



RECONCILIATION ACTION PLAN

WE'RE FOR WORKING TOGETHER



**WE
LIFE WITHOUT BARRIERS
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Supporting Aboriginal and
Torres Strait Islander Peoples

OUR VISION FOR RECONCILIATION

Life Without Barriers' vision for Reconciliation is to recognise, respect and advance the inherent rights, cultures and traditions of Aboriginal and Torres Strait Islander people and communities. Through a shared journey, we will work together to ensure that Aboriginal and Torres Strait Islander people have the same life opportunities as other Australians.

Reconciliation is an ongoing journey that requires our constant attention as to what respect, relationships and opportunities mean to Aboriginal and Torres Strait Islander people. We will ensure Reconciliation is alive in our organisation and in the broader community by increasing our understanding and appreciation, being accountable, and taking action and responsibility for change.

OUR RECONCILIATION ACTION PLAN 2012-2015

The main objective of our Reconciliation Action Plan (RAP) was to ensure that Aboriginal and Torres Strait Islander cultures were core considerations in our workplace, program development and delivery. The RAP provided real actions with positive impact and achievable and measurable outcomes for the people and communities we work with, and ensures the voices of Aboriginal and Torres Strait Islander people are heard throughout our organisation.



KEY ACHIEVEMENTS

OF THE 2012 – 2015 RECONCILIATION ACTION PLAN

National Reconciliation, Aboriginal and Torres Strait Islander Initiatives Team

- To enhance Life Without Barriers' engagement of, and service delivery to Aboriginal and Torres Strait Islander people and communities, Life Without Barriers established a new National Reconciliation Team and refreshed the portfolio in 2012. The team included three identified positions.

This refreshed portfolio direction was also a refreshed statement of intent of our strong commitment to continuing our Reconciliation journey and making a positive difference to the lives of Aboriginal and Torres Strait Islander people and communities.

State and Northern Territory Leads

- Life Without Barriers employed State and Northern Territory Leads in Western Australia, Queensland, New South Wales, South Australia and Northern Territory. In partnership with our State Directors and General Managers, these positions led the implementation of the Life Without Barriers Reconciliation Action Plan and related projects. In addition to these, the positions provided Aboriginal and Torres Strait Islander leadership and contributed to the development of policy, procedures and practice and also established partnerships to enhance service provision to Aboriginal and Torres Strait Islander people and communities.

Aboriginal and Torres Strait Islander Cultural Support Plans

- In 2007, Life Without Barriers made a commitment to provide Aboriginal and Torres Strait Islander Cultural Support Plans for Aboriginal and Torres Strait Islander children and young people in out of home care.

We now deliver out of home care services in each of the states and in the Northern Territory. We also employ seven trained Aboriginal and Torres Strait Islander Cultural Support Planners in identified positions. These roles are responsible for delivering culturally specific plans to ensure that each Aboriginal and Torres Strait Islander child and young person in our care has genuine opportunity to maintain family, community and cultural connections. Aboriginal and Torres Strait Islander Cultural Support Planners work with colleagues, Aboriginal and Torres Strait Islander community organisations and family members to gather and record both historical and contemporary family information, cultural practices and customs that are specifically relevant to the child or young person in our care.

Aboriginal and Torres Strait Islander Workforce

- Life Without Barriers has increased the number of employees who identify as Aboriginal or Torres Strait Islander from 14 staff in 2009 to 181 staff in 2014. By late 2014, 4.6% of our national workforce identified as Aboriginal or Torres Strait Islander.

Aboriginal and Torres Strait Islander children in out of home care.

- **There has been an increase in Aboriginal and Torres Strait Islander children and young people in out of home care placed with carers who identify as Aboriginal or Torres Strait Islander (25.7% nationally).**

Currently, 138 carers with Life Without Barriers identify as Aboriginal or Torres Strait Islander, being 5% of our total foster and kinship carer community.

Waltja Tjutangku Palyapayi Aboriginal Corporation and Life Without Barriers partnership

- On 30 October 2014, Waltja Tjutangku Palyapayi Aboriginal Corporation was announced as a Category A winner (for incorporated organisations) at the Indigenous Governance Awards in Melbourne. Waltja Tjutangku Palyapayi Aboriginal Corporation is a community-based organisation, working with Aboriginal families in remote Central Australia and the APY lands in South Australia.

As part of the awards process, Reconciliation Australia partnered large organisations with awards' finalists to enable the development and implementation of projects to increase the capacity of both organisations. Life Without Barriers was partnered with Waltja Tjutangku Palyapayi Aboriginal Corporation.

- Life Without Barriers intends to continue its engagement with Waltja Tjutangku Palyapayi Aboriginal Corporation and others, in line with our commitment to increase positive outcomes for Aboriginal and Torres Strait Islander people and communities.

Life Without Barriers signs principles for a partnership-centred approach with Aboriginal and Torres Strait Islander organisations

- Our Reconciliation initiatives advanced on 28 October 2014, when Life Without Barriers formalised, the 'Principles for a partnership-centred approach for non-government organisations working with Aboriginal and Torres Strait Islander organisations and communities'. Our agreement to the principles reaffirmed Life Without Barriers' commitment to working in partnership with Aboriginal and Torres Strait Islander organisations and communities to improve outcomes for Aboriginal and Torres Strait Islander people.

Other activities that we have undertaken in order to improve outcomes for Aboriginal and Torres Strait Islander people are listed below:

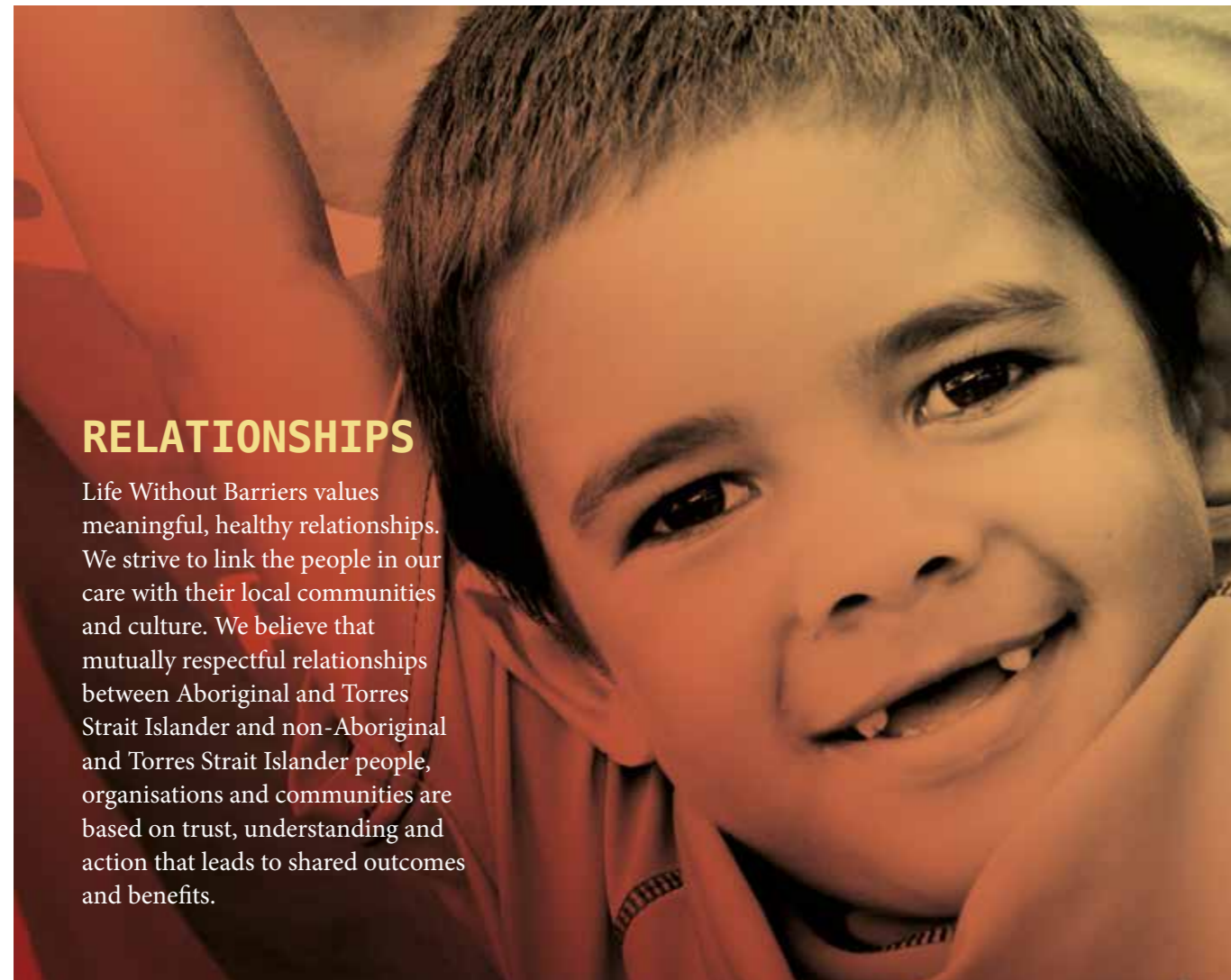
- Partnered with the Department of Education, Employment and Workplace Relations to establish an Indigenous Employment Program to support the career development of Aboriginal and Torres Strait Islander staff
- Support the Recognise Campaign, aimed at gaining recognition of Aboriginal and Torres Strait Islander people in the Australian constitution.

- Chief Executive Claire Robbs committed to the 'Racism. It Stops with Me' campaign.
- Received recognition from Reconciliation Australia at Parliament House in 2013 as a leader of Reconciliation in the community sector and was one of the few community organisations to participate in this significant event.
- Developed a Driver Training Program at Kalgoorlie, Broome and Dampier Peninsula, Western Australia for young Aboriginal adults.
- Established a Women's Refuge in Cooktown. This service supports Aboriginal and Torres Strait Islander women and children impacted by domestic and family violence.
- Two child care centres were opened in the Northern Territory communities of Minjilang and Lajamanu. The centres were established in strong partnership with the two communities using a capacity-building model.
- Reconciliation information was embedded in the employee induction and learning and development pathways.

KEY LEARNINGS

THROUGH IMPLEMENTING THE 2012 – 2015 LIFE WITHOUT BARRIERS RECONCILIATION ACTION PLAN

- We identified the need for a formalised stakeholder and engagement strategy to ensure that we increase our engagement with, and services delivered to, Aboriginal and Torres Strait Islander people.
- We created a new Aboriginal and Torres Strait Islander Employment and Development project looking at all aspects of recruitment, development and retention in relation to Aboriginal and Torres Strait Islander employees and carers.
- We continued to work with Aboriginal and Torres Strait Islander people, staff and communities, to ensure their voice is heard, and programs and services continued to evolve to meet their needs.



RELATIONSHIPS

Life Without Barriers values meaningful, healthy relationships. We strive to link the people in our care with their local communities and culture. We believe that mutually respectful relationships between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander people, organisations and communities are based on trust, understanding and action that leads to shared outcomes and benefits.

FOCUS AREA 1

IMPLEMENTING OUR RAP

We will maintain our focus on Reconciliation by continuing to develop our RAP.

ACTION	MEASUREMENT	MEASUREMENT DATA
Coordinate, lead, and monitor implementation of the Reconciliation Action Plan.	<ul style="list-style-type: none"> • A refined RAP reporting system is in place. • RAP targets met. • Executive and Board informed of RAP progress. 	<ul style="list-style-type: none"> • A RAP reporting system has been developed and implemented. • Many RAP targets have been met as detailed in this report. • Regular RAP progress reports have been provided to the Executive and Board.
Support and promote the Reconciliation Board Sub-committee (now known as the Reconciliation Committee).	<ul style="list-style-type: none"> • Reconciliation Committee provides advice on Reconciliation projects and initiatives. • Reconciliation Committee is well informed of Reconciliation progress and outcomes. 	<ul style="list-style-type: none"> • The Reconciliation Committee has provided advice on Reconciliation projects and initiatives. • Regular RAP progress reports including outcomes have been provided to the Reconciliation Committee.
Support and promote the National Cultural Respect Steering Committee.	<ul style="list-style-type: none"> • National Cultural Respect Steering Committee meets four times per year. • National Cultural Respect Steering Committee is informed by local meetings with Aboriginal and Torres Strait Islander staff, clients and communities. • The Executive receive quarterly recommendations from the National Cultural Respect Steering Committee on the RAP and associated initiatives. 	<ul style="list-style-type: none"> • The National Cultural Respect Steering Committee meet four times each year. • Where possible, the National Cultural Respect Steering Committee met with Aboriginal and Torres Strait Islander staff, clients and communities. • Reports including recommendations in relation to the RAP and associated initiatives have been sent to the Executive following National Cultural Respect Steering Committee meetings.
Establish State and Regional RAP implementation groups.	<ul style="list-style-type: none"> • State and Regional RAP implementation groups established. • State and Regional RAP implementation groups provide quarterly reports to the National Cultural Respect Steering Committee on local initiatives and progress. 	<ul style="list-style-type: none"> • State and Regional RAP implementation groups have been established in all States and the Northern Territory. • Quarterly reports have been provided by all State and the Northern Territory RAP implementation groups. Information from regional RAP implementation groups inform the State and Northern Territory reports.

FOCUS AREA 2

CAPACITY BUILDING / DEVELOPING PARTNERSHIPS AND IMPROVING ENGAGEMENT

Our work is to support the self-determination and capacity of Aboriginal and Torres Strait Islander communities.

ACTION	MEASUREMENT	MEASUREMENT DATA
Life Without Barriers will assist Aboriginal and/or Torres Strait Islander organisations to build capacity.	<ul style="list-style-type: none"> Identify one capacity-building project in each state/territory. Progress and outcomes of capacity-building initiatives are reported through state/territory RAP implementation groups and the National Cultural Respect Steering Committee. 	<ul style="list-style-type: none"> The two childcare centres in the Northern Territory are based on a capacity-building model. Life Without Barriers has not undertaken an evaluation of the capacity built through these services as yet.
Increase service delivery to Aboriginal and Torres Strait Islander people and communities.	<ul style="list-style-type: none"> Increased consultation with Aboriginal and Torres Strait Islander people about business and service development activities. Increased engagement with Aboriginal and Torres Strait Islander businesses and groups. 	<ul style="list-style-type: none"> In October 2014, Life Without Barriers signed the 'Principles for a partnership-centred approach for NGOs working with Aboriginal and Torres Strait Islander organisations and communities'. Life Without Barriers is a member of Supply Nation. Life Without Barriers has commenced collecting information regarding expenditure with Aboriginal and Torres Strait Islander businesses and groups.
Manage the Aboriginal and Torres Strait Islander Children's Fund.	<ul style="list-style-type: none"> Purchase property to benefit Aboriginal and/ or Torres Strait Islander children. Provide one-off funding for projects that meet the criteria of the Aboriginal and Torres Strait Islander Children's Fund. 	<ul style="list-style-type: none"> The Chief Executive as well as Board Members continue to manage the fund and are engaged in conversations regarding the best use of the bequest. Make the best use of our considerable funds, and maintain capital to ensure availability of funds into the future.

FOCUS AREA 3

ACKNOWLEDGING TRADITIONAL OWNERS, ELDERS AND CELEBRATING SIGNIFICANT EVENTS

We will acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of this land and ensure their recognition throughout Life Without Barriers.

ACTION	MEASUREMENT	MEASUREMENT DATA
Acknowledge Traditional Owners and Elders.	<ul style="list-style-type: none"> Life Without Barriers engages with Traditional Owners and Elders to perform Welcome to Country at major events. Life Without Barriers acknowledges Traditional Owners and Elders using agreed language at all formal events and meetings. A system is in place to ensure the Acknowledgment of Traditional Owners policy is implemented consistently. 	<ul style="list-style-type: none"> Life Without Barriers has engaged with Traditional Owners and Custodians to perform Welcome to Country at major events. Life Without Barriers has signage in all its offices acknowledging the Traditional Owners and Custodians. Welcome to Country and Acknowledgement of Traditional Owner/Custodian documents have been revised and uploaded onto the Life Without Barriers intranet. The email signature block for all Life Without Barriers staff was revised to include an acknowledgement to land and culture. This is a mandatory inclusion in the staff induction process. There is continual modelling, explaining and promoting of Welcome to Country and Acknowledgement of Traditional Owners and Custodians. Welcome to Country and Acknowledgement of Traditional Owners and Custodians activities are reported on in RAP State and Regional implementation reports.
Participate in and support local events and celebrations.	<ul style="list-style-type: none"> Life Without Barriers participates in and/or supports National Reconciliation Week and NAIDOC activities and other key local Aboriginal and Torres Strait Islander events and celebrations. Systems implemented to promote and support the celebration of these events. 	<ul style="list-style-type: none"> Life Without Barriers staff, carers and clients have participated in and supported Aboriginal and Torres Strait Islander events and celebrations including Australia Day/Survival Day, Sorry Day, National Reconciliation Week, NAIDOC Week, Garma Festival, Laura Aboriginal Dance Festival and Indigenous Peoples of the World Day. Life Without Barriers has a calendar of events on the intranet highlighting events and celebrations. Additionally, news stories are uploaded on the intranet providing details of events and celebrations.

RESPECT

Life Without Barriers believes that respecting the culture, country, spirituality and history of Aboriginal and Torres Strait Islander people and communities is fundamental to our Reconciliation journey and the key to our organisation realising positive, mutually beneficial outcomes.

FOCUS AREA 4

PROGRAMS AND POLICY

Our services are responsive to the cultural needs of individuals, families and communities.

ACTION	MEASUREMENT	MEASUREMENT DATA
Review the Westerman Report and prepare an action plan.	<ul style="list-style-type: none"> Report reviewed and implementation plan developed. 	<ul style="list-style-type: none"> The Westerman Report has been reviewed and key recommendations have been included in the development of policies, procedures and programs.
Implement Cultural Connections package.	<ul style="list-style-type: none"> Distribute Cultural Connections package to the Executive. Conduct Cultural Connections familiarisation workshops and commence pilot sites (2). State/Territory implementation plans are developed. The progress of the implementation plans are reported to the Executive and the National Cultural Respect Steering Committee. Number of Aboriginal and Torres Strait Islander children with cultural support plans have increased. 	<ul style="list-style-type: none"> The Cultural Connections Package has been presented to the Executive. Training in the Cultural Connections package has occurred with staff in all States and the Northern Territory. Implementation of the Cultural Connections package has occurred in all States and the Northern Territory. Additionally, there has been an increase in the engagement of Aboriginal and Torres Strait Islander Cultural Support Planners to assist with developing Aboriginal and Torres Strait Islander Cultural Support Plans for Aboriginal and Torres Strait Islander children and young people in out of home care. Reporting in relation to the finalisation of Aboriginal and Torres Strait Islander Cultural Support Plans for Aboriginal and Torres Strait Islander children and young people in out of home care is reported to the Executive. There has been an increase in the number of Aboriginal and Torres Strait Islander children and young people in out of home care who have an Aboriginal and Torres Strait Islander Cultural Support Plan (50.9% nationally).
Improve case management to Aboriginal and Torres Strait Islander children and young people.	<ul style="list-style-type: none"> Design and implement tools for case managing Aboriginal and Torres Strait Islander children. Advice provided to Life Without Barriers Practice and Programs team on culturally appropriate case management and case supervision. 	<ul style="list-style-type: none"> Reporting in relation to the number of Aboriginal and Torres Strait Islander children and young people in out of home care who have been placed with Aboriginal and Torres Strait Islander carers is reported to the Executive. There has been an increase in Aboriginal and Torres Strait Islander children and young people in out of home care who have been placed with Aboriginal and Torres Strait Islander carers (25.7% nationally). Life Without Barriers has created a Senior Advisor, Practice and Programs position which is an identified position. This position provides advice across all Life Without Barriers programs and services in relation to culturally appropriate practice and policy implications.

FOCUS AREA 5

ENGAGEMENT AND PARTICIPATION

Engaging meaningfully with Aboriginal and Torres Strait Islander people to ensure they are represented in the organisation.

ACTION	MEASUREMENT	MEASUREMENT DATA
The voices of Aboriginal and Torres Strait Islander people are heard throughout our organisation.	<ul style="list-style-type: none"> Develop and implement mechanisms to ensure the voices of Aboriginal and Torres Strait Islander people and communities drives our work. 	<ul style="list-style-type: none"> Life Without Barriers has developed and implemented a number of ways to ensure that the voices of Aboriginal and Torres Strait Islander people and communities drives our work. These include: <ul style="list-style-type: none"> The development and implementation of the Reconciliation and Aboriginal and Torres Strait Islander Initiatives team. All positions in this team are identified. Reviewing and revising of senior Aboriginal and Torres Strait Islander leaderships roles in all states and the Northern Territory. These positions are now called State Leads or Northern Territory Lead. Participation in State and the Northern Territory Senior Leadership Teams by the State Leads and the Northern Territory Lead. State and Regional RAP implementation groups.
Develop relationships with local Aboriginal and Torres Strait Islander organisations.	<ul style="list-style-type: none"> Life Without Barriers has recognised relationships with local Aboriginal and Torres Strait Islander organisations that are based on mutual understanding and respect. 	<ul style="list-style-type: none"> Life Without Barriers is continuing to develop relationships, partnerships and MOUs with Aboriginal and Torres Strait Islander organisations eg Cherbourg Community Alliance (Cherbourg Aboriginal Shire Council, Cherbourg State School and South Burnett CTC) in Queensland. In October 2014, Life Without Barriers signed the 'Principles for a partnership-centred approach for NGOs working with Aboriginal and Torres Strait Islander organisations and communities.'
Evaluate the effectiveness of Life Without Barriers engagement with Aboriginal and Torres Strait Islander people and communities.	<ul style="list-style-type: none"> An evaluation is conducted and the data used to inform RAP actions for 2014/15. 	<ul style="list-style-type: none"> Through reviewing its work in this area, Life Without Barriers has recognised the need to build on the existing work and developed the Reconciliation and Aboriginal and Torres Strait Islander Initiatives team. All positions in this team are identified.

FOCUS AREA 6

HUMAN RESOURCES

Providing a culturally safe and respectful workplace where people want to work.

ACTION	MEASUREMENT	MEASUREMENT DATA
Increase the number of Aboriginal and Torres Strait Islander staff across all roles and levels in Life Without Barriers.	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander recruitment and retention strategy developed and implementation commenced. State action plans for the implementation of the Aboriginal and Torres Strait Islander recruitment and retention strategy are developed. State Aboriginal and Torres Strait Islander employment targets are set. Relationships established with key Aboriginal and Torres Strait Islander employment and training groups. Comprehensive career pathway with options for Aboriginal and Torres Strait Islander people developed. 	<ul style="list-style-type: none"> Life Without Barriers has developed a national Aboriginal and Torres Strait Islander Employment Strategy. This strategy will be refreshed after a six month consultation process led by the Executive Partner, Organisational and Cultural Development who will provide a suite of recommendations for future considerations. We have a new Aboriginal and Torres Strait Islander Employment and Development project that will look at all aspects of recruitment, development, progression and retention in relation to Aboriginal and Torres Strait Islander employees and carers. All States and the Northern Territory have developed implementation plans in relation to the current national strategy. Having signed an Aboriginal Employment Covenant, Life Without Barriers continues to increase its employment of Aboriginal and Torres Strait Islander people. A national target of 150 employees who identify as Aboriginal or Torres Strait Islander was set and this has been exceeded. 4.6% of Life Without Barriers employees identify as Aboriginal or Torres Strait Islander.
Organisational learning and development strategy is inclusive of Reconciliation with a particular focus on: <ul style="list-style-type: none"> Cultural awareness; Case management for Aboriginal and Torres Strait Islander children; Caring for Aboriginal and Torres Strait Islander children. 	<ul style="list-style-type: none"> Cultural awareness training is delivered locally with 50 percent of our staff trained. Engage expert to develop and deliver case management and carer training packages. Number of participants, their locations and roles is reported on VETRACK. 	<ul style="list-style-type: none"> Cultural awareness training continues to be delivered locally to Life Without Barriers employees across Australia. In 2014, more than 950 Life Without Barriers employees undertook cultural awareness training. Life Without Barriers will have online cultural awareness training available to all employees in late 2015. Life Without Barriers has ensured that all participants who identify as Aboriginal or Torres Strait Islander have their location and role reported on VETRACK. Four employees who identify as Aboriginal and/or Torres Strait Islander are completing traineeships. Since 2012, 26 employees who identify as Aboriginal or Torres Strait Islander, have commenced a course (Certificate III, Certificate IV or a Diploma) with the Life Without Barriers Registered Training Organisation and eight employees who identify as Aboriginal or Torres Strait Islander have completed a course (Certificate III, Certificate IV or a Diploma) with the Life Without Barriers Registered Training Organisation.

FOCUS AREA 7

PUBLIC AFFAIRS AND COMMUNICATION

Life Without Barriers creates opportunities for Aboriginal and Torres Strait Islander people to develop and contribute to public policy, debate and research.

ACTION	MEASUREMENT	MEASUREMENT DATA
Create Life Without Barriers public policy position on Reconciliation.	<ul style="list-style-type: none"> Public policy position endorsed by the Executive and National Cultural Respect Steering Committee. Public policy position approved by Life Without Barriers' Board, Policy and Research Sub-committee and Reconciliation Committee. Public policy position published on website. 	<ul style="list-style-type: none"> Life Without Barriers' public policy position on reconciliation has been approved by the Executive.
Identify research to support RAP outcomes.	<ul style="list-style-type: none"> Reconciliation research priorities developed. Research priorities endorsed by the Executive and National Cultural Respect Steering Committee. 	<ul style="list-style-type: none"> Life Without Barriers has undertaken, and contributed to, research that will assist in improving outcomes for Aboriginal and Torres Strait Islander people.
Develop culturally respectful marketing and communication material to promote RAP outcomes.	<ul style="list-style-type: none"> RAP progress and outcomes profiled through all Life Without Barriers communication channels. Latest information about wider community and government debates and initiatives related to Reconciliation are linked to Life Without Barriers website. 	<ul style="list-style-type: none"> RAP progress and outcomes have been profiled through internal and external communication channels including the quarterly 'We Live Life', the annual report and on the intranet. Latest information about wider community and government debates and initiatives related to Reconciliation are linked to Life Without Barriers intranet. We are progressing with this information being included on the Life Without Barriers website.

OPPORTUNITIES

Life Without Barriers believes in creating opportunities for Aboriginal and Torres Strait Islander people that enables real change and is based on an appreciation for the strengths that we can share. Through utilising the experience and expertise of Aboriginal and Torres Strait Islander people, we will enjoy mutual learning and ensure the success of both our Reconciliation journey and our pursuit of outcomes for individuals, families and their communities.

FOCUS AREA 8

TRACKING PROGRESS AND REPORTING

Life Without Barriers will maintain accountability to our Reconciliation Action Plan by regular review and reporting, managed through our governance mechanisms. Information about our progress is made available to our personnel and shared externally with our partners and the broader community.

ACTION	MEASUREMENT	MEASUREMENT DATA
Corporate Services Business Units to provide RAP progress updates to National Cultural Respect Steering Committee at each scheduled meeting of the group.	<ul style="list-style-type: none"> Relevant reports and presentations provided quarterly to National Cultural Respect Steering Committee. 	<ul style="list-style-type: none"> These reports have been provided to States and the Northern Territory to inform their monthly RAP reports.
State and Territory monthly reporting on RAP actions.	<ul style="list-style-type: none"> All State and Territory report templates amended to include relevant RAP actions for 2012-2013 and 2013-2014. State and territory monthly reports on progress against RAP actions provided to the National Cultural Respect Steering Committee. 	<ul style="list-style-type: none"> The RAP reporting template has been revised to include relevant RAP actions. States and the Northern Territory provide monthly RAP reports. These are used to inform reports to the Reconciliation Committee.
State RAP implementation Groups to provide regular reports to their respective State Directors and the National Cultural Respect Steering Committee.	<ul style="list-style-type: none"> Relevant reports and presentations provided to State Directors and the National Cultural Respect Steering Committee. 	<ul style="list-style-type: none"> These reports have been provided to Senior Leadership Team meetings in each State and the Northern Territory.
Communicate progress against RAP actions.	<ul style="list-style-type: none"> Quarterly report provided to the Executive. Quarterly report provided to the Board Reconciliation Committee. Quarterly report provided to the Board. Information on progress communicated quarterly to Life Without Barriers personnel through RAP intranet page. Information on progress included in the Annual Report. 	<ul style="list-style-type: none"> This action has been completed. Report provided each quarter to Executive Leadership Team. This action has been completed. Report provided each quarter to Board Reconciliation Committee. This action has been completed. Each year progress was included in the Annual Report.
Provide a nationally coordinated opportunity for all personnel to reflect on our Reconciliation journey.	<ul style="list-style-type: none"> All personnel invited to participate in Reconciliation Australia's RAP impact survey. Information shared internally and externally. 	<ul style="list-style-type: none"> The RAP impact survey has been finalised and sent to Reconciliation Australia. This information will be uploaded to the Life Without Barriers intranet and website.
Undertake annual report on and refresh of our RAP to ensure it is up to date and we are reflecting our lessons learned.	<ul style="list-style-type: none"> Annual RAP Report accepted and approved by Reconciliation Australia and registered on their website and Life Without Barriers' website. Annual Refreshed RAP approved by Reconciliation Australia and registered on their website and Life Without Barriers' website. 	<ul style="list-style-type: none"> This action has been finalised and the information will be uploaded to the Life Without Barriers intranet and website. This action has been finalised and the information will be uploaded to the Life Without Barriers intranet and website.

LIFE WITHOUT BARRIERS' VISION FOR RECONCILIATION IS TO RECOGNISE, RESPECT AND ADVANCE THE INHERENT RIGHTS, CULTURES AND TRADITIONS OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE AND COMMUNITIES


Life Without Barriers
352 King Street
Newcastle NSW 2300


T. 02 4033 4500
E. info@lwb.org.au

RAP Enquiries
Loretta Perry
Director, Values, Culture and Diversity
T. 02 4033 4500


Life Without Barriers has 90 offices across Australia.
Please visit our website for your local office contacts


www.lwb.org.au

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