

Stretch Reconciliation Action Plan

September 2022–September 2025



st john's
youth
services



Acknowledgement of Country

St John's Youth Services acknowledges with genuine respect the Kurna people as the Traditional Owners of the Adelaide Plains region, the region where our sites and services are situated. We acknowledge the Kurna people's cultural, spiritual, physical, emotional, economic and intellectual connection with the land.

We honour and pay our respects to Kurna Elders both past and present, and all generations of Kurna people, including children, young people and families, for their continuing struggle for recognition and respect in this country. We further honour and pay our respects to Aboriginal Elders, both past and present, and all generations of First Nations peoples from other language groups across this sacred land of Australia.

St John's Youth Services recognises and celebrates that Australia is home to the world's oldest continuing cultures.

We wish to thank everyone who participated in the development of this plan, especially young people from across our services, our committed employees, leadership team, and the St John's Youth Services Board.

We acknowledge and appreciate the advice of the Grannies Group, the SA Anglicare Network's First Nations Collective, the support of Reconciliation SA, and the encouragement of the community.

This document recognises that Aboriginal and Torres Strait Islander peoples are of the First Nations of the land we call Australia.

First Nations people are advised that this document may contain images of people who have passed away.

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Our Vision for Reconciliation

Our vision for reconciliation is an Australia where all First Nations peoples and other Australians can access safe and secure housing equally and equitably, where all First Nations young people have a place to call home, and where the truth of our history is shared and accepted.

Our vision for reconciliation organisationally is for a workplace that is united in an environment that includes, respects, and values all First Nations peoples and cultures, and where truth telling is encouraged, supported, and heard.

Our vision for reconciliation across our services is for an accessible and culturally safe environment, respectful of First Nations young people, their families, Elders, and community, and which is grounded in listening and learning.

From the Champion

I am honoured to present the St John's Youth Services third Reconciliation Action Plan September 2022-2025 (RAP). This RAP, like its predecessors, has been developed in consultation with both First Nations and non-Indigenous young people, the Board, employees, and external stakeholders. Our RAP establishes the actions we will be implementing as we continue our reconciliation journey over the next three years and will build on the progress made over the periods of our first two RAPs. It continues to be a privilege to provide opportunities for our people to share ideas and have conversations about how we can show respect for First Nations peoples, their cultures and histories.

As Champion, I am committed to fulfilling our RAP aims and back our people to continuously seek engagement in our reconciliation actions, continue to build our cultural capability, to be strong role models for reconciliation, and maintain a workplace culture that continues to value and champion equity for the First Peoples of Australia.

From our heads KNOWING our organisation is responsible for enabling the healing and restoration of balance for our First Nations employees and people in the community we serve.

From our hearts BEING invested in organisational cultures and workplaces that deliver our commitment to cultural safety, integrity, and a genuinely inclusive environment free of discrimination and racism.

From our hands and feet DOING those things that continuously improve our services through hearing our First Nations communities and workers, decolonising services, and by valuing the experience and wisdom First Nations people contribute to our organisation.

I would like to thank everyone who contributed to this plan, particularly the young people who participated in consultations, the Grannies Group, and the First Nations Collective – workers from partner agencies in the Anglican network across South Australia. Their collective willingness for listening, learning, and sharing stories has strengthened our capacity to build connections with one another and embrace truth telling into the future.

Finally, I wish to personally express my gratitude to First Nations people in our team and from the community, who have been so patient with me as I continually seek their wisdom. I am in awe of their generosity, strength, and resilience.

Nicole Chaplin

Chief Executive Officer and Reconciliation Champion
St John's Youth Services

Statement from Reconciliation Australia

On behalf of Reconciliation Australia, I congratulate St John's Youth Services (SJYS) on its formal commitment to reconciliation, as it implements its second Stretch Reconciliation Action Plan (RAP).

Photo by Joseph Mayers



Formed around the pillars of relationships, respect, and opportunities, the RAP program helps organisations realise the critical role they can play in driving reconciliation across their work and area of expertise. Through the creation of this Stretch RAP, St John's Youth Services continues to contribute to the ever-growing community of RAP organisations that have taken this goodwill and transformed it into action.

The only provider of emergency accommodation to young people in the City of Adelaide, SJYS has a unique and important role to play in advancing reconciliation by way of the crucial services it delivers. Since starting its first RAP eight years ago, SJYS has had considerable successes on its reconciliation journey so far. In one such instance, it mindfully developed relationships with First Nations organisations, Elders and community members in order to better service Aboriginal and Torres Strait Islander young people. Through these relationships, SJYS was able to increase the number of First Nations youth in its care from 9% of its clients, to 20%. This thoughtful, long-term strategising, as well as its willingness to learn and grow through two-way partnerships, are hallmarks of SJYS' engagement with reconciliation so far.

Taking these learnings, this Stretch RAP sees SJYS embed and expand its commitments for further impact. This looks like building and leveraging its established partnerships – such as with the SA Anglicare Network – to better service the Aboriginal and Torres Strait Islander peoples in its community through collaboration and resource-sharing. SJYS is open and transparent about what it needs to focus more attention on, including the challenge of involving young people in its RAP process. It has plans to create alternative avenues for engagement, using experiences from its previous RAPs to guide and direct its initiatives. These projects demonstrate SJYS drawing on its unique expertise and mission to better support Aboriginal and Torres Strait Islander youth facing crisis in Adelaide.

On behalf of Reconciliation Australia, I commend SJYS on this Stretch RAP and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Operating Officer
Reconciliation Australia

Our Commitment to Reconciliation

St John's Youth Services is committed to improving relationships and understanding between non-Indigenous and First Nations Australians, and in participating in activities that work to address the social, economic, legal, and political disadvantages faced by First Nations peoples.

St John's Youth Services will advocate for the rights of young First Nations people, advocate and agitate for justice, and work with Elders, communities and families so First Nations young people find a place to call home. Our work is grounded in our belief in young people and by five Foundation Principles, which have guided the way we work with young people since we were established in 1981:



Creating an environment where young people make strong and positive choices in their lives



Keeping the best interests of young people as our primary focus



Advocating for the rights of young people and agitating for change



Encouraging innovation, cooperation, and participation



Striving for excellence in all aspects of our operations

We believe in First Nations young people.

Our Business

All young people can make a place to call home.

St John's Youth Services engages with government, the community services sector, businesses, schools, training providers and universities, and with people who live and work in our city to ensure that all young people we support to find a home are provided with opportunities to build their lives. Our approach focuses on each young person's capacity to overcome the challenges that have led them into homelessness, and to take control of their future. We hear young people, we are here for them, and we believe in their capacity to achieve.

SJYS has been the only provider of emergency accommodation to young people in crisis in the City of Adelaide for over 40 years. As a relatively small organisation we have been at the forefront of reform in the provision of services to young people and children experiencing homelessness and disadvantage. We employ around 35 people, seven of whom identify as First Nations people.

Our Location

St John's Youth Services is on Kaurna land.

Our head office is located on the grounds of the Parish of St John's in Halifax Street, Adelaide. Our youth110 service is located on Waymouth Street in the CBD, just a few minutes from say.kitchen in Currie Street. Our Foyer is located at Port Adelaide.

All accommodation services are available to young people in need from across SA, while the outreach services support young people across metropolitan Adelaide.

Our Programs

Youth110 comprises 30 self-contained apartments over four floors with support staff providing 24/7 support. It is the first youth crisis accommodation service in Australia that can provide accommodation and support to single young dads, and the world's first located within a mixed tenure building. Youth110 provides a crisis response to homeless and vulnerable young people aged 16-21 and can accommodate up to 47 young people at any time, including singles, couples, single parent young families, and siblings—keeping young families together. Each year about 200 young people stay in youth110, along with many dependent children.

SJYS is the only provider of Foyer accommodation in SA and **Foyer Port Adelaide** is the first in SA. The facility provides independent housing for 23 young people who wish to re-engage with education or seek training and employment opportunities. Foyers provide support, mentoring and an expectation to participate in education, training, or work, and to engage positively with community.

SJYS also provides a range of outreach programs. **Transitional support** is offered to all young people leaving our accommodation services. Outreach workers engage with young people before they leave to ensure they have everything they need to be successful in their new home. The support offered is tailored to individual need and can include help with finding a house to rent, rental guarantees, material assistance for household goods, and help moving into their new home.

Next Step is an innovative program spring-boarding from our unique relationship with young people staying in the crisis service. It is based on a contract between the young person and Next Step, where Next Step commits to ensuring access to housing, furniture, and support while the young person commits to participating in a support program focussed on living skills, education, seeking work and participation in community.

Over 90% of all young people we support to move into independence succeed and do not return to homelessness.

Keeping my Place provides early intervention and support to young people living in private rental, but who are at risk of losing their home because of personal or financial crisis. The outreach team responds to the immediate needs expressed by young people at risk of eviction and homelessness.

Reconciliation Camps are now a regular event in the SJYS calendar. These camps provide an opportunity for small groups of young people to visit Country, share stories and learn about the history and experience of local First Nations peoples. These camps also facilitate connections between diverse communities, workers, and young people in a respectful and cultural environment.

Say.kitchen is a training café, community meeting place and service hub that provides opportunities for young people who have experienced or are at risk of homelessness. Say.kitchen is just a short walk from youth110 to provide opportunities for young people to participate in the community as they move out of homelessness and into a place to call home. The signage and window décor were designed by young Aboriginal artist, Mai-see. The wall murals were designed and painted by Marra Dreaming and are a feature of the meeting rooms available for hire. The gallery provides a vibrant space for emerging artists to display their work and has featured several exhibitions of works by First Nations artists. The community space has hosted classes in traditional basket weaving and painting, and provided opportunities for young people from all walks of life to participate in cultural activities.

Our RAP Journey

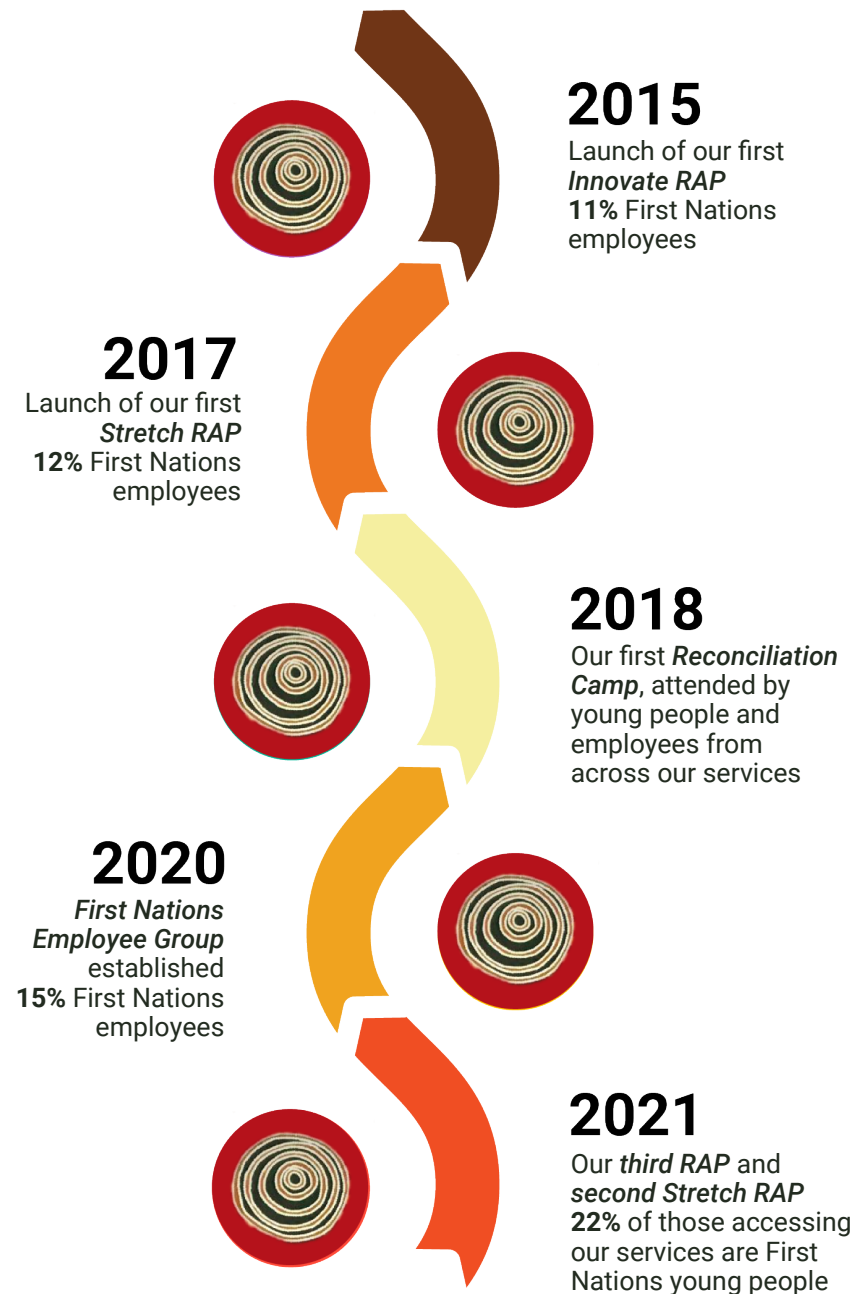
Work on our first Reconciliation Action Plan began in 2014, as an initiative of the St John's Youth Services Strategic Plan. The RAP Working Group, comprised of the Chief Executive Officer, General Manager, Aboriginal Advisor and Aboriginal Cultural Broker, built relationships with First Nations organisations, Elders and community members, and improved access to our services for First Nations young people as demonstrated by an increase from 9% to now over 20% of all young people assisted. Extensive consultations were conducted through meetings with community groups, input from Board members, employee surveys and various face-to-face yarning sessions. A focus was ensuring young people participated in the development of the RAP.

St John's Youth Services was the first youth organisation in South Australia to establish an Innovate Reconciliation Action Plan, with our inaugural Innovate Reconciliation Action Plan launched by the State Manager of Reconciliation SA in November 2015, on the grounds of St John's Church.

Our second RAP — and first Stretch RAP — was launched in 2017. The Committee continued to report to the SJYS Board six-monthly and to Reconciliation Australia annually on our progress toward completion of our Plans.

After consulting again with the community, young people, our employees and Board, we are now well into our journey and have set ourselves challenges for 2022-2025.

The high number of First Nations young people using our services (22%) did not happen by chance, but through building strong and respectful relationships with First Nations communities, walking with young people, and by prioritising the employment of First Nations people.



Celebrating Language, Cultures and Country

Camp Willochra 2021

The idea to host a camp originated through feedback from young people during consultation for the development of SJYS Reconciliation Action Plan 2015-2017, to celebrate the diversity of young people at SJYS and share our knowledge and experiences while on country.

SJYS's fourth camp was held in August 2021 at Camp Willochra near Melrose in the Flinders Ranges, with young people attending from across the three services.

Our aim was to bring young people and workers from different cultural backgrounds together, and all interacted in different configurations throughout the trip. A highlight was observing young people's various strengths which could be nurtured on their return. Young people and workers were open and keen to learn about each other and share their cultural knowledge.

Activities included:

- Visiting the Melrose Heritage Museum, built in 1862. The museum grounds include the town's original police station, courthouse, prison cells and stables, and is where many First Nations people were incarcerated by colonists. Interpretive displays and audio-visual presentations illustrate the area's unique history, and both young people and workers enjoyed learning about the Nukunu Aboriginal people's way of life and language, told in their own words.
- A fireside Yarning Circle facilitated creative, and collaborative communication, and encouraged respectful, and honest interactions. The Circle provided a safe place to be heard and respond, and to build trusting relationships between participants.
- Camp-goers explored the local surrounds and completed the two kilometer Alligator Gorge hike. The hike provided an opportunity to be immersed in the extraordinary landscape, learn about flora and fauna and hear Dreamtime stories.
- Camp fire songs and activities were a relaxing way to finish the day, and young people and workers enjoyed sharing reflections about their experiences.



Our RAP

Our people are at the heart of our reconciliation journey.

Through developing our third RAP, St John's Youth Services aims to maintain an organisational culture that actively works to understand, value, and respect the histories, cultures, and contributions of First Nations peoples, to ensure through action cultural awareness and understanding across our workforce, and foster relationships between organisations, their workers, young people and First Nations peoples and non-Indigenous Australians. The development of this RAP has been informed by our First Nations employees, the SA Anglicare First Nations Collective, the Western Grannies Group, Elders, community leaders in our region, and First Nations young people who have used our services.

Our learnings have been intense. The impact of deliberate and thoughtful cultural bravery and truth telling on our relationships and practice has resulted in the development of tools and action plans for other cultural groups in addition to First Nations peoples, and have been followed by action. During this RAP period we have also developed a Multicultural Action Plan and Cultural Supervision Framework. Feedback from our First Nations employees is that the new approach to supervision has enhanced their feelings of safety and wellbeing at work. Alongside this Cultural Supervision Framework an activity called 'Across the Bridge' was rolled out, where non-Indigenous and First Nations employees meet with migrant employees. These are challenging and learning times for us all. Finding the commonalities and differences between a migrant's journey and that of a First Nations person has led to heartfelt conversations of racism and colonisation, but also of reconciliation and alliancing.

Another space of learning was reaching out to a national organisation to embrace their continuous cultural leaning program. With limited resources identified internally, this work has been done in partnership with the SA Anglicare Network and the National Indigenous Australians Agency (NIAA). As the work has been undertaken on a broad level, there has been extensive communication and sharing of resources. All four South Australian organisations have now committed to the development of a cultural capability framework across South Australia. This great initiative will see the South Australian network develop, implement and deliver a tried and tested cultural learning program over the next three years.

An ongoing challenge for St John's Youth Services has been the meaningful engagement of young people in our RAP process, and we have reflected and asked young people how to improve this. They have told us that while they are in crisis and their basic needs for shelter and safety are not being met, it is difficult to feed back into our decision making and co-design opportunities. This has resulted in us exploring additional avenues of engagement, and has led to a focus on our 'alumni' young people who have moved past their housing crisis. This has proven to be successful, as when young people's circumstances are safe and stable they have greater capacity and willingness to contribute to their community. This journey of engaging young people in our decision making processes has led to the inclusion of deep thinking and resource allocation in the St John's Youth Services Strategic Plan 2021 – 2024 around young people's 'Lived Experience'. We are excited to see where this journey takes us in relation to our RAP.

As a relatively small organisation with a footprint confined to the central and western regions of the Adelaide metropolitan area, we have been challenged by the finite resources available, and this has required a proportionally greater commitment to maintain our partnerships and links to our First Nations communities. We have focussed on providing leadership in our sector and have supported other organisations in their efforts to develop their first RAPs, and undertaken activities that harness the resources of other organisations to achieve our reconciliation goals.

Our Reconciliation Action Committee

Over the years as SJYS has progressed through our RAP experiences, we have benefitted from the passion and commitment of people from across our organisation remaining on the Reconciliation Action Committee.

Of equal benefit has been the seamless flow of others who share our commitment and who have been inspired to participate when their circumstances have given them the capacity to do so. We have found this to be a valuable way for more people to share the load and contribute to our journey, and indeed it has helped to embed our RAP into the day-to-day working of our organisation.

Our work toward reconciliation has been advanced through the involvement of Board members, employees from across the organisation, young people, and the wider community. Our Committee respects the advice and support of the Western Grannies Group.

For this, our third RAP, the Committee Members are:

Nicole Chaplin

Alex Houthuysen (Hill)

Kylie Wanganeen

Celeste Iannella

Kylie van Alphen

Ash Cook

Cheryl Saunders

Chief Executive Officer, non-Indigenous

Aboriginal Cultural Broker, First Nations

Youth Transition Worker, First Nations

Foyer Service Manager, non-Indigenous

Team Leader, non-Indigenous

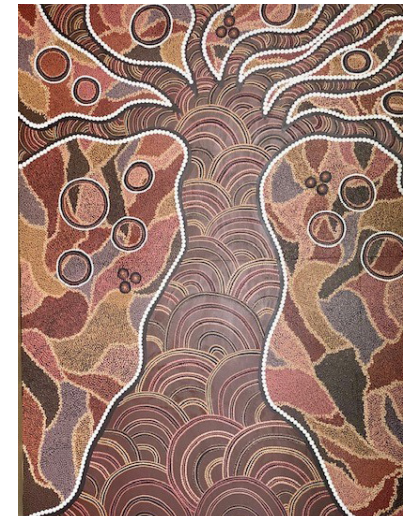
Alumni of Foyer Port Adelaide, non-Indigenous

Western Grannies Group, First Nations

Our CEO, Nicole Chaplin, will champion and drive the momentum of our RAP initiatives, embedding it across our organisation. While the CEO will take responsibility for many of the RAP commitments, she will be supported by the Leadership Team comprised of the Foyer Service Manager, Aboriginal Cultural Broker, Crisis Accommodation Service Manager and Marketing Manager to support the delivery of these commitments.

St John's Youth Services is committed to reconciliation with First Nations peoples and believes the development and implementation of our new RAP will continue to provide impetus to our practical work with and for First Nations young people, their families, Elders and communities.

Art work created by Marra Dreaming for Foyer Port Adelaide.



Our People

Our employees support First Nations and non-Indigenous young people to break the cycle of homelessness, to move to a place they can call home, transition to independence, and connect with their communities. Our people were central to the successful delivery of our inaugural RAP and enthusiastically embraced our second RAP as they continued to demonstrate their willingness to step up to new challenges and maintain their commitment to reconciliation. As we enter a new RAP cycle, we are ready to open our hearts to truth telling across our organisation.

Our First Nations Employees

SJYS supports our First Nations workforce to participate in the SA Anglicare Network First Nations Collective. The SA Anglicare Network is comprised of the four SA based Anglicare Australia members, who work together in the best interests of our diverse programs across South Australia. The Network collaborates on a range of policy and quality standards, and partners for joint program funding where possible. An important subgroup of the SA Network is the First Nations Collective, which brings together First Nations workers from across the network and is supported by the Chief Executive Officers to drive the cultural capability of each organisation.

Insights from First Nations employees

Djkeera

I am Kokatha, Wirangu and Mirning

What inspires me?

Breaking the cycle, healing intergenerational trauma, being a positive role model to my son, siblings, family and community.

My thoughts on reconciliation

I believe once non-Indigenous people truly understand and acknowledge the importance Aboriginal peoples hold to the land, the importance of cultures and spiritual connection, we will begin our healing journey to create better relationships with one another.

It will help build a strong future not only for people but for the land too.

Djkeera at the NAIDOC Awards where she won Naidoc's 2021 Sports Woman of the Year



A message to our non-Indigenous employees, young people, and supporters

Please remember one shoe does not fit all. We are all different, your previous experience with that person will be different to the next. We are more than a statistic. To supporters, thank you for wanting to understand, to educate yourself, and wanting to be part of the healing process.

What I would like to see SJYS achieve towards reconciliation over the next three years

- Continue to support First Nations employees and young people.
- Continue to encourage non-Indigenous employees in cultural awareness, with cultural workshops being presented by an Elder(s) within the Aboriginal community to give non-Indigenous people an opportunity to ask questions.
- Engage in the community, build relationships with other Aboriginal services to ensure we support young people to our best ability.

Shanna

My mob

My family is from Far North Queensland. My paternal grandfather was born on Thursday Island, and my paternal grandmother was from the home of Olkola people, 'the freshwater people', whose traditional lands are in southern central Cape York. My maternal grandmother Mary was from Wujal Wujal, home to the Kuku Yalanji, Kuku Nyungul and Jalunji clans – the 'rainforest people'. My maternal grandfather Noel was an Irakandji man from Cairns. My parents were both born in Yarrabah and I was born in Townsville.

What inspires me

The strong women in my family, including my grandmother's aunty who followed her stolen children 400km to Yarrabah while continuously hiding from the troopers. My Aunty Flo Watson has spent many years championing for all Indigenous Queenslanders to receive their long overdue stolen wages. Her daughter Lisa was advocating for a closer look into the death of Cameron Doomadgee on Palm Island, even as she was receiving chemotherapy,

My thoughts on reconciliation

Three of my grandparents died before my parents had even finished primary school. My parents recently celebrated 50 years

of marriage, have three daughters, one granddaughter and four great-grandchildren. I am so thankful for initiatives such as Closing the Gap and the improved health outcomes for First Nations Australians. Compared to my grandparents, my generation has more choices in life and greater freedom. There is still racism, that may never go away, but people are now more aware that this is unacceptable.

A message to our non-Indigenous employees, young people, and supporters

I appreciate anyone who takes the time to learn and delve into my cultures. To those who have taken the time to understand, respect, empathise and champion our history since colonisation rather than just sweep it under the carpet, I say thank you.

Shanna with mural painted for SJYS by Marra Dreaming.



Our Relationships

Our Reconciliation journey is shaped by our relationships. In this section, we especially want to acknowledge one of these significant relationships, the **Western Grannies Group**.

The Western Grannies Group meets fortnightly at Foyer Port Adelaide. Formed in 1999, the Western Grannies Group – a welcoming, supportive group for all Aboriginal and Torres Strait Islander grandparents – provides a story of hope and assistance with the grandparenting role.

The Western Grannies Group has supported hundreds of families with a range of factors affecting their children, grandchildren, and community. They provide peer support, assistance, and opportunities for grandparents to access outreach support and financial assistance. They support people exiting prison, create awareness of drug related issues, and aim to reduce drug related issues in the Nunga community by empowering others and achieving a sense of community and care.

The Western Grannies Group assists SJYS by providing cultural advice and interventions in working with the Aboriginal young people we support across our services. The group also provides a 'go to' resource for us to consult with Aboriginal Communities across the metropolitan area, in particular Adelaide's western suburbs.

The Grannies are vital role models to young people and families, and bring a range of organisations together including government, non-government, and Aboriginal Torres Strait Islander peoples and community groups. It is a significant two-way relationship, with SJYS providing the group with administration support, transport and catering.

The Western Grannies Group is active in advocating and encouraging change in the criminal justice system to include positive changes for Aboriginal and Torres Strait Islander peoples.

St John's Youth Services sincerely thanks and acknowledges the contribution the Western Grannies Group has made to our cultural journey and learnings over the past seven years.

Members of the Western Grannies Group at Foyer Port Adelaide, in front of art work created by Marra Dreaming.



Port Adelaide and Enfield Council Aboriginal Advisory Panel

This panel performs an invaluable service to the Port Adelaide Enfield Council. They provide consultation on several community-based programs, issues and events that require cultural understanding, representing, and respecting the values of cultures for all peoples.

Advisory panel members have made a commitment and taken responsibility to serve, independent of monetary reward, personal gain, or benefits. Every panel member contributes and understands the importance of the Advisory Panel from past, present, and future perspectives.

As the Aboriginal Advisory Panel, they strive for continued growth, reflection, and improvement.

Turkindi Aboriginal Information Network

The SJYS Aboriginal Cultural Broker is an active Board Member of Turkindi Aboriginal Information Network.

This network is an informal group of Aboriginal and non-Indigenous people, members, and non-members who, through their work, are directly involved in assisting First Nations peoples in finding meaningful employment, training or information relating to Aboriginal service providers and community events.

Bookabee Services Australia

SJYS has partnered with Bookabee in a joint initiative to provide their Aboriginal Cultural Sensitivity and Respect training programs at say. kitchen. When COVID-19 prevented in-person training, SJYS assisted with the technology to enable the training to go online, and managed online bookings systems for Bookabee.

SA Anglicare Network's South Australian First Nations Collective (SAANFNC)

As members of Anglicare Australia, ac.care, AnglicareSA, Anglicare Willochra and St John's Youth Services work together to strengthen our capacity for the benefit of people and communities across South Australia. We commit to the Anglicare Australia Code of Ethics as a guide to our collaboration with each other. The SAANFNC brings First Nations employees from across the four organisations together to collectively advise and recommend best practice to the Chief Executive Officer group to advance the healing and restoration of balance for First Nations peoples – both as employees and clients – on investment in workplace and employee cultures, decolonising services, and valuing the experience and wisdom of First Nations peoples.

Members of the SA Anglicare Network's South Australian First Nations Collective sharing dinner after a SAANFNC workshop.





Relationships

St John's Youth Services believes that meaningful relationships are the key to responding to the needs and aspirations of First Nations young people. Meaningful relationships are built on respect for individuals and their culture, and trust that is earned through honest conversations that acknowledge First Nations peoples, cultures, and circumstances. We will continue our long history of advocating for the rights of young people and agitating for change.

These relationships are critical to addressing the complex barriers First Nations young people face in securing a safe place to live and participating in education, work, and community. St John's Youth Services also strives to build strong relationships between organisations built on deep listening and learning from each other. We will further embed this approach through our goals to join with the other three Anglican organisations across SA to build relationships to strengthen our reconciliation initiatives.

Focus Area

We will support our First Nations employees to participate in the SA Anglicare Network First Nations Collective, who provide advice on cultural policy to the Chief Executive Officers of the SA Anglicare Network.

In the final year of our previous RAP we commenced researching, developing and writing a Cultural Supervision Framework, which included training for our leadership in cultural supervision and anti-racism. This tool will further be developed, informed by evidence and practice. It highlights the cultural needs of individual workers, and also explores the impact of culture on our colleagues and young people.

Relationships Action 1

Maintain and develop mutually valuable relationships with First Nations peoples, communities and organisations.

Deliverable	Responsibility	Timeline
Meet with local Kurna and other First Nations stakeholders and organisations to continuously improve principles for engagement.	Chief Executive Officer	Report Sept 2022, 23 & 24
Review, update and implement the SJYS engagement plan to work with First Nations stakeholders.	Chief Executive Officer	Report Sept 2022
Each year develop two new reciprocal relationships with First Nations services, businesses or groups who can assist First Nations young people to participate in opportunities, find a place to call home and sustain existing relationships.	Aboriginal Cultural Broker	Report Dec 2022, 23 & 24
Continue to seek new opportunities to develop additional partnerships, collaborations, work exchanges and experiences, and community capacity building opportunities with new and emerging groups across the homelessness and broader community services system.	Chief Executive Officer	Report Dec 2022, 23 & 24
Maintain existing relationships with organisations in the homelessness and broader community services sector as per SJYS Strategic Plan ensuring, meeting annually with 24 organisations to deliberate and collaborate on 12 activities.	Chief Executive Officer	Report Sept 2022
Review connection with Industry Advocate*. *SJYS currently sits on the Hospitality Aboriginal Employment Industry Participation Cluster. The renewed connection will result in clusters across other industries to increase opportunities for young people. Further involvement with the Industry Advocate will increase the relationships with First Nations owned and operated businesses.	Aboriginal Cultural Broker	Report Sept 2022

Relationships Action 2

Celebrate National Reconciliation Week (NRW) to strengthen and maintain relationships between First Nations peoples and non-Indigenous Australians.

Deliverable	Responsibility	Timeline
Circulate Reconciliation Australia's NRW resources and reconciliation materials to all employees to ensure people can plan their participation in advance.	Marketing Manager	May 2023, 24 & 25
Encourage and support participation in external events to recognise and celebrate NRW, including opportunities for all Board members, employees, senior leaders, and young people to attend and be involved in at least one activity per year during National Reconciliation Week, including but not limited to: <ul style="list-style-type: none"> Reconciliation SA Breakfast Walk of Awareness Western Reconciliation event Veale Gardens community event. 	Aboriginal Cultural Broker	May 2023, 24 & 25
Organise one SJYS National Reconciliation Week event each year that is inclusive of employees, young people, and the wider community, both First Nations people and non-Indigenous Australians.	Aboriginal Cultural Broker	May 2023, 24 & 25
Register all National Reconciliation Week events via Reconciliation Australia's National Reconciliation Week website.	Marketing Manager	May 2023, 24 & 25
Ensure our Reconciliation Action Committee participates in three external National Reconciliation Week events each year.	RAP Champion	27 May – 3 June 2023, 24 & 25

Relationships Action 3

Promote reconciliation through our sphere of influence.

Deliverable	Responsibility	Timeline
<p>Communicate our commitment to reconciliation publicly through:</p> <ul style="list-style-type: none"> • Social media, website, newsletters • A minimum of six publications per annum. 	Marketing Manager	Dec 2022, 23 & 24
<p>Develop and implement a staff engagement strategy that continues to build upon awareness of reconciliation across our workforce.</p>	Chief Executive Officer	Dec 2022, 23 & 24
<p>Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes. Stakeholders include but not limited to:</p> <ul style="list-style-type: none"> • Strategic youth sector groups • Homelessness SA • Our say.kitchen partners, NAYS, WISE Employment and Bush Tukka • Port Adelaide Enfield Council. 	Chief Executive Officer	Dec 2022, 23 & 24
<p>Through the Adelaide North West Homelessness Alliance, improve and promote reconciliation across the northern and western suburbs of Adelaide through engagement with Alliance Partners to improve services to First Nations people experiencing homelessness in the region.</p>	Chief Executive Officer	Dec 2022, 23 & 24
<p>Collaborate with six other like-minded organisations who have RAPs or are seeking to develop their first RAP, to implement ways to advance reconciliation, including but not limited to:</p> <ul style="list-style-type: none"> • AnglicareSA • ac.care • Anglicare Willochra • Anglicare Australia • Adelaide North West Homelessness Alliance • SACOSS 	Chief Executive Officer	Dec 2022, 23 & 24

Relationships Action 3 continued.

Deliverable	Responsibility	Timeline
Continue to support and drive change across the SA Anglicare Australia Network to improve and promote reconciliation across the four organisations, including reviewing, updating, and implementing an engagement plan to work with First Nations stakeholders.	Chief Executive Officer	Dec 2022, 23 & 24
Encourage all employees to show support and solidarity with First Nations people on Jan 26 including: <ul style="list-style-type: none"> • Participating in the 'Change the Date' campaign for Australia Day, and • Releasing a 'Change the Date' statement each January. 	Chief Executive Officer	Jan 2023, 24 & 25
Continue to support and promote the 'Uluru Statement from the Heart' through a social media campaign both internally and externally to promote individuals and organisations signing up to the statement, providing an email banner for all staff to include on their emails, and providing an annual education session on the Uluru Statement for employees.	Chief Executive Officer	Oct 2022 & June 2023
Engage external stakeholders in our reconciliation journey at six events and three exhibitions held at our services, say.kitchen or other community venues.	Marketing Manager	Bimonthly from Oct 2022
Advocate and agitate for reconciliation through our formal and informal networks on Sorry Day and National Reconciliation Week annually.	Chief Executive Officer	May and June 2023, 24 & 25
Through our membership of the newly formed Adelaide North West Homelessness Alliance, we will actively support First Nations organisations, communities and stakeholders, amplifying their voices to government, to advocate and agitate for changes to services to be inclusive and culturally safe.	Chief Executive Officer	Jan 2023

Relationships Action 4

Promote positive race relations through anti-discrimination strategies.

Deliverable	Responsibility	Timeline
Continuously improve HR policies and procedures concerned with anti-discrimination.	Chief Executive Officer	Report Oct 2022, 23 & 24
Review and update the 'Challenging Racism' policy developed in partnership with the SA First Nations Collective and SJYS Multicultural Working Group* to support employees and young people develop understanding and respect for First Nations peoples and cultures. *The SJYS Multicultural Working Group supports migrant employees and young people.	Chief Executive Officer	Report Oct 2022, 23 & 24
Engage with First Nations employees and/or First Nations advisors and the SA First Nations Collective to continuously improve our 'Challenge Racism' policy.	Chief Executive Officer	Report Nov 2022
Implement and communicate 'Challenging Racism' policy for SJYS.	Chief Executive Officer	Report Nov 2022 & 23
Support and promote the 'Racism Stops with Me' campaign through internal and external communication tools.	Chief Executive Officer	Report Nov 2022 & 23
Provide ongoing education opportunities for senior leaders and managers on the effects of racism, through the Cultural Supervision Tool.	Chief Executive Officer	Report Dec 2022, 23 & 24

Relationships Action 4 continued.

Deliverable	Responsibility	Timeline
SJYS leadership to publicly support anti-discrimination campaigns, initiatives, or stances against racism. This will include challenging racism through networks and forums we are involved in, asking questions and challenging race relations, including campaigns and events in our email signatures and our social media campaigns.	Chief Executive Officer	Dec 2022, 23 & 24
Attend a minimum of two RAP leadership gatherings annually to engage and collaborate with the RAP leadership cohort.	Chief Executive Officer	Report Sept 2022, 23 & 24

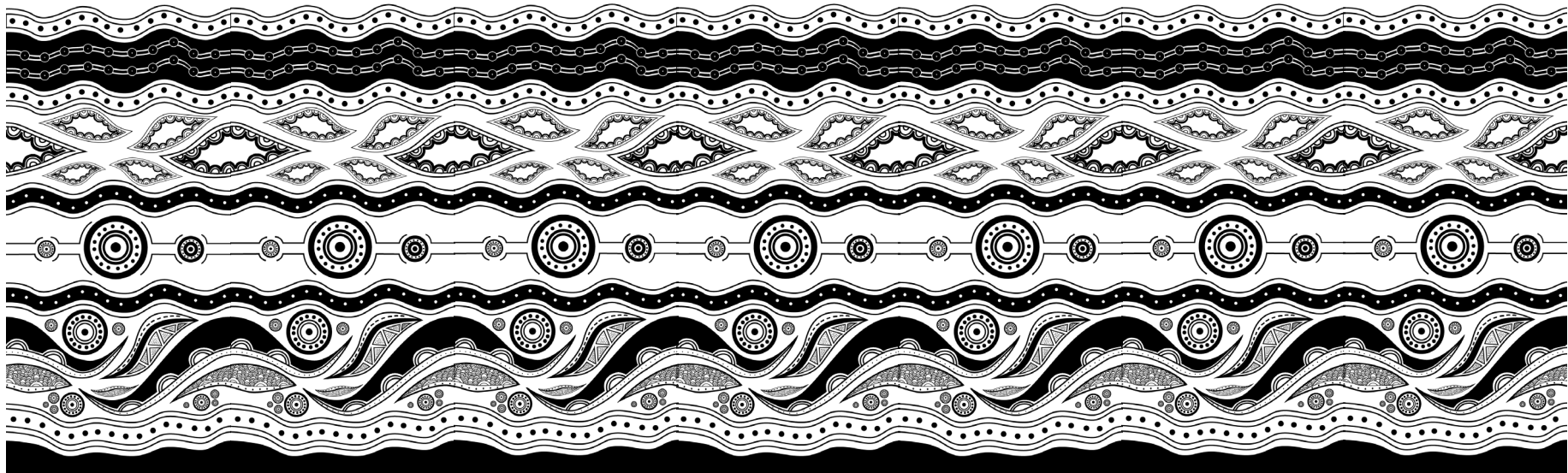
Relationships Action 5

Increase internal and external awareness of our RAP to promote reconciliation across SJYS through our communication networks and social media.

Deliverable	Responsibility	Timeline
Provide opportunities for young people to participate in the Reconciliation Action Committee.	Reconciliation Action Committee	Sept 2022, 23 & 24
Launch Stretch RAP and invite key stakeholders, including funders, partners, members, First Nations community members, Elders, employees, and young people.	Marketing Manager	By Oct 2022
Promote Reconciliation Australia and Reconciliation SA events and programs through internal and external communication tools, and support employees and young people to attend.	Marketing Manager	Report Sept 2022, 23 & 24
Include an overview of the RAP as part of employee induction/orientation processes.	Chief Executive Officer	Report Sept 2022, 23 & 24
Provide internal notices of RAP activities to enable employee and young people's participation.	Marketing Manager	Report Sept 2022, 23 & 24

Deliverable	Responsibility	Timeline
Make all Reconciliation Action Committee meetings open to any employee or young person who is interested to attend.	Chief Executive Officer	Report Sept 2022, 23 & 24
Print hard copies of the SJYS RAP to make available to the community and stakeholders at our events, in our reception and common areas.	Marketing Manager	Sept 2022, 23 & 24

Art work by Mai-Sie from Ochre Dawn, commissioned for say.kitchen.





Respect

St John's Youth Services respects First Nations cultures, building respectful relationships and developing a holistic and diverse approach to addressing inequity in our community creating an environment where young people make strong and positive choices in their lives.

We strive to empower First Nations young people through supporting them to engage with their cultural community, grow their capacity to live strong and healthy lives, and become future leaders in their community keeping the best interests of young people as our primary focus.

Striving for excellence in all aspects of our work, an organisational culture of respect is maintained through sourcing diverse opportunities for our people to develop their understanding of First Nations cultures.

Focus Area

Respecting First Nations' connection to land, their beliefs and heritage, the importance of family, and acknowledging their lived history of dispossession, racism, and of Stolen Generations, advocating and agitating for change across non-government and government systems.

Through the SA Anglicare Network First Nations Collective, SJYS will implement Cultural Capability Framework including a continuous learning program based on the National Indigenous Australians Agency (NIAA) Footprints Model.

Respect Action 1

Continue to strengthen understanding, values and recognition of First Nations cultures, histories, knowledge and rights through implementing a cultural awareness training program.

Deliverable	Responsibility	Timeline
Conduct a review of cultural learning needs within our organisation.	Chief Executive Officer	Report Dec 2022, 23 & 24
Review, update and communicate a cultural learning strategy for our employees.	Chief Executive Officer	Report Dec 2022, 23 & 24
Consult local Traditional Owners and/or First Nations advisors on the implementation of a cultural learning strategy.	Chief Executive Officer	Report Dec 2022, 23 & 24
Ensure all Reconciliation Action Committee members and the Senior Management team undertake formal and structured cultural learning.	Chief Executive Officer	Report Dec 2022, 23 & 24
Ensure 80% of all employees attend face-to-face Cultural Awareness training each year.	Chief Executive Officer	Report Dec 2022, 23 & 24
Ensure 80% of all non-Indigenous employees undertake cultural immersion activities across the duration of this RAP with Traditional Owners of the land on which the activity is held by December 2023 (e.g. Reconciliation camp, connection with the Grannies Group).	Chief Executive Officer	Report Dec 2022, 23 & 24
Ensure that current and future employees have completed online Aboriginal and Torres Islander Cultural Learning activity, through the SBS portal that SJYS has subscribed to.	Chief Executive Officer	Report Dec 2022, 23 & 24

Respect Action 1 continued.

Deliverable	Responsibility	Timeline
SJYS will, through the SA Anglicare Network First Nations Collective, implement a Cultural Capability Framework including a continuous learning program based on the National Indigenous Australians Agency (NIAA) Footprints Model.	Chief Executive Officer	Report Dec 2022, 23 & 24
Ensure all employees have an agenda item in their monthly supervision to explore individual cultural leaning needs.	Chief Executive Officer	Report Sept 2022, 23 & 24
Ensure all employees have a KPI in their annual performance review to monitor participation in cultural awareness training opportunities.	Chief Executive Officer	Report Sept 2022, 23 & 24
Maintain awareness, understanding and education around reconciliation across SJYS operations, inclusive of cultural sensitivities, protocols, and history of First Nations Australians through monitoring the outcomes of cultural supervision, through annual supervision audits reflecting cultural conversations.	Aboriginal Cultural Broker	Report Sept 2022, 23 & 24
Implement the SJYS 'Crossing the Bridge' activity where employees from different cultural backgrounds meet to talk about their childhood and family experiences.	Chief Executive Officer	Report Dec 2022, 23 & 24

Respect Action 2

Continue to strengthen respect and foster awareness and understanding of cultural sensitivities and protocols of First Nations Australians.

Deliverable	Responsibility	Timeline
Continue to ensure that an Acknowledgement is incorporated in all agendas and recorded in minutes to ensure that an Acknowledgement of Country is made at the commencement of meetings.	Chief Executive Officer	Report Sept 2022, 23 & 24
Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Chief Executive Officer	Report Sept 2022, 23 & 24
Employees and senior leaders to continue to provide an Acknowledgement of Country at all public events.	Chief Executive Officer	Report Sept 2022, 23 & 24
Display an Acknowledgment of Country in all St John's Youth Services sites.	Chief Executive Officer	Report Sept 2022, 23 & 24
Develop, in partnership with local First Nations communities, a local protocol document to guide all activities with the Kurna community in partnership with the Grannies Group and communicate to all employees.	Reconciliation Action Committee, Chair	Oct 2022
Invite Traditional Owners to deliver a Welcome to Country at significant events convened by SJYS, including the RAP Launch, Annual General Meeting and all significant events held at our services, say.kitchen or other community venues, as determined by the Aboriginal Cultural Broker.	Aboriginal Cultural Broker	Report Dec 2022, 23 & 24
In consultation with First Nations employees, communities and young people, visually demonstrate respect for First Nations peoples and cultures across our site locations including displaying First Nations flags and Kurna Welcome at all work sites, Language Maps posted in accommodation services and First Nations art exhibited at all work sites.	Aboriginal Cultural Broker	Report Sept 2022, 23 & 24

Respect Action 3

Continue to support all employees to engage with First Nations cultures and histories by celebrating NAIDOC Week.

Deliverable	Responsibility	Timeline
SJYS will continue to support all employees and young people to participate and celebrate in SA NAIDOC Week events, and at least two events in the local community each year.	Aboriginal Cultural Broker	First week in July 2023, 24 & 25
Communicate to employees that the SJYS Enterprise Bargaining Agreement (EB) includes significant days as a flexible option for employees to attend events such as Sorry Day and NAIDOC Week.	Chief Executive Officer	Oct 2022, 23 & 24
SJYS will support a NAIDOC event with resources in partnership with the First Nations community each year.	Chief Executive Officer	First week in July 2023, 24 & 25
Promote NAIDOC Week celebrations and stories through SJYS social media annually.	Marketing Manager	First week in July 2023, 24 & 25

Respect Action 4

In the spirit of truth-telling, recognise and create opportunities for SJYS employees to participate in days of significance that celebrate, respect and share stories of First Nations perspectives and achievements.

Deliverable	Responsibility	Timeline
Recognise and participate in local ANZAC Day ceremony to reflect the importance of First Nations veterans and remember the sacrifices they made by sharing local stories about local veterans via social media, attending the First Nations ANZAC DAY remembrance ceremony at the commemorative park and sharing stories with our employees via internal platforms.	Aboriginal Cultural Broker	April 2023, 24 & 25
Continue to consult with First Nations advisors, employees and the Grannies Group about how they would like to see truth-telling implemented in a culturally safe way.	Chief Executive Officer	Dec 2022, 23 & 24
Reconciliation Action Committee and Leadership to participate in, and support with resources, the Port Adelaide Walk of Awareness of the Stolen Generation.	Aboriginal Cultural Broker	May 2023, 24 & 25
Recognise and participate in Aboriginal Children's Day through social media and internal notices.	Chief Executive Officer	August 2023, 24 & 25
Recognise and participate in Sorry Day annually via social media and by select members of our Reconciliation Action Committee and staff attending a community event.	Marketing Manager	26 May 2023, 24 & 25
Recognise and participate in the Anniversary of the National Apology annually via social media and by select members of our Reconciliation Action Committee and staff attending a community event.	Chief Executive Officer	13 February 2023, 24 & 25

Respect Action 5

Develop and implement a Cultural Capability Framework in partnership with AnglicareSA, ac.care and Anglicare Willochra through the SA First Nations Collective (SAFNC).

Deliverable	Responsibility	Timeline
Undertake a cultural audit across all agencies to determine where we are at including governance, Board membership, policies, and training.	Chief Executive Officer	Report Sept 2022, 23 & 24
Establish a defined governance structure for First Nations services delivered across the four agencies.	Chief Executive Officer	By Dec 2023
Cross-agency SAFNC to meet quarterly.	Chief Executive Officer	Report Dec 2022, 23 & 24. Meetings convened in 2022, 23, 24 & 25 February, May, July and October
Facilitate additional feedback on the Cultural Capability Framework.	Chief Executive Officer	Report Dec 2022, 23 & 24
Ensure consistency of cultural safety policies and procedures across the four organisations through annual review.	Chief Executive Officer	Report Dec 2022, 23 & 24
Identify and implement KPIs to measure and monitor our performance against the Cultural Capability Framework (to measure organisational cultural capability).	Chief Executive Officer	Report Dec 2022, 23 & 24

Respect Action 6

Connect and engage First Nations and non-Indigenous young people in shared experiences aimed to build knowledge of First Nations cultures and histories.

Deliverable	Responsibility	Timeline
Organise and deliver a cultural camp with recreational activities for First Nations young people biannually.	Chief Executive Officer	Sept 2022 & 24
Encourage and facilitate walking together and sharing stories to build understanding and respect for First Nations peoples and cultures.	Chief Executive Officer	Explore Sept 2022
Establish 'yarning circles' for First Nations young people, both young men and young women.	Chief Executive Officer	March 2023
Invite members of the Grannies Group to share their culture with young people annually.	Foyer Manager	Report Sept 2022
Invite First Nations employees to share their culture with young people annually.	Foyer Manager	Report Sept 2022
In the spirit of truth-telling, invite our Aboriginal Cultural Broker to share his Stolen Generation story with young people annually.	Foyer Manager	Report Sept 2022
Continue to develop innovative ways to engage young people in shared experiences to build knowledge of First Nations cultures and histories.	Foyer Manager	Jan 2023, 24 & 25



Opportunities

St John's Youth Services believes it is vital to work together with First Nations employees and young people to realise their potential and to advocate for equality in all aspects of their lives - encouraging innovation, cooperation, and participation.

Our services work to address the issues that have resulted in each young person who comes to us in crisis and experiencing homelessness. This means we respond not just to the immediate housing crisis, but aim to set them up for a life of independence through linking them to opportunities in education, work, and connections to community.

This holistic approach is particularly important to First Nations young people and means we are best able to meet our organisational goals to break the cycle of homelessness for all young people.

Focus Area

Extending opportunities within St John's Youth Services workforce through integrity, fairness, and balance to counter barriers to employment and retention.

Striving for excellence in all aspects of our operations in the best interests of young people.

Opportunities Action 1

Continue to improve employment outcomes by increasing First Nations recruitment, retention, and professional development so that our services to young people are both accessible and responsive to the needs of First Nations young people.

Deliverable	Responsibility	Timeline
Review Job Descriptions and advertisements annually to ensure First Nations people are encouraged to seek employment with SJYS.	Chief Executive Officer	Report Sept 2022, 23 & 24
Maintain First Nations employment at 20% by monthly supervision with First Nations employees to discuss work/life/career satisfaction, holding sessions with the CEO to co-design services and approaches in partnership with our First Nations employees, increasing job satisfaction and potential career advancement.	Chief Executive Officer	Report Dec 2022, 23 & 24
Engage with existing First Nations employees to integrate their perspectives on recruitment and retention policy and practice of First Nations workforce.	Chief Executive Officer	Report Dec 2022, 23 & 24
Continue to advertise job vacancies on First Nations media platforms, such as the Koori Mail and National First Nations Times.	Chief Executive Officer	Report Dec 2022, 23 & 24
Actively seek out and offer professional development opportunities for First Nations employees.	Chief Executive Officer	Report Sept 2022, 23 & 24
Build capacity and leadership pathways into Board membership positions for First Nations community members.	Chief Executive Officer	Report Sept 2022, 23 & 24

Opportunities Action 1 continued.

Deliverable	Responsibility	Timeline
Continue to support First Nations employees to participate in South Australian Anglicare Agencies First Nations Collective.	Chief Executive Officer	Report Dec 2022, 23 & 24
Engage education providers and corporate stakeholders in building employment and professional development pathways for First Nations employees and young people.	Chief Executive Officer	Report Dec 2022, 23 & 24
Circulate training opportunities offered by education providers and corporate stakeholders to all First Nations employees.	Chief Executive Officer	Report Dec 2022, 23 & 24

Opportunities Action 2

Increase First Nations supplier diversity to support improved economic and social outcomes.

Deliverable	Responsibility	Timeline
SJYS will continue to review procurement policies so barriers to sourcing goods from First Nations businesses are able to be addressed.	Chief Executive Officer	Report Dec 2022, 23 & 24
Secure Supply Nation membership.	Chief Executive Officer	Report Dec 2022, 23 & 24
Update and implement a First Nations procurement strategy to include and updated list of First Nations suppliers and minimum targets.	Chief Executive Officer & Aboriginal Cultural Broker	Jan 2023
Develop and communicate opportunities for procurement of goods and services from First Nations businesses to staff and colleagues.	Chief Executive Officer	Jan 2023

Deliverable	Responsibility	Timeline
Develop at least one new commercial relationship per year with a First Nations business.	Chief Executive Officer	Report Sept 2022, 23 & 24
Increase pro bono activities with First Nations organisations and businesses by 10% per annum 2022: \$24,774 2023: \$29,548 2024: \$39,096.	Chief Executive Officer	Report Sept 2022, 23 & 24
Maintain commercial relationships with five First Nations businesses, including Print Junction, Tauondi Aboriginal College Inc, Bookabee and Marra Dreaming.	Chief Executive Officer	Report Sept 2022, 23 & 24

Opportunities Action 3

Provide opportunities for First Nations young people to participate in the SJYS RAP and reconciliation activities.

Deliverable	Responsibility	Timeline
Strengthen the process for First Nations young people to participate in the Reconciliation Action Committee.	Aboriginal Cultural Broker	Report Dec 2022, 23 & 24
Involve young people in the design of our reconciliation events e.g NAIDOC, National Reconciliation Week.	Foyer Manager	Report Sept 2022

Opportunities Action 4

Build opportunities for First Nations people by supporting the Close the Gap campaign.

Deliverable	Responsibility	Timeline
St John's Youth Services will strengthen relationships with and work in partnership with other youth organisations that support Closing the Gap, including but not limited to Youth Opportunities, Youth INC, SASY and SYC.	Chief Executive Officer	March 2023, 24 & 25
Deliver a social media campaign to promote Close the Gap initiatives.	Marketing Manager	March 2023, 24 & 25
Deliver a public/community activity event at our services, say.kitchen or other community venue that supports Close the Gap awareness and action.	Chief Executive Officer	March 2023, 24 & 25
Deliberate and collaborate with SA Anglicare Network on how to advance Close the Gap recommendations among our sphere of influence.	Chief Executive Officer	March 2023, 24 & 25



Governance

Governance Action 1

Continue to maintain an effective Reconciliation Action Committee.

Deliverable	Responsibility	Timeline
Continue to maintain a membership that is comprised of First Nations people and non-Indigenous Australians to ensure implementation of the RAP.	RAP Champion	March, June, Sept & Dec 22, 23, 24 & 25
Reconciliation Action Committee to meet quarterly to govern the RAP.	RAP Champion	March, June, Sept & Dec 22, 23, 24 & 25
Annually review the Terms of Reference for the Reconciliation Action Committee.	RAP Champion	Sept 2022, 23 & 24
Maintain our 'Elder in Residence' from our connections with the Western Grannies Group to provide cultural advice and guidance to the Reconciliation Action Committee.	RAP Champion	Review annually Sept 2022, 23 & 24

Governance Action 2

Provide appropriate support for effective implementation of RAP commitments.

Deliverable	Responsibility	Timeline
Embed resource needs for RAP implementation.	Chief Executive Officer	March 2023, 24 & 25
All senior management activities (including meetings, supervision, and monthly reports) to have the RAP added as an agenda item.	Marketing Manager	Report Dec 2022, 23 & 24
Embed key RAP actions in performance expectations of senior management and all employees.	Chief Executive Officer	Report Dec 2022, 23 & 24
Embed appropriate systems and capability to track, measure and report on RAP commitments.	Chief Executive Officer	Report Dec 2022, 23 & 24
Maintain an internal RAP Champion from senior management.	Chief Executive Officer	Report Dec 2022, 23 & 24
Include our RAP as a standing agenda item at senior management meetings.	Chief Executive Officer	Report quarterly June, Sept, Nov, Feb & March 22, 23, 24 & 25
Review employee engagement in RAP biannually.	Aboriginal Cultural Broker	Jan & June, 23, 24 & 25

Governance Action 3

Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Deliverable	Responsibility	Timeline
Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence.	Chief Executive Officer	June 2023, 24 & annually
Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	Chief Executive Officer	Aug 2022, 23, 24 & annually
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Chief Executive Officer	30 Sept 2022, 23, 24 & annually
Report RAP progress to all employees and senior leaders quarterly.	Chief Executive Officer	March, June, Sept & Dec 22, 23, 24 & 25
Publicly report against our RAP commitments annually, outlining achievements, challenges, and learnings.	Chief Executive Officer	Report Dec 2022, 23 & 24
Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Chief Executive Officer	April 2024

Governance Action 4

Continue our reconciliation journey by developing our next RAP.

Deliverable	Responsibility	Timeline
Register via Reconciliation Australia’s website to begin developing our next RAP.	Chief Executive Officer	July 2024
Meet with Reconciliation Australia to discuss the direction and ideas we have for our next RAP.	RAP Champion	Sept 2024
Supply a traffic light report to Reconciliation Australia to inform the strategic direction of our next RAP.	RAP Champion	July 2024

Our RAP Art Work

The art work depicted in this RAP is from an original work created by Marra Dreaming for St John's Youth Services.



For this mural we wanted to pay homage to our ancestors and the land upon which current-day Adelaide sits. We incorporated elements of dualism in this piece. With both the land and the water being of major significance to all Indigenous people surviving off the land for thousands of years, we wanted to incorporate both elements. The long flowing design throughout the mural represents the birds eye view of the historic River Torrens (Karrawirra Parri) and the riverbeds on which Kurna people occupied. Secondly it also represents the landscape view one would get from looking toward the Adelaide Hills. You can also see throughout the mural, the animal tracks of local wildlife that frequent these areas such as the kangaroo and emu and the river red gums that line the riverbed.



Contact and Feedback

If you have comments or questions about the St John's Youth Services Stretch RAP, we would love to hear from you.

RAP Champion

Nicole Chaplin

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Aboriginal Cultural Broker

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 stjohnsyouthservices.org.au/about-us/reconciliation

