



**Council
to Homeless
Persons**



**Innovate Reconciliation Action Plan
April 2024 – December 2026**



**RECONCILIATION
ACTION PLAN**

INNOVATE

Acknowledgement of country

The Council to Homeless Persons (CHP) acknowledges and pays respect to the Traditional Owners of the land on which we live and work. CHP's office is currently located in Collingwood, on the land of the Wurundjeri people of the Kulin nations. CHP's work is focussed across all of Victoria—the lands of many different Aboriginal peoples across thousands of generations. We pay our respects to Elders, past and present. CHP acknowledges the pride, strength, and resilience of Aboriginal and Torres Strait Islander peoples.

Message from our CEO

With great pride, CHP continues implementing its Reconciliation Action Plan (RAP). The Victorian Government and the First People's Assembly have agreed under the Treaty Act, Treaty Authority and Self-Determination Fund to the Treaty Negotiation Framework. It is timely, then, to formalise CHP's strong commitment to reconciliation. In addition, the Victorian Specialist Homelessness Sector (SHS) has identified the promotion of self-determination as a goal of its SHS Transition Plan.



As an organisation, CHP has long acknowledged that the significant over-representation of First Peoples experiencing housing crisis and homelessness is a direct and enduring consequence of colonisation. CHP's RAP formalises the organisation's commitment to progressing reconciliation and achieving equality for Aboriginal and Torres Strait Islander peoples and communities.

CHP has strong relationships with Aboriginal Community Controlled Organisations (ACCOs), but we recognise there is still significant work to do. Hence, the actions CHP will undertake in this RAP have been and will continue to be guided by Aboriginal and Torres Strait Islander peoples and organisations.

We look forward to sharing with you our reconciliation journey.

Deborah Di Natale
Chief Executive Officer
RAP Champion
Council to Homeless Persons

Statement from CEO from Reconciliation Australia

Reconciliation Australia commends the Council to Homeless Persons (CHP) on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for CHP to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, CHP will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. CHP is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals CHP's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations CHP on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our vision for reconciliation

CHP believes that homelessness is unacceptable, avoidable, and within our reach to resolve. By providing leadership in policy development, advocacy, capacity building, and maintaining partnerships with people who are or who have been without a home, CHP works to end homelessness.

CHP's vision for reconciliation is an Australia where Aboriginal and Torres Strait Islander histories and cultures are valued and respected. CHP envisages self-determination meaningfully achieved through Treaty, culturally competent specialist homelessness services and elimination of structural forces that lead to homelessness disproportionately affecting Aboriginal and Torres Strait Islander communities.

CHP believes that no one should experience homelessness and is committed to combating discrimination and stigma wherever it exists. It recognises that these forces impact people's lives and ability to contribute to society. CHP celebrates Aboriginal and Torres Strait Islander cultures as a point of pride for all Australians and recognises the importance of such celebrations in creating cultural resurgence and meaningful pathways to reconciliation.

CHP's vision for reconciliation includes recognising the lasting impacts of colonisation and histories of dispossession of Aboriginal and Torres Strait Islander peoples. CHP acknowledges that the ongoing effects of colonisation are still prevalent in processes that result in increased homelessness, including over-incarceration, child removal and housing discrimination. In our vision for reconciliation, the processes of colonisation cease, and everyone has a safe home they can pass on to future generations to create self-determination.

Reconciliation includes First Peoples determining the solutions and programs required to meet their needs. This vision requires strong and well-resourced ACCOs empowered to develop and deliver unique, responsive solutions to those without a home. It also requires all specialist homelessness services to be culturally competent, committed to and working to achieve reconciliation.

CHP believes that homelessness is unacceptable, avoidable, and within our reach to resolve. It works to achieve this outcome by providing leadership in policy development, advocacy, capacity building, and partnership with people who are or who have been without a home.

CHP's vision for reconciliation is an Australia where Aboriginal and Torres Strait Islander histories and cultures are valued and respected. CHP envisages an Australia where Aboriginal and Torres Strait Islander self-determination is meaningfully achieved, where all specialist homelessness services are culturally competent, and where the structural forces that can lead to homelessness do not disproportionately impact Aboriginal and Torres Strait Islander communities.

CHP believes that the experience of homelessness should be rare, brief, and less traumatic than it is today. CHP is committed to combating discrimination and stigma wherever it exists, recognising that these forces impact people's likelihood of experiencing homelessness. CHP celebrates Aboriginal and Torres Strait Islander cultures as a core part of its work. CHP celebrates Aboriginal and Torres Strait Islander cultures as a point of pride for all Australians and also in recognition of the importance of such celebration as a means of combatting discrimination and stigma.

CHP's vision for reconciliation includes recognising the histories of dispossession of Aboriginal and Torres Strait Islander peoples. CHP's vision for reconciliation also recognises that dispossession and

colonisation are ongoing processes that need to be addressed in the present. Ongoing colonisation is realised through processes that result in increased homelessness, including over-incarceration, child removal, and housing discrimination. In our vision for reconciliation, the processes of colonisation cease, and Aboriginal and Torres Strait Islander peoples are no longer over-represented in those experiencing homelessness.

Reconciliation includes Aboriginal and Torres Strait Islander peoples determining the solutions and programs required to meet their own needs. This vision requires strong and well-resourced Aboriginal Community Controlled Organisations (ACCOs) empowered to develop and deliver unique, responsive solutions to Aboriginal and Torres Strait Islander peoples without a home. It also requires all specialist homelessness services to be culturally competent, committed to and working to achieve reconciliation.

The CHP RAP working group has Aboriginal and/or Torres Strait Islander representatives that will contribute to our key deliverables throughout the progression of this RAP. We will also consult with our First Nations Board member, our PESP graduate and other ACCO's as required.

Our business

CHP is the peak body representing organisations and individuals in Victoria with a commitment to ending homelessness. CHP currently employs 18 people.

CHP's office is located at 2 Stanley Street in Collingwood, Victoria. The Wurundjeri Woi Wurrung are the Traditional Owners of the land on which the CHP office is located.

CHP currently:

- seeks to influence federal, state and local government policy in ending homelessness through providing policy advice and advocating to the Victorian Government and local Councils within Victoria, as well as making a significant national contribution to Homelessness Australia, the national (unfunded) peak body, and to the Everybody's Home national campaign
- provides the Homelessness Advocacy Service – the pioneering complaints service of Victoria's SHS
- leads consumer participation within Victoria's SHS and partnership with people who are or who have been without a home through the Peer Education and Support Program
- enhances the capacity of Victoria's SHS and broader service sectors through the provision of training, forums and dissemination of current policy, evidence-based practice and research information
- produces *Parity*, Australia's leading national homeless publication, and delivers a statewide biennial conference.

CHP's work is underpinned by strong partnerships with people who have been without a home, and it is guided by cross-sector collaboration. CHP recognises that sound evidence, combined with the voices of people who are or who have been without a home, offers the most powerful way to inform decisions about policy and practice.

CHP provides the Peer Education and Support Program (PESP), a volunteer program that provides people who have been without a home with the opportunity to improve the service system. PESP team members and graduates are crucial in promoting the benefits and transformative power of consumer

participation in service system and policy development. CHP currently does not have any Aboriginal or Torres Strait Islander staff members. One active PESP graduate identifies as an Aboriginal person who works closely with CHP and is an important and highly valued contributor to CHP's lived experience program for many years.

CHP also operates the Homelessness Advocacy Service, which provides critical advice and information for consumers seeking or receiving assistance from any Victorian community-managed homelessness assistance or social housing service.

CHP publishes Australia's national homeless publication, Parity. This publication examines homelessness from personal, local, social, and global perspectives. Published ten times a year, each edition examines and discusses a specific theme or set of issues connected to homelessness. Parity is broadly distributed to more than 800 readers through hardcopy, online, and academic institutions.



Relationships

Aboriginal and Torres Strait Islander peoples must be supported in determining solutions to meet their needs. Through strong partnerships with Aboriginal Community Controlled Organisations (ACCOs), CHP learns how to support reconciliation meaningfully and put it into practice. CHP is committed to elevating First Peoples' leadership in advocating for people without a home.

These relationships are crucial to enhancing the cultural competence of specialist homelessness services and strengthening ACCOs. By building strong connections, CHP ensures that Aboriginal and Torres Strait Islander voices are at the forefront of our media and advocacy efforts, driving progress toward Treaty and Self-Determination.

Throughout this RAP, CHP will formalise and monitor opportunities to deepen relationships with Aboriginal and Torres Strait Islander communities. We will continue to support National Reconciliation Week and NAIDOC Week by strengthening our presence at events and promoting reconciliation as a vital part of ending homelessness. Our policy, advocacy, and capacity-building work will always reflect the unique experiences of Aboriginal and Torres Strait Islander homelessness.

Action	Deliverable	Timeline	Responsibility (Lead)
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	CHP will develop and implement an engagement plan to strengthen partnerships with Aboriginal and Torres Strait Islander organisations, communities, and stakeholders. This plan will build upon our established relationships with VISHN and ACCOs across the state.	December 2026	Workforce Development and Innovation team
	CHP will continue to participate and contribute to the Aboriginal Housing and Homelessness Forum (AHHF)	December 2026	CEO
	CHP will collaborate with VISHN to maintain a partnership MOU and annually review the agreement's fitness for purpose.	March 2024, 2025, 2026	Workforce Development and Innovation team
	CHP will maintain the engagement of Aboriginal and Torres Strait Islander Organisations with the HAS service.	Review July 2024 February 2025	Director, Policy and Communications

Action	Deliverable	Timeline	Responsibility (Lead)
	CHP will facilitate the awareness of all board, staff, volunteers, and members of Reconciliation Australia's National Reconciliation Week (NRW) resources and reconciliation materials through our internal communications, website and e-newsletter.	May 2024 May 2025	Parity Editor and Communications Officer
Build relationships through celebrating National Reconciliation Week (NRW).	The CHP RAP Working Group will commit to participating in an external NRW event.	27 May- 3 June 2024 27 May- 3 June 2025 27 May – 3 June 2026	CEO
	CHP will host an annual NRW event that offers meaningful learning and reconciliation opportunities for our board, staff, and volunteers, ensuring alignment with NRW's theme whenever possible.	27 May- 3 June 2024 27 May- 3 June 2025 27 May – 3 June 2026	CEO
	CHP will register its NRW events on Reconciliation Australia's NRW website .	May 2024 May 2025 May 2026	RAP Chair
Promote reconciliation through our sphere of influence.	CHP will implement strategies to engage staff in reconciliation, including celebrating and recognising significant Aboriginal and Torres Strait Islander dates. CHP will promote the dates of significance of Aboriginal and Torres Strait Islander on its website and through communications such as e-news.	December 2024 December 2025 December 2026	Director, Policy and Communications
	CHP will publicly communicate its commitment to reconciliation, particularly through its website and as part of major events.	Ongoing Review: December 2024 July 2025 December 2025 July 2026 December 2026	Director, Policy and Communications

Action	Deliverable	Timeline	Responsibility (Lead)
	<p>CHP will explore opportunities to positively influence its external stakeholders to drive reconciliation outcomes. This will include supporting Aboriginal self-determination and the Aboriginal Housing Victoria's Housing and Homelessness Framework.</p>	<p>Review: December 2024 July 2025 December 2025 July 2026 December 2026</p>	<p>CEO</p>
	<p>CHP will continue communicating its RAP and its commitment to reconciliation to internal and external stakeholders through channels such as staff and Board meetings, volunteer supervision, its website, e-newsletters and conferences.</p>	<p>May 2024 December 2026</p>	<p>Director, Policy and Communications</p>
<p>Promote positive race relations through anti-discrimination strategies.</p>	<p>CHP will be cognisant of the RAP and deliverables when reviewing and developing all policies.</p>	<p>Ongoing. December 2026</p>	<p>Corporate Services</p>
	<p>CHP will develop, implement, and communicate an anti-discrimination policy for the organisation.</p>	<p>December 2026</p>	<p>Corporate Services</p>
	<p>CHP will consult with Aboriginal and Torres Strait Islander staff and Aboriginal and Torres Strait Islander advisors in developing its anti-discrimination policy.</p>	<p>January 2026</p>	<p>Corporate Services</p>
<p>Recognise the expertise of Aboriginal and Torres Strait Islander workers and consumers in responding to homelessness.</p>	<p>CHP will explore the possibility of recognising outstanding achievements of Aboriginal and Torres Strait Islander workers/programs/agencies through its biennial state conference homelessness achievement awards.</p>	<p>December 2025</p>	<p>Director, Policy and Communications</p>

Action	Deliverable	Timeline	Responsibility (Lead)
<p>Ensure that the unique experiences of Aboriginal and Torres Strait Islander homelessness are respectfully reflected in the CHP services.</p>	<p>CHP will actively seek Aboriginal and Torres Strait Islander expertise, including developing SHS policy positions, research papers, reports and other related documents and initiatives to maximise cultural appropriateness.</p>	<p>Ongoing. December 2024 July 2025 December 2025 July 2026 December 2026</p>	<p>Director, Policy and Communications</p>
	<p>CHP will actively seek the input and expertise of Aboriginal and Torres Strait Islander peoples who have been without a home through active recruitment to our Peer Education and Support Program. This will be reported through the RAP Working Group.</p>	<p>Ongoing. January 2024 January 2025 January 2026</p>	<p>Director, Lived Experience Programs</p>
	<p>CHP will seek sponsorship to dedicate one edition of Parity magazine to Aboriginal and Torres Strait Islander homelessness regularly, for example, every two years.</p>	<p>Review: December 2024 December 2026</p>	<p>Parity Editor and Communications Officer CEO</p>



Respect

CHP celebrates with First Peoples their rich and sacred heritage, respecting that they hold the narrative to this country's pre-colonial history. Colonisation has included systematic attempts to eradicate this ancient and enduring culture. Respect and celebration of Aboriginal and Torres Strait Islander peoples are the foundation of CHP's mission for reconciliation. CHP contests the forces that have created an overrepresentation of Aboriginal and Torres Strait Islander peoples without safe and permanent housing and supports Treaty as the key priority for Self-Determination in First Peoples housing.

To advocate more effectively for Aboriginal and Torres Strait Islander peoples and function more effectively as a peak body, CHP works alongside ACCOs, supports community events, improves cultural competency and models respect for Indigenous culture and history. CHP will embed practices to celebrate Reconciliation and NAIDOC week celebrations to show respect for the histories, cultures and achievements of Aboriginal and Torres Strait Islander peoples.

Action	Deliverable	Timeline	Responsibility (Lead)
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	CHP will formalise an Aboriginal and Torres Strait Islander cultural awareness plan to support board, staff, and volunteers in having a level of cultural awareness relevant to their roles and emphasising continuous education. The plan will include reviewing cultural awareness needs via the annual performance review process and mandating cultural awareness training. CHP will seek input from an external RAP committee on this plan.	December 2026	Corporate Services
	CHP will continue exploring various methods of engaging staff and volunteers to enhance cultural awareness and competence, including reviewing its induction processes.	March 2024	Corporate Services
	CHP will continue to support staff and volunteer participation in VISHN conferences. (<i>VISHN coordinates conference dates</i>).	Review March 2024, 2026	CEO
Demonstrate respect to Aboriginal and Torres Strait	CHP will invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events such as CHP's biennial state homelessness conference.	May 2024 November 2025	CEO

Action	Deliverable	Timeline	Responsibility (Lead)
Islander peoples by observing cultural protocols.	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	December 2026	Corporate Services
	CHP will include an Acknowledgement of Country at the commencement of formal meetings and events.	May 2024 Review: December 2026	Lead: CEO Support: All staff and volunteers
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	CHP will provide all staff with information about NAIDOC Week (e.g., annual themes and events) and recommend appropriate CHP participation in an external NAIDOC Week event.	June 2024 June 2025 June 2026	Director, Policy and Communications
	The CHP RAP Working Group will participate in an external NAIDOC Week event.	July 2024 July 2025 July 2026	RAP Chair
	CHP will review HR policies and procedures to remove barriers to staff and volunteers participating in NAIDOC Week to promote and encourage all staff to participate in external NAIDOC week events.	November 2024, 2026	Corporate Services
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	CHP board, staff, and volunteers will complete mandatory training as part of the CHP Aboriginal and Torres Strait Islander cultural awareness training plan.	December 2024, 2026	CEO
	CHP will provide opportunities to better understand the effects of racism across the SHS by applying this lens to policy, communications, and capacity-building activities.	December 2024, 2026	CEO



Consolidating our Innovate RAP will help raise our level of genuine partnerships with ACCOs, embed new ways of working, and enhance our capacity to support reconciliation opportunities. We seek partnerships with Aboriginal and Torres Strait Islander peoples on their terms and will be guided by their decisions about the projects they wish to engage with.

Reconciliation is about advancing the voices of First Peoples's culture and history and addressing the material impacts of dispossession. CHP recognises the discriminatory structures supporting the over-representation of Aboriginal and Torres Strait Islander peoples without a home and understands that in any attempt to review, rebuild or reform the system, it must be acknowledged that being a person with lived experience is the only true way of knowing the unique and specific factors of homelessness. CHP understands that it benefits from people with diverse experiences, backgrounds, and perspectives. We value recruiting Aboriginal and Torres Strait Islander board, staff and volunteers with lived experience and expertise to improve our organisation.

Over the course of this RAP, CHP will interrogate its recruitment practices to identify opportunities to support staff and volunteers with First Peoples experiences, backgrounds, and perspectives. It will also increase its recruitment and procurement from Aboriginal and Torres Strait Islander businesses, recruitment platforms, and community connections.

Action	Deliverable	Timeline	Responsibility (Lead)
Improve employment outcomes by increasing recruitment, retention, and professional development of Aboriginal and Torres Strait Islanders.	CHP will seek to build an understanding of our current Aboriginal and Torres Strait Islander staff and volunteers to inform future employment opportunities. Cross-sector sharing with ACCOs when new recruitment opportunities arise.	June 2024 June 2025 June 2026	CEO, Corporate Services
	CHP will engage with existing and former Aboriginal and Torres Strait Islander staff and volunteers to consult about employment strategies, including professional development.	July 2024 July 2025 July 2026	CEO, Corporate Services
	Following relevant consultation and review, CHP will develop and implement an Aboriginal and Torres Strait Islander Recruitment, Retention, and Professional Development Strategy.	March 2024 December 2026	CEO, Corporate Services

Action	Deliverable	Timeline	Responsibility (Lead)
	<p>Future jobs are advertised with agencies dedicated to recruiting Aboriginal and Torres Strait Islander peoples.</p> <ul style="list-style-type: none"> • https://atsijobs.com.au/ • https://www.iwconsulting.com.au/ • https://www.wanyaari.com.au/ <p>Share job opportunities across networks with VISHN and ACCO networks</p>	<p>May 2024 Review: December 2026</p>	<p>Corporate Services</p>
	<p>CHP will include the following statement in all job advertisements: 'Aboriginal and Torres Strait Islander peoples are encouraged to apply.'</p>	<p>Ongoing January 2024 January 2025 December 2026</p>	<p>Corporate Services</p>
	<p>CHP will foster representation from Aboriginal and Torres Strait Islander peoples on the SHS Workforce Development Working Group to influence training and professional development opportunities for Aboriginal and Torres Strait Islander workers.</p>	<p>May 2024 Review: November 2024 May 2025 November 2025</p>	<p>Workforce Development and Innovation team</p>
	<p>Through its Sector Needs Analysis, CHP will continue to collect, analyse, report on, and respond to the training and professional development needs of Aboriginal and Torres Strait Islander workers.</p>	<p>September 2024 September 2025</p>	<p>Workforce Development and Innovation team</p>
	<p>The SHS Workforce Development Strategy aims to increase the number of Aboriginal and Torres Strait Islander people working in the SHS. CHP will actively support this goal by developing partnerships with ACCOs to explore how to attract, train, and develop Aboriginal and Torres Strait Islander workers for the sector.</p>	<p>December 2024 Review: December 2026</p>	<p>Workforce Development and Innovation team</p>
	<p>CHP will work to increase the percentage of Aboriginal and Torres Strait Islander staff employed and volunteers engaged in CHP's workforce.</p>	<p>Ongoing. Review: January 2024 December 2026</p>	<p>CEO</p>

Action	Deliverable	Timeline	Responsibility (Lead)
	CEO will ensure ATSI representation at the CEO board level.	Ongoing. Review: November 2024, 2025, 2026	Chair of Board
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	CHP will continue to audit goods and services procured and, where possible, engage with Aboriginal and Torres Strait Islander businesses to provide these goods and services. CHP will continue to communicate and recommend said businesses to staff and capture these processes in a procurement strategy.	Ongoing Review: December 2026	CEO Corporate Services
	CHP will continue to foster commercial relationships with Aboriginal and Torres Strait Islander businesses.	January 2025	CEO
	CHP will routinely consider engaging Aboriginal and Torres Strait Islander trainers to deliver appropriate professional development opportunities.	Ongoing Review: December 2024, 2025, 2026	Workforce Development and Innovation team



Governance

This RAP is an opportunity for CHP to continually consolidate how it is furthering reconciliation and hold itself accountable for its commitment to Treaty and Self-Determination. Strong governance is a means for CHP to embed First Peoples's history and culture across all of its work. Through its RAP governance, CHP will further strengthen its ambitions for cultural resurgence and reconciliation.

CHP's RAP Working Group will meet regularly, monitoring achievements and reflecting on opportunities to deliver on both the spirit and the prescription of the actions in this RAP. The RAP Working Group will always include Aboriginal and Torres Strait Islander expertise. CHP will ensure that the RAP is resourced, has internal advocates and reports publicly.

Action	Deliverable	Timeline	Responsibility (Lead)
Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	CHP will always maintain Aboriginal and Torres Strait Islander representation on the RWG. For further information on RWG requirements, please see the terms of reference.	Ongoing. Review: June 2024 March 2026	RAP Chair
	CHP will maintain the Terms of Reference for the RWG.	May 2024 March 2026	RAP Chair RWG
	CHP will convene at least four RWG meetings annually to drive and monitor RAP implementation.	May 2024 August 2024 November 2024 February 2025 May 2025 August 2025 November 2025 March 2026 May 2026 August 2026 October 2026	RAP Chair

Action	Deliverable	Timeline	Responsibility (Lead)
<p>Provide appropriate support for effective implementation of RAP commitments.</p>	<p>CHP will define resource needs for RAP implementation, including scope and budget.</p>	<p>June 2024 Review: February 2024</p>	<p>RAP Chair / CEO</p>
	<p>CHP will develop and maintain appropriate systems to track, measure and report on RAP commitments.</p>	<p>May 2024 Review: March 2026 December 2026</p>	<p>RAP Chair</p>
	<p>CHP will appoint and maintain an internal RAP champion from executive staff.</p>	<p>Ongoing June 2024 January 2025 December 2025</p>	<p>CEO</p>
	<p>Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date and that we are receiving important correspondence.</p>	<p>June 2024, and annually</p>	<p>RAP Chair</p>
	<p>Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.</p>	<p>1 August 2024, and annually</p>	<p>RAP Chair</p>
	<p>CHP will commit to completing the annual RAP Impact Measurement Questionnaire and submitting it to Reconciliation Australia.</p>	<p>30 September 2024, and annually</p>	<p>RAP Chair</p>
	<p>Build accountability and transparency by reporting RAP</p>	<p>CHP will Report RAP progress to all staff and executive staff quarterly via staff meetings.</p>	<p>Ongoing monthly staff meetings throughout 2024, 2025 and 2026</p>

Action	Deliverable	Timeline	Responsibility (Lead)
achievements, challenges and learnings internally and externally.	CHP will Report RAP progress to Board meetings, at a minimum, through the bi-monthly Board reporting.	Bi-Monthly Board Meetings throughout 2024, 2025 and 2026	CEO
	CHP will publicly report its RAP achievements, challenges and learnings annually through its Annual Report.	October 2024, 2025, 2026	CEO and Director, Policy and Communications
	CHP will seek to participate in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024, 2026	CHP Board CEO
Continue CHP's reconciliation journey by developing our next RAP.	CHP will register via Reconciliation Australia's website to develop its next RAP, building on learnings, challenges, and achievements.	December 2024, March 2026	RAP Chair

Contact

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