

Reconciliation Action Plan

INNOVATE

July 2021 - July 2023





Acknowledgment of Country

The Children's Hospital Foundation pays respect to the traditional custodians of the lands on which we walk, work, talk and live. We also acknowledge and pay our respect to Aboriginal and Torres Strait Islander Elders past, present and future.



Photo
Nancellar, 8 years old, in remission from leukaemia.

Contents

Children's Hospital Foundation story.....	4
Vision for Reconciliation.....	5
Message from our Board Chair.....	6
Message from Reconciliation Australia.....	7
About Children's Hospital Foundation.....	8
Children's Hospital Foundation's Reconciliation Action Plan.....	9
Our RAP Working Group.....	10
Children's Hospital Foundation's Partnerships in Action.....	11
Children's Hospital Foundation's Reconciliation Goals.....	13
Relationships.....	14
Respect.....	16
Opportunities.....	18
Governance.....	19

Aboriginal and Torres Strait Islander readers are advised that this publication may contain images of deceased persons.



Children's Hospital Foundation Story

Artwork motif

The artwork has been created by Shara Delaney, a Nunagal, Goenbal and Ngugi woman from Quandamooka Country known as the Moreton Bay region. Shara is the artist in residence for Snap Underwood. The meaning behind the design is to highlight the history and commitment of the Children's Hospital Foundation for reconciliation with Aboriginal and Torres Strait Islander children and families. The main circle is the community and people coming together, which incorporates the paper chain logo of the Children's Hospital Foundation. The green background represents how far our services go to help the patients, from urban to rural areas.

Our Symbols



Family

The 'U' symbolises people, a design used traditionally in Aboriginal artwork. In the circle the people are gathered around together as a family and community when sick children need it the most.



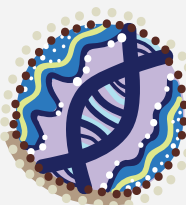
Children

Little foot prints symbolise all the children who receive the services of the Children's Hospital Foundation. The foot prints also represents their health journey.



Giving

The two hands represents an adult who gives support and services to the child. Cultural welcome packs are given to Aboriginal and Torres Strait Islander children when they arrive in Hospital. This design also reflects the continual services providing entertainment and support programs in hospital.



Research

This design looks like a DNA strand to represent access to world-class research, clinical treatments and critical equipment for a healing environment. With the support of a number of researchers who are working on improving the health outcomes for Aboriginal and Torres Strait Islander children.



Health

This design is a heart to symbolise health and the vision for every sick child to have the best possible health care. To help save children's lives and work wonders for sick kids and their families.



Vision for Reconciliation

The Children's Hospital Foundation's vision for reconciliation is for happy, healthy kids, whilst contributing to a culturally safe and brighter future for all children. Through supporting Children's Health Queensland and embedding our values of awareness, acknowledgement and respect of Aboriginal and Torres Strait Islander peoples and their cultures within our organisation, the Children's Hospital Foundation will contribute towards a fair, equitable and inclusive Australia.

Photo Four-year-old Akel, who was diagnosed with a cardiac abnormality as a baby, at home with his family.



Message from our Board Chair

The Children's Hospital Foundation is incredibly proud to present our Innovate Reconciliation Action Plan. This RAP reinforces our ongoing commitment to reconciliation and marks the next step in our journey following from our first RAP launched in 2019.

As the official charity of the Queensland Children's Hospital which funds life-saving medical research, critical equipment and a range of support and entertainment programs in the hospital, we are not only working with Aboriginal and Torres Strait Islander peoples on a daily basis, but also dedicated to improving health care and services for Aboriginal and Torres Strait Islanders in Queensland and around the country.

Building on the strong foundation we have in place across the organisation, our Innovate Reconciliation Action Plan is focused on developing and strengthening relationships with Aboriginal and Torres Strait Islander people, engaging staff and stakeholders in reconciliation and developing innovative strategies to empower Aboriginal and Torres Strait Islander peoples. We aim to deliver a RAP that is meaningful, wholeheartedly embraced, mutually beneficial, with measurable outcomes.

Our working group along with key team members across the organisation have been involved in developing this RAP and I want to thank the team for their commitment and passion. The working group will be keeping us on track as we aim to deliver our Innovate RAP and report back on our progress.

However, reconciliation is something everyone can and should contribute towards. At the Children's Hospital Foundation, every member of the organisation has an active role to play in achieving the actions we have all committed to.

I look forward to sharing our progress in achieving the deliverables of the Reconciliation Action Plan and the positive impact it will make towards reconciliation of the nation, the positive impact to Aboriginal and Torres Strait Islander peoples, and to the Children's Hospital Foundation as we continue to work wonders for sick children and their families.

Karen Prentis

Board Chair
Children's Hospital Foundation

Photo Children's Hospital Foundation Board Chair Karen Prentis.

Message from Reconciliation Australia

Reconciliation Australia commends the Children's Hospital Foundation on the formal endorsement of its second Reconciliation Action Plan (RAP).

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

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. The Children's Hospital Foundation continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that the Children's Hospital Foundation will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to the Children's Hospital Foundation using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for the Children's Hospital Foundation to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, the Children's Hospital Foundation will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of the Children's Hospital Foundation's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations the Children's Hospital Foundation on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia





About the Children's Hospital Foundation

From the very beginning of the journey, we have been committed to making a difference in the fight against childhood illness and injury so every child can grow up as happy and healthy as possible.

Today, more than 40 years after the first children's hospital in Brisbane opened, we remain committed to helping sick and injured kids by funding life-saving medical research, investing in vital new equipment, and providing support and entertainment for children and their families. We are committed to making a difference in the fight against childhood illness and injury so every child can grow up as happy and healthy as possible.

The Children's Hospital Foundation's vision is for every sick child to have the best possible health care, with access to world-class research and clinical treatment in a healing environment. Our mission is to help save children's lives and work wonders for sick kids and their families.

As the charity dedicated to raising funds for Queensland's sickest kids, proudly working alongside the Queensland Children's Hospital and state-wide with Children's Health Queensland, we interact with Aboriginal and Torres Strait Islander peoples every day. From a patient and family in the hospital accessing our in-hospital services to make their journey a little easier, to a child in a remote part of Queensland having a hearing check through a program funded by Children's Hospital Foundation.

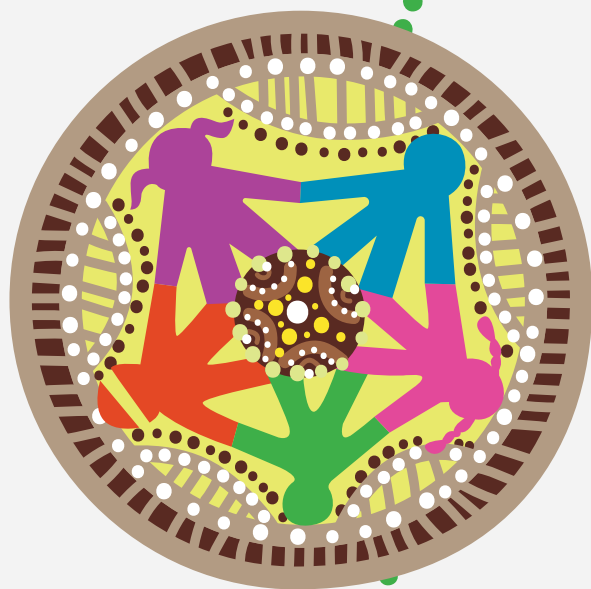
Together with community support and corporate partnerships, we are working wonders for sick kids and their

families when they need it most. With a small but dedicated team of fifty five staff and a wonderful crew of 150 volunteers working wonders for sick kids, across two sites in Queensland, the Children's Hospital Foundation exists to support children and their families as they navigate an injury or illness, while investing in life-saving medical research and critical equipment. Currently, the Children's Hospital Foundation does not have any staff who identify as Aboriginal and/or Torres Strait Islander people.

We work alongside Aboriginal and Torres Strait Islander peoples and families in a number of ways. We financially support a number of researchers who are working on improving health outcomes for Aboriginal and Torres Strait Islander children, as well as funding a grant to provide Cultural Welcome Packs to Aboriginal and Torres Strait Islander children when they arrive in hospital.

Our organisational values demonstrated by staff and volunteers of Accountability, Working Together, Recognition and Respect, Excellence and Innovation and Care, provide a framework to inform and guide our strategic direction, including the ongoing development of the Reconciliation Action Plan (RAP) process. The Innovate Reconciliation Action Plan (RAP) is a way for the Children's Hospital Foundation to continue to formally and publicly acknowledge our commitment to reconciliation. This RAP outlines concrete actions to develop relationships, create opportunities and engage our team in reconciliation through continuously listening, learning and growing. The achievement of this plan will enable the Children's Hospital Foundation to continue to build a meaningful and worthwhile contribution towards reconciliation.

Photo Freddy with one of our Steggles Cuddle Carers.



Our Reconciliation Action Plan

In early 2019, the Children's Hospital Foundation actively started the process of developing its first Reconciliation Action Plan (RAP). This was the first step in our reconciliation journey, recognising our official commitment to making our organisation a culturally aware and inclusive workplace.

It guided us through our tentative steps of our reconciliation journey where we focused on working on actions to understand and learn more about Aboriginal and Torres Strait Islander histories and cultures; building and strengthening our relationships with Aboriginal and Torres Strait Islander peoples; and preparing us for meaningful and sustainable reconciliation.

Key achievements from our first Reflect RAP include:

- Development of Cultural Protocols document
- Introduction of cultural competency training at induction and for all existing staff
- Participation in Aboriginal and Torres Strait Islander community events, including National Reconciliation Week and NAIDOC Week activities
- Systems implemented to record the number of Aboriginal and Torres Strait Islander staff
- All position advertisements now include 'Aboriginal and Torres Strait Islander peoples are strongly encouraged to apply'

Despite the progress made over the last twelve months, COVID-19 brought some challenges to our reconciliation journey. Our cultural capability training was delayed and was shifted from in person to online. There were also some minor delays to other deliverables. Whilst we have worked at embedding our Reflect RAP and are enormously proud of our progress, it has provided invaluable learnings that we have taken on board with the development of our Innovate RAP.

This RAP will build on the steps that the Children's Hospital Foundation have already taken and will reinforce our commitment to reconciliation. It was developed in consultation with our RAP working group, as well as divisional consultation lead by the members of the working group with their teams. The board and executive team are committed to the delivery of the RAP across the Children's Hospital Foundation and will be monitoring its implementation and impact.



Our RAP Working Group

To continue to advance reconciliation at the Children's Hospital Foundation a RAP working group was established.

Our RAP working group is made up of staff from across our organisation who are passionate about reconciliation and also includes an external Aboriginal and Torres Strait Islander member. The Working Group members each came to the RAP process with different understanding of Aboriginal and Torres Strait Islander peoples and have been open in their desire to learn and create organisational change that leads us closer to our vision for Reconciliation. The Working Group play an active role in engaging the broader organisation and encouraging all team members to play a part in the Foundation's reconciliation journey. In addition to the team members listed below, our RAP Champion and Working Group Chair, Rachael Murphy's role is to inspire and develop appropriate actions for each deliverable and champion significant cultural celebrations in our offices. Our organisation's commitment to this RAP is supported at the highest levels by the Children's Hospital Foundation board and its Senior Executive Team.

Members of the working group are:

- **Rachael Murphy** Director People and Culture (Chair)
- **Nick Van Dyke** Director, Patient and Family Support
- **Hayley Roots** People and Culture Coordinator
- **Diane Baartz** Community Relationship Manager
- **Jade Wightman** Production Manager
- **Lilia Bernede** Head of Grants
- **Megan Doohan** Individual Giving Manager

The Children's Hospital Foundation RAP working group would like to acknowledge the counsel of Tracy Ritson, who is a local Aboriginal and Torres Strait Islander woman and has worked with us on our RAP as an external consultant, whose advice, direction and support has been invaluable.



Children's Hospital Foundation's Partnerships in Action

The Children's Hospital Foundation funds research aiming to improve health outcomes for Aboriginal and Torres Strait Islander children and youths, with a focus on social and emotional wellbeing, management of burns injuries and treatment of chronic respiratory conditions. National data indicates that average mortality rates for Aboriginal and Torres Strait Islander children and youths are 2 times those of non-Aboriginal and Torres Strait Islander people.

The Children's Hospital Foundation has, and continues to make, significant investments into research that aims to help "close the gap" in health outcomes and life expectancy for these children. Outlined below is a summary of some of the research the Foundation has funded and continues to fund, and the positive impact it has had on Aboriginal and Torres Strait Islander children and their families.

Between 2018 and 2020, the Foundation helped to fund a crucial study that looked at improving treatment for Aboriginal and Torres Strait Islander children who suffer from burns and tailoring their care according to individual needs. The study resulted in the development of resources to improve paediatric burns care to effectively meet the psychosocial, wellbeing and cultural needs of Aboriginal and Torres Strait Islander families.

Previously funded research contributed to the development of new clinical practice guidelines, including The National guide to a preventive health assessment for Aboriginal and Torres Strait Islander people (2012) which aims to prevent disease, detect early and unrecognised diseases, and promote health awareness in the Aboriginal and Torres Strait Islander population.

In addition, the Foundation funded research aimed at improving the social and emotional wellbeing of Aboriginal and Torres Strait Islander youth by implementing a framework designed by the community to reduce suicide and self-harm.

Research was funded into the prevention and management of acute and chronic respiratory infections in Aboriginal and Torres Strait Islander children in urban and remote areas of Australia using intensive, culturally sensitive approaches.

The Children's Hospital Foundation is committed to improving health outcomes for Aboriginal and Torres Strait Islander children and youths through the continuation of funding research that has a positive impact. A number of new initiatives have been included in this RAP to enhance our commitment.

Photo Akel with his dad Tim, going through the Children's Hospital Foundation cultural welcome pack.

“Thanks to Children’s Hospital Foundation for all that they have done for our family. We have enjoyed every minute we have spent with the volunteers, especially the Steggle Cuddle Carer program, bedside play and the awesome Kidzone. We cannot thank you enough for all your support.”

Siba, Freddy and family





Children's Hospital Foundation's Reconciliation Goals

The Children's Hospital Foundation's Innovate Reconciliation Action Plan will help to realise reconciliation goals in three important areas:

Relationships

At the heart of everything we do at Children's Hospital Foundation is building strong relationships that result in the best possible care and treatment for sick children and their families. It is evident that we can play a significant role in strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous people, to ensure that we are all working towards reconciliation.

Respect

Reconciliation is ultimately about respect for the histories, the cultures and the connection to land of Aboriginal and Torres Strait Islander peoples. Through our actions, we are committing to a greater understanding and knowledge of Aboriginal and Torres Strait Islander cultures and histories to ensure we can provide the best possible care and treatment for Aboriginal and Torres Strait Islander children and young people, and all young people.

Opportunities

Everything we do is about working wonders for sick kids to ensure they can get better and go home sooner. Our goal is to improve the outcomes for Queensland's sickest and most critically injured kids, which is why we provide vital funding to the Queensland Children's Hospital – the state's only specialist children's hospital. We want to ensure every child in Queensland can receive the highest level of care when needed, and we understand and appreciate that this can be extremely difficult for Aboriginal and Torres Strait Islander families. We are committed to improving health outcomes for Aboriginal and Torres Strait Islander children in hospitals around Queensland and northern New South Wales and in remote locations. We also recognise the role that we play in ensuring that our workforce represents the diversity of communities, families and children that we support, and, therefore are committed to increasing career and business opportunities for Aboriginal and Torres Strait Islander peoples.



Relationships

At the heart of everything we do at Children's Hospital Foundation is building strong relationships that result in the best possible care and treatment for sick children and their families. It is evident that we can play a significant role in strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous people, to ensure that we are all working towards reconciliation.

Action	Deliverables	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	January 2022	Director, People and Culture
	Collaborate with Queensland Children's Hospital on opportunities to build relationships with Aboriginal and Torres Strait Islander stakeholders, as they arise.	August 2021 August 2022	Director, Patient and Family Support
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	April 2022	Director, People and Culture
2. Celebrate and promote National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May - 3 June, 2022 & 2023	People and Culture Coordinator
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2022 & 2023	RAP Working Group Chair
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2022 & 2023	Director, People and Culture
	Organise at least one NRW event each year.	27 May - 3 June, 2022 & 2023	People and Culture Coordinator
	Register all our NRW events on Reconciliation Australia's NRW website.	27 May - 3 June, 2022 & 2023	People and Culture Coordinator
	Participate in NRW events at the Queensland Children's Hospital, including offering support where needed.	27 May - 3 June, 2022 & 2023	Head of Patient Experience
3. Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation, through half yearly information sessions and provide an overview of our RAP in every new starter induction.	December 2021	People and Culture Team
	Communicate our commitment to reconciliation publicly.	February 2022, February 2023	Director, Brand and Marketing

Action	Deliverables	Timeline	Responsibility
	Launch Innovate RAP and promote activities in Foundation media channels.	August 2021	Marketing and Communications Officer
	Ensure Innovate RAP is clearly visible and accessible on Foundation's website	August 2021	Marketing and Communications Officer
	Promote reconciliation through ongoing active engagement with all corporate partners and external stakeholders.	March 2022, March 2023	Head of Partnerships
	Collaborate with other like-minded organisations to develop ways to advance reconciliation.	February 2022	RAP Working Group Chair
	Request Children's Hospital Foundation representation on Children's Health Queensland's Making Tracks committee to support and provide advice on initiatives and programs to support Aboriginal and Torres Strait Islander families	December 2021, December 2022	Director, Patient and Family Support
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	September 2021	People and Culture Coordinator
	Review and communicate the Foundation's anti-discrimination policy.	March 2022	Director, People and Culture
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	March 2022	Director, People and Culture
	Educate all staff, including senior leaders on the effects of racism, through interactive information sessions.	October 2021	Director, People and Culture
5. Ensure Children's Hospital Foundation brand is inclusive of Aboriginal and Torres Strait Islander peoples	Share at least two stories each year in social or other media featuring Aboriginal and Torres Strait Islander children, young people and their families.	December 2021, December 2022	Marketing and Communications Officer
	Highlight the impact of our funding to support Aboriginal and Torres Strait Islander people in the Impact Report.	December 2021, December 2022	Director, Brand and Marketing
	Ensure images of Aboriginal and Torres Strait Islander children, young people and their families are integrated into communications, e.g. website, donor communications, etc.	December 2021, December 2022	Director, Brand and Marketing
	Incorporate an Aboriginal and Torres Strait Islander child ambassador for at least one campaign	December 2021, December 2022	Individual Giving Manager
	Review the Foundation's consent policy to ensure it is relevant and respectful to Aboriginal and Torres Strait Islander children, young people and families	February 2022	Director, Brand and Marketing



Respect

Reconciliation is ultimately about respect for the histories, the cultures and the connection to land of Aboriginal and Torres Strait Islander peoples. Through our actions, we are committing to a greater understanding and knowledge of Aboriginal and Torres Strait Islander cultures and histories to ensure we can provide the best possible care and treatment for Aboriginal and Torres Strait Islander children and young people, and all young people.

Action	Deliverables	Timeline	Responsibility
6. Increase understanding and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	September 2021	Director, People and Culture
	Encourage internal workshops to include informative, creative and/or educational content relating to Aboriginal and Torres Strait Islander cultures, developed in consultation with or conducted by Aboriginal and Torres Strait Islander people.	June 2022	Director, People and Culture
	Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our team which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face-to-face workshops or cultural immersion).	October 2021	People and Culture Coordinator
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	December 2022	Director, People and Culture
	Work with JuicedTV to create content that is inclusive of Aboriginal and Torres Strait Islander people eg: celebrating days of significance	June 2022	Director, Brand and Marketing
	Provide entertainment, events and activities to patients of Queensland Children's Hospital that is culturally appropriate and increases awareness and understanding of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	December 2021	Head of Patient Experience
	Provide cultural awareness training for all team members	December 2021	People and Culture Coordinator
	Provide opportunities for RAP Working Group members and other key leadership staff to participate in formal and structured cultural learning.	May 2022	People and Culture Coordinator

Action	Deliverables	Timeline	Responsibility
7. Ensure respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols, through printing desk cards and displaying prominently.	January 2022	People and Culture Coordinator
	Review and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country	January 2022	People and Culture Coordinator
	Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	February 2022	RAP Working Group
	Encourage team members to include an Acknowledgement of Country where appropriate at the commencement of internal and external meetings including all team meetings/workshops/seminars, and board meetings	January 2022	People and Culture Team
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	January 2022, January 2023	Director, Brand and Marketing
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July 2021, July 2022, July 2023	People and Culture Coordinator
	Provide opportunities for all team members to participate in NAIDOC Week celebrations and promote and encourage participation in external NAIDOC events.	July 2021, July 2022, July 2023	Director, People and Culture
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	May 2022, May 2023	Director, People and Culture
	Participate and offer event support for NAIDOC Week events at Queensland Children's Hospital, where needed.	July 2021, July 2022, July 2023	Head of Patient Experience





Opportunities

Everything we do is about working wonders for sick kids to ensure they can get better and go home sooner. Our goal is to improve the outcomes for Queensland's sickest and most critically injured kids, which is why we provide vital funding to the Queensland Children's Hospital – the state's only specialist children's hospital. We want to ensure every child in Queensland can receive the highest level of care when needed, and we understand and appreciate that this can be extremely difficult for Aboriginal and Torres Strait Islander families. We are committed to improving health outcomes for Aboriginal and Torres Strait Islander children in hospitals around Queensland and northern New South Wales and in remote locations. We also recognise the role that we play in ensuring that our workforce represents the diversity of communities, families and children that we support, and, therefore are committed to increasing career and business opportunities for Aboriginal and Torres Strait Islander peoples.

Action	Deliverables	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2022	Director, People and Culture
	Establish connections with organisations for Aboriginal and Torres Strait Islander people to explore opportunities to increase employment pathways within the Foundation.	July 2022	Director, People and Culture
	Engage with Aboriginal and Torres Strait Islander people and/or consultants to advise on recruitment, employment and retention strategies, including professional development and the advertisement of job vacancies on Aboriginal and Torres Strait Islander media outlets.	July 2022	Director, People and Culture
	Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy.	September 2022	Director, People and Culture
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	June 2022	People and Culture Coordinator
	Increase awareness of volunteering opportunities for Aboriginal and Torres Strait Islander people by advertising and targeting recruitment with local Aboriginal and Torres Strait Islander community groups.	June 2022	Volunteer Services Manager
	Review and update procurement policies and procedures to ensure there are no barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	February 2022	People and Culture Coordinator
	Increase percentage of Aboriginal and Torres Strait Islander staff employed in our workforce	November 2022	Director, People and Culture
10. Engage with Aboriginal and Torres Strait Islander suppliers to support improved economic and social outcomes.	Review and update procurement policies and procedures to ensure there are no barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2022	Senior Accountant
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy	November 2022	Senior Accountant
	Investigate Supply Nation membership.	December 2021	Senior Accountant
	Develop and communicate to team members a list of Aboriginal and Torres Strait Islander businesses supplying goods and services.	January 2022	Senior Accountant
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	June 2022	Head of Partnerships
11. Continue to have a positive impact on the health outcomes of Aboriginal and Torres Strait Islander people.	Investigate the development of a research grant round that targets improved health outcomes for Aboriginal and Torres Strait Islander people, or improved healthcare delivery in Aboriginal and Torres Strait Islander populations.	December 2022	Director of Grants
	Communicate the funding provided to Aboriginal and Torres Strait Islander health research and showcase the outcomes of this research.	December 2022	Head of Grants
	Investigate the ability to expand Aboriginal and Torres Strait Islander welcome packs to community sites at CHQ.	July 2022	Director, Patient and Family Support

Action	Deliverables	Timeline	Responsibility
12. Improve Foundation service delivery to Aboriginal and Torres Strait Islander patients	Invite Aboriginal and Torres Strait Islander role models to visit Kidzone and ward visits.	March 2022, March 2023	Entertainment Experience Manager
	Build relationships with Aboriginal and Torres Strait Islander families staying at the Hospital to promote access to Children's Hospital Foundation support and resources.	October 2021, October 2022	Family Liaison Manager



Governance

Action	Deliverables	Timeline	Responsibility
13. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	December 2022	Director, People and Culture
	Establish and apply a Terms of Reference for the RWG.	April 2022, April 2023	Director, People and Culture
	Meet at least four times per year to drive and monitor RAP implementation.	March, June, September, December 2021, 2022 and 2023	RAP Working Group Chair
14. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation, as part of annual budgeting cycle.	March 2022 March 2023	Director, People and Culture
	Engage our senior leaders and other staff in the delivery of RAP commitments.	March 2022 March 2023	Director, People and Culture
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	March 2022 March 2023	Director, People and Culture
	Appoint and maintain an internal RAP Champion from senior management.	March 2022 March 2023	Director, People and Culture
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2021, September 2022	Director, People and Culture
	Report RAP progress to all staff and senior leaders quarterly.	March, June, September, December 2021, 2022, 2023	Director, People and Culture
	Publicly report our RAP achievements, challenges and learnings, annually.	August 2021, August 2022	Director, People and Culture
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	People and Culture Coordinator
16. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2022	Director, People and Culture



Contact

Rachael Murphy

Director, People and Culture

pandc@childrens.org.au

07 3606 6100

PO Box 8009
Woolloongabba QLD 4102

1300 742 554 | 07 3606 6138

childrens.org.au

