

Reflect Reconciliation Action Plan

MAY 2026 - NOVEMBER 2027





Acknowledgement of Country

Catholic Health Australia acknowledges and pays respect to the past, present and emerging Traditional Custodians and Elders of this nation and the continuation of Cultural, Spiritual and Educational knowledge practices of Aboriginal and Torres Strait Islander peoples

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About the Artist

Aaron Eastment is an Indigenous artist of Wiradjuri Country, Mabuiag & Erub Island (Torres Strait Islands) heritage. Aaron loves to play with balance and depth, and this is often reflected by the use of symmetrical patterns and flashes of metallic colour. His proud heritage has given him a deep appreciation for the land of his family and Ancestors, which provide inspiration for his work. Natural landscapes, as well as seascapes and the night sky play an integral role in his creative process.



About the Artwork

Connections through healing

This work is symbolic of the effect Catholic Health Australia and its many departments. How a dynamic health ecosystem has been created to help serve the community. The patients are seen at the centre around the circle in white, their community is symbolised behind them in yellow, orange and red. The Catholic Health Australia community is represented in different hues of blue and white figures inside them, who, when united, can help the process of healing flow into wider society, with the intention of creating a better world.

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Catholic Health Australia is the largest non-government group of health, community and aged care services in Australia, nationally representing Catholic health care sponsors, systems, facilities and related organisations and services. Our health and aged care services are operated in the fulfilment of the mission of the Church to provide care and healing to all those who seek it. Catholic Health Australia is the peak member organisation of these health and aged care services.

Further detail on Catholic Health Australia can be obtained at www.cha.org.au

MESSAGE FROM THE CHAIR OF CATHOLIC HEALTH AUSTRALIA

It is with great pride and a deep sense of purpose that I introduce Catholic Health Australia's 'Reflect' Reconciliation Action Plan (RAP). This document reflects our foundational commitment to justice, healing, and equity, inspired by the teachings of Jesus and grounded in the principles of the Gospel.

For over 185 years, Catholic health and aged care services have been woven into the fabric of Australian communities, offering compassionate care to those in need. During this time, we have witnessed the enduring injustices faced by Aboriginal and Torres Strait Islander peoples and the profound health disparities that persist as a consequence. This RAP is our commitment as a peak body to take deliberate, meaningful action to reflect on our own practices with honesty, and take our first steps towards Reconciliation.

Reconciliation is a responsibility for all Australians. At Catholic Health Australia, we consider it a privilege to be invited to play a role in driving progress within our own work for greater reconciliation. As the largest non-government network of health, community, and aged care services in Australia, we have a unique opportunity to leverage our collective strength for change. While many of our member organisations have long been leaders in advancing Reconciliation, this plan formalises Catholic Health Australia's commitment to creating an environment that fosters trust, understanding, and collaboration, enabling us as a peak body, to represent the work of our members in reconciliation and serve as better advocates and allies.

Our RAP is the product of careful reflection and consultation, guided by the wisdom of Aboriginal and Torres Strait Islander leaders and our member organisations. It outlines clear steps to deepen our engagement, ensure culturally safe practices, and promote inclusion within every aspect of our work.

This includes amplifying Aboriginal and Torres Strait Islander voices in our advocacy, events, and initiatives, as well as supporting some of our members in their own Reconciliation journeys.

We acknowledge the challenges ahead and the need for humility and courage in this work. Reconciliation is a continuous journey—one that requires us to listen, learn, and grow. Through this plan, we commit to embedding reconciliation in the heart of our mission and fostering a health and aged care system that is truly inclusive, compassionate, and equitable.

I extend my deepest gratitude to the Reconciliation Working Group and all who contributed to the development of this plan. Your dedication, insights, and vision have shaped a roadmap for meaningful change, and I look forward to seeing its impact in the years to come.

As we move forward, let us remember that every step toward Reconciliation brings us closer to the vision of justice and healing at the core of our mission. Together, with respect, collaboration, and faith, we can create a future that honours the dignity, culture, and wisdom of Aboriginal and Torres Strait Islander peoples.



Jenny Parker

Chair

Catholic Health Australia

STATEMENT FROM THE CEO OF RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Catholic Health Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Catholic Health Australia 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 close to 3 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 Catholic Health Australia 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 Catholic Health Australia, 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

ABOUT CATHOLIC HEALTH AUSTRALIA

Catholic Health Australia (CHA) is the largest non-government group of health, community, and aged care services in Australia.

We represent a broad network of Catholic health care sponsors, systems, facilities, and related organisations, all dedicated to the Church's mission of delivering compassionate care and healing to everyone who seeks it.

CHA represents 80 of the nation's public and private hospitals and 350 aged care services, as well as 53,000 home care and support consumers. These activities are supported by a CHA team located in key cities. Our Canberra office is situated on the Traditional Lands of the Nggunawal people, our Sydney staff work on lands traditionally associated with the Gadigal people, part of the Eora Nation and in Melbourne our staff work on the Traditional Lands of the Wurundjeri Woi-wurrung people of the Kulin Nation.

We are proud of the diversity within our member organisations, which includes Aboriginal and Torres Strait Islander doctors, nurses, administrators, and carers. While Catholic Health Australia itself does not currently employ any Aboriginal and/or Torres Strait Islander staff, our member organisations collectively employ Aboriginal and Torres Strait Islander individuals and volunteers. In 2023, the CHA Board endorsed the referendum on an indigenous Voice to parliament.

Our members have operated in Australia for over 185 years, when their founders, many of them courageous members of religious orders, arrived from overseas and set about caring for the sick, the dying, and those experiencing incarceration. CHA was founded to bring collaboration, and a unified voice to our sectors advocacy efforts and the many people our members serve.

Our commitment to inclusion and diversity reflects our broader mission to provide holistic and compassionate care to all individuals. Recognising the many diverse expressions of the healing ministry, Catholic Health Australia's vision is grounded in the mission of the Gospel. As a ministry of the Catholic Church, our work is inspired by the person and mission of Jesus, who embraced the world with compassion to bring justice and healing. We respond to God's call to bring alive the Gospel vision, for the good of all in the communities we serve. We believe in the sacredness of life, and we share the joys and hopes, the griefs and anxieties of those who come to us in their vulnerability and need.

Our members include:

Archdiocese of Melbourne
Archdiocese of Sydney
BallyCara
Cabrini Health
Calvary Ministries
Cardinal Stepinac Village
Catholic Healthcare Ltd
Catholic Homes Incorporated
Catholic Religious Australia
CatholicCare Central Queensland
Centacare Brisbane
Daughters of Charity of
St Vincent de Paul
Diocese of Lismore
Diocese of Port Pirie
Franciscan Missionaries of the
Divine Motherhood
Franciscan Sisters of the
Heart of Jesus
Little Sisters of the Poor
Mary Aikenhead Ministries
Mercy Ministries Companions

Mercy Partners
MercyCare Limited
Mount La Verna
Retirement Village Inc
Ozcare
Scalabrini
Sisters of St Paul De Chartres
Southern Cross Care
(NSW & ACT)
Southern Cross Care
(QLD) Inc
Southern Cross Care
(SA, VIC & NT) Inc
Southern Cross Care (Tas) Inc
Southern Cross Care (WA) Inc
St John of God Health Care
St Vincent De Paul Queensland
St Vincent De Paul Society
St Vincent de Paul
Housing Australia
Trustees of Catholic Aged
Care Sydney
UnitingCare Qld Limited

OUR RECONCILIATION ACTION PLAN

CHA is deeply committed to justice and healing, guided by the teachings of Jesus and the principles of the Gospel.

Our not-for-profit member organisations have a long history of advocating for systemic reforms that enhance human flourishing. In the realms of health and aged care, this translates to creating a system that is compassionate, equitable, and centred on individual needs.

For over 185 years, our services have been part of Australia's health landscape. Throughout this time, we have witnessed the injustices faced by Aboriginal and Torres Strait Islander peoples, including at times by those within the Catholic Church, and the ongoing health impacts stemming from these injustices across generations. We recognise that significant work remains in building trust and ensuring equitable health care for First Nations communities, and we acknowledge our own shortcomings in this area and at times, our failure to reflect our own memberships commitment to this area of need. Our desire to build greater leadership in this critical area is why our Reconciliation Action Plan Champion will be our Chief Executive Officer, reflecting the seriousness with which CHA intends to take this work.

Many of our members have long been engaged in reconciliation efforts, making strides in their initiatives and relationships. CHA is committed to formalising our own efforts through a structured Reconciliation Action Plan as a peak body. Although we have routinely considered our role in reconciliation and engaged in efforts around this to date including profiling events and dates of significance, as well as profiling Aboriginal and Torres Strait Islander voices in our own events, this plan will help us reflect on our practices as a peak body, engage deeply with Aboriginal and Torres Strait Islander peoples, and advance reconciliation within our organisation and among our member services in a more structured way.

CHA plays a strong advocacy role in the health and aged care sector on behalf of our members. We believe that by reflecting, listening, learning, and understanding the structural barriers faced by Aboriginal and Torres Strait Islander peoples in the health and aged care system, we can better align our actions with our mission of justice and healing.



CHA is dedicated to leveraging our role in uniting diverse members and services to foster stronger, more meaningful relationships with Aboriginal and Torres Strait Islander communities. Through concerted and deliberate efforts, we aim to support and advocate for a more just and compassionate health care system.

CHA is deeply committed to Reconciliation and has been proud to support the Uluru Statement from the Heart since its publication as well as being deeply committed to walking alongside community to make change into the future. Our CHA Strategic Plan outlines our commitment to advocating alongside Aboriginal and Torres Strait Islander Communities and our commitment to advancing the interests of Aboriginal and Torres Strait Islander peoples and to provide safe and inclusive care across the breadth of our member organisations and the services they provide.

This RAP provides new clarity and direction to the work of CHA as we look to future opportunities to use our combined strength

across Catholic Health and Aged Care settings to make change with Aboriginal and Torres Strait Islander Community in terms of their health and wellbeing and end of life supports and care.

To implement this RAP, we will work with our members, local Aboriginal and Torres Strait Communities and Traditional Owners for our CHA geographic footprint. We will also draw on the vast wisdom of our partner organisations to accelerate what works for First Nations communities and best practice identified through the established RAPs of our member organisations.

This RAP will also give impetus to some of our member organisations to also begin their RAP journeys in their own communities. We also have a unique role to play in accelerating change across these organisations, supporting change and sharing change approaches through a new community of practice.

OUR RECONCILIATION GOVERNANCE

This RAP has been developed by a Reconciliation Working Group with members who have been drawn from across the following organisations:

Julien O'Connell AO

Catholic Health Australia, Board

Darlene Dreise

National Director, Reconciliation,
St Vincent's Health Australia

Jo Jones

Reconciliation Action Plan Program Manager
Mater Health

Marika Jackomos

Mercy Health Australia

Denis Byrne

National Manager Mission Integration
St John of God Health Care

Brigid Meney

Director Mission and Strategy
Catholic Health Australia

Alicia Wright

General Manager Learning,
Capability & Inclusion
VMCH

Sally Fitzgerald

National Aboriginal and
Torres Strait Islander
Catholic Council (NATSICC)

Bonnie Chew

Mirriyu Cultural Consulting

OUR RECONCILIATION RELATIONSHIPS AND PARTNERSHIPS

At Catholic Health Australia, we are committed to fostering meaningful reconciliation and building strong relationships with Aboriginal and Torres Strait Islander peoples.

We acknowledge however, that to date we have not showcased our capacity for leadership as well as we ought to have and have not always reflected in our own work as a peak body, the efforts undertaken by our own members in reconciliation. Although there remains much more for CHA to do, we believe that reconciliation is a continuous journey and are dedicated to creating pathways for understanding, respect, and collaboration within the healthcare sector and beyond.

One of the key relationships that CHA relies upon for advice and guidance is with the **National Aboriginal and Torres Strait Islander Catholic Council (NATSICC)**. Through regular engagement, CHA collaborates with NATSICC to promote culturally sensitive practices, support shared initiatives, and foster meaningful dialogue. This relationship ensures that our policies and practices reflect the wisdom and cultural significance of Aboriginal and Torres Strait Islander traditions, particularly in our healthcare services from a Catholic perspective.

We also recognise the importance of **acknowledging events of Cultural significance** publicly. Throughout the year, we engage with national celebrations such as NAIDOC Week and National Reconciliation Week, highlighting these events across our communication channels and encouraging our member organisations to do the same. Through these acknowledgements, we honour the rich cultural heritage and achievements of Aboriginal and Torres Strait Islander peoples.

As well as publicly endorsing the Uluru Statement from the Heart, CHA also publicly supported the Referendum on the Voice to Parliament.

Our advocacy reflected our belief in the importance of structural change to ensure the voices of Aboriginal and Torres Strait Islander peoples are embedded in decision-making processes that affect their communities. We continue to promote these messages within our networks and advocate for policies that uphold the dignity and self-determination of Aboriginal and Torres Strait Islander Australians.

In addition, our **CHA National Conferences** are growing as a platform to amplify the voices of Aboriginal and Torres Strait Islander speakers and as a consequence the presence of delegates who identify as Aboriginal and Torres Strait Islander has continued to grow. Additionally, our virtual forums have included a specific focus on Aboriginal and Torres Strait Islander voices, including specific webinars dedicated to the experiences of First Nation communities and those employed within our health and aged care sector. We are committed to profiling Aboriginal and Torres Strait Islander people's experiences and perspectives more through our events and publications, ensuring that First Nations contributions are centred in conversations about healthcare innovation, leadership, and mission. This aligns with our broader mission to promote diversity and inclusion within every aspect of our work.

RELATIONSHIPS

Action 1: Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverable	Timeline	Responsibility
Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence for our own Office locations.	May 2026	Director of Mission
Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2026	Director of Mission
Organise an annual meeting that includes CHA Board members, the CEO, and representatives from Aboriginal and Torres Strait Islander staff and member organisations. This meeting will serve as a platform to discuss progress, challenges, and opportunities related to Aboriginal and Torres Strait Islander peoples engagement within CHA and its network.	June 2026	Chief Executive Officer
Compile a list of Aboriginal and Torres Strait Islander groups/ organisations that CHA and its member organisations are already interacting with. This could include partnerships, collaborations, community consultations, or other forms of engagement.	June 2026	Director of Mission
Review and catalogue all Memoranda of Understanding (MOUs) currently in place across the CHA network. This includes identifying any formal agreements with Aboriginal and Torres Strait Islander organisations and communities.	July 2026	Director of Governance
Regularly disseminate information about RAP progress, upcoming events, and opportunities for involvement to all members of the CHA network.	throughout 2026	Director of Mission

Action 2: Build relationships through celebrating National Reconciliation Week (NRW).

Deliverable	Timeline	Responsibility
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff annually.	May Annually 2026/2027	Director of Mission
RAP Working Group members to participate in an external NRW event in their local community.	June 2026	Director of Mission
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	June 2026	Chief Executive Officer
Circulate NRW localised activities taking place within membership and more broadly through CHA network.	June 2026	Director of Mission



Action 3: Promote reconciliation through our sphere of influence.

Deliverable	Timeline	Responsibility
Communicate our commitment to reconciliation to all staff and members via our website, email signatures and virtual background for online meetings.	May 2026	Director of Communications
Identify external stakeholders that our organisation can engage with on our reconciliation journey. This includes other Catholic Organisations as well as other Health and Aged Care Peak Bodies and providers to share best practice, connect to boost efforts and to amplify reconciliation efforts.	May 2026	Director of Mission
Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey including Catholic Social Services Australia, NAATSICC, and Catholic Education peak bodies.	May 2026	Director of Mission
Build an online Community of Practice for reconciliation which is a platform for CHA members to share experiences and RAP resources to foster collaboration and mutual support.	May / June 2026	Director of Mission
Organise an in person launch event for the CHA RAP, to create space to talk about Reconciliation. Invite influential advocates and CHA leaders and Elders from across our geographic footprint to celebrate this milestone with us.	By May 2026	Office Manager
Create an advocacy plan to engage government agencies/ officials and other stakeholders to identify alignment between their organisational priorities and CHA RAP's goals which support the health and wellbeing of Aboriginal and Torres Strait Islander peoples.	Sept 2026	Director of Health Policy
Embed Aboriginal and Torres Strait Islander perspectives in government submissions, contributing to more equitable and representative change outcomes.	May 2026	Director of Health Policy
Explore opportunities to deepen the CHA Board's understanding and appreciation of the impact of harmful policies and practices on Aboriginal and Torres Strait Islander peoples.	June 2026	Chief Executive Officer

RELATIONSHIPS



Action 4: Promote positive race relations through anti-discrimination strategies.

Deliverable	Timeline	Responsibility
Research best practice and policies in areas of race relations and anti-discrimination.	May 2026	Senior Policy Officer
Become a signature to Racism Stops with Me? Home Racism. It Stops With Me (humanrights.gov.au)	June 2026	CHA Board
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Dec 2026	Chief Executive Officer





Action 5: Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Deliverable	Timeline	Responsibility
Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June / July 2026	Director of Mission
Conduct a review of cultural learning needs within our organisation, including Board.	June 2026	Director of Mission
Develop a Cultural Calendar of events, acknowledge and celebrate Aboriginal and Torres Strait Islander days of significance	June 2026 and annually 2027	Director of Communications, Director of Mission
Establish a repository of Aboriginal and Torres Strait Islander resources on CHA Community of Practice – Reconciliation	July 2026	Director of Mission
Include the voices and stories of Aboriginal and Torres Strait Islander peoples in the CHA newsletter.	Sept 2026	Director of Communications
Engage Aboriginal and Torres Strait Islander guest speakers at CHA conferences to further educate delegates by sharing their stories.	August 2026	Director of Mission
Explore immersion experience for CHA Board and executive in an Aboriginal and Torres Strait Islander Health Organisation to understand Aboriginal and Torres Strait Islander Cultures and health needs. Explore the intersection of cultural practices and health services and identify challenges and opportunities in providing culturally appropriate health care.	July 2026	Chief Executive Officer
Formally engage with National Aboriginal and Torres Strait Islander Catholic Council to reflect on ways that CHA can actively promote their work and provide support including through their events and advocacy.	May 2026	Director of Mission



Action 6: Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverable	Timeline	Responsibility
Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	June 2026	Director of Mission
Increase CHA staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2026	Director of Mission
Engage Traditional Owners/Custodians to conduct a Welcome to Country at all CHA conferences and major events hosted by CHA.	May 2026	Office Manager
Develop a policy for Acknowledgment of Country and Welcome to Country that can be aligned with the development of a future Cultural Protocol document	May / June 2026	Director of Mission
Displaying Acknowledgement of Country plaques at all CHA office locations respecting Traditional Aboriginal peoples and their Cultures.	May 2026	Office Manager
Creating an adaptable Acknowledgement of Country template for CHA members to use on their websites and email signatures that involves developing a general template that can be personalised based on location.	June 2026	Director of Mission

Action 7: Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverable	Timeline	Responsibility
Raise awareness and share information amongst our staff and members about the meaning of NAIDOC Week.	Annually June 2026/2027	Director of Mission, Director of Communications
Introduce our staff to NAIDOC Week by promoting external events in our local area. Annually 2026	Annually 2026	Director of Mission
CHA Reconciliation Working Group to participate in an external NAIDOC Week event.	Annually June 2026/2027	Director of Mission

OPPORTUNITIES



Action 8: Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

Deliverable	Timeline	Responsibility
Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	July 2026	Chief Executive Officer
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2026	Chief Executive Officer
Work with Aboriginal and Torres Strait Islander experts and our members to understand best practice to remove barriers, making a Culturally safe workplace.	June 2026	Director of Mission
Encourage all members to encourage applications from Aboriginal and Torres Strait Islander peoples in the recruitment process.	May 2026	Chief Executive Officer
Encourage CHA member organisations to advertise employment vacancies on/in Aboriginal and Torres Strait Islander websites and publications.	June 2026	Chief Executive Officer
Establish an annual CHA Reconciliation Award, to recognise staff member/team of CHA and/or its members for their commitment to Reconciliation.	August 2026	Chief Executive Officer
Explore a CHA scholarship program to support Aboriginal and Torres Strait Islander People to gain work experience at a CHA member organisation.	July 2026	Director of Mission

Action 9: Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Deliverable	Timeline	Responsibility
Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	July 2026	Director of Mission
Investigate Supply Nation membership, Kinaway in Victoria, NSW Indigenous Chamber of Commerce, and any opportunities in the ACT.	June 2026	Director of Mission

GOVERNANCE

Action 10: Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

Deliverable	Timeline	Responsibility
Maintain a Reconciliation Working Group to govern RAP implementation.	July 2026	Director of Mission
Draft a Terms of Reference for the Reconciliation Working Group	May 2026	Director of Mission
Establish Aboriginal and Torres Strait Islander representation on the Reconciliation Working Group	May 2026	Director of Mission
RWG will report RAP progress to the CHA Board on a biannual basis.	May 2026 Nov 2026 Biannually	Director of Mission

Action 11: Provide appropriate support for effective implementation of RAP commitments.

Deliverable	Timeline	Responsibility
Define resource needs for RAP implementation.	May 2026	Director of Mission
Engage senior leaders in the delivery of RAP commitments.	May 2026	Chief Executive Officer
Maintain a senior leader to champion our RAP internally.	June 2026	Chief Executive Officer
Define appropriate systems and capability to track, measure and report on RAP commitments.	Oct 2026	Director of Mission



Action 12: Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Deliverable	Timeline	Responsibility
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 2026 and annually	Director of Mission
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	Sept 2026	Director of Mission
Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 Sept 2026 and annually	Director of Mission

Action 13: Continue our reconciliation journey by developing our next RAP.

Deliverable	Timeline	Responsibility
Register via Reconciliation Australia's website to begin developing our next RAP.	Oct 2026	Director of Mission

Catholic Health Australia

We welcome enquiries and feedback on our reconciliation commitments.

Please contact us at

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