

Together for Humanity Reflect Reconciliation Action Plan

October 2025 – December 2026



Together for Humanity



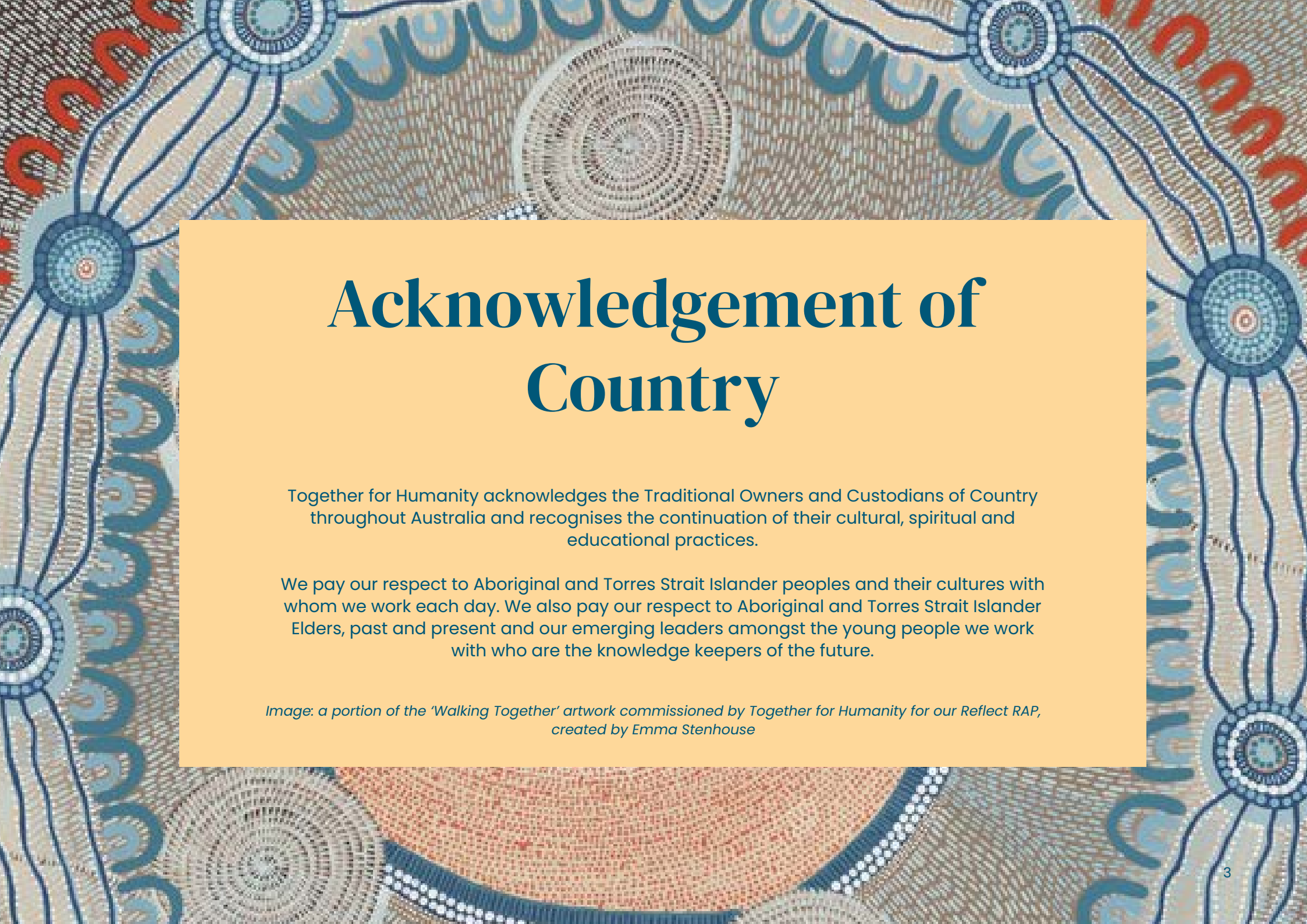
RECONCILIATION
ACTION PLAN

REFLECT



Table of Contents

Acknowledgment of Country	3
About the Artwork and Artist	4
Statement from our CEO	5
Reconciliation Australia CEO Statement	7
Our Business	8
Our Mission and Purpose	9
Our Values	10
Our Business	11
Our Rap	12
Our Partnerships and Current Activities	14
Community Partnerships	15
Internal Activities and Initiatives	16
Relationships	17
Respect	21
Opportunity	24
Governance	27



Acknowledgement of Country

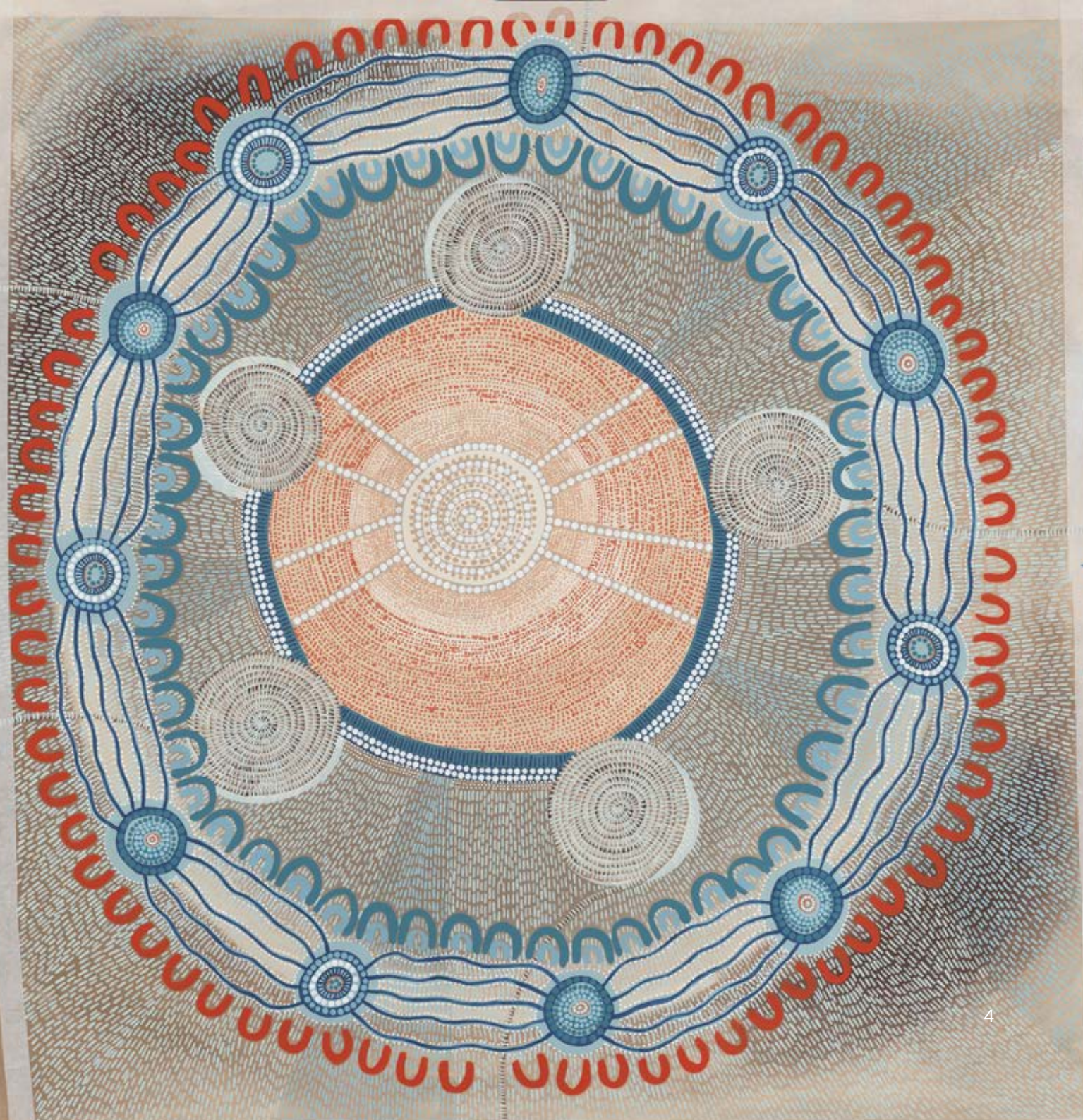
Together for Humanity acknowledges the Traditional Owners and Custodians of Country throughout Australia and recognises the continuation of their cultural, spiritual and educational practices.

We pay our respect to Aboriginal and Torres Strait Islander peoples and their cultures with whom we work each day. We also pay our respect to Aboriginal and Torres Strait Islander Elders, past and present and our emerging leaders amongst the young people we work with who are the knowledge keepers of the future.

Image: a portion of the 'Walking Together' artwork commissioned by Together for Humanity for our Reflect RAP, created by Emma Stenhouse

Our RAP Artwork: Walking Together

Image: Artwork created by Emma Stenhouse



About the Artwork

Connection to our lands means we care for Country – the waterways, plants, animals, the skies and the dirt beneath our feet. We care for it deeply, and in doing so we care for each other. Our paths are lined with those who will advise us, guide us and provide support in our Journey.

We are woven together on our Journey, each weave representing the core values of Respect, Belonging, Curiosity, Learning and Responsibility. The strands in each weave ensures we acknowledge our values in all we do, when we meet on all the different Countries.

Our meeting place provides equity and inclusivity, a place where we sit beside each other and recognise our strengths, truths and purpose. We are stronger together, our stories and ways of being are reflected by our care for Country and each other.

A Message from the Artist

I am a proud Ngarrindjeri woman, with strong links to the Gunditjmara people of Warrnambool.

I would like to acknowledge the Traditional Owners of the land where this artwork was created, the Peek Whuurong people of the Marr Nation, and pay my respects to their Elders, past, present and emerging.

I recognise them and respect their cultural heritage, beliefs and relationship with the land, which is important to all of the Marr Nation people living today.

I acknowledge the Elders of the Ngarrindjeri people who have given me support in my journey as I recognise who I am as a Ngarrindjeri woman and Artist.

–Emma Stenhouse. <https://emmastenhouse.com.au/>



Image owned by Emma Stenhouse

A Message from our CEO

Together for Humanity is an inclusive, not-for-profit educational organisation that works with school communities to combat prejudice and advance belonging and inclusion. We have teams in New South Wales, Victoria and Queensland, and work in collaboration with our partner The Abraham Institute in South Australia. We offer a range of student programs linked to the Australian Curriculum, Teacher Professional Learning and online learning for students and teachers. At TFH we seek an Australia where racism and prejudice have been eliminated and all young people feel that they belong, a vision that is interconnected with Aboriginal and Torres Strait Islander peoples and cultures.

As we launch our 2025-26 Reflect Reconciliation Action Plan, I am reminded that our mission, to foster school students' interfaith and intercultural understanding in ways that brings communities together, does not exist in a vacuum. For more than 65,000 years Aboriginal and Torres Strait Islander peoples have nurtured and sustained intricate knowledge systems that form deep connections to Country. The deep spiritual connectedness to Country of the more than 500 Aboriginal and Torres Strait Islander groups that inhabited the continent we now call Australia, guided the behaviours and cultural practices of these Peoples as Custodians of the world's oldest living culture.



Annette Schneider, CEO

A Message from our CEO

(continued)

Prior to European colonisation, there was already a history of intercultural, and possible interfaith, engagement between the Aboriginal and Torres Strait Islander peoples of this continent and those from beyond the shores. The historical and archaeological record speaks of, or suggests potential encounters, between First Peoples and traders and explorers from China, the Netherlands, England, Spain, the islands of South-east Asia, and the Portuguese.

In addition to the spiritual cultural practices of First Peoples, all three Abrahamic religions have long histories on this continent. From at least 1700, when hundreds of Makassar fishermen sailed annually to the coast of Arnhem Land to hunt trepang, intercultural and interfaith engagements between Muslims and First Peoples were likely. The British 'First Fleet' that led colonisation contained both Christians and Jews, establishing the possibilities of intercultural interactions between First Peoples and practitioners of these faiths. The 'Coming of the Light' in the Torres Strait marks a key moment in the history and cultural life of these Peoples. The outcomes of colonisation were usually, and still are, poor for Aboriginal and Torres Strait Islander peoples. This Reconciliation Action Plan is a commitment not only towards unwinding the negative legacies of European colonisation, but to empowering our Aboriginal and Torres Strait Islander people. It forms part of TFH's ongoing educative work towards a more socially cohesive Australian society where cultural and religious diversity is valued and respected.

To reach all learners, we must learn to explore and understand the unique perspectives and contributions of Aboriginal and Torres Strait Islander communities. Being truly inclusive means, we must actively invite these communities to the table, building authentic relationships, and co-designing learning experiences that resonate with cultural contexts. We must recognise the value of diverse voices and insights to shape a more inclusive and socially cohesive education landscape.

Our Reflect RAP marks the beginning of this journey at Together for Humanity – one where we align our objectives with the broader goals of national reconciliation in ways that eliminate racism and prejudice by increasing interfaith and intercultural understanding such that communities are brought together. We take the opportunity through this Reflect RAP to undertake self-reflection, assessment of our current practices as we prepare for the journey ahead.

As CEO, I am highly aware of the responsibilities that we bear both individually, and as an organisation, in modelling what it means to live out reconciliation in contemporary Australia. Our job is not just to share information but to enable all learners, students and teachers, and especially those who are Aboriginal and/or Torres Strait Islander people, to flourish in Australian society today and into the future.

*Annette Schneider,
CEO Together for Humanity*

A Message from Reconciliation Australia's CEO

Reconciliation Australia welcomes Together For Humanity (TFH) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP. TFH joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 5.5 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional

integrity; unity; and historical acceptance. It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables TFH to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations TFH, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

*Karen Mundine
Chief Executive Officer
Reconciliation Australia*



Image owned by Reconciliation Australia

Our Business

Together For Humanity (TFH) acknowledges Aboriginal and Torres Strait Islander peoples as the First Peoples of this land that we now call Australia. The organisation is committed to seeing non-Indigenous Australia reconciled with Aboriginal and Torres Strait Islander peoples in contemporary Australia as part of an ongoing process of decolonisation.

TFH is an inclusive educational organisation that works with school communities and tertiary institutions to combat prejudice, foster intercultural understanding, and help students learn how to deal with difference. We stand for acceptance of every person regardless of ethnicity or faith. We offer a range of face-to-face and online programs linked to the Australian curriculum that help cultivate greater connection and inclusion among students, as well as Professional Development courses for teachers. The work we do with education communities contributes towards seeking reconciliation creating a more cohesive Australian society.

Image: TFH staff with students for a Challenging Prejudice presentation, September 2025



Our Mission and Vision

TFH is an organisation that educates for intercultural and interfaith understanding and, in doing so, brings communities together:

- to help people develop cultural awareness and confidence to be their whole selves
- to equip them with the knowledge and skills to respectfully navigate diversity and cultivate a stronger sense of belonging together
- to bring together diverse communities in a spirit of solidarity and goodwill, thereby giving rise to a more cohesive Australia

We envision an Australia where racism and prejudice have been eliminated and all young people feel that they belong.

Our Values

Respect

We show empathy and compassion for all human beings and respect their inherent dignity.

Belonging

We strive to accept, include, support and connect with people from all backgrounds, extending grace in difficult situations.

Curiosity

We encourage an open spirit of inquiry into other's experiences and beliefs to promote understanding, respect, and acceptance.

Learning

We are a learning organisation committed to excellence, fostering growth in knowledge, skills, expression, and empathy.

Responsibility

We ensure our actions align with our commitment to driving positive change.

Our Presence

Together For Humanity is a national organisation, with teams working regularly across New South Wales, Queensland and Victoria. The organisation also works in collaboration with partner organisations and schools in the other States and Territories of Australia. TFH employs around 15 staff, including an identified role of Indigenous Education Officer, although many employees are engaged on a part-time basis. The organisation also employs numerous casual presenters, including Aboriginal and Torres Strait Islander presenters, when delivering education programs around Australia.

Our Head Office is located on Gadigal Country. Most employees of the organisation work remotely, with TFH staff members located on the lands of:



Image: TFH staff in Sydney for a team planning retreat, February 2024.



Our RAP

Together for Humanity is a not-for-profit inclusive educational organisation that works to foster intercultural and interfaith understanding within school communities and helps students learn how to deal with differences. The name and purpose of the organisation are interwoven with achieving equitable outcomes for all. Our vision for reconciliation is an Australia that respects and values Aboriginal and Torres Strait Islander cultures and perspectives as the First Australians. We value and celebrate the uniqueness of knowledge, cultures, histories and languages that have, and continue to be, lived and passed on down and through the generations for at least 65,000 years. We seek a national culture that represents equality and equity, historical acceptance of our shared history and removal of negative race relations. We understand that to build a diverse and inclusive work culture and to respectfully work in partnership with Aboriginal and Torres Strait Islander organisations and peoples, it is important we have an awareness of our shared history and acknowledge the truths of our nation. In addition, we recognise the significance of addressing the impacts of colonisation and how it affects the children, families and communities participating in our programs. In the context of our organisation, this represents an Australia where racism and prejudice have been eliminated and all young people feel that they belong. We are working towards an inclusive and diverse workplace that is not just culturally safe, but culturally rich and proud.

TFH recognises the importance of reconciliation with Aboriginal and Torres Strait Islander peoples and is committed to making a formal effort towards this cause. By implementing a Reconciliation Action Plan, we aim to improve equity in schooling and support these communities in achieving their full potential through high quality, culturally relevant education. This effort also includes the development of respectful relationships between all members of our organisation and Traditional Owner groups and Aboriginal and Torres Strait Islander communities across Australia. Our work will be guided by principles that preserve Aboriginal and Torres Strait Islander peoples' cultural heritages. We will implement our RAP with respect, integrity and empathy, driven by establishing real, respectful connections with Aboriginal and Torres Strait Islander peoples.



Image Students from Parafield Gardens High school, September 2024.

Our RAP

(continued)

The TFH RAP was developed through a consultation process within TFH led by the Together for Humanity Reconciliation Action Plan working group, comprising representatives from diverse parts of the organisation. The main members of the TFH working group were Steve Barnett, Richard Leo, Badu Island Torres Strait Islander man Josh Ahmat and Annette Scheider (CEO). Currently, one person in our organisation identifies as a Torres Strait Islander person. We are actively working to identify how to create further opportunities within our organisation for Aboriginal and Torres Strait Islander peoples.

Our RAP is a grassroots developed plan, strongly supported by all members of the TFH Board, Executive and staff (school-based and administration). TFH's Reflect RAP will provide us with a shared vision of reconciliation and enabling accountability as we work toward embedding the five dimensions of reconciliation into our organisation: unity, race relations, equality and equity, institutional integrity, and historical acceptance. Our Reflect RAP is a framework which allows us to build on our existing relationships and lay strong foundations for development of future RAPs, with the aim to advance to the Innovate level with our next iteration. The TFH Reconciliation Action Plan working group will oversee and report on the implementation of the RAP, supported by our RAP Champion, our Dean and Founder Zalman Kastel, working with the Executive Management Team and State-based Education Coordinators. Our work towards reconciliation will be published in annual reports.



Image: Students from Chester Hill North Public School for a Believe, Belong, Become program, 2024.

Our Partnerships and Current Activities

TFH has, for many years, invited Aboriginal and Torres Strait Islander leaders and educators to assist in the delivery of Aboriginal and Torres Strait Islander perspectives in school programs. In HI 2024, TFH staff identified at all-in staff planning days that a focus on intercultural understanding education that emphasised Aboriginal and Torres Strait Islander perspectives should be a priority for 2024 and beyond.

“Intercultural understanding involves students developing the knowledge and skills needed to reflect on culture and cultural diversity, engage with cultural and linguistic diversity, and navigate intercultural contexts” (Australian Curriculum, Assessment & Reporting Authority). The main outcome for this focus is culturally sensitive program design and review, leading to Aboriginal and Torres Strait Islander students and staff having an increased sense of belonging, and improved social cohesion for the school and broader community.

Image: Students at the NSW Youth Summit, October 2023



Community Partnerships

TFH does not have any formal partnerships (as evidenced through MOUs) with any Aboriginal and/or Torres Strait Islander organisations, however, we do have informal and ongoing relationships with organisations in NSW: Scarred Tree Indigenous Ministries and Tranby National Indigenous Adult Education and Training College, based in Gadigal and Wangal Country (Glebe, Sydney) and with TRYP Consultancy (To Reach Your Potential) a leadership and cultural education program. Staff have completed cultural immersion sessions with TRYP Consultancy and Scarred Tree Indigenous Ministries. In Queensland, a partnership is being established with Triple A Radio in Brisbane, where a cultural immersion program will be co-led together for Aboriginal and Torres Strait Islander youth. In Victoria, a relationship has been established with Uncle Charles Pakana Editor/Founder of Victorian Aboriginal News, co-leading webinars for educators.

Images:

Top: Students at the National Youth Summit in Canberra, August 2024.

Bottom: Teacher professional learning session at East Doncaster Secondary College, 2024.



Internal Activities and Initiatives

Together for Humanity's RAP Working Group was formed in 2024 with a view to developing the organisation's inaugural Reconciliation Action Plan. The group represented a cross-section of the organisation with representatives from the Leadership and Education teams, including Aboriginal & Torres Strait Islander staff, and worked to develop TFH's plan of action towards reconciliation. The RAP Working Group comprises five staff members from across QLD, NSW and Vic, which are the three main States with employees.

In early 2024, TFH appointed their first Indigenous Education Officer. Under the guidance of this member of staff, TFH is developing its first school support program that focuses exclusively on intercultural understanding education through Aboriginal and / or Torres Strait Islander perspectives. The Indigenous Education Officer has already conducted internal professional development with TFH staff and has led a teacher professional development webinar attended by teachers from across Australia.

TFH believes it is important to build a deep connection and learn from community engagement. At our twice-yearly staff development days local Aboriginal and Torres Strait Islander community perspectives are included. This is done through community participation, where local Aboriginal and Torres Strait Islander Elders and leaders are engaged to lead staff in cultural storytelling, walks on Country, and reflection. Representatives from local Aboriginal and Torres Strait Islander communities conduct a Welcome to Country at the commencement of the twice-yearly national staff development days and an Acknowledgement of Country has become a key and ongoing feature of each meeting taking place within the organisation.



Image: Staff and Board Lunch and Learn session led by Jason Damouni, August 2025



Relationships

Image: Southern River College yarning circle, 2024.

Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Investigate & Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	January, 2026	Founder and Dean in partnership with State Coordinators
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	January, 2026	Chair of RWG, in partnership with Indigenous Education Officer
2. Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	Annually in April	Chair of RWG in co-operation with the Head of Communications
	RAP Working Group members to participate in an external NRW event	Annually 27 May- 3 June	Chair of RWG
	Promote NRW on our website and / or social media pages	Annually 27 May- 3 June	Head of Communications
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	Annually 27 May- 3 June	CEO

3. Commemorate and recognise Aboriginal and Torres Strait Islander peoples, cultures, languages, histories and achievements relevant to the vision and mission of TFH.	Circulate significant dates (In addition to NRW) that commemorate and celebrate Aboriginal and Torres Strait Islander peoples, cultures, languages, histories and achievements relevant to the vision and mission of TFH as an education NGO (eg. Mabo day, NAIDOC, the National Apology, National Aboriginal and Torres Strait Islander Children's Day) on the TFH calendar	Annually, at the commencement of each calendar year	Head of Communications
	Identify external community events associated with these other significant dates that the RAP Working Group can attend or participate.	Annually, one month prior to significant dates	Chair of RWG
	Encourage and support staff and senior leaders to participate in or attend at least one community event associated with other significant dates (in addition to NRW)	Annually, one month prior to significant dates	CEO
	Investigate fact sheets or educational resources for staff to promote understanding of these significant dates	March, 2026	Chair of RWG

4. Promote reconciliation through our sphere of influence.	- Action for the Sydney Office Space: - Engage an Aboriginal or Torres Strait Islander artist to create artwork, or source artwork to be displayed, to raise awareness and knowledge of culture through artwork and story	October, 2025	Executive Assistant (EA) to the CEO in partnership with the CEO
	Communicate our commitment to reconciliation to all staff.	October, 2025	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	January, 2026	Dean and Founder
	Identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	January, 2026	Dean and Founder
	- TFH Courses and Resources: - Incorporate Aboriginal and Torres Strait Islander histories and cultures into content planning, development and evaluation processes for courses and resources for both students and teacher professional development - Explore the Narragunnawali program resources, and link to these as relevant within our courses and resources - Develop a stand-alone intercultural Aboriginal and Torres Strait Islander perspectives learning module, led by the Indigenous Education Officer and in consultation with Aboriginal and Torres Strait Islander leaders and Elders, that can assist schools in incorporating Aboriginal and Torres Strait Islander histories, cultures and contributions into curriculum - Develop and trial a stand-alone intercultural Aboriginal and Torres Strait Islander perspectives program for students, that can assist students in walking together on a reconciliation journey	March, 2026 March, 2026 June, 2026 March, 2026	Education Manager
5. Promote positive race relations through anti-discrimination strategies.	Ensure that staff undertake training on anti-discrimination strategies	January, 2026	CEO
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	March, 2026	CEO



Respect

Image: TFH staff Zalman Kastel (Dean and Founder) and Kate Xavier (Professional Learning Lead), August 2025

Respect

Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	January, 2026	Chair of RWG
	Conduct a review of cultural learning needs within our organisation and take appropriate action from the outcomes of this review.	December, 2025	Education Manager with Indigenous Education Officer
	Board members and Staff undertake on Country training and / or cultural immersive experiences as part of annual State, or national based, staff development and / or planning days	June, 2026	CEO
	Where possible, through discussion with the landlords and owners of the office space where TFH is hosted, promote Aboriginal and Torres Strait Islander symbols in Sydney office	March, 2026	Executive Assistant (EA) to the CEO in partnership with the CEO and Founder and Dean

7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	January, 2026	Education Manager, in partnership with relevant State-based Managers/Coordinators
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	January, 2026	Indigenous Education Officer
	Provide all staff members the opportunity to engage in cultural protocols such as Acknowledgment of Country at meetings and events throughout the year	October, 2025	CEO
	Maintain the practice of encouraging different staff members to share in the 'Acknowledgement of Country' at each formal fortnightly staff meeting.	October, 2025	CEO
	New staff, as part of their onboarding, undergo training on Aboriginal and Torres Strait Islander cultures and histories culminating in developing an individualised 'Acknowledgement of Country' as part of their email signature	October, 2025, and ongoing	Head of Communications, in partnership with the Indigenous Education Officer
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	Annually in June	Chair of RWG, in partnership with Indigenous Education Officer
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	Annually in June	Chair of RWG, in partnership with Indigenous Education Officer
	RAP Working Group to participate in an external NAIDOC Week event.	July 6 – 13, 2025, and annually	Chair of RWG, in partnership with Indigenous Education Officer
	Promote NAIDOC Week on our website and/or social media	Annually in June and July	Head of Communications, in partnership with Indigenous Education Officer



Opportunities

Image: Schools at National Youth Summit in Canberra, August 2024

Opportunities

Action	Deliverable	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.	March, 2026	CEO
	Ensure that 100% of TFH staff sitting on HR/Interview panels have completed relevant cultural competency training.	July, 2026	CEO in partnership with the IEO
	Advertise vacancies in Aboriginal and Torres Strait Islander media	November, 2025	Executive Assistant (EA) to the CEO in partnership with the CEO

10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	January, 2026	Executive Assistant (EA) to the CEO in partnership with the CEO and the IEO
	Investigate Supply Nation membership.	January, 2026	Executive Assistant (EA) to the CEO in partnership with the CEO
	Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services	February, 2026	EA to the CEO in partnership with the IEO
	Maintain at least one commercial relationship with an Aboriginal and/or Torres Strait Islander-owned business in each State or Territory where TFH maintains full- or part-time staff	March, 2026	CEO and IEO, in partnership with relevant State-based Managers/Coordinators
11. Utilise and promote Reconciliation Australia's Narragunnawali: Reconciliation in Education resources, and other quality First Nations education resources	Encourage all staff to sign up to the Narragunnawali platform and The Healing Foundation resources, and identify how the resources can be used in their work with schools (for education staff) or for personal cultural training.	December, 2025	CEO in conjunction with Chair RWG
	Promote the Narragunnawali platform and The Healing Foundation resources to partners and stakeholders across our communication platforms.	December, 2025 and ongoing	Head of Communications in conjunction with State-Based Coordinators and Online Learning Officer
	Encourage schools that we work with to access Aboriginal & Torres Strait Islander developed learning & teaching resources (e.g. the Narragunnawali platform, The Healing Foundation, Wingaru), and use the resources to strengthen how they embed reconciliation into their practice, programs and curriculums.	December, 2025 and ongoing	Education Manager in conjunction with State-Based Coordinators



Governance

Image: Students from Telopea Park School at the National Youth Summit in Canberra, August 2024.

Governance

Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	October, 2025	Chair of RWG
	Draft a Terms of Reference for the RWG.	November, 2025	Chair of RWG
	Maintain Aboriginal and Torres Strait Islander peoples' representation on the RWG.	October, 2025 and ongoing	Chair of RWG
	- Ensure that the membership of the RWG includes representation from: - the Monitoring, Evaluation and Learning (MEL) Committee - a member of the TFH Leadership Team	October, 2025 and ongoing	Chair of RWG
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July, 2025	CEO, in consultation with Chair of RWG
	Engage senior leaders in the delivery of RAP commitments.	April, 2026	CEO
	Provide support to a senior leader to effectively champion our RAP internally.	October, 2025 and ongoing	Chair of RWG, in consultation with CEO
	Track, measure and report on RAP commitments.	July, 2026	Chair of RWG
	Raise as an agenda item at the 2025 AGM that the Board consider appointing at least one Aboriginal and/or Torres Strait Islander person to the Board of Together for Humanity	October, 2025	Founder and Dean

14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	EA to the CEO, in consultation with the Chair of the RWG
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	EA to the CEO, in consultation with the Chair of the RWG
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	EA to the CEO, in consultation with the Chair of the RWG
	Updates (if applicable) of the ongoing implementation of the RWG be maintained as a standing item on the agenda for General Staff Meetings	October, 2025	CEO
15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January, 2026	EA to the CEO, in consultation with the Chair of the RWG
	Incorporate ongoing conversations with TFH employees and volunteers with input for deliverables on the next RAP	July, 2026	Chair of the RWG



Contact details:

Name: Andrea Hogg

Position: Education Officer; Chair RAP Working Group

Phone: c/o 0419 279 750

Email: admin@togetherforhumanity.org.au

All photography contained within is owned by Together for Humanity unless otherwise noted.