

St Bart's

Reflect Reconciliation Action Plan

November 2024 - November 2025



RECONCILIATION
ACTION PLAN

REFLECT



Contents

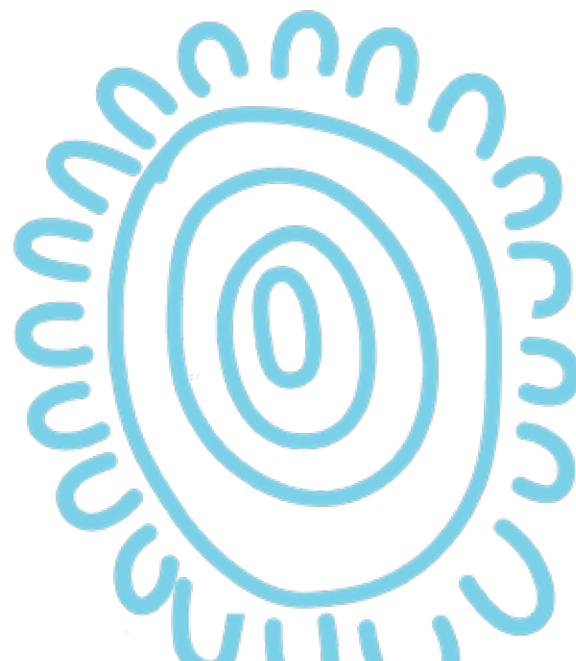
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Acknowledgement of Country

Ngaala kaaditj Noongar moort keyen kaadak nidja boodja.

We acknowledge the traditional custodians of the land that we live and work on, the Whadjuk people of the Noongar nation.

We are privileged to work with, and alongside, Aboriginal and Torres Strait Islander people and we pay our respects to Elders past, present and encourage those who are emerging as leaders.



Teresa Miller

Coming into Healing
2022

About Coming into Healing

This artwork tells the story of people coming into St Bart's for healing. They sit together amongst plants traditionally used for cultural cleansing. From every corner of the community, we see their footsteps come walking in one by one, on a journey from off the streets. They are welcomed into supportive, caring services and given the opportunity for recovery. In this culturally safe space, mob once disconnected have the chance to be happy, to be interacting with community again and at last looking forward.

About the Artist

Noongar Artist, Teresa Yeridan Miller, was born in Kinjaling (Albany) Minang Boodjar, Western Australia. Teresa's artistic name, Beelya Yorg, is bonded to the name of her great great-grandmother. She is a direct descendant of Midgegooroo and his warrior son, Yagan. In addition to art, Teresa is dedicated to her parallel professional career – developing and managing Aboriginal community development programs, focusing on improving mental health.

Message from the Chair



St Bart's second Reflect RAP signifies our continued deep commitment to nurturing collaborative partnerships built on trust and respect to build healing relationships between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander peoples.

To help us achieve this, we are committed to developing an understanding of, and removing any barriers to, relationship development so that we may create and deepen new and existing connections for the advancement of all Aboriginal and Torres Strait Islander peoples.

The place on which most of St Bart's services are located in East Perth has a special significance to Aboriginal and Torres Strait Islander peoples, but there are also stories of sadness. We are committed at every level of our organisation, from the Board through to staff and

volunteers, to work closely with local Aboriginal and Torres Strait Islander peoples and St Bart's clients to make sure this is a welcoming place for Aboriginal and Torres Strait Islander peoples.

Our RAP provides a framework that will drive our contributions to reconciliation through the creation of meaningful opportunities and pathways. Delivering the actions and outcomes of our RAP is a high priority for St Bart's.

Over the next 12 months (November 2024 to November 2025) St Bart's commits to the actions and deliverables contained within our Reflect RAP.

We are very much looking forward to the reconciliation journey ahead of us.

Mel Ashton
Chair St Bart's

Message from our CEO

I am delighted to present St Bart's second Reflect Reconciliation Action Plan (RAP) as we continue our journey towards reconciliation with Aboriginal and Torres Strait Islander peoples, organisations and communities.

Since 1963, St Bart's has been standing by the side of vulnerable West Australians and we recognise the special role we play in championing an inclusive and supportive environment where our Aboriginal and Torres Strait Islander clients can thrive.

Our RAP has been developed as a continuation of our commitment to reconciliation, in addition to our initial RAP outcomes, we have introduced a new role at St Bart's, Head of Aboriginal Engagement. This Role assists us to provide respectful relationships with First Nations peoples and provide opportunities for Aboriginal and Torres Strait Islander peoples to have empowerment, equality and choice by ensuring a First Nations voice at the Executive.

The development and implementation of our RAP demonstrates our unwavering commitment to providing a supportive environment that encourages and nurtures trust and respect with Aboriginal and Torres Strait Islander staff, clients and stakeholders that underpins our aspirations of achieving sustainable social justice outcomes.

Our second Reflect RAP focuses on continuing to lay the foundations for driving reconciliation.

RAP Champion

Our St Bart's RAP Champion is Samantha Drury, CEO, who is responsible for ensuring the organisation as a whole embrace reconciliation and remove any barriers for the organisation in joining the reconciliation movement.



"At St Bart's, our commitment to reconciliation is at the heart of everything we do. As the Reconciliation Action Plan champion, I am dedicated to fostering an environment of respect, understanding, and collaboration with Aboriginal and Torres Strait Islander communities and where our staff have opportunities to participate and learn through our RAP journey. Together, we can create a future where cultural heritage is celebrated and every individual has the opportunity to thrive."

Samantha Drury
Chief Executive Officer St Bart's

Our RAP

This is our second iteration of a Reflect RAP, since first producing a RAP in 2022.

Having established our RAP Working group and keen to engage, we set about setting targets and reporting against our KPI's. In a Working Group meeting it became very evident we had the good will to do this work however, we lacked the cultural knowledge to confidently move forward. Having engaged with Senior Aboriginal Leaders who work in our space, we decided to create a new role, that would not only be responsible for the delivery of the RAP, but also the design and delivery of other cultural support across the organisation.

In January 2024 we launched the new role: Head of Aboriginal Engagement. This role aims to raise the cultural capacity of the organisation while delivering the RAP commitments. The role was filled in January 2024 and has already guided the organisation through: January 26th, National Reconciliation Week and NAIDOC week.

Understanding cultural load, we decided to make the role part of the executive team. It is important to have a cultural lens across the organisation and someone who can connect the organisation with the right people to complete the operational tasks and RAP deliverables.

The Head of Aboriginal Engagement has begun drafting an Aboriginal Engagement Framework, which will guide the organisation in years to come. Some key aspects are First Nations Staff, Community Engagement, Procurement, Service Design, Partnerships and Cultural Competency.

Our Business

St Bart's is a not for-profit organisation committed to helping vulnerable Western Australians experiencing or at risk of homelessness, mental health challenges, trauma and hardship. We have been standing by the side of vulnerable people dealing with the day-to-day challenges of homelessness since 1963. We are committed to giving the opportunity to allow people to empower themselves to rebuild their lives and achieve their goals through supported accommodation and services through four key service areas: supported accommodation for people experiencing homelessness, aged care, community housing and mental health supported accommodation.

In the 2023-24 financial year, we supported more than 780 people with 139 identifying as Aboriginal and/ or Torres Strait Islander Peoples. We operate in WA, with our head office in Boorloo (East Perth) with several accommodation services being located throughout the wider Perth metropolitan area. As at the 1st of August 2024, St Bart's employed 209 staff (permanent and casual), two of whom identify as First Nations People. We are committed to increasing the number of Aboriginal and/or Torres Strait Islander staff.

Our Why

At St Bart's, we work with around 30% First Nations People. Understanding the historical context of why First Nations People are overrepresented in homelessness is very important. St Bart's have multiple services to ensure we are meeting the needs of as many vulnerable people as possible. We have a family service, a male specific service, a female specific service and are currently the only Aged Care service in Boorloo working with homeless clients.



Partnerships & Activities

MG CORP

St Bart's commitment to being a culturally safe and competent organisation for all people who live with, work with and visit us was strengthened through our partnership with Kununurra-based MG Corporation, which was announced in February 2022. MG Corporation was established in 2006 to receive and manage the benefits transferred under the Ord Final Agreement (OFA) to the Miriuwung and Gajerrong (MG) people, who are recognised under Australian law as holding Native Title over large areas in the north of Western Australia's East Kimberley region. Through this innovative and exciting partnership, St Bart's will support MG Corporation in their endeavours to provide MG people who visit Perth from the East Kimberley with sustainable employment opportunities and support their upskilling in a safe, culturally competent environment.

Similarly, MG Corporation will work alongside St Bart's to improve and enhance our organisation's Aboriginal and Torres Strait Islander cultural competency, knowledge, awareness, understanding and practices to enhance our workplace culture, with a focus on inclusion and diversity. One of the key highlights of this new partnership is the guidance and support MG Corporation will provide St Bart's as we refine our plans to redevelop the site of our inaugural home at Brown Street in East Perth. St Bart's has been undergoing a co-design process with stakeholders from across the homelessness sector for our 3,000sqm Brown Street site to assess redevelopment options that will address areas of greatest need in the homelessness space.

As redevelopment plans are fine-tuned, the partnership with MG Corporation will help inform a culturally safe built and natural environment at the new premises, sustainable career opportunities for Aboriginal and Torres Strait Islander people and ensure the physical, emotional and psychological safety of all people.

Jade Dolman Penangke

We commissioned a new mural artwork via Apparatus, a creative consultancy. Artist, Jade Dolman Penangke, conducted a workshop with consumers to understand what role St Bart's play in the community. We were fortunate to have Elder Barry McGuire, a Ballardong Wadjuck man, attend the session and provide the historical cultural context for the site. During NAIDOC Week 2024 we unveiled the plaque design that will commemorate the artwork.



YOKAI

We are developing a relationship with Yokai, to ensure our Aged Care practices meet the needs of our First Nations clients. Yokai were invited to share their documentary *Genocide in the Wildflower State* with staff as part of our NAIDOC Week Celebrations. We were fortunate to have Jim Morrison, Anthony Hansen, Marie Pryor, Lorraine Pryor and Alan Carter join the staff and board for the screening and as a panel post screening to answer questions. This was documented by ABC News Perth.

Kambarang

NAIDOC Week 2024 started with a Welcome to Country from Danny Ford and a Smoking Ceremony from Rose Walley. Isaiah Walley Stack and the Binar dancers provided the cultural entertainment.



Dooga Waalitj

Rohan Collard a Ballardong Wadjuk man from Doogawalitj provided cultural training for staff on several sites during NAIDOC Week. Using a very practical timeline of Boorloo's history vs world history being taught in education. The training contributed to the Truth Telling component of our Training Schedule.

Deadly Denim

Rebecca Rickard a Ballardong' Whadjuck woman provided the consumers at our Women's service with a Deadly Denim session. The women yarned while creating their own one of a kind Deadly Denim Jacket.



Kaarla Baabpa

Natasha Kickett and Renee Ronan provided Building Cultural Awareness Training to staff across six sessions. This was a great introductory level training for the staff.



Statement from CEO of Reconciliation Australia



Reconciliation Australia congratulates St Bart’s on continuing its reconciliation journey by formally endorsing St Bart’s second Reflect Reconciliation Action Plan (RAP).

Through this plan, St Bart’s continues to play an important role in a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program’s potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP continues the journey and primes the workplace for future RAPs and reconciliation initiatives.

The RAP program’s strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.


These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also to increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables St Bart’s to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia’s reconciliation journey.

Congratulations St Bart’s on your second Reflect RAP, and I look forward to following your continuing reconciliation journey.

Karen Mundine
Chief Executive Officer

 Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Continue to identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	March 2025	General Manager, Strategic Partnerships and Engagement (GM SP&E)
	Leverage expertise of organisations, including corporate partners, to learn best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2025	GM SP&E
	Invite Aboriginal and Torres Strait Islander stakeholders, organisations and local leaders to complete our relationship survey to ensure our continuous improvement of reconciliation activities, based on feedback received.	March 2025	Chief Executive Officer (CEO)
	Develop a relationship with Aboriginal Elders or leaders from the local community.	March 2025	Head of Aboriginal Engagement (HoAE)
	Promote successful relationships with staff and stakeholders.	May 2025	GM SP&E
2. Build relationships through celebrating National Reconciliation Week (NRW).	Continue to circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.	May 2025	Chief People and Culture Officer (CP&CO)
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2025	CEO
	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	CEO
3. Promote reconciliation through our sphere of influence.	Communicate our renewed commitment to reconciliation to all staff.	September 2025	CEO
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2024	GM SP&E
	Highlight RAP activities and outcomes in external documents e.g.	Review 1 April 2025	
	Community newsletter, annual report, website and social media.		
	Continue to include information about our RAP in staff inductions.	September 2024	



Relationships

Action	Deliverable	Timeline	Responsibility
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	June 2025	CP&CO
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	March 2025	CP&CO
	Share information on anti-discrimination with staff.	May 2025	CP&CO
5. Continue to improve St Bart's as a culturally welcoming place for Aboriginal and Torres Strait Islander peoples.	Engage with an Aboriginal or Torres Strait Islander Community Controlled Organisation (ACCO) partner/s to develop culturally appropriate business practices.	July 2025	GM SP&E
	Create an Aboriginal and Torres Strait Islander Engagement Framework to guide the organisation on culturally respectful ways of working.	July 2025	HoAE
	Create an Aboriginal and Torres Strait Islander Employment Strategy.	July 2025	HoAE
	Create a First Nations Staff Network who will be consulted on culturally appropriate business matters.	March 2025	CP&CO



Respect

Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2025	CP&CO
	Conduct a review of cultural learning needs within our organisation.	January 2025	CP&CO
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	March 2025	CP&CO
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October 2024	Chief Operating Officer(COO)
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the history of NAIDOC Week.	June 2025	SCaEO
	Include a NAIDOC Week banner on staff email signatures acknowledging NAIDOC Week.	June 2025	SCaEO
	Provide resources to our sites to encourage NAIDOC celebrations to be held at all sites.	June 2025	HoAE
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	SCaEO
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2025	CEO



Opportunities

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2025	CP&CO
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2025	CP&CO
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	July 2025	CFO
	Investigate Supply Nation membership.	July 2025	CFO



Governance

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	RWG to meet regularly to govern RAP implementation.	October 2024	HoAE
	Review and apply Terms of Reference for the RWG.	September 2024	HoAE
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	September 2024	HoAE
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	September 2024	HoAE
	Engage senior leaders in the delivery of RAP commitments.	review March 2025	GM SP&E
	Consider establishment of an internal RAP Champions Group.	March 2025	CP&CO
	Appoint a senior leader to champion our RAP internally.	July 2024	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	December 2024	GM SP&E
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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	HoAE
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	GM SP&E
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	GM SP&E
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2025	HoAE

Public Enquiries

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