We have come a long way as a society since The Human Rights and Equal Opportunities Commission report “Bringing Them Home” in 1997. I had the privilege of knowing Sir Ron Wilson. I observed Ron over the years that he listened to the Stolen Generations testimonies. Many of us walked together across the Sydney Harbour Bridge in 2000. We stood tall as a nation when Prime Minister Kevin Rudd apologised to Aboriginal and Torres Strait Islander people in 2008. We share the goal to achieve formal recognition of Aboriginal and Torres Strait Islander Australians in the Australian Constitution.

The Good Shepherd RAP sets actions and targets to be achieved in the next two years. The RAP puts our good intentions into action and maps out practical, tangible and measurable ways that the Good Shepherd network will build strong relationships and respect between Aboriginal and Torres Strait Islander people and other Australians. This RAP also sets out our aspiration to employ Aboriginal and Torres Strait Islander people in the future.

I thank all of the Good Shepherd staff, Sisters and stakeholders who have helped to develop our RAP. I especially acknowledge the support for reconciliation provided by Aboriginal and Torres Strait Islander people. We look forward to achieving the targets that we have set for ourselves in the coming years.

We make a commitment at Good Shepherd to face the barriers, name the obstacles and remove the injustices that cause inequality. We desire this strength for Good Shepherd. We know that changing ourselves is the only way our RAP can deliver real change for Aboriginal and Torres Strait Islander people.

Dr Rhonda Cumberland
CEO
Good Shepherd Australia New Zealand
Reconciliation with the First Nations of this country aligns closely with our Good Shepherd values. We have a human rights approach to our work - in the services we provide, in the partnerships we enter into and in our advocacy for social change.

We are committed to social justice and dignity for all and believe that we can achieve neither of these unless we have reconciliation between Aboriginal and Torres Strait Islander people and other Australians.

Our vision for reconciliation is a world where Aboriginal and Torres Strait Islander people enjoy citizenship, human rights and the fullness of life equally with all other people of Australia.

For the Good Shepherd network, reconciliation depends on building strong, respectful and equal relationships with Aboriginal and Torres Strait Islander individuals and communities, eliminating economic and social inequity and recognising the full contribution that Aboriginal and Torres Strait Islander people can make to the Australian nation.
Our Work

Good Shepherd is a network of people and organisations working to enhance the dignity and worth of each person. Our purpose is to bring about change through creating partnerships which enhance life and increase hope for disadvantaged, marginalised and oppressed persons, especially women and girls.

The Good Shepherd network comprises seven independent agencies, building on the work first begun by the Sisters of the Good Shepherd upon their arrival in Australia in 1863. Our values are those of justice, compassion, respect, reconciliation, human dignity and partnerships. We employ over 300 staff across the agencies but only two staff have self-identified as being Aboriginal or Torres Strait Islander; both are employed by Good Shepherd Youth and Family Service.

GOOD SHEPHERD YOUTH AND FAMILY SERVICE (GSYFS)

GSYFS works with people, especially women and girls, and families across Melbourne and the Mornington Peninsula. GSYFS believes that everyone deserves an equal place in the world and a quality of life that makes participation in the community possible. This is why GSYFS staff work with the most vulnerable, particularly women and girls. The organisation is based in three areas in Victoria – Collingwood/Abbotsford, St Albans and the Mornington Peninsula, with a staff of approximately 100.

GOOD SHEPHERD AUSTRALIA NEW ZEALAND (GSANZ)

GSANZ, which is made up of Good Shepherd Sisters and mission partners, is the parent body for those organisations and projects that work as part of the Good Shepherd network around Australia and New Zealand. The organisation is primarily based in Abbotsford, Victoria with a total of 21 staff and a number of volunteers.

ROSEMOUNT GOOD SHEPHERD YOUTH AND FAMILY SERVICES (ROSEMOUNT)

In 1982 the Good Shepherd Sisters established Rosemount in the inner western suburbs of Sydney with the aim of meeting the different needs of marginalised and disadvantaged young people and their families. 30 years on, Rosemount is an innovative service working to address the social and economic exclusion of young people and their families. Rosemount provides care and expert support without discrimination to members of the community whose lives have been affected by significant conflict, instability, mental health issues and poverty. The organisation is based in Marrickville, New South Wales, with a staff of 30.
GOOD SHEPHERD MICROFINANCE (GSM)

While GSM was only established as an independent agency in 2012, Good Shepherd has a well-developed position as a leader in microfinance with a 32 year history. GSM’s commitment to advocacy, the practical delivery of financial services for people on low and limited incomes and the coordination of microfinance programs nation-wide has been further strengthened by an ongoing partnership with the Federal Government and the National Australia Bank (NAB). The organisation has 55 staff and is primarily based in Northcote, Victoria but has staff both interstate (Brisbane, Fremantle, Sydney) and intrastate (Collingwood, Dandenong, Geelong). GSM delivers its No Interest Loan Scheme (NILS) in partnership with more than 246 community programs at 609 locations around Australia, making this the nation’s largest microfinance response.

ST CLARE’S SCHOOL

St Clare’s School in Perth is a day school for 30 girls at risk of not completing their education due to issues that have compromised their ability to achieve success. The life experiences of the students have made it difficult for them to participate in mainstream schooling. St Clare’s offers a safe and supportive educational environment, where all students are offered an individualised education plan to assist them to achieve success. The school has dual accountability to the Catholic Education Office and GSANZ, with 14 full-time and part-time staff. Currently, over a third of students are Aboriginal or Torres Strait Islander.

GOOD SHEPHERD AGED SERVICES

Good Shepherd Aged Services is a leading, non-profit residential aged care service in Victoria. The agency was developed as an extension of the commitment of the Good Shepherd Sisters to support and care for Sisters and for other women who have lived as part of the Good Shepherd network. Many of the girls who came to live with the Sisters had some form of intellectual disability. As these women and the Sisters have aged, some have developed other care needs. Additionally, Good Shepherd Aged Services provides care services to the Good Shepherd Sisters living in Victoria to further facilitate healthy ageing and independent living. The team of approximately 100 staff are highly skilled and focus on the delivery of innovative, quality care programs, individually designed for each of our residents.

THE TRADING CIRCLE

The Trading Circle is a not-for-profit organisation established by the Good Shepherd Sisters in Australia in 1995. It actively supports women in need by helping them learn new skills and thereby trade their way out of poverty with both dignity and respect. They have an online store plus shopfronts in Brisbane and Sydney, as well as outlets in Toowoomba, Perth and Auckland. The Trading Circle actively supports 24 community projects across 11 countries and four continents, including having established a relationship with the Northern Territory Numbulwar School. The Trading Circle Ethical Fair Trade Charter supports and promotes the 10 Principles of Fair Trade, as prescribed by the World Fair Trade Organisation.

GOOD SHEPHERD YOUTH AND FAMILY SERVICES (GSYFS)

GSYFS works with people, especially women and girls, and families across Melbourne and the Mornington Peninsula. GSYFS believes that everyone deserves an equal place in the world and a quality of life that makes participation in the community possible. This is why GSYFS staff work with the most vulnerable, particularly women and girls. The organisation is based in three areas in Victoria – Collingwood/Abbotsford, St Albans and the Mornington Peninsula, with a staff of approximately 100.
CASE STUDY

Service Delivery at Rosemount Good Shepherd Youth and Family Services

Rosemount is situated in an area that hosts the greatest density of Aboriginal people in all of Australia – a little known fact. There are a number of services across this local area which are explicitly for Aboriginal people, although there has been a longer term trend for Aboriginal people to engage with mainstream services and hence there have developed good relationships between Aboriginal-specialist services and other financial, legal and material wellbeing organisations.

Dave* came referred to our service from one of Sydney’s Aboriginal legal services. Through contact with a mainstream legal service, a refund was secured for Dave from a major government department due to extended administration errors over time. The microfinance team at Rosemount stepped in to ensure that some rental agreements which put Dave at substantial financial disadvantage were cancelled, and some support with electricity bills was provided. A No Interest Loan Scheme application was drawn up for the replacement of those rented items at an amount which was affordable for Dave, and the Aboriginal Coastal Tenancy Service is now on board to help find new lodgings which can house the whole family when everyone comes to visit.

*Name, gender, details and location de-identified to ensure privacy
Remote Pilot: increasing Aboriginal financial inclusion

In January 2012 the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA), now the Department of Social Services, committed funding of $19.8 million as part of its Financial Management Program over three years to improve the financial knowledge, skills, capabilities and financial resilience of vulnerable individuals and families to alleviate the immediate impact of financial stress and to progress initiatives in relation to problem gambling. Of this, $1.2 million was earmarked to expand the service provision of GSM’s No Interest Loan Scheme (NILS) to a number of priority areas and improve Indigenous service provision in remote locations over two years. FaHCSIA identified those areas as Far North Queensland, Rockhampton, Darwin/Kimberley, and Alice Springs/APY Lands.

In May 2012, the Centre for Social Impact published its second Measuring Financial Inclusion in Australia report for the National Australia Bank. This report found that 17.2% of all Australians are financially excluded and, not surprisingly, 43.1% of Aboriginal and Torres Strait Islander people are financially excluded. Data also indicated that 17.9% of Aboriginal and Torres Strait Islander people had difficulty providing identity documents compared to 8.7% of non-Indigenous people and 30.8% have difficulty getting credit from a mainstream credit provider compared to 15.4% of non-Indigenous people.

These findings supported the establishment of an Aboriginal Financial Inclusion Program, which aspires to improve remote access to NILS for Aboriginal and Torres Strait Islander Australians on low incomes in the four priority areas identified by FaHCSIA and to strengthen the ability of local communities and community organisations to improve remote service provision in those locations. The program now has seven remote coordinators situated across the pilot areas to support local NILS delivery, share learnings with each other and strengthen local partnerships.
Good Shepherd Reconciliation Scholarships

GSANZ has helped more than 50 women since 2007 realise their potential through the Indigenous Reconciliation Scholarships program that we fund and support in partnership with the Mary MacKillop Foundation. Each year a group of women is selected from across Australia to receive scholarships to assist them with further study. Good Shepherd Sisters and agency staff, along with the Mary MacKillop Foundation advertise the scholarships and applications are assessed by a reference group.

Women aged from 18 – 56 years old have been supported to achieve qualifications ranging from Bachelors of Education, Nursing, Arts, Communication, Business, Medicine, Community Management and Indigenous Studies to Certificates in Early Childhood, Diplomas of Enrolled Nursing and TAFE Education Support. These women receive in the vicinity of $3,000 per year to support them with their studies. Funds have enabled them to purchase text books, stationery, laptops and an internet connection, along with assistance for transport costs, childcare support, living expenses, accommodation and electricity. The Good Shepherd Reconciliation Scholarship program is managed by the Mary MacKillop Foundation, based in Sydney.

Ebony, who is one of the recipients of a Good Shepherd Reconciliation Scholarship, is studying arts/law at the University of Sydney and hopes to one day use her legal expertise to protect Indigenous art and culture. Ebony grew up in Broome surrounded by women who have been instrumental in shaping their communities and bringing important cultural issues to the world stage.

Ebony’s passion for the land and people around Broome keeps calling her home. At the same time, the energy and commitment of her family in Broome has helped galvanise her plans for the future. She began law at the University of Western Australia a few years ago, but was unsettled and returned home. Ebony, now 25, got a job as a legal assistant at the Kimberley Land Council working on Native Title and also did some film work. Since moving to Sydney to study she has also taken up a cadetship with law firm Clayton Utz, working in media and communications law. She will complete her arts degree this year and then focus on finishing law.

“My two years back in Broome really strengthened my passion for human rights work. I want to be able to use the law to protect Indigenous art and intellectual property,” Ebony said. “All my life I have been surrounded by powerful female role models, real matriarchs. My Mum is a trailblazer and through her careers as a journalist, playwright and filmmaker she has found a way to tell the story of our people and country through film.” Ebony, a Jabirr Jabirr and Gooniyandi woman, wants to see more Indigenous thinkers and legal practitioners ‘around the table’ where policies and decisions are made and one day she too hopes to be part of some major social changes. “For me leadership is about being ready and able to do something when you see the need. I have been surrounded by women who use their voices and skills to tell the story of family and country. I want to keep that story going,” Ebony said.
Our RAP

As a network we work for the dignity of all peoples and cultures. The development of a RAP for Aboriginal and Torres Strait Islander people and members of the Good Shepherd network is a practical expression of our values and commitment to justice and human rights. A RAP makes our commitment public, guides us in our work and provides a reference for measuring our progress.

GSANZ’s CEO, Rhonda Cumberland, signed a commitment to develop a RAP on behalf of all Good Shepherd agencies on February 13, 2013, the fifth anniversary of the Apology delivered by former Prime Minister Kevin Rudd in the Australian Parliament in 2008. The commitment was co-signed by Jason Eades, a respected Gunai man, who has been engaged by Good Shepherd as our Aboriginal advisor on the development of a RAP.

The process has been overseen by a Steering Committee of Good Shepherd CEOs, as the leaders of our network. The RAP was developed in consultation with staff by a working party with representatives from the network agencies. Jason Eades co-chaired and guided the team in its work.

A key strategy for building commitment was the utilisation of existing network communication arrangements, notably the use of learning and leadership ‘Circles’ such as the CEO Circle and the Human Resources Circle where representatives from each agency are already engaged. In addition, each agency has encouraged the development of ‘RAP Champions’ by using existing internal processes and structures and putting the RAP in the context of the work of the agencies.

As an overarching network RAP, the actions below apply to all agencies across the Good Shepherd network but will be implemented in different ways for each agency to reflect their own core business, priorities and capabilities. Furthermore, each action area has been assigned a lead group to guide the work in that area by convening regular cross-agency discussions and facilitating information sharing that will contribute to achieving the stated targets. The RAP will be launched on December 10, 2013 and each agency will hold its own celebrations to acknowledge the commitments the network has made, promote staff and volunteer ownership of the RAP and start to build on their relationships with local Aboriginal and Torres Strait Islander communities.
Frankston &
Mornington Peninsula
Aboriginal Action Group

GSYFS participates in the Frankston &
Mornington Peninsula Aboriginal
Action Group, which consists of Aboriginal and Torres Strait Islander workers from community organisations and the health sector, community members, Mornington Peninsula Shire Aboriginal and Torres Strait Islander workers and non-Indigenous members from community organisations.

The group was established about 15 years ago by the merger of two groups – one established at Frankston and one on the Mornington Peninsula – and provides support to the Aboriginal community and organisations by creating links to services and by supporting the Aboriginal and Torres Strait Islander community’s advocacy campaigns.

The group meets monthly to talk about services and issues, takes an active part in resourcing local NAIDOC week activities and supports other relationship building and information sharing activities such as the Bay Mob health day, where all local community organisations are invited to provide an information stall for the local Aboriginal and Torres Strait Islander community.

The group’s activities have resulted in the community knowing more about the community organisations on the Peninsula. In addition, Koori workers have direct contacts in the organisations and are better able to refer community members. Members of the action group are also able to advocate within their own organisations and with other organisations on behalf of the community. Through this process, GSYFS staff have developed a better understanding of local Aboriginal cultures and aspirations.
The Sisters of the Good Shepherd have a strong history and tradition of working towards reconciliation. Since arriving in Australia in June 1863, Good Shepherd Sisters have been working with some of the most disadvantaged people, particularly women and girls in need, based on the Good Shepherd tradition to honour the dignity and worth of every individual.

While there is a known history of some of the work of the Sisters supporting and working with Aboriginal and Torres Strait Islander people and communities, a recent scoping paper documented case studies of work undertaken by the Good Shepherd Sisters and staff since 1951. This included ministry work with Aboriginal and Torres Strait Islander people and communities by several Sisters across New South Wales, Queensland, and Western Australia and more recently through programs and services with Good Shepherd staff and volunteers across Victoria and New South Wales.

In 2000, the Good Shepherd Sisters released a ‘Statement towards Reconciliation’ to affirm that Good Shepherd acknowledges custodianship of the land by Aboriginal and Torres Strait Islander people and that reconciliation is central to the renewal of this nation as a people’s movement in a harmonious society which believes in a fair go. The Sisters believe that until we achieve this reconciliation, our nation will be diminished.

The Good Shepherd Sisters committed their support for all who participate in the Good Shepherd network to join together:

- To respect First Australians and their unique contribution and ways of life;
- To continue the people’s movement for reconciliation;
- To address disadvantage and prejudice that Aboriginal and Torres Strait Islander people face in their daily lives;
- To continue to assist Aboriginal and Torres Strait Islander women to access any records Good Shepherd may have of their stay in our institutions and redress any wrongs they may have suffered there; and
- To continue, where possible, projects with Aboriginal and Torres Strait Islander people.

The Good Shepherd Sisters affirmed that they would walk together with Aboriginal and Torres Strait Islander people, acknowledging their stories and spiritualties as they embrace the vision of the Council for Aboriginal Reconciliation, which is “a united Australia which respects this land of ours, values Aboriginal and Torres Strait Islander heritage, and provides justice and equity for all.”
Our plan
Reconciliation Action Plan
2014-2015
Strong, respectful and equal relationships between the Good Shepherd network and Aboriginal and Torres Strait Islander people are the foundation for mutually beneficial opportunities and an equitable society, improving our capacity and effectiveness in welcoming, understanding and meeting the needs of Aboriginal and Torres Strait Islander stakeholders (including clients, employees, suppliers, partners and friends of Good Shepherd).

We commit to deepening our connections with Aboriginal and Torres Strait Islander communities so that as a network we better understand the needs and ambitions of these communities on a local, state and national level.

### Relationships

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| 1. The Good Shepherd network continues to actively monitor RAP development, including implementation of actions, tracking progress and reporting | CEO Circle | Jun 2014 | • At least three key Aboriginal and Torres Strait Islander stakeholders invited to join Steering Committee  
Jun 2014 | • RAP working party to meet at least twice per year to monitor and report on RAP implementation  
Dec 2014 | • Significant Aboriginal and Torres Strait Islander cultural celebrations and events built into agency calendars, including National Reconciliation Week  
Dec 2014 | • Agency and network newsletters, annual reports, websites and community briefings include reports on RAP  
Dec 2015 | • Register of key stakeholders for each agency location maintained to guide staff and volunteers in consultations with local Aboriginal and Torres Strait Islander organisations and communities  
Dec 2015 | • All agencies have invited at least one key Aboriginal or Torres Strait Islander stakeholder to visit them annually |
Respect

Respect for Aboriginal and Torres Strait Islander people, culture, land and history is important to the Good Shepherd network because we believe it:

- Contributes to a greater understanding across the Good Shepherd network and its partners of Aboriginal and Torres Strait Islander cultures, history and experiences,
- Enables the voices of Aboriginal and Torres Strait Islander people to be heard,
- Creates a safe environment for Aboriginal and Torres Strait Islander people and other Australians to work together,
- Provides the foundation for Aboriginal and Torres Strait Islander inclusion, and
- Supports Aboriginal and Torres Strait Islander people to achieve their ambitions.

The Good Shepherd network believes that when any person is oppressed, we are all diminished. When any part of creation is abused or destroyed, we are all impoverished.

Cultural Competency

We commit to moving staff and volunteers from an ‘awareness’ of Aboriginal and Torres Strait Islander cultures to a point where Aboriginal and Torres Strait Islander identities and cultures are respected and affirmed and where there is shared knowledge and understanding of the aspirations and needs of Aboriginal and Torres Strait Islander communities.

Our goal is to reach a place of cultural safety for Aboriginal and Torres Strait Islander people where they are able to influence and determine the Good Shepherd relationships and services they utilise and where Aboriginal and Torres Strait Islander people themselves assess our organisational and service environment as culturally safe.

We commit to celebrating the achievements and honouring the traditions of Aboriginal and Torres Strait Islander people in the wider community.
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| 1. Engage employees in understanding the protocols around acknowledgement of country and welcome to country ceremonies to ensure there is shared meaning behind the ceremonies | GSYFS | Jun 2014 | • Develop, implement and communicate a protocol document for the Good Shepherd network, which will identify when and in what form either an acknowledgement or welcome to country should take place  
• Each agency will develop a relationship with the traditional custodians of the land on which the agency works and invite them to provide a welcome to country for significant gatherings |
| | | Dec 2014 | |
| 2. Engage employees in cultural learning to increase understanding and appreciation of different cultural backgrounds in order to lay the foundation for other RAP actions to be achieved | GSYFS | Jun 2014 | • All staff and volunteers encouraged to join the Recognise campaign for constitutional recognition  
• Cultural competency training strategy developed at each agency  
• Work with appropriate Aboriginal and Torres Strait Islander organisations, communities and individuals to provide culturally relevant training to staff, volunteers and Board Members |
| | | Dec 2014 | |
| | | Dec 2015 | |
| 3. Provide opportunities for Aboriginal and Torres Strait Islander employees to participate in cultural and community events | GSYFS | Dec 2014 | • All agencies actively encourage and normalise Aboriginal and Torres Strait Islander participation in NAIDOC Week and other cultural events by including them in agency calendars |
| 4. Publicly display our commitment to reconciliation | GSYFS | Jun 2014 | • Include Aboriginal and Torres Strait Islander flags and cultural markers in displays, public events and at all network sites  
• Display National Apology text, RAP Statement of Commitment and progress on RAP at all network sites |
| | | Dec 2014 | |
Opportunities

Opportunities for Aboriginal and Torres Strait Islander people, organisations and communities are important to the Good Shepherd network because they:

- Reflect the Good Shepherd values of diversity and inclusion,
- Provide the foundation for a sustainable increase in Aboriginal and Torres Strait Islander employment within the network,
- Help drive a growing Aboriginal and Torres Strait Islander business sector,
- Enable the voices of Aboriginal and Torres Strait Islander people to be heard, and
- Provide the foundation for an increase in Aboriginal and Torres Strait Islander financial and social inclusion.

FOCUS AREA

Human Resources

We commit to developing and implementing human resources policies that have a focus on the recruitment and retention of Aboriginal and Torres Strait Islander people, so that our workplace reflects the demographic of Aboriginal and Torres Strait Islander people in our communities across our organisational structure. Our goal is to become an employer of choice for Aboriginal and Torres Strait Islander people.

Service Delivery

We commit to providing a service environment where Aboriginal and Torres Strait Islander people and their cultures are respected, where services are culturally accepting and appropriate and where Aboriginal and Torres Strait Islander people are confident in accepting or declining our services, empowered to provide feedback and to contribute to service development and review.

Procurement

We commit to exploring opportunities to better engage with businesses and social initiatives operated by Aboriginal and Torres Strait Islander people and to both celebrate and promote their successes.

Research

We commit to working in partnership and collaboration with Aboriginal and Torres Strait Islander people in research and advocacy projects and strategies that address the priorities of Aboriginal and Torres Strait Islander people.
### FOCUS AREA: HUMAN RESOURCES

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<tr>
<td>1. Increase Aboriginal and Torres Strait Islander employment pathways and opportunities so that the number of Aboriginal and Torres Strait Islander employees reflects community demographics</td>
<td>HR Circle</td>
<td>Jun 2014</td>
<td>• Identify base-line data of Aboriginal and Torres Strait Islander staff</td>
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<td></td>
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<td>Dec 2014</td>
<td>• Advertise all vacancies in Aboriginal and Torres Strait Islander media</td>
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<td></td>
<td></td>
<td>Jun 2015</td>
<td>• Review organisational culture and practices to identify and remove barriers to Aboriginal and Torres Strait Islander employment and retention</td>
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<td></td>
<td></td>
<td>Dec 2015</td>
<td>• Indigenous Employment Policy is developed for each agency</td>
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<td>2. Embed reconciliation in HR policy and processes</td>
<td>HR Circle</td>
<td>Jun 2014</td>
<td>• Cultural Competency goal included in all position descriptions, work plans and learning and development plans</td>
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<td></td>
<td></td>
<td>Dec 2014</td>
<td>• Reconciliation included in network orientation and induction processes</td>
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<td></td>
<td></td>
<td>Dec 2015</td>
<td>• Paid cultural leave built into industrial agreements</td>
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### FOCUS AREA: SERVICE DELIVERY

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<tr>
<td>1. Ensure programs delivering to Aboriginal and Torres Strait Islander clients consider culturally specific needs</td>
<td>Rosemount</td>
<td>Dec 2014</td>
<td>• Liaison with Aboriginal and Torres Strait Islander stakeholders and service providers to deepen our understanding of what we can do to ensure our programs are accessible to Aboriginal and Torres Strait Islander clients</td>
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<td></td>
<td></td>
<td>Jun 2015</td>
<td>• Ensure all Program Implementation Strategies are culturally inclusive</td>
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<td>Dec 2015</td>
<td>• Consultation with Aboriginal and Torres Strait Islander stakeholders on jointly agreed measures to evaluate programs</td>
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### FOCUS AREA: PROCUREMENT

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<tr>
<td>1. Investigate opportunities to increase supplier diversity within the Good Shepherd network</td>
<td>GSANZ</td>
<td>Jun 2014</td>
<td>• Investigate becoming a member of Supply Nation and partnering with a local Indigenous Chamber of Commerce</td>
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<td>Dec 2014</td>
<td>• Include Aboriginal and Torres Strait Islander ownership in criteria for evaluating preferred suppliers</td>
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<td>Dec 2015</td>
<td>• Include Aboriginal and Torres Strait Islander businesses in invitations to quote or tender</td>
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### FOCUS AREA: RESEARCH

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<tr>
<td>1. Conduct participatory and other research in conjunction with Aboriginal and Torres Strait Islander stakeholders</td>
<td>GSM</td>
<td>Dec 2014</td>
<td>• Implement the recommendations arising from the scoping study “Ways of Knowing: Voices of Reconciliation – A Good Shepherd Perspective”</td>
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<td>Dec 2014</td>
<td>• Invite Aboriginal and Torres Strait Islander people/ researchers to Good Shepherd research forums</td>
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<td>Dec 2015</td>
<td>• In consultation with Aboriginal and Torres Strait Islander people, develop a Research Strategy that includes Aboriginal and Torres Strait Islander perspectives on social and public policy responses</td>
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### Tracking progress and reporting

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<tr>
<td>1. Report to Steering Committee on progress against all RAP actions</td>
<td>GS Agencies</td>
<td>Jun 2014</td>
<td>• Biannual implementation reports submitted on time</td>
</tr>
</tbody>
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| 2. Report achievements, challenges and learnings on RAP externally     | GSANZ       | Dec 2014; Dec 2014; Dec 2014 | • Gather feedback from Aboriginal and Torres Strait Islander organisations, communities and individuals on the quality of our relationships  
|                                                                        |             |                     | • Complete and submit the RAP Impact Measurement Questionnaire annually to Reconciliation Australia |
|                                                                        |             |                     | • Report progress against RAP actions publicly and specifically to our Aboriginal and Torres Strait Islander stakeholders, including key case studies, in the agency Annual Reports |
| 3. Refresh RAP actions for the next period                              | GSANZ       | Dec 2015            | • New RAP prepared and distributed                                                           |
“Example speaks louder than words and often achieves astounding results.”

Good Shepherd Foundress St Mary Euphrasia