



# UnitingCare Queensland

Reconciliation Action Plan for 2012 and 2013

*Unified, positive and healthy*





# Our Reconciliation Action Plan



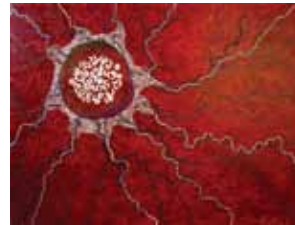
## UnitingCare Queensland

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## UnitingCare Social Justice

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"We Walk Together" by Robert Barton, was commissioned by UnitingCare Queensland to celebrate the launch of our Reconciliation Action Plan. It details the many different paths that have been taken on UnitingCare Queensland's reconciliation journey. The dotted features of blue, green and white lines contrasted against the deep red ochre background symbolises the complex weave of people, stories and histories coming together through the shared vision of reconciliation.

## Terminology

Throughout the Reconciliation Action Plan the term 'Aboriginal and Torres Strait Islander peoples' is used as the primary term with the occasionally used term 'First Peoples'. For the purpose of this document both terms will refer to Indigenous Australians, Murri, Koori, Country, kinship, mobs, group names and other preferred identities. We acknowledge that no one term is preferred by everyone in the wider community or even all people involved in development of the RAP.



This document has been developed by  
UnitingCare Queensland and its  
Reconciliation Action Plan Working Group  
with the assistance and guidance of Fieldworx



# Our Reconciliation Action Plan

## Preamble

Human rights should be the very foundation of everything we do. The treatment of Aboriginal and Torres Strait Islander peoples throughout Australia's history has not respected even the most basic human rights.

While we work to affirm the rights and dignity of all people, UnitingCare Queensland as an organisation and the individuals working within, need to be proactive in thoughts and actions to help repair the harm caused to many generations of Aboriginal and Torres Strait Islander peoples through past injustices, government policies, and societal attitudes. In doing this, UnitingCare Queensland recognises the overarching importance of the "United Nations Declaration

on the Rights of Indigenous Peoples" adopted on 13 September 2007. The inherent principle within the declaration is that Indigenous peoples are equal to all other peoples, whilst recognising their right to cultural diversity and freedom from discrimination of any kind. These principles are the foundation stones of the UnitingCare Queensland Reconciliation Action Plan.

This document is intended to be read in the spirit of a truthful recognition of our history that will inform a vision of a shared, equitable and respectful future and the acceptance that the responsibility for creating that future rests with every individual in the present.



# Our Reconciliation Action Plan

## Message from the CEO

I would like to start by acknowledging the Traditional Custodians of this land and pay my respects to all Elders, past, present and future, for they hold the memories, traditions, culture and hopes of Aboriginal and Torres Strait Islander peoples around Australia.

UnitingCare Queensland recognises that we need to contribute to building better relationships and eliminating the glaring gap in life expectancy, education, incarceration rate, family wellbeing and health between Aboriginal and Torres Strait Islander peoples and the rest of the Australian community.

Reconciliation relates to mutual respect, equality and building positive relationships within the Australian community. Our vision is to recognise and strengthen our relationship with Aboriginal and Torres Strait Islander peoples through positive and inclusive workforce innovation practices. Our Reconciliation Action Plan reflects our values of Compassion, Respect, Justice, Working Together and Leading through Learning.

We thank all those who assisted with the development of this Plan including the members of our Reconciliation Action Plan Working Group, Reconciliation Australia and all those who provided feedback at various stages of consultation.

Clearly there is still a long way to go but we are so glad to be part of the journey. May each of the small steps we take contribute to building respectful, honest and real relationships with Aboriginal and Torres Strait Islander peoples.

A handwritten signature in black ink, appearing to read "Anne".

**Anne Cross**  
CEO UnitingCare Queensland

# Our Reconciliation Action Plan

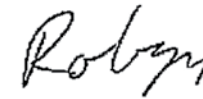
## Message from our Executives

UnitingCare Health is committed to the journey of Closing the Gap and improving the life expectancy of Aboriginal and Torres Strait Islander peoples. We hope to listen to and work with the First Peoples of this nation in genuine consultation. The Reconciliation Action Plan will guide us in working together with understanding and respect of cultural diversity to deliver more appropriate care, and improve trust and participation in our services.

A handwritten signature in black ink, appearing to read "Richard".

**Richard Royle**  
Executive Director  
UnitingCare Health

The Reconciliation Action Plan is an opportunity for Blue Care to renew and strengthen its commitment to reconciliation. Blue Care recognises the importance of working alongside Aboriginal and Torres Strait Islander peoples to continuously improve the cultural appropriateness of our services and to increase employment opportunities for Aboriginal and Torres Strait Islander people. Blue Care's commitment to the Reconciliation Action Plan will keep us on a positive journey with Aboriginal and Torres Strait Islander peoples.

A handwritten signature in black ink, appearing to read "Robyn".

**Robyn Batten**  
Executive Director  
Blue Care



# Our Reconciliation Action Plan

UnitingCare Community is proud to be part of the UnitingCare Queensland Reconciliation Action Plan and looks forward to continuing our engagement with our Aboriginal and Torres Strait Islander staff and community members to provide culturally appropriate services that meet the needs of Aboriginal and Torres Strait Islander peoples.

We are committed to journeying with Aboriginal and Torres Strait Islander peoples to close the gap around the disadvantage they experience in a manner that shows respect and dignity for both culture and people.

Bob

**Bob Gilkes**  
Executive Director  
UnitingCare Community

I acknowledge the traditional custodians of this land and it is with thanks, gratitude, sorrow and hope that I pay my respects to past, present and future Elders. Developing the Reconciliation Action Plan is the start of a tremendous journey for all of us at UnitingCare Queensland. I would like to thank everyone who opened their arms and embraced this opportunity. I believe we are maturing in our understanding of reconciliation and I look forward to our coming achievements.

Greg

**Greg Mackay**  
Director  
UnitingCare Social Justice



# Our Reconciliation Action Plan

## Our VISION for Reconciliation

***To be culturally responsible and committed to social justice for  
Aboriginal and Torres Strait Islander peoples.  
We will be unified, positive and healthy.***

*"Only when we can see clearly  
where we have come from will  
we be able to choose our path  
for the future."*

*Reconciliation is caring enough  
to want to really hear another  
person's story."*

**Joe Conway**

Vulnerable Groups Program  
Project Manager  
UnitingCare Community

This vision for reconciliation aligns with the mission of UnitingCare Queensland:

UnitingCare Queensland claims its place in the mission of God through its health and community services, research, advocacy and community development.

As part of The Uniting Church, the mission of UnitingCare Queensland is to improve the health and wellbeing of individuals, families and communities as we: Reach out to people in need; speak out for fairness and justice; care with compassion, innovation and wisdom.

Blue Care, UnitingCare Community, UnitingCare Social Justice, and UnitingCare Health are vital expressions of this mission.

NB: The use of the word "healthy" in our vision comes from the World Health Organisation definition as "a state of complete physical, mental, and social wellbeing and not merely the absence of disease or infirmity."

# Our Reconciliation Action Plan

## Our VALUES

UnitingCare Queensland believes that values are fundamental to the work we do and express the mission of God by being present in people's lives to offer hope, healing and transformation.

The core values of UnitingCare Queensland are:

<b>Compassion</b>	Through our understanding and empathy for others we bring holistic care, hope and inspiration
<b>Respect</b>	We accept and honour diversity, uniqueness and the contribution of others
<b>Justice</b>	We commit to focusing on the needs of the people we serve and to work for a fair, just and sustainable society
<b>Working Together</b>	We value and appreciate the richness of individual contributions, partnerships and teamwork
<b>Leading through learning</b>	Our culture encourages innovation and supports learning

The core values guiding this Reconciliation Action Plan are:

<b>Self determination</b>	It is essential for Aboriginal and Torres Strait Islander peoples to decide how best to move into the future
<b>Equality</b>	Aboriginal and Torres Strait Islander peoples should be heard and influential within the workplace
<b>Relationships</b>	Healthy relationships are central to building cooperative partnerships based on trust and respect
<b>Respect</b>	Aboriginal and Torres Strait Islander peoples are Australia's First Peoples. To have this reality acknowledged and accepted is at the heart of respect

*"It (reconciliation) requires recognition of our values, culture and traditions so that they can co-exist with those of mainstream society.*

*It requires respecting our difference and celebrating it within the diversity of the nation."*

**Dr William Jonas AM**  
Former Aboriginal and Torres Strait Islander  
Social Justice Commissioner

# Our Reconciliation Action Plan

## Our WORK

UnitingCare Queensland is the health and community service provider of the Uniting Church and supports more than 14 000 people throughout Queensland every day of the year.

With over 15 000 staff and 8 500 volunteers in more than 400 geographic locations across Queensland, UnitingCare Queensland is one of Australia's largest non-profit health and community service providers.

UnitingCare Queensland's mission is to reach out to people in need, speak out for fairness and justice and care with compassion, innovation and wisdom.

UnitingCare Queensland delivers quality and compassionate care through a network of health and community service groups including:

- **Blue Care**
- **UnitingCare Community** (including Lifeline services)
- **UnitingCare Social Justice**
- **UnitingCare Health**
  - o The Wesley Hospital
  - o St Andrew's War Memorial Hospital
  - o St Stephen's Hospitals – Maryborough and Hervey Bay
  - o The Sunshine Coast Private Hospital



## Our JOURNEY

The Reconciliation Action Plan (RAP) journey began with a clear commitment in April 2009 from the Executive Leadership Team to commence the process. For UnitingCare Queensland this commitment became tangible through the following milestones:

- The mapping of UnitingCare Queensland's active involvement in initiatives and programs with Aboriginal and Torres Strait Islander peoples
- Engagement with senior management of all service groups to identify Aboriginal and Torres Strait Islander staff for discussion regarding current programs, initiatives and services and the RAP process and journey
- Engagement with managers and staff actively involved in community service work to discuss programs and current resources
- Regional face-to-face meetings and phone linkups with management and staff across Brisbane and regional Queensland
- Soliciting Reconciliation Australia's support and involvement with regular communication of process, ideas and stages of the journey
- Drafting a Statement of Commitment through feedback gained via direct engagement with management and staff
- Identifying Aboriginal and Torres Strait Islander staff and other staff through internal networks and recommendations of who should be involved with the RAP Working Group, ensuring broad representation across service groups, regions and cultural groups
- Ensuring the budget and logistical support of Executive Directors and managers of all service groups for resourcing staff to participate in the RAP Working Group
- Resourcing six full day workshops with the RAP Working Group in Brisbane - external facilitation was used to engage in an open forum, participatory style workshop that included World Café and TOPS workshop models
- The Statement of Commitment was publicly launched in February 2011 by UnitingCare Queensland CEO, Ms Anne Cross and Rev Shayne Blackman, National Administrator, Uniting Aboriginal and Islander Christian Congress. This was attended by executives and staff from UnitingCare and its service groups, as well as invited guests
- Commissioning of Aboriginal artist Robert Barton (a Kalkadoon man from far North Western Queensland) to create a new visual artwork that reflects the integrity and collaborative approach of the UnitingCare Queensland RAP journey.

*"Being part of the RAP process has given me the opportunity to get to know more people both black and white within the organisation that show a true commitment to being involved with reconciliation."*

*Thanks for taking the time to work in partnership with the Aboriginal and Torres Strait Islander workers and yes, let's keep it going."*

**Laurel Blow**

Team Leader, Mudjimba Safe House  
Cherbourg

# Our Reconciliation Action Plan

## Our WORKING GROUP

The Reconciliation Action Plan Working Group consisted of staff from Blue Care, UnitingCare Community, UnitingCare Health, UnitingCare Social Justice and staff of the UnitingCare Queensland Group Office (including marketing and communications staff). The group consisted of 33 members, 28 of whom directly took part in the RAP process, and 23 who identify as being Aboriginal and/or Torres Strait Islander people.

Six face-to-face workshops were held with external facilitators guiding an open forum, participatory style workshop. Many of these members will participate in the Advisory Group on Reconciliation - formed to monitor and review the RAP implementation over the next two years.

### Back row from left

Trish Noel-Borg. Blue Care  
Sharon Morrison. UnitingCare Community  
Susan Cook. UnitingCare Community  
Wayne Weribone. UnitingCare Community  
Gavin Maher. UnitingCare Community  
Tilly Jarvis. UnitingCare Social Justice  
David Conlon. Blue Care  
Joe Conway. UnitingCare Community  
Greg Mackay. UnitingCare Social Justice

### Front row from left

Kiah Woodall. UnitingCare Social Justice  
Beth Hall. UnitingCare Social Justice  
Christine Bosworth. UnitingCare Community  
Trudy Cooper. UnitingCare Community  
Sarah Clemence. UnitingCare Health  
Anita Bellgrove. UnitingCare Community  
Helen Fraser. Blue Care  
Donna Corrie. Blue Care



Working Group members present at final workshop. See left panel for names.

## Our PLAN

The UnitingCare Queensland Reconciliation Action Plan is a two year plan that will be reviewed and refreshed annually. It is intended as an overarching document for UnitingCare Queensland and its service groups. Each group will, in time, develop its own Reconciliation Action Plan with Blue Care's and UnitingCare Community's already underway. The plan is underpinned by active engagement with and representation by Aboriginal and Torres Strait Islander peoples across all service groups. The Advisory Group on Reconciliation holds carriage of the RAP, including monitoring outcomes and providing feedback through a face-to-face facilitated process every six months.

The RAP is congruent with the broad strategic planning and review processes of the whole organisation in that both are recognised as *"placing people at the core"*.

Our RAP focuses on ensuring that respect, relationships and opportunities are demonstrated through practical reconciliation in action across the following focus areas:

- Aboriginal and Torres Strait Islander representation at all levels and throughout the organisation
- Meaningful cultural awareness training
- Adoption of cultural protocols through organisational policy
- The attraction, retention and development of Aboriginal and Torres Strait Islander employees
- Sense of community within the Aboriginal and Torres Strait Islander workforce of UnitingCare Queensland
- Communications and marketing material and products that are inclusive of Aboriginal and Torres Strait Islander peoples.

These focus areas assist the organisation in determining where responsibility lies for genuine and meaningful actions. UnitingCare Queensland's accountability for ensuring real change is underpinned by its core values and the values guiding the RAP.

*"As a non Aboriginal or Torres Strait Islander person, I initially thought what difference or input can I make?"*

*Having participated I now fully realise the huge difference that I can make and the role that we have as non Indigenous persons to truly breathe life into this RAP and work together."*

**Julie Kinchin**

Staff Development Manager, The Sunshine Coast Private Hospital

# Our Reconciliation Action Plan

## Our 2012 – 2013 PLAN



# Our Reconciliation Action Plan

## Our PLAN: Relationships

### Relationships

Healthy relationships in UnitingCare Queensland between Aboriginal and Torres Strait Islander peoples and other people, are vital and essential to reconciliation. Relationships that thrive within the organisation and through the work of all UnitingCare service groups demonstrate respect, trust, connection and practical understanding of how people work together.

**FOCUS AREA: Aboriginal and Torres Strait Islander representation at all levels throughout the organisation**

### Action: We will achieve this by:

### Responsibility

### Timeline

### Measurable target

Establishing the Advisory Group on Reconciliation (AGR) that reports to UnitingCare Queensland on the needs of Aboriginal and Torres Strait Islander staff and communities. This is likely to include:

- Funding support for regular facilitated meetings
- Development of a Terms of Reference for the advisory group
- Clear reporting channels for the key messages from the advisory group
- Each service group identifying Aboriginal and Torres Strait Islander leaders, mentors and champions to participate on the advisory group and in working groups

UnitingCare Queensland, Executive Leadership Team

June 2012

- Advisory Group terms of reference developed
- Advisory Group established and resourced
- The Advisory Group on Reconciliation will meet at least two times per year

Creating a support network for Aboriginal and Torres Strait Islander people to share experiences. This includes:

- Proactively building relationships with external Aboriginal and Torres Strait Islander organisations
- Dedicating support at the UnitingCare Queensland Group Office to facilitate connections among Aboriginal and Torres Strait Islander staff, including creating an annual UnitingCare Queensland event for Aboriginal and Torres Strait Islander employees and online activities
- Developing an online resource area that facilitates networking, supports interactivity such as blogging, and shares stories, contacts, and other resources
- Supporting and resourcing staff to attend and celebrate National Reconciliation Week
- Supporting staff to engage in their culture and community during the celebrations of NAIDOC

UnitingCare Social Justice, Advisory Group on Reconciliation

December 2012

- Model for the support network developed
- Online content in development
- Support network resourced and operational

# Our Reconciliation Action Plan

## Our PLAN: Respect

### Respect

Demonstrating listening and respect for Aboriginal and Torres Strait Islander peoples, their beliefs and values through a commitment to self determination and knowledge of culture, language and history that will lead to genuine understandings and relationships within UnitingCare Queensland.

#### FOCUS AREA ONE: Whole organisation to receive meaningful cultural awareness training

Action: We will achieve this by:	Responsibility	Timeline	Measurable target
Implementing cultural awareness training throughout the organisation in a sustainable way. This is likely to include: <ul style="list-style-type: none"><li>• Members of service groups and Executive Management Teams undertaking cultural awareness training by an experienced cultural awareness trainer</li><li>• Members of service groups and Executive Management Teams visiting communities and engaging with Aboriginal and Torres Strait Islander peoples on Country</li><li>• Developing an approach to ensuring all staff induction includes cultural awareness training</li><li>• Having cultural awareness resources with localised content centralised and available across the organisation to all staff</li></ul>	Managers and Human Resource (HR) Managers	December 2012	<ul style="list-style-type: none"><li>• Executive Teams have participated in training</li><li>• Executive Teams have visited people on Country</li><li>• All staff induction includes cultural awareness training</li><li>• Developing accessible locations for training resources</li></ul>
Ensuring that the cultural awareness training delivered is relevant and meaningful. This is likely to include: <ul style="list-style-type: none"><li>• Supporting existing internal Aboriginal and Torres Strait Islander cultural awareness trainers to come together and workshop/ document what makes relevant and meaningful cultural awareness training</li><li>• Developing guidelines on what relevant and meaningful cultural awareness training is (and is not)</li><li>• Developing a framework to measure the competency of cultural awareness trainers</li></ul>	Advisory Group on Reconciliation	December 2012	<ul style="list-style-type: none"><li>• Developing cultural awareness guidelines</li><li>• Developing a cultural awareness competency framework</li></ul>

# Our Reconciliation Action Plan

## Our PLAN: Respect (continued)

### FOCUS AREA ONE: Whole organisation to receive meaningful cultural awareness training

Action: We will achieve this by:	Responsibility	Timeline	Measurable target
Ensuring that all cultural awareness training tools and resources are culturally appropriate and available. This is likely to include: <ul style="list-style-type: none"><li>Identifying existing good practice resources within the organisation</li><li>Establishing a resource database on all intranets that includes a list of culturally appropriate training resources, stories, workshop processes, videos, handouts etc</li></ul>	UnitingCare Social Justice, Advisory Group on Reconciliation	June 2013	<ul style="list-style-type: none"><li>Database of resources and tools established and distributed</li></ul>
Identifying and ensuring ongoing support for internal and external cultural awareness trainers. This is likely to include: <ul style="list-style-type: none"><li>Creating a cross service group database of internal and external cultural awareness trainers</li><li>Establishing a train-the-trainer model for internal cultural awareness trainers to work with new trainers</li></ul>	HR Managers, Advisory Group on Reconciliation and UnitingCare Social Justice	December 2013	<ul style="list-style-type: none"><li>Database of trainers established and distributed</li><li>Train-the-trainer model in development</li></ul>

### FOCUS AREA TWO: Adoption of cultural protocols through organisational policy

Action: We will achieve this by:	Responsibility	Timeline	Measurable target
Adopting an official policy for Acknowledgment /Welcome to Country at all formal occasions and staff meetings at all levels. This is likely to include: <ul style="list-style-type: none"><li>Engaging with Aboriginal and Torres Strait Islander Elders and community leaders on culturally appropriate protocols to be endorsed</li><li>Identifying existing good practice resources within agencies</li><li>Developing communication policies of culturally appropriate language, guidelines and processes and distributing at all levels of all service groups</li></ul>	UnitingCare Social Justice, Marketing and Communications Managers and Advisory Group on Reconciliation	June 2012	<ul style="list-style-type: none"><li>Protocols determined and distributed</li><li>Acknowledgment/Welcome to Country occurs at all formal events</li></ul>

# Our Reconciliation Action Plan

## Our PLAN: Opportunities

### Opportunities

Our collective communities will benefit from an Aboriginal and Torres Strait Islander workforce that is comprised of people who are respected and supported to reach their potential. This is achieved by UnitingCare Queensland committing to improving work opportunities and the work environment for Aboriginal and Torres Strait Islander peoples to fully participate within a culturally appropriate workplace.

### FOCUS AREA: Aboriginal and Torres Strait Islander representation at all levels throughout the organisation

Action : We will achieve this by:	Responsibility	Timeline	Measurable target
Creating capacity for, and ensuring active engagement for Aboriginal and/or Torres Strait Islander peoples to advise on human resource processes. This could involve advice in such areas as: recruitment, retention, mentoring and supporting career development opportunities	HR Managers and Managers, Advisory Group on Reconciliation	June 2013	<ul style="list-style-type: none"><li>• Human resources consultation processes in place</li><li>• Development of an engagement model</li><li>• Identified person/s for advisory role</li></ul>
Developing mentoring and flexible work opportunities that support and guide cultural learning and career development pathways. This is likely to include: <ul style="list-style-type: none"><li>• Identifying cross service group opportunities for sharing ideas, mentoring and learning</li><li>• Identifying opportunities for promotion and career advancement within each service group</li><li>• Developing a formal mentoring program</li></ul>	HR Managers, Advisory Group on Reconciliation	December 2013	<ul style="list-style-type: none"><li>• Mentoring capacity and processes being used</li></ul>

# Our Reconciliation Action Plan

## Our PLAN: Opportunities (continued)

### FOCUS AREA ONE: The attraction, retention and development of Aboriginal and Torres Strait Islander employees

Action : We will achieve this by:	Responsibility	Timeline	Measurable target
<p>Creating flexible working arrangements that support culturally appropriate ways of working. This is likely to include:</p> <ul style="list-style-type: none"><li>• Supporting a consultation process with Aboriginal and Torres Strait Islander staff</li><li>• Establishing processes across UnitingCare Queensland that enable people to safely identify as Aboriginal or Torres Strait Islander persons</li><li>• Developing policies which acknowledge Aboriginal and Torres Strait Islander connection to community, Sorry Business and other cultural needs</li><li>• Promoting Aboriginal and Torres Strait Islander culture within the work force</li><li>• Celebrating significant events within the organisation</li></ul>	HR Managers, UnitingCare Social Justice	December 2013	<ul style="list-style-type: none"><li>• Project plan for developing flexible and autonomous working arrangements in progress</li></ul>

### FOCUS AREA TWO: Sense of community within the Aboriginal and Torres Strait Islander workforce of UnitingCare Queensland

Action : We will achieve this by:	Responsibility	Timeline	Measurable target
Acknowledging and celebrating the achievements and milestones (as defined by Aboriginal and Torres Strait Islander staff) of Aboriginal and Torres Strait Islander employees through an employee recognition program	HR Managers	December 2012	<ul style="list-style-type: none"><li>• Developing an employee recognition program</li></ul>
Creating capacity for Aboriginal and Torres Strait Islander people to contribute to culturally appropriate information in all UnitingCare Queensland publications	Marketing and Communications Managers	June 2013	<ul style="list-style-type: none"><li>• Processes for consultation in place</li></ul>

# Our Reconciliation Action Plan

## Our PLAN: Opportunities (continued)

### FOCUS AREA THREE: Communications, marketing material and products that are inclusive of Aboriginal and Torres Strait Islander peoples

Action: We will achieve this by:	Responsibility	Timeline	Measurable target
Developing communications, marketing material and products that include: <ul style="list-style-type: none"><li>• images of Aboriginal and Torres Strait Islander staff and peoples in positive roles</li><li>• being guided by the inherent values within this RAP in promoting understanding of contemporary and traditional ways</li><li>• use of authentic Aboriginal and Torres Strait Islander service delivery images and stories</li></ul>	Marketing and Communications Managers	June 2012	<ul style="list-style-type: none"><li>• Processes for sourcing and assessment of appropriate materials in place</li></ul>
Producing an annual events calendar that promotes NAIDOC, National Reconciliation Week and other culturally significant Aboriginal and Torres Strait Islander dates, celebrations and events	UnitingCare Social Justice	December 2012	<ul style="list-style-type: none"><li>• Calendar published and distributed internally</li></ul>

### Tracking progress and reporting

Action: We will achieve this by:	Responsibility	Timeline	Measurable target
Creating an Advisory Group on Reconciliation to hold carriage of the RAP. Scope includes monitoring outcomes and providing feedback through a face-to-face facilitated process every six months  This requires funding for bi-annual workshops to monitor and review progress	Director UnitingCare Social Justice, CEO	June 2012	<ul style="list-style-type: none"><li>• Group formed</li><li>• Meetings occur 6-monthly</li><li>• Support provided for work release for members</li><li>• Budget allocated</li></ul>
Undertaking annual assessment to refine, update and consider lessons learned through the implementation of the RAP  Using the 'traffic light' reporting tool developed by Reconciliation Australia	UnitingCare Social Justice, Advisory Group on Reconciliation	December 2012	<ul style="list-style-type: none"><li>• Annual assessment completed</li></ul>

# Our Reconciliation Action Plan

## Our WORKING GROUP

UnitingCare Queensland would like to sincerely thank all the staff and managers who supported the active participation of all members of the Working Group.

First Name	Last Name	Role	Organisation
Adrienne	Cremin	Community Resource Facilitator, Family Relationship Centre	UnitingCare Community
Anita	Bellgrove	Counsellor, Post Separation Cooperative Parenting Program	UnitingCare Community
Bill	Barnes	Vulnerable Groups Project Mentor*	UnitingCare Community
Brian	Procopis	Community Development Coordinator	UnitingCare Community
Christine	Bosworth	Senior Projects Coordinator South West Qld	UnitingCare Community
Dale	Magin	Administrative Assistant*	UnitingCare Community
Daphney	Gossow	Residential Youth Worker	UnitingCare Community
David	Conlon	Indigenous Coordinator	Blue Care
Donna	Corrie	Indigenous Coordinator	Blue Care
Dulcie	Bronsch	Indigenous Regional Projects, Time for Grandparents Program	UnitingCare Community
Gavin	Maher	Vulnerable Groups Project Support Worker*	UnitingCare Community
Helen	Fraser	HACC West Moreton Multicultural Advisor	Blue Care
Jack	Dempsey	Programs Manager & Indigenous Advisor	UnitingCare Community
Jo	Goodwin	Team Leader, Gold Coast Inclusion Support Agency	UnitingCare Community
Joe	Conway	Vulnerable Groups Program Project Manager*	UnitingCare Community
Julie	Kinchin	Staff Development Manager, The Sunshine Coast Private Hospital	UnitingCare Health
Kiah	Woodall	Administrative Assistant*	UnitingCare Social Justice
Laurel	Blow	Team Leader, Mudjimba Safe House	UnitingCare Community

\*no longer working for us

# Our Reconciliation Action Plan

## Our WORKING GROUP

First Name	Last Name	Role	Organisation
Marie	Tonga	Indigenous Family Support Worker, RAI Program	UnitingCare Community
Mary	Johnson-Goeldner	Team Leader Family Intervention Service (FIS)	UnitingCare Community
Nancy	Bamaga	Director and Accredited Mentor Consultant	Black Drum Productions
Norelle	Watson	Indigenous Coordinator	Blue Care
Patricia	Robson	UCHconnect Project Administrator	UnitingCare Health
Sarah	Clemence	ISD Project Administrator, Project Management Office	UnitingCare Health
Sharon	Bourke	Caseworker, Community Linking Program	UnitingCare Community
Sharon	Morrison	Coordinator, Medical Alarms & Coordinator Community Visitors	UnitingCare Community
Susan	Cook	Senior Practitioner/Indigenous Advisor	UnitingCare Community
Tilly	Jarvis	Project and Research Consultant	UnitingCare Social Justice
Tintinara	Henry	Project Officer, Time for Grandparents Program*	UnitingCare Community
Trish	Noel-Borg	Indigenous Coordinator	Blue Care
Trudy	Cooper	Indigenous Project Coordinator	UnitingCare Community
Valerie	Dempsey	Family Counsellor, Family Intervention Service	UnitingCare Community
Wayne	Weribone	Indigenous Family and Community Support Worker	UnitingCare Community

\*no longer working for us



# UnitingCare service network

The work of UnitingCare Queensland and its service groups would not be possible without the support of the Queensland Government, Australian Federal Government, private and corporate donors, volunteers, suppliers, local communities and Uniting Church congregations. This support, commitment and financial contribution enable UnitingCare Queensland to continue to provide quality health and community services across the state.

Our Values: Compassion • Respect • Justice • Working Together • Leading through Learning

Blue Care • UnitingCare Community • UnitingCare Social Justice • UnitingCare Health

