



Innovate Reconciliation Action Plan

November 2024 – November 2026

Acknowledgement of Country

Parkerville Children and Youth Care respectfully acknowledge Aboriginal and Torres Strait Islander peoples as Traditional Custodians of this land, and we pay our respect to Elders past and present, for they hold the memories, traditions, and cultural knowledge of Aboriginal and Torres Strait Islander Australia.

We are proud to work with and alongside Aboriginal and Torres Strait Islander families and communities; may we continue to raise our children to be safe and strong.



About the Artist

Noongar Yorga - Aboriginal Woman of the Noongar Nation.

My family connections are from Gnowangerup, a small town in Western Australia. I was raised in Perth and consider Perth home.

I love spending time with those I love and have a strong bond with family. Much of my work is greatly influenced by family, cultural connections, spirituality and relationships. I can express myself whole heartedly through my artwork. I believe art is one of the greatest tools to help with any mental and emotional issues. I have always loved painting, design and experimenting in a variety of art mediums. I am especially drawn to the challenge of conveying to others, through art, how I am influenced by spirituality, culture and life experiences. I use art as a platform for storytelling.

We all have a story to tell and art is one of the most creative forms to share our stories.

Buffie Punch



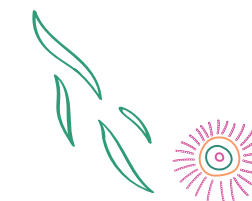
Meeting Place - Yarning circle
Culturally safe place to meet.



Walking together
Joined paths represent walking this journey together and supporting the many different pathways for each child.



Circular Holistic Approach
Each child is supported, each family is supported from beginning to end to provide a circular connected approach.



Healing
Leaves and flowers represent the healing and growth that can happen through love and support.



U shapes represent all clients, participants, staff, parents, children and community.

The Artwork

Our Reconciliation artwork places children, young people, and families at the heart - reflecting their experiences and stories, and our journey together.

Contents

Acknowledgement of Country	2
About the Artist	3
Message from Reconciliation Australia	5
Message from Our Board Chair and CEO	6
Our Vision for Reconciliation	7
Our Reconciliation Action Committee	7
About Us	8
Our Commitment	11
Our Journey	12
Reflections and Learning	12
Making a Difference	14
Story of Connection and Fun from Our Way Home	15
Our RAP	16
Relationships	18
Respect	20
Opportunities	22
Governance	23

Message from Reconciliation Australia

Reconciliation Australia commends Parkerville Children and Youth Care 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. Parkerville Children and Youth Care 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 Parkerville Children and Youth Care will continuously draw upon to create RAP commitments rooted in experience and maturity.

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

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

Congratulations Parkerville Children and Youth Care on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Message from Our Board Chair and CEO

In today's dynamic and diverse societal landscape, the importance of us all moving towards reconciliation has never been more critical. The wellbeing of our whole community and everyone in it should be our highest priority. Our children and their children after them, are relying on us to commit to genuine reconciliation so that they can live and thrive in a better tomorrow.

This Reconciliation Action Plan (RAP) is a testament to our unwavering commitment to fostering understanding, respect, and meaningful partnerships with Aboriginal and Torres Strait Islander peoples. It is a strategic blueprint designed to guide our organisation in bridging historical divides, listening deeply to truth telling, acknowledging past and more recent injustices and harm, and paving the way for a more inclusive future that celebrates Aboriginal and Torres Strait Islander peoples and cultures.

Reconciliation is not merely an aspirational goal but a necessary journey that requires collective effort, genuine engagement, and sustained action from all people. Our RAP outlines specific, measurable actions aimed at promoting cultural awareness, building cultural confidence, deeply respecting and actively promoting cultural safety and strengths, enhancing community engagement, and creating opportunities for Aboriginal and Torres Strait Islander peoples. It provides an open invitation for non-Indigenous staff to unlearn and relearn Aboriginal and Torres Strait Islander histories from a decolonised perspective and actively lead us towards that better tomorrow.

This document represents our pledge to listen, learn, and collaborate with Aboriginal and Torres Strait Islander communities, ensuring that their voices are heard, and their contributions valued. It is through this collaborative spirit that we will build a foundation of trust, respect, and shared prosperity.

We invite you to join us on this critical journey towards reconciliation, as we work together to create a more equitable and just society for all.



Colin Pettit
Chairperson
Parkerville Children and Youth Care



Kim Brooklyn
Chief Executive Officer
Parkerville Children and Youth Care



“Reconciliation is not merely an aspirational goal but a necessary journey that requires collective effort, genuine engagement, and sustained action from all people”



Our Vision for Reconciliation

Parkerville Children and Youth Care Incorporated (Parkerville CYC) acknowledges the deep significance of Culture and the foundational role of inclusiveness and belonging. We are committed to continual consultation, collaboration, and learning from children, young people, families and communities. Our practices are respectful and responsive to the diverse needs and values of the communities we serve. We are dedicated to creating spaces that are safe and welcoming for all.

We are committed to walking alongside Aboriginal and Torres Strait Islander peoples towards genuine reconciliation. We are strengthening our organisation every day. We embrace cultural knowledge, and we are creating a safe and welcoming space that is free of stereotyping, discrimination, prejudice, and racism.

Our vision is that in an equitable and reconciled Australia, Aboriginal and Torres Strait Islander children, families and communities will have the same life chances and choices as non-Indigenous children and will experience the same quality of life.

Our Reconciliation Action Committee

Kim Brooklyn
Chief Executive Officer
(RAP Champion)

Sianne Connors
Executive Manager Cultural Engagement
(First Nations Representative)

Johnny Rylatt
Executive Manager Our Way Home

Anthony Culbong
Cultural Practice Lead
(First Nations Representative)

Gail Szabo
GM Fundraising and Philanthropy

Izaac Baldock
Programme Manager MWG

Kim James
Manager People and Culture

Narelle Bonjour
Executive Assistant to the CEO

Bev Farrell
Service Support Coordinator

Jade Beattie
CPC Coordinator

Grace Wallace
Senior CPC Coordinator

Tracy Newton
Fleet and Safety Coordinator

About Us

Parkerville Children and Youth Care Inc. is a for purpose organisation that provides specialist prevention, early intervention, therapeutic and crisis services to children, young people, and their families to address trauma, and other adverse childhood experiences, including the impacts of child abuse and neglect. Parkerville specialises in providing holistic and individualised services that support, improve, and enhance the emotional, psychological, and cultural wellness for children, young people, and their families.

We have over 120 years’ experience in delivering services to the Western Australian (WA) community and we employ over 180 staff. Our people have a range of professional experience, educational backgrounds, and skills. Staff include psychologists, social workers, occupational therapists, professional and respite carers, community knowledge holders, administrative and corporate staff. Our staffing portfolio is also diverse, with different cultural perspectives shaping our organisation. Currently, 4.4% (8) of our staff are Aboriginal and Torres Strait Islander peoples, we acknowledge the need to increase our workforce proactively and intentionally.

We are committed to developing innovative and culturally safe services in partnership with Aboriginal Community, Aboriginal Organisations, government, not-for-profit organisations, and the broader community to meet the needs of local families and improve outcomes. We have been making an impact at state, national and international levels, with recent awards and recognition for our innovative policy and practice.

Our Purpose

Our purpose as an organisation is to support children, young people, and their families to build skills and capacity, address the impacts of trauma and adverse childhood experiences, and develop capabilities that will enable them to be the best versions of themselves.

Our Vision

We see a future where Western Australia is the safest place in the world and all children, young people, and their families feel safe to dream, to thrive, and to reach their fullest potential.



“ We believe that together we can build a community where all children and young people feel safe to dream, to thrive, and to reach their fullest potential. ”

Our Values

As a strong, values-based organisation, we are dedicated to an ongoing journey of self-awareness, learning and improvement in everything we do because the children and young people with whom we work deserve nothing less.



Bold and courageous
We stand up for what is right and amplify the voices of the children, young people, families, and communities we support.



Curious and humble
We search out Information and data that will help us remain at the forefront of all that we do.



Caring and respectful
We acknowledge and embrace the diversity and individuality of everyone we meet and those we serve.



Hopeful
We believe in the power of positivity and are optimistic about change, having faith that together we can overcome any challenge we may face.



Truthful and accountable
We are committed to being open, honest, and taking responsibility for our actions.

What We Do

Parkerville exists to provide advocacy, services, and supports to children, young people, and their families to reduce the impacts of child abuse and other adverse life experiences. We deliver services in WA, across five Primary Centres and eight Satellite Service Delivery Hubs. Every year, we support more than 13,000 people across WA, primarily in the Perth metropolitan area, and specifically in the Midland, Armadale, Mirrabooka, Northam, and surrounding areas, through our:



Multi-Agency Investigation Support team, inclusive of specialist practitioners that address and provide support regarding child sexual abuse, harmful sexual behaviours, family and domestic violence, the impact of witnessing or being exposed to homicide.



Therapeutic and clinical psychology services.



Early intervention and prevention services – provided by our two Child and Parent Centres that service the needs of 12 schools and their communities.



Youth homelessness services that encompass crisis and transitional accommodation, prevention and diversion supports to support young people remaining at home (if safe), supporting young people who are experiencing homeless and are unable to return home, and supporting families with children aged 4-14 years who are experiencing homelessness.



Intensive support and accommodation services for young mums and birth parents.



Our Way Home – Out of Home Care program which provides therapeutic foster care, temporary care, group foster care programs; and family inclusion / restoration program.



Education, employment, and training programs for significantly educationally at-risk young people who have complex needs.

Safeguarding Children



Parkerville Children and Youth Care is accredited as a Child Safe Organisation. We are committed to ensuring every child, young person and family engaging in our services are safe and treated with respect at all times. As a Child Safe Organisation, we consciously and systematically create an environment and culture, adopt strategies and take actions to promote wellbeing and prevent harm to children and young people, for today and in the future.



“ We strongly believe this will provide the best framework for us to engage with Aboriginal and Torres Strait Islander communities contributing towards the broader Reconciliation movement and our Reconciliation Vision ”

Our Commitment

Parkerville Children and Youth Care Inc. is fully committed to the development and implementation of our new Reconciliation Action Plan (RAP). We strongly believe this will provide the best framework for us to engage with Aboriginal and Torres Strait Islander communities contributing towards the broader Reconciliation movement and our Reconciliation Vision. We wholeheartedly support the interrelated goals aligned to the five dimensions of reconciliation:



Race relations:

Positive two-way relationships built on trust and respect exist between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians throughout society.



Equality and equity:

Aboriginal and Torres Strait Islander Australians participate equally and equitably in all areas of life – i.e. we have closed the gaps in life outcomes – and the distinctive individual and collective rights and cultures of Aboriginal and Torres Strait Islander peoples are universally recognised and respected. Aboriginal and Torres Strait Islander people are self-determining.



Institutional integrity:

Our political, business and community institutions actively support all dimensions of reconciliation.



Unity:

Aboriginal and Torres Strait Islander histories, cultures and rights are a valued and recognised part of a shared national identity and, as a result, there is national unity.



Historical acceptance:

There is widespread acceptance of our nation's history and agreement that the wrongs of the past will never be repeated— there is truth, justice, healing and historical acceptance.

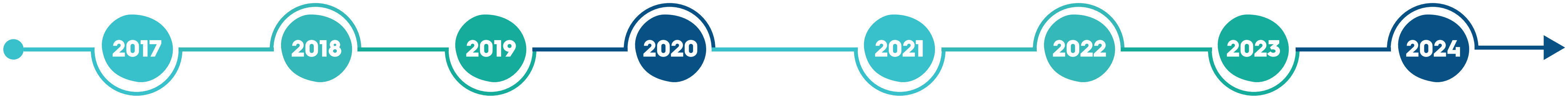
Our RAP has the full endorsement of the Board, CEO, Executive Leadership Team (ELT) and staff of Parkerville Children and Youth Care Inc. and is championed by our Executive Manager Cultural Engagement. This is reflected in the composition of our RAP Committee, which includes representatives from ELT, Aboriginal and Torres Strait Islander peoples, and diverse staff members from across various sites and in differing roles.

If we want to collectively achieve an equitable and reconciled Australia, it is imperative that our Reconciliation efforts are given the highest priority and guided by an endorsed framework such as this. Being active members of the Reconciliation community has changed our practice, accelerated our learning, targeted our efforts for change, and enhanced our commitment. In this second Innovate RAP, we aim to further strengthen our contribution to national reconciliation through our commitments and targets outlined in this document.



Our Journey

Parkerville Children and Youth Care has been on a committed reconciliation journey since 2017, with the commencement of our first Innovate Reconciliation Action Plan. From this foundation we began to develop our first plan, and over time we have taken significant actions to strengthen our overall cultural responsiveness. Much progress has occurred at the practice level, but here is a snapshot of our broader organisational changes.



- Formalised partnership with Yokai Healing our Spirit.

- Kambarang Services works closely with Parkerville CYC to assist with the development of our first Reconciliation Action Plan.

- RAP Committee is established.
- Acknowledgement of Country becomes standard practice at the commencement of internal and external meetings.

- Traditional Owner or Custodian provides a Welcome to Country at all significant events.
- Apology to former residents, for those who did not receive the best quality care, and to those who may have experienced abuse whilst in our care.

- Commenced co-design of the Our Way Home Service.
- Our first Reconciliation Action Plan is launched with a focus on strengthening our cultural competence across the organisation - inclusive of relationships, respect, opportunities, and governance.

- Cultural Awareness training delivered by Kambarang and Co-Director, Out of Home Care, to the Board and staff.

- A Traditional Owner alongside local Elders, and an Anglican Minister provide a blessing and smoking ceremony for the Parkerville's CYC Bush Cemetery.

- Aboriginal and Torres Strait Islander identified positions are introduced and there is a targeted plan to increase leadership positions.

- General Manager Cultural Advisory Services is appointed.

- Yarning with General Manager, Cultural Advisory Services offered to staff via MS Teams.

- Formalised partnership with Wungening Aboriginal Corporation, an Aboriginal Community Controlled Organisation which provides culturally secure, confidential, and free of charge services to Aboriginal people in the Perth area.

- Re-design of Cultural awareness training within our organisation. Led by Christine Coyne initially and then handed over to our Cultural Practice Lead.

- Commence delivery of Our Way Home in Partnership with Wungening Aboriginal Corporation.

- Our Way Home Aboriginal Practice Lead is included in the program's leadership group.
- Partnering with First Nations people and organisations, included as a pillar in our Strategic Plan 2023-2026.

- Executive Manager Cultural Engagement is appointed.

- Majority of Reconciliation Action Plan activities are completed and making a real difference in our organisation. However further work is still required to strengthen our approach, and the decision is made to remain at the Innovate RAP level for our next action plan.

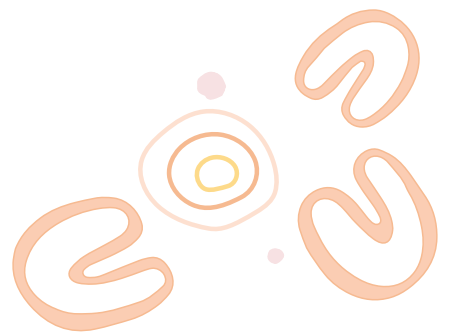
- RAP committee commences development of our new Innovate RAP.

- Formalised partnership with Koya Aboriginal Corporation, and joint tenders are submitted.

- Formalised our public holiday substitution commitment for January 26th.
- Formal commitment to increasing Aboriginal and Torres Strait Islander identified positions, with three new roles endorsed.

Reflections and Learning

In 2020 our first Innovate RAP was launched with a commitment to building cultural competence and strengthening relationships. Whilst we have achieved great outcomes and change, there have also been some key reflections and learnings along the way. In our new Innovate RAP, we understand there is a need for clear outcomes, strong implementation planning and shared responsibility to ensure a long term and integrated focus on reconciliation activities across the organisation. Ownership of the RAP at the leadership level will enable our associated activities to be appropriately resourced. Along with this, learning opportunities need to be focused across all levels of the organisation, with immersive and engaging cultural activities to strengthen knowledge and skills. To fully support an integrated focus, Aboriginal and Torres Strait Islander staff must feel supported by embedded cultural change across all levels of the organisation.



Making a Difference

Story of change in approach for our Young Women’s Program

Our Young Women’s Program provides safe and affordable short to medium term accommodation for mothers and single women, as well as support to develop parenting skills and further develop independent living skills.

Since early 2023 the Young Women’s program has been making considered and intentional changes to their overall program approach, transforming their practice, referred to as the “old way and the new way”.

Workers have reflected on their different approaches to engagement with women accessing the program, saying that they now take a human centred approach, focused holistically around understanding needs, working with family as guided by the young person, and applying trauma informed and culturally responsive approaches.

When supporting young Aboriginal and Torres Strait Islander women previously, they reflected:

“It was more about acknowledging their identity, but not supporting them in who they are and what that represents to them”.

The program is now focused on delivering therapeutic supports that will empower our young people in taking control of their lives, and is now focused on enabling a culturally safe experience:

“Understanding culture is about fully supporting the young person, connecting them to their family, Country, history, and art, to name a few. We have had young people return to Country, learn their language, and spend extended time with family when needed. One of our young women loves to practice traditional art, and staff have supported her by buying paint and canvas. We have a couple of artwork pieces displayed around our offices, and she has also been commissioned to do artwork for other programs... Working together is a key focus now, removing silos and making connections for the benefit of our young people. We work across teams and regularly seek out the expertise of our program’s cultural advisor”

“ We also spent time at Katter Kich (Wave Rock) which we learnt was a significant cultural space as it was a meeting point for different mobs to come together many years ago ”

Story of Connection and Fun from Our Way Home

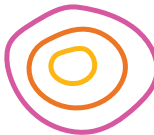
Our Way Home, is Radically Personalised Shared Care, providing therapeutic foster care; temporary care; residential group care programs; and family inclusion and restoration. The Our Way Home model has been codesigned by over 200 people including children with a care experience and families who have been impacted by the care system. Our Way Home has 4 driving principles:



Radically Personalised
It is centred on the child, their needs, and their voice, with a view to the time they are no longer in care.



Connected by Default
Natural connections are key to our wellbeing. We cannot support children if we do not also support families and communities.



Embedded in Culture
Respect for and connection to Aboriginal and Torres Strait Islander Cultures is central to our work and is given equal weighting to clinical practice.



Heart First then Head and Hands
A strong, skilled workforce with aligned values is crucial to this work.

Cultural immersion and connection is at the heart of our work with children and young people in Our Way Home. Last year our Cultural Practice Lead, Team leaders, Programme managers and Carers took the kids bush for a cultural camp out on Gnaala Karla Boodja Country.

The focus was around being on Country, learning about culture, and having fun. There was yarning, and music - with didgeridoo playing, and “Ross and Tony taught us how to how to dance like emus – which the kids loved”.

Knowledge was shared and felt “cultural artifacts were passed around for us to see and feel including a hand-made kangaroo skin blanket, Guilford grass (used to make headwear and tools), spear holders, the didgeridoo and tapping sticks... the children were also able to see traditional body painting made from Ochre, some of them getting painted themselves”.

It was a really enriching experience for all, with the kids quickly asking us “when are we going camping again?”.



Our RAP

Our Reconciliation Action Plan design and development has been guided by our partnerships with Aboriginal community and organisations. We have taken our time to sit, listen and learn from a range of people who have supported our organisation over the years. We would like to acknowledge Aunty Vivian Hansen, Uncle Mort Hansen, Mandy Gadsdon, Quinton Tucker, Kandice Hansen, Christine Coyne, Tiana Culbong, Marilyn Morgan, and Daniel Morrison, who have made a significant contribution to our reconciliation journey and development of our new Innovate plan.

Our Board, staff, and partners - Wungening Aboriginal Corporation and Koya Aboriginal Corporation, have also played integral roles in the development of this plan. We have held a range of consultation sessions to understand different ideas and areas for growth. Our actions are reflective of these thoughtful conversations.

We placed children and families at the heart of our consultation by listening to their experiences and stories.

Talking to a young mum about her experiences, and how having a focus on her culture and identity, helps her:

Messages from our children and young people, talking to us about their culture and identity, and what they think is important:

"I am so proud of myself as a mum"

"I don't want to do what my family does with their kids, its not what I want....we didn't have money growing up, we just had weeties and black and gold, no fresh food, I don't want that"

"I make sure he listens to mum"

"I can make emu tracks"

"We were at camp and we were doing Aboriginal things, they were cultural, we made paintings, there was this girl and she was painted and telling us stories, and we did dancing"

"I feel solid"

"Just doing things that we don't always do...family day, swims in the river"

"I learnt about emu dreaming"

We believe this Reconciliation Action Plan is a considered and targeted approach to improve our overall cultural responsiveness. We are embracing cultural knowledge, and becoming an organisation that is free of stereotyping, discrimination, prejudice, and racism. Collectively, we work towards the vision of an equitable and reconciled Australia, where Aboriginal and Torres Strait Islander children, families and communities have the same life chances and choices as non-Aboriginal and Torres Strait Islander children, and experience the same quality life.

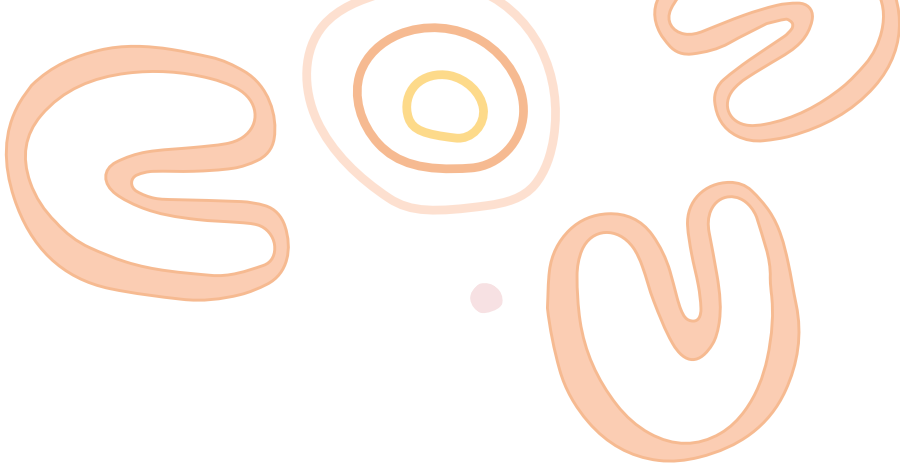
Relationships

At Parkerville CYC we are deeply committed to sustaining and creating strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians. By taking a relationship-based approach, we are led by our partners and able to embed Aboriginal perspectives in our protocols and policies. We are taking action that goes beyond service provision, to ensure we play an active role in community led activities and responses.

This commitment is integral to the success of our programs, projects, and community initiatives. We believe that genuine reconciliation is essential for creating a fair, inclusive, and equitable society. Through connecting people, sharing experiences, sustaining ongoing relationships, engaging communities, and building partnerships, we strive to listen deeply, build our understanding, and promote unity.

FOCUS AREA: Our actions across the Relationships domain are aligned to Pillar 3 and 4 in our [Strategic Plan 2023-2026](#).

	Action	Deliverable	Timeline	Accountability	Responsibility
1	Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	By February 2025	EM Cultural Engagement	EM Cultural Engagement & RAP Co-chair
		• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	By February 2025	EM Cultural Engagement	EM Cultural Engagement & RAP Co-chair
		• Implement and maintain local relationships with Aboriginal and Torres Strait Islander communities, by developing reference or advisory group/s that support the co-development of locally responsive service options, and community initiatives.	By February 2025	EM Cultural Engagement	EM Cultural Engagement, EM Community Services, EM Our Way Home, EM Support Services
		• Commit to ongoing cultural humility and source funding to increase understanding of our organisational and place- based history.	By December 2025	EM Cultural Engagement	Cultural Practice Lead
2	Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 April 2025, 2026	EM Cultural Engagement	Marketing Manager
		• RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2025, 2026	EM Cultural Engagement	RAP Committee, Exec Leadership Team
		• 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	CEO	Exec Leadership Team
		• Organise at least one NRW event each year.	27 May - 3 June, 2025, 2026	EM Cultural Engagement	RAP Committee
		• Register all our NRW events on Reconciliation Australia's NRW website .	May 2025, 2026	EM Cultural Engagement	RAP Committee



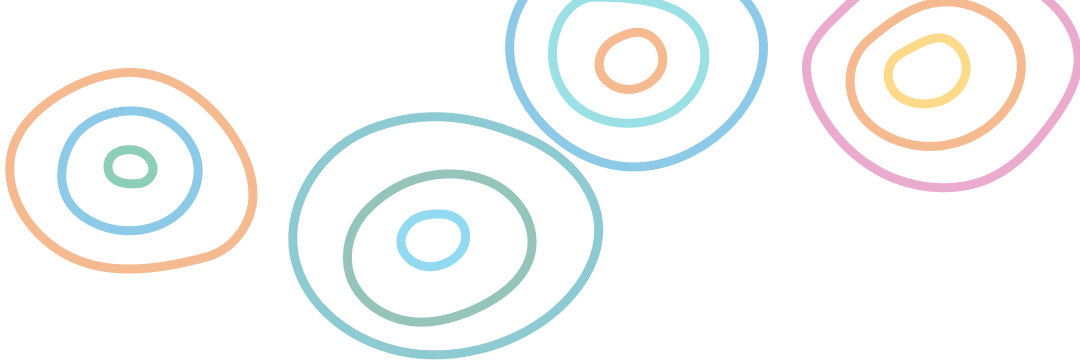
	Action	Deliverable	Timeline	Accountability	Responsibility
3	Promote reconciliation through our sphere of influence	• Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	By July 2025	EM Cultural Engagement	GM, Fundraising & Philanthropy
		• Proactively utilise existing technological platforms such as our intranet, to increase awareness and education.	By July 2025	Marketing Manager	Marketing and Communication Co-ordinator
		• Communicate our commitment to reconciliation publicly.	By January 2025	Marketing Manager	Marketing Manager
		• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	By December 2026	Marketing Manager	Marketing and Communication Co-ordinator
		• Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	By July 2026	EM Cultural Engagement	RAP Committee
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.	By January 2025	Manager, People and Culture	Diversity & Inclusion Project Coordinator
		• Develop, implement, and communicate an anti-discrimination policy for our organisation.	By April 2025	Manager, People and Culture	Diversity & Inclusion Project Coordinator
		• Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	By April 2025	Manager, People and Culture	Aboriginal and Torres Strait Islander Staff Network
		• Educate senior leaders on the effects of racism.	Annually, first session by July 2025	Manager, Learning and Development	Manager Learning and Development

Respect

At Parkerville CYC, we acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land and waters on which we work and live and we recognise the profound significance of Culture, history, knowledge, and rights. We honour the resilience, strength, and contributions to our shared experience. By listening to, and learning from Aboriginal and Torres Strait Islander voices, we seek to challenge stereotypes, confront bias, and promote cultural sensitivity and inclusivity within our organisation and beyond. We also look to our successes, acknowledge progress and learnings.

FOCUS AREA: Our actions across the Respect domain are aligned to Pillar 1 and 2 in our [Strategic Plan 2023-2026](#).

	Action	Deliverable	Timeline	Accountability	Responsibility
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 awareness, skills and learning needs within our organisation, and repeat this on an annual basis so change can be tracked over time.	Annually, first survey by February 2025	EM Cultural Engagement	Manager, Learning and Development
		• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	By February 2025	EM Cultural Engagement	Manager, Learning and Development
		• Strengthen, implement, and communicate a cultural learning strategy document for our staff.	By July 2025	EM Cultural Engagement	Manager, Learning and Development
		• Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	By July 2026	Manager, Learning and Development	Exec Leadership Team
6	Develop an organisational phased cultural learning package, aligned to our learning strategy.	• Review and update cultural learning activities aligned to <i>Phase 1: Induction</i> .	By March 2025	Manager, Learning and Development	EM Cultural Engagement, Cultural Practice Lead
		• Review and update cultural learning activities aligned to <i>Phase 2: Cultural awareness in action</i> , to also include a focus on ‘acting with values’ supporting our workplace to be free of racism, discrimination and prejudice.	By July 2025	Manager, Learning and Development	Cultural Practice Lead
		• Develop and implement yarning circles to support integrated learning for Phase 2, include a focus on responsive practice examples, building confidence, sharing knowledge, as well as quarterly engagement opportunities with Elders and community.	By July 2025	Cultural Practice Lead	Manager, Learning and Development, Cultural Practice Lead
		• Develop and implement learning tools aligned to Phase 2 inclusive of an updated cultural supervision framework.	By July 2025	Cultural Practice Lead	Manager, Learning and Development, Cultural Practice Lead
		• Develop and implement <i>Phase 3: Growing our knowledge</i> , to include annual interactive and immersive opportunities inclusive of Board, ELT, all of staff, as well as culturally responsive practice guide/s.	By July 2026	EM Cultural Engagement	Manager, Learning and Development, Cultural Practice Lead



	Action	Deliverable	Timeline	Accountability	Responsibility
7	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Strengthen, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	By December 2024	Cultural Practice Lead	Cultural Engagement Project Coordinator
		• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols through our training program and online learning sights.	By December 2024	Cultural Practice Lead	Manager, Learning and Development
		• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	By November 2026	CEO	Executive Leadership Team
		• Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	By November 2026	CEO	Executive Leadership Team
8	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.	First week in July, 2024, 2025, 2026	RAP Chair	RAP Committee
		• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	By March 2025	Manager, People and Culture	Exec Leadership Team, Integrated Leadership Team
		• Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2024, 2025, 2026	CEO, Parkerville Children and Youth Services	Exec Leadership Team

Opportunities

Opportunities for Aboriginal and Torres Strait Islander peoples, organisations, and communities are fundamental to our core activities. We recognise that fostering inclusion and promoting equity not only aligns with our values but also strengthens the fabric of our society. We understand the importance of meaningful and sustainable employment in empowering individuals and communities. We have seen the value of planned procurement, professional development, and enabling access to systems and processes.

FOCUS AREA: Our actions across the Opportunities domain are aligned to Pillar 2 in our [Strategic Plan 2023-2026](#).

	Action	Deliverable	Timeline	Accountability	Responsibility
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.	By March 2025	Manager, People and Culture	Diversity and Inclusion Advisor
		• Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	By March 2025	Manager, People and Culture	Diversity and Inclusion Advisor
		• Strengthen and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy to increase staffing across all layers and areas within the organisation.	By March 2025	Manager, People and Culture	Diversity and Inclusion Advisor
		• Commit to appointing three new Aboriginal and Torres Strait Islander identified positions by the end of 2024.	By December 2024	CEO	EM Cultural Engagement
		• Review all organisational Job Descriptions to effectively reach Aboriginal and Torres Strait Islander stakeholders.	By May 2025	Manager, People and Culture	Diversity and Inclusion Advisor
		• Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	By December 2025	Manager, People and Culture	Diversity and Inclusion Advisor
		• Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	By December 2025	Manager, People and Culture	Diversity and Inclusion Project Coordinator
		• Implement internal mechanisms to support Aboriginal and Torres Islander workforce participation, inclusive of an Aboriginal and Torres Strait Islander staff network, and cultural supervision for all staff.	By December 2025	Manager, People and Culture	EM Cultural Engagement, Cultural Practice Lead
10	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop and implement an Aboriginal and Torres Strait Islander procurement policy and strategy and include the following activities: - Explore opportunities to attend Indigenous Business Fairs - Develop a list of Aboriginal and Torres Strait Islander suppliers - Research state-based Aboriginal and Torres Strait Islander business directories.	By August 2025	Senior Research, Policy and Project Officer	Cultural Engagement Project Coordinator
		• Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	By August 2025	Senior Research, Policy and Project Officer	Cultural Engagement Project Coordinator
		• Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	By December 2025	Senior Research, Policy and Project Officer	Cultural Engagement Project Coordinator
		• Develop commercial relationships with Aboriginal and Torres Strait Islander businesses and leverage these relationships to enhance organisational learning.	By July 2026	Exec Manager Cultural Engagement	Exec Manager Cultural Engagement Exec Manager Support Services

Governance

	Action	Deliverable	Timeline	Accountability	Responsibility
11	Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	• Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	By November 2026	Exec Manager Cultural Engagement	RAP Chair
		• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	By November 2026	Exec Manager Cultural Engagement	RAP Chair
		• Establish and apply a Terms of Reference for the RWG.	By December 2024	RAP Chair & CEO	RAP Committee
		• Meet at least four times per year to drive and monitor RAP implementation.	Monthly	RAP Chair	RAP Committee
12	Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	By March 2025, March 2026	RAP Chair	RAP Committee
		• Engage our senior leaders and other staff in the delivery of RAP commitments.	By December 2026	CEO	Executive Leadership Team
		• Define and maintain appropriate systems to track, measure and report on RAP commitments: - Develop and integrate reconciliation and culturally responsive measures, within the organisations overall Outcomes Framework. - Include client perception of cultural safety as a measure within the Outcomes Framework. - Engage, develop and implement team specific reconciliation commitments across Parkerville CYC.	By February 2025	Exec Manager Cultural Engagement	Senior Practice Lead Outcomes and Practice Integrity, Cultural Engagement Project Coordinator
		• Appoint and maintain an internal RAP Champion from senior management.	By December 2024	Exec Manager Cultural Engagement	Exec Leadership Team and Integrated Leadership team
		• 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.	June annually	Exec Manager Cultural Engagement	Exec Manager Cultural Engagement
		• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August, annually	Exec Manager Cultural Engagement	Exec Manager Cultural Engagement
		• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 Sept, annually	RAP Chair	RAP Chair
		• Report RAP progress to the Board, all staff and senior leaders quarterly.	March, June, Sept, December annually	Exec Manager Cultural Engagement	RAP Chair
		• Publicly report our RAP achievements, challenges and learnings, annually.	By November 2025, November 2026	Exec Manager Cultural Engagement	RAP Committee
		• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	By May 2026	Exec Manager Cultural Engagement	RAP Committee
		• Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	By July 2026	Exec Manager Cultural Engagement	RAP Committee
13	Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	By February 2026	Exec Manager Cultural Engagement	RAP Committee

Contact details

Name: Sianne Connors

Position: Executive Manager
Cultural Engagement

Phone: 08 9290 1221

Email: sianne.connors@parkerville.org.au

Parkerville Children and Youth Care (Inc)

Phone: 08 9235 7000

administration@parkerville.org.au

3A, 53-56 Burswood Road,
Burswood WA 6100.

www.parkerville.org.au

ABN: 86 437 092 401

