be a very effective way to promote CatholicCare and its RAP through promotional stalls and induction. This year CatholicCare had the bags ethically handmade and they featured artwork which had been previously purchased from Coomaditchie Auntie Lorraine Brown and Auntie Narelle Thomas.

The bags were presented to the Aunties at a morning tea honouring not only their artwork but also their contribution to their community

This most appropriately highlighted the theme of **'Because of Her We Can'**.



MOVING TO THE FUTURE – OUR NEXT INNOVATE RAP (2019-2021)

Moving into the future with an Innovate RAP we will identify relationships, respect and opportunities specific to our business and our sphere of influence.

CatholicCare is developing this Innovate RAP to serve as a focus to ensure that we continue to identify and take the necessary effective steps to work and walk with Aboriginal and Torres Strait Islander peoples. We are committed to creating a just and inclusive community where Aboriginal and Torres Strait Islander peoples experience a strong sense of belonging and an agency that is culturally sensitive and appropriate. This is in line with our mission of creating opportunities for growth, healing and hope.

This Innovate RAP will allow CatholicCare to focus on building relationships both internally and externally, and raise awareness with our stakeholders to ensure there is shared understanding and ownership of our RAP within our organisation. Implementation of our RAP will involve consultation with staff across our organisation including Aboriginal and Torres Strait Islander staff and/or stakeholders to achieve our vision for reconciliation.

CatholicCare Wollongong's Innovate RAP will focus on the following areas:

- We aim to engage the services of local Aboriginal and Torres Strait Islander training organisations to provide our staff with further and continued cultural awareness training.
- Our organisation is committed and passionate about procuring services from Aboriginal and Torres Strait Islander organisations and continuing our goal of further educating and growing the knowledge of staff about Aboriginal and Torres Strait Islander cultures.
- We will strive to continually make our services accessible and culturally appropriate through community consultation and client feedback.
- We are also focused on building our community profile and strengthening community relationships by participating in significant Aboriginal and Torres Strait Islander events. We will strive to have a coordinated approach and participation that allows for a greater cross-section of staff from the agency's different programs. Our experiences have shown that this is important as we receive a variety of enquiries at these events and we would like to be able to help the community by providing them with assistance, guidance or referral.
- We will increase opportunities for employment of Aboriginal and Torres Strait Islander peoples. This will include working with local colleges and education institutes to employ trainees and host placement or work experience students.

Over the next 2 years our organisation commits to:

RELATIONSHIPS

Our agency is committed to deepening our relationships with Aboriginal and Torres Strait Islander communities and peoples, in alignment with CatholicCare's values, which include collaboration, respect and empowerment. We will equip our staff with the knowledge, time and resources needed to ensure that relationships are genuine. We anticipate that this will increase the accessibility and cultural appropriateness of our services to Aboriginal and Torres Strait Islander peoples and other Australians.

It is important for CatholicCare to build strong relationships with Aboriginal and Torres Strait Islander communities and peoples, as in addition to CatholicCare values, which include collaboration, respect and empowerment, our core business activities are providing education in family and personal relationship skills, counselling, and support for families, children and individual people with the aim of working with whole communities to build and maintain positive relationships and have connected lives.

Action	Responsibility	Timeline
The CACCC actively monitors RAP development and implementation of actions, tracking progress and reporting.	CatholicCare Aboriginal Community Connection Committee Chair (FCP Manager)	April 2019
		March 2020
		December 2019 & January 2020
Continue to honour National Reconciliation Week (NRW).	Manager of People and Culture	December 2019 & December 2020
		27 May – 3 June 2019, 2020
Celebrate and recognise Aboriginal and Torres Strait Islander significant dates by providing opportunities for staff to build local relationships.	CatholicCare Aboriginal Community Connection Committee Chair (FCP Manager)	April 2019, July 2020, December 2020
	Communication & Fundraising Officer	March 2020, July 2020
Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisation to support positive outcomes.	Executive Manager Aged and Disability Services	December 2019 & December 2020
	CatholicCare Aboriginal Community Connection Committee Chair (FCP Manager)	April 2019, October 2019, March 2020, October 2020
	Manager of People and Culture	December 2019
	Administrative Assistant	April 2019, September 2019, January 2020, September 2020,
Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	CatholicCare Aboriginal Community Connection Committee Chair (FCP Manager)	July 2019, October 2019, January 2020
	CatholicCare Aboriginal Community Connection Committee Chair (FCP Manager)	April 2020, October 2020
	Human Resources Officer	April 2019, December 2019
	CatholicCare Aboriginal Community Connection Committee Chair (FCP Manager)	Quarterly release-commencing April 2019
	CatholicCare Aboriginal Community Connection Committee Chair (FCP Manager)	
	Human Resources Officer	April 2019, January 2020

Target

- The CACCC will meet once a month to oversee the development, endorsement, launch and implementation of the RAP.
- Continue to ensure Aboriginal and Torres Strait Islander people are represented on the RAP Working Party.

CACCC to monitor RAP progress on a monthly basis

Revisit terms of reference for CACCC

- Each office to organise at least one internal NRW event each year.
- All NRW events will be registered on the Reconciliation Australia website.
- Support an external NRW event.
- Ensure RAP Working Group participates in an external event to recognise and celebrate NRW.
- Continue to encourage staff to attend and participate in NRW community activities and celebrations across the region, including in Nowra, Wollongong, Shellharbour and Campbelltown.
- Coordinate and invite staff attendance and representation across our service delivery at local Aboriginal and Torres Strait Islander community days of celebration.
- Continue to raise awareness of significant dates by including them on our agency calendar and JustUs and add logs to acknowledge special events in Aboriginal and Torres Strait Islander calendar.
- Build on current, and establish new, service agreements outlining our relationships with Aboriginal and Torres Strait Islander organisations.
- Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander Stakeholders.
- Invite and host Aboriginal and Torres Strait Islander community members to participate in our services and programs.
- Update and add to a list or data base of contact details of Aboriginal and Torres Strait Islander stakeholders. Review quarterly.
- Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.
- Promote reconciliation through ongoing active engagement with all stakeholders.
- Communicate RAP progress through JustUs staff newsletter.
- Provide a copy of the RAP for all staff and volunteers.

RESPECT

Interactions with elders from the Dharawal and/or Tharawal and Yuin traditional lands during the last 12 months has given staff a greater respect and appreciation for the histories and cultures of Aboriginal and Torres Strait Islander peoples. This increasing cultural awareness informs our commitment to work with and alongside Aboriginal and Torres Strait Islander communities rather than for them.

Ensuring that Aboriginal and Torres Strait Islander peoples, cultures and rights are respected is important for CatholicCare as respect is one of our five core values and an important component of our vision for inclusive, thriving communities where the human dignity of all is respected and valued. CatholicCare aims to ensure respect of all people by valuing human dignity and embracing diversity. In valuing and embracing diversity, CatholicCare acknowledges that respect is experienced through our diverse personal and cultural filters and with this awareness our aim is to be continually open to learning and being aware of the subtle, unspoken messages that speak of respect or disrespect to Aboriginal and Torres Strait Islander peoples and their cultures.

We also acknowledge that historically Aboriginal and Torres Strait Islander peoples and cultures have been immensely disrespected, devalued and negated and our aim is to continue to learn and grow in awareness and appreciation of Aboriginal and Torres Strait Islander cultures and histories.

Action	Responsibility	Timeline
Continue staff training and development to increase our understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	Learning & Development Committee	April 2019, December 2019, March 2020, December 2020
	(Executive Manager of Quality Systems and People & Culture)	April 2019, December 2019, March 2020, December 2020
	Aged & Disability Executive Manager	April 2019, December 2019, March 2020, December 2020
	CatholicCare Aboriginal Community Connection Committee (FCP Manager)	April 2019, December 2019, March 2020, December 2020
Continue to promote staff understanding of the protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure there is shared meaning behind the ceremonies.	CatholicCare Aboriginal Community Connection Committee (FCP Manager)	June 2019 & June 2020
	Manager of People and Culture	June 2019 & June 2020
Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and community through NAIDOC Week events.	Quality Systems Committee (Executive Manager Quality Systems and People & Culture)	April 2019 & January 2020,
	Manager of People and Culture	July 2019, July 2020,
CatholicCare Wollongong will investigate opportunities to create a culturally safe and welcoming environment for Aboriginal and Torres Strait Islander peoples.	CatholicCare Aboriginal Community Connection Committee (FCP Manager)	April 2019. January 2020,
	Executive Manager of Family Services	April 2019. January 2020,

Target

- Consolidate and implement a cultural awareness strategy policy which defines cultural learning needs of employees in all areas of our organisation and considers various ways cultural learning can be provided.
- Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.
- Provide opportunities for CACC members, RAP champions, HR manager and other 100% of key leadership staff to participate in cultural awareness training.
- Continue compulsory staff training on Aboriginal and Torres Strait Islander cultural awareness.
- 100% of targeted agency program staff to participate in specific training for direct service provision to Aboriginal and Torres Strait Islander communities.
- 100% of all new staff to complete the Share Our Pride online modules during induction.
- Communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.
- Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.
- Invite a Traditional Owner to provide a Welcome to Country at significant events including the whole of agency staff development day.
- Continue to include an Acknowledgement of Country at the commencement of all internal and external meetings.
- Continue to encourage staff to include an Acknowledgement of Country at the commencement of all meetings.
- Display an Acknowledgement of Country plaque in our offices and incorporate more diversity in the images and promotional material displayed in offices.
- Provide easily accessible wording for staff to use when providing an Acknowledgement of Country.
- Incorporate 'Acknowledgement of Country' into the start of all group work sessions.
- Review and maintain HR policies and procedure to ensure that there are no barriers to staff participating in NAIDOC week.
- Provide opportunities for Aboriginal and Torres Strait Islander staff to participate in NAIDOC Week events.
- Continue to encourage all staff to participate in NAIDOC Week activities.
- Display Aboriginal and Torres Strait Islander flags in our offices.
- Investigate opportunities to commission Aboriginal artwork to display in our offices.
- Incorporate into our Practice Framework how trauma informed care and practice may be applied to work with Aboriginal and Torres Strait Islander community members.

OPPORTUNITIES

We will continue to engage in formal and informal consultation with local Aboriginal and Torres Strait Islander peoples to identify and seek opportunities to support their diverse needs and address service gaps.

We will also increase opportunities for Aboriginal and Torres Strait Islander peoples employment within our organisation.

We will also seek to identify opportunities to increase awareness and sensitivity to unique cultural perspectives.

We will continue to engage in formal and informal consultation with local Aboriginal and Torres Strait Islander peoples to identify barriers to employment for Aboriginal and Torres Strait Islander peoples within our organisation so as to be able to address barriers and increase opportunities for employment.

We also aim to identify opportunities to continue to build commercial partnerships with Aboriginal and Torres Strait Islander peoples

Action	Responsibility	Timeline
Aboriginal and Torres Strait Islander employment opportunities at CatholicCare.	Executive Manager of Quality Systems and People & Culture	April 2019 & July 2020
		July 2020
	Executive Manager of Quality Systems and People & Culture	April 2019 & July 2019, December 2019, June 2020, December 2020
	Human Resources Officer	June 2019, December 2019, June 2020, December 2020
Investigate opportunities to increase supplier diversity within CatholicCare.	Business Support (Manager)	April 2019 & January 2020
Continue to increase the provision of culturally specific and relevant services	Families & Communities Program Manager (FCP Manager)	April 2019, July 2020
Explore opportunities to support young Aboriginal and Torres Strait Islander peoples in Catholic Schools	School Student and Family Program (SSFP Manager)	June 2019
		January 2020
Continually review service provision across all services and regions to ensure it meets the needs of Aboriginal and Torres Strait Islander clients.	FCP Manager	June 2019, December 2019, June 2020
	Executive Manager Aged & Disability Services	June 2019, December 2019, June 2020

Target

- Complete our Aboriginal and Torres Strait Islander peoples employment and retention strategy with the objective of reaching 3% staff employed identifying as Aboriginal and/or Torres Strait Islander.
- Continue to engage with Aboriginal and Torres Strait Islander staff and committee members, to consult on employment strategies, including professional development.
- Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities
- Advertise all CatholicCare vacancies in Aboriginal and Torres Strait Islander media.
- Continue to review HR policies to identify and address barriers to attracting appropriately qualified Aboriginal and Torres Strait Islander applicants to vacant positions.
- Strengthen connections with local training and education providers to directly offer opportunities for employment, work placement or internships.
- Continue to include "Aboriginal and Torres Strait Islander peoples with relevant experience and/or qualifications are encouraged to apply" in recruitment advertisements.
- Utilise existing formal and informal networks to advertise employment opportunities to Aboriginal and Torres Strait Islander potential candidates.
- Review and update procurement policies and procedures to ensure that there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.
- Develop and pilot an Aboriginal and Torres Strait Islander procurement strategy.
- Continue to develop a list of Aboriginal and Torres Strait Islander businesses that CatholicCare can procure goods and services from.
- Investigate opportunities to develop two more commercial relationships with Aboriginal and/or Torres Strait Islander organisations.
- Investigate Supply Nation Membership.
- Continue to consult with Aboriginal and Torres Strait Islander organisations about what services and programs their communities need.
- Continue to review and build on current success on adapting programs to be more culturally appropriate and relevant.
- Continue to consult with community Elders in the Macarthur, Illawarra and Shoalhaven areas about the outreach services that may be required for their community and various locations where services would be beneficial and allow ease of access.
- Participate in local networks in MacArthur, Illawarra and Shoalhaven area including MacUnity, Illawarra Aboriginal Area Community Based Working Group, relevant cluster groups and Nowra events to enhance our connections and to develop guiding principals for future engagement.
- Continue to liaise with the Aboriginal Education Officer at the Catholic Education Office to identify opportunities to support Aboriginal and Torres Strait Islander children and families.
- Engage with Catholic Education Office to support CatholicCare School counsellors to establish and strengthen relationships with Aboriginal Education Assistant's (AEA'S) in schools.
- Implement systems between AEA's and Counsellor's to facilitate communication.
- Collect, analyse and publish data at a program and organisation level i.e. number of Aboriginal and/or Torres Strait Islander peoples accessing each program; any barriers encountered by clients; common presenting issues.
- Compare client profile to community profile and identify opportunities for meeting service gaps.
- Conduct research to identify the needs for culturally appropriate aged care services for Aboriginal and Torres Strait Islander Elders within CatholicCare.

TRACKING PROGRESS AND REPORTING

Action	Responsibility	Timeline	Target
Monitor RAP implementation	CatholicCare Advisory Council	January 2019	Imbed relevant RAP strategies into the agency's strategic, program business and individual work plans.
	Executive Manager Family Services	June 2019 & January 2020	Ensure RAP meets funding body requirements.
		Every Month 2019 and 2020	Review RAP timelines at monthly CACCC meeting and report to CLT.
Report RAP achievements, challenges and learnings to Reconciliation Australia	CatholicCare Aboriginal Community Connection Committee Chair (FCP Manager)	September 2019 & September 2020	Submit a RAP Impact Measurement Questionnaire annually to Reconciliation Australia to report RAP achievements, challenges and learnings to Reconciliation Australia.
		January 2021	Internally report our RAP achievements, challenges and learnings internally (through report developed by CACC chair). Externally report our achievements, challenges and learnings through our agency annual report.
		May 2020	Investigate participating in the RAP Barometer.
Review, refresh and update CatholicCare Wollongong's RAP	CatholicCare Aboriginal Community Connection Committee Chairperson (FCP Manager)	June 2020	Work with Reconciliation Australia to develop a new RAP based on learnings and challenges of this Innovate RAP.
		December 2020	Submit draft RAP to Reconciliation Australia for review, feedback and formal endorsement.



ARTWORK

NAME OF PAINTING

Sea Turtles Dreaming

ARTISTS

Lorraine Brown and Narelle Thomas

PAINTING INSPIRED BY

Turtles have been a food source of the Aboriginal people. They need clean water! Take care of oceans for their survival.

ABOUT ARTISTS

Lorraine Brown – is the premier artist of the Coomaditchie United Aboriginal Corporation. Lorraine is a Yuin/GunaiKurnai/Jerrinjah woman born in Bega, one of seven children. Lorraine views her ability to paint as a gift. They use bold colours that reflect their coastal upbringing. “We’re East Coast Saltwater People.” “Our colours symbolise our life. We had a great childhood, great parents and family and extended family.”

Narelle Thomas – is a premier artist of Coomaditchie and one of Lorraine’s sisters, they paint together. Lorraine does the fine work and Narelle fills in the details. Lorraine and Narelle work like professional dancers, one leads and the other follows and no one steps on any toes. It is clear they have been working together for many, many years.

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