

CANTEEN AUSTRALIA RECONCILIATION ACTION PLAN

November 2020 - November 2021

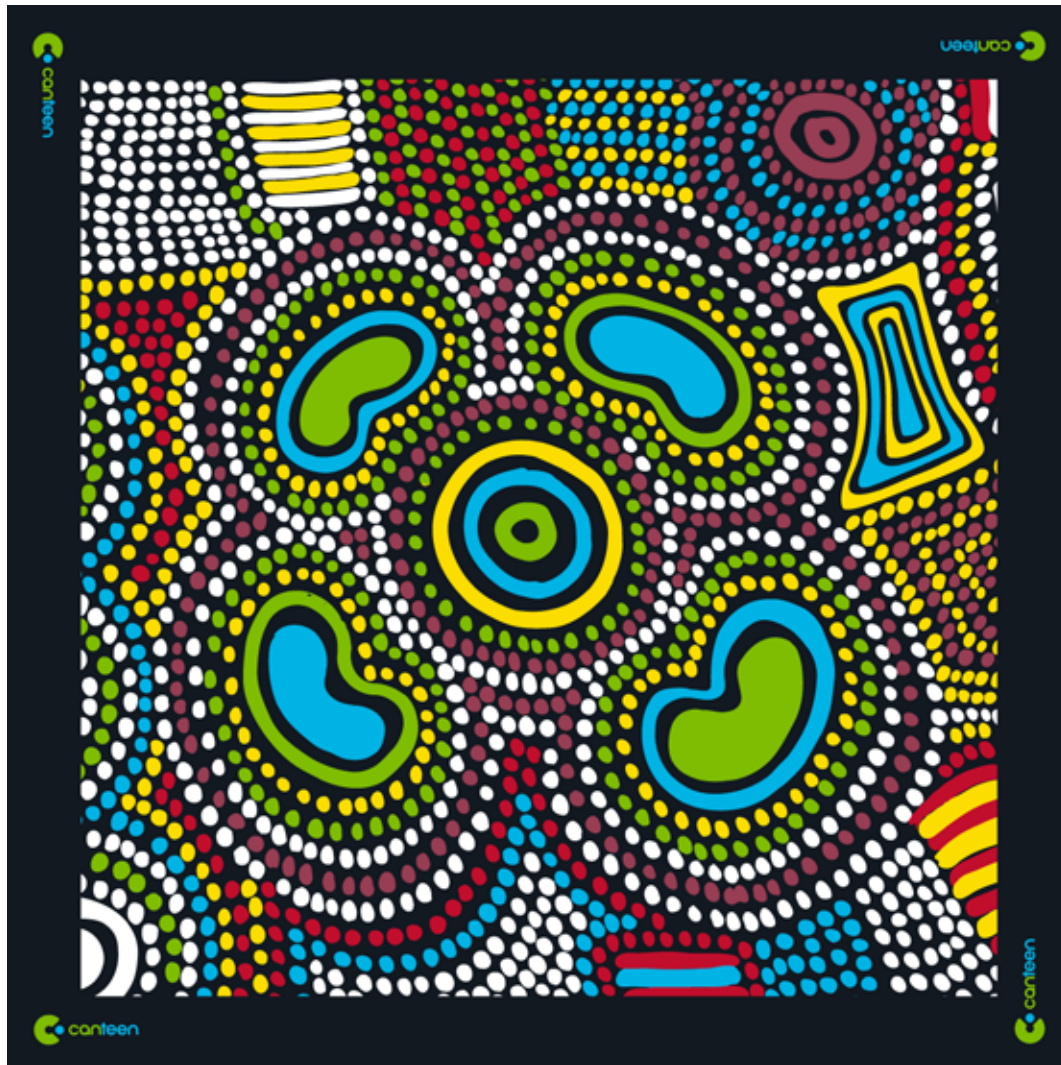


RECONCILIATION
ACTION PLAN

REFLECT



Canteen's First Nations bandanna - Wallaby tracks and my country



Pacinta Turner is from Utopia and was born in 1999. Her language is Anmatyerre. Pacinta Turner's skin name is Nakamarra and she paints 'My Country' and her dreaming of wallaby which is seen in the tracks in her artworks. The wallaby is Pacinta's dreaming and she tells her story about the wallaby moving from high ground to high ground at night in the desert near her home.

Pacinta is the daughter of established Aboriginal artists Caroline Numina Pananka and Daniel Pula Turner. Her Mother's Auntie is Gloria Petyarre. Her Mother, Caroline and her Elders have taught, and continue to teach Pacinta to paint her stories.

Pacinta's works have been purchased by collectors and investors both within Australia and Internationally. Her works were first exhibited in Queensland's Emu Apple gallery and available in Kate Owen Gallery, that won the prestigious award of Sydney's Best Aboriginal art Gallery in 2010.

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Acknowledgement of Country

Canteen acknowledges Aboriginal and Torres Strait Islander peoples are the First Peoples and Traditional Custodians of this land. We pay respect to Elders past, present and future. We are committed to providing inclusive and appropriate support for Aboriginal and Torres Strait Islander young people, their kin and community.

We would like to acknowledge the lands, waterways and cultures of the lands in which our Canteen state based offices are located, the Gadigal peoples of the Eora nation in Sydney, the Wurundjeri and Boon Wurrung Peoples of the Kulin nation of Melbourne, the Kaurna peoples in Adelaide, the Ngunnawal peoples of Canberra, the Turrbul and Jagera Peoples of Brisbane, the Bindal and Wulgurukaba people of Townsville, the Whadjuk peoples of the Noongar Nation in Perth, the Awabakal and Worimi peoples of Newcastle, the Muwinina people of Hobart, the Lutruwita people of Launceston and the Larrakia people of Darwin.



Message from our CEO

Peter Orchard



I take this opportunity to acknowledge Aboriginal and Torres Strait Islander peoples across Australia as the first people and Traditional Custodians of this great land. I pay respect to Elders past, present and future.

I am pleased to present Canteen's inaugural Reflect Reconciliation Action Plan (RAP).

This is an exciting milestone for Canteen, and a great first step towards building relationships, respect and opportunities essential for reconciliation. Canteen acknowledges the ongoing inequality of outcomes that Aboriginal and Torres Strait Islander peoples continue to experience in Australia, and we hope to contribute to improving the social and emotional wellbeing, mental health and healing outcomes in partnership with Aboriginal and Torres Strait Islander young peoples, their kin and communities affected by cancer.

Our Reflect RAP formalises our commitment and describes the actions we will take over the next 12 months to invest in young Aboriginal and Torres Strait Islander peoples as leaders within our organisation, to strengthen our relationships with Aboriginal and Torres Strait Islander communities, and to increase our cultural competence and responsiveness as an organisation. This plan is an important step for Canteen in ensuring we are meeting the needs of Aboriginal and Torres Strait Islander young people and families.

A handwritten signature in black ink, which appears to read 'P Orchard'. The signature is fluid and cursive, with a long horizontal stroke at the bottom.

Peter Orchard

Message from our Chair of the Board

Joey Lynch



I would like to acknowledge the Wurundjeri people who are the Traditional Custodians of the land on which I write, as well as acknowledge Aboriginal and Torres Strait Islander peoples across Australia. I pay respect to Elders past, present and future and acknowledge their histories as the first people and Traditional Custodians of this great land.

It brings me great pleasure to share with you Canteen's first-ever Reflect Reconciliation Action Plan (RAP), which marks an important step forward in the history of the organisation.

Our purpose at Canteen is a clear one; to ensure that no young person goes through cancer alone. As part of this pledge, we as an organisation recognise and acknowledge that reconciliation with Australia's First Peoples plays a critical role in this, for the inequality-driven adverse outcomes that exist for Aboriginal and Torres Strait Islander peoples affected by cancer are very clear.

At Canteen, we are committed to working alongside Aboriginal and Torres Strait Islander peoples and providing access to culturally responsive services.

Leadership and empowerment are in our DNA, and the Reflect RAP represents an exciting new chapter in our efforts to support, develop and empower Aboriginal and Torres Strait Islander young people to take up leadership within Canteen. Through it, we hope to empower and encourage them to share their stories, ideas, hopes, dreams and advice as we aim to support them, and they support others.

Their leadership will be critical to the success of our reconciliation journey, and to the spirit and success of our organisation.

The Reflect RAP would also not have been possible without the many, many hours of work put in by Canteen staff that developed it, and to them I express my gratitude for their time and effort. The next 12 months are set to be an exciting journey as we take our first steps along the path before us, and I'm looking forward to joining the rest of Canteen's leadership and staff as we set out upon it.

A handwritten signature in black ink, appearing to be 'J Lynch'.

Joey Lynch



Message from Reconciliation Australia

Karen Mundine, CEO



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

Canteen joins a network of more than 1,100 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 2.3 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 Canteen 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 Canteen, 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 Canteen Australia

Canteen's mission is to be in the corner of every young person when cancer crashes into their world.

Canteen was formed in 1985 by a group of young cancer patients and is now a national organisation with 150 staff across Australia supporting young people (12-25) impacted by cancer. Canteen's national office is based in Sydney, and we also have local offices based in all Australian capital cities, as well as offices in Townsville, Newcastle and Launceston. Currently, we are aware of one employee who identifies as Aboriginal and/or Torres Strait Islander; however, as part of the Reflect Reconciliation Action Plan, we are committed to confirming an accurate number of Aboriginal and/or Torres Strait Islander staff and creating opportunities to increase this number in the future.

Every year, 23,000 young people have their world turned upside down by cancer, whether it is their own or a close family member's diagnosis. They are up to six times more likely to face mental health issues like depression and anxiety than their peers. Canteen reduces that risk by providing evidence-based support and counselling, connecting them with other young people in the same boat and if they have been diagnosed themselves, we also provide specialist, youth-specific treatment teams. Combined with our leading-edge research into the emotional and social impacts of cancer, it ensures that we truly understand how cancer is different in a young person's world.



Our Reconciliation Action Plan

At Canteen, we are committed to providing our young people, their families and our staff with a culturally safe and inclusive environment and workplace. This commitment is particularly important as we think about ways to contribute to equality in health and life expectancy for Aboriginal and Torres Strait Islander peoples. Research highlights that Aboriginal and Torres Strait Islander peoples have a higher prevalence of health and wellbeing-related risk factors, may be less likely to access support and treatment services and, as a result, may also experience poorer cancer-related outcomes¹.

In determining our approach to better engage and support Aboriginal and Torres Strait Islander peoples we have been mindful of the strategic priorities outlined in Cancer Australia's National Aboriginal and Torres Strait Islander Cancer Framework and the Gayaa Dhuwi (Proud Spirit) Declaration formed by the National Aboriginal and Torres Strait Islander Leadership in Mental Health (NATSILMH). Moving forward, these two documents will help guide us to strengthen Canteen's clinical health policy and practice, program delivery and information when working with Aboriginal and Torres Strait Islander peoples, communities and organisations.

This Reflect Reconciliation Action Plan begins an exciting journey for us as an organisation, in strengthening and

articulating our commitment to reconciliation, and a vital step towards doing our part to improve health and well-being outcomes with Aboriginal and/or Torres Strait Islander peoples. In this Reflect Reconciliation Action Plan, we are focusing on establishing a strong foundation by building:

- our organisation's understanding of the histories and cultures of Aboriginal and Torres Strait Islander peoples
- our knowledge and understanding of the holistic concepts of social and emotional wellbeing, mental health and healing and the needs of Aboriginal and Torres Strait Islander young peoples, their kin and communities affected by cancer; and
- our internal capacity and capability to work meaningfully and effectively with Aboriginal and Torres Strait Islander communities and organisations

We recognise the importance of ensuring the ownership of our Reflect Reconciliation Action Plan is shared across the organisation, and embedded into our work practices and decision making now and into the future. Our 'RAP champion' will be our Chief Executive Officer who will lead reconciliation initiatives throughout the organisation. We will establish our Reconciliation Working Group (RWG) as part of this Reflect Reconciliation Action Plan which will include representation of staff from across key areas of the organisation and First Nations peoples.

Our reconciliation journey to date

Our journey began with a scoping study in collaboration with the Wardliparingga Aboriginal Research Unit within the South Australian Health and Medical Research Institute (SAHMRI) to better understand the needs and barriers of Aboriginal and Torres Strait Islander young people affected by cancer. We co-presented the findings of this research at several international academic conferences (the 2016 World Indigenous Cancer Conference in Brisbane, 2016 Global AYA Cancer Congress in Edinburgh (Scotland), and 2018 Global AYA Cancer Congress in Sydney).

In 2019, Canteen appointed a Reconciliation and Youth Leadership Coordinator to lead Canteen's reconciliation journey. Throughout 2019, the Reconciliation Coordinator facilitated a series of workshops with staff to explore their knowledge, confidence, and hopes for reconciliation. It was clear through the consultation process that Canteen staff had a strong desire to begin this journey by appropriately communicating their respect for Aboriginal and Torres Strait Islander cultural beliefs and practices, and undertaking training to enable them to better work safely and responsively with Aboriginal and Torres Strait Islander young peoples. As such, Welcome to and Acknowledgement of Country cultural protocols were developed and launched in February 2020 to correspond with the anniversary of the National Apology, and cultural competence training is a priority for our Reflect Reconciliation Action Plan.

There has also been commitment and energy at all levels of the organisation for genuine relationships, partnerships and 'consumer engagement' with Aboriginal and Torres Strait Islander peoples to ensure meaningful reconciliation.

Connections have been made with members of peak industry organisations, community organisations and members of the community through participation in Cancer Australia's National Aboriginal and Torres Strait Islander Cancer forum and the 2020 National Indigenous Youth Empowerment Summit. Canteen has developed a close relationship with the National Centre of Indigenous Excellence (NCIE) which is our preferred venue for programs and training events for staff and young people. The NCIE is a not-for-profit social enterprise that aims to build capability and create opportunities with and for young Aboriginal and Torres Strait Islander peoples, from Sydney and across Australia.

The actions in this Reflect Reconciliation Action Plan prioritise building and strengthening our relationships with Aboriginal and Torres Strait Islander peoples and organisations. These strengthened relationships will enable our continued learning about Aboriginal and Torres Strait Islander cultures, histories, knowledges and rights, and to ensure their voice is heard in the design, delivery and evaluation of our services and products.



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	March 2021	National Partnerships Manager
	Identify Aboriginal and Torres Strait Islander stakeholders and organisations with whom Canteen might build mutually beneficial relationships, in working together towards reconciliation and culturally safe, meaningful and effective service delivery	June 2021	National Services Project Manager
	Identify and build local relationships with Aboriginal and Torres Strait Islander peoples and organisations to enable training/mentoring to strengthen the cultural safety and relevance of psychosocial practice by service delivery staff	August 2021	National Services Project Manager
2. Promote reconciliation to our Canteen community and through our sphere of influence	Provide an electronic copy of Canteen's Reflect RAP on our website	November 2020	Digital Marketing Manager
	Communicate our commitment to reconciliation to all staff	November 2020	Reconciliation Coordinator
	Identify external stakeholders that our organisation can engage with on our reconciliation journey	February 2021	Reconciliation Coordinator
	Build relationships with Aboriginal and Torres Strait Islander media to promote our services to young people, kin and communities	June 2021	Marketing Manager

Relationships

Action	Deliverable	Timeline	Responsibility
2. Promote reconciliation to our Canteen community and through our sphere of influence	Expand our images library to ensure Aboriginal and Torres Strait Islander peoples are represented, and ensure all new digital and print assets include Canteen's Acknowledgment of Country	June 2021	Content Coordinator
	Use internal communication channels to enable an opportunity for staff consultation to inform and influence the Innovate RAP	July 2021	Reconciliation Coordinator
	Establish a forum on our online young people and parent support platform 'Canteen Connect' for Aboriginal and Torres Strait Islander young people and their parents	August 2021	Manager Online Support Service
	Identify partners (including existing corporate partners) with strong RAPs who could advise/coach members of the Reconciliation Working Group or contribute their time or skills to the delivery of our Reflect RAP or the development of our Innovate RAP	August 2021	National Partnerships Manager
3. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	NRW 27 May - 3 June, 2021	Reconciliation Coordinator
	Reconciliation Working Group members to participate in one external NRW event	NRW 27 May - 3 June, 2021	Reconciliation Coordinator
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	NRW 27 May - 3 June, 2021	National Services Project Manager

Relationships

Action	Deliverable	Timeline	Responsibility
3. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate a list of local community activities/events in each state; encourage and support all staff, volunteers and Board to celebrate NRW	NRW 27 May - 3 June, 2021	Reconciliation Coordinator
	Celebrate NRW by sharing at least one of the following on social media: <ul style="list-style-type: none"> • reflections on the theme • participation in events • a case study of a young person or staff member • development of Innovate RAP 	NRW 27 May - 3 June, 2021	Digital Marketing Manager
	Host one event on Canteen's online support platform 'Canteen Connect' for young people to celebrate NRW	NRW 27 May - 3 June, 2021	Manager Online Support Service
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination	October 2021	Reconciliation Coordinator
	Review existing HR policies and procedures to identify existing anti-discrimination provisions, and opportunities to strengthen these	November 2021	Reconciliation Coordinator

Respect

Action	Deliverable	Timeline	Responsibility
5. The Canteen community demonstrates respect and commitment to continual learning about Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	Promote ongoing professional development by sharing and encouraging staff to share Aboriginal and Torres Strait Islander resources each month on the staff Reconciliation Teams channel such as documents, books, webinar recordings e-learning, podcasts, documentaries and events etc	February & July 2021	Reconciliation Coordinator
	Implement an online cultural competence training program for all staff to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and concepts of social and emotional wellbeing, mental health and healing	February 2021	Reconciliation Coordinator
	Cultural Competence training program to be embedded in induction for all new staff moving forward	February 2021	People & Culture Coordinator
	Conduct annual consultation with all staff through face-to-face and online surveys to review cultural competence, confidence, learning needs, as well as engagement and practice challenges and successes	May 2021	Reconciliation Coordinator
	Research best practice for addressing grief, loss and trauma in Aboriginal and Torres Strait Islander communities	June 2021	Research Manager
	Research and make recommendations for cultural competence training for Board Directors, Volunteers and Youth Leaders	September 2021	Reconciliation Coordinator

Respect

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Continue to assess, and update where required, Canteen's Acknowledgement of Country and Welcome to Country protocols	January 2021	Reconciliation Coordinator
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	January 2021	Reconciliation Coordinator
	Conduct an annual review of Canteen's Acknowledgement of Country and Welcome to Country protocols, with updates as required to reflect evolving relationships and increasing staff understanding of reconciliation	May 2021	Reconciliation Coordinator
	Consult with state-based local Aboriginal Land Councils to explore the potential of naming one or more meeting rooms at local offices with traditional names	September 2021	National Services Project Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures by making our offices a culturally welcoming place	Display the Aboriginal and Torres Strait Island flags in all offices to show that Canteen acknowledges Aboriginal and Torres Strait Islander peoples, and is a welcoming place	January 2021	Reconciliation Coordinator
	Add our Acknowledgement of Country to the Canteen website's landing page	January 2021	Content Coordinator
	Develop a plan for the creation or commissioning of artwork for display in local offices and use in RAP collateral	March 2021	Reconciliation Coordinator

Respect

Action	Deliverable	Timeline	Responsibility
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	NAIDOC Week: 8 – 15 November 2020 (due to COVID-19) & 5 July – 12 July 2021	Reconciliation Coordinator
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	NAIDOC Week: 8 – 15 November 2020 (due to COVID-19) & 5 July – 12 July 2021	Reconciliation Coordinator
	Reconciliation Working Group to participate in an external NAIDOC Week event.	NAIDOC Week: 8 – 15 November 2020 (due to COVID-19) & 5 July – 12 July 2021	Reconciliation Coordinator
	Host one event on Canteen’s online support platform ‘Canteen Connect’ for young people to celebrate NAIDOC	NAIDOC Week: 8 – 15 November 2020 (due to COVID-19) & 5 July – 12 July 2021	Manager Online Support Service

Opportunities

Action	Deliverable	Timeline	Responsibility
9. Support, develop and empower Aboriginal and Torres Strait Islander young people to take up leadership in Canteen	Consult with Canteen Aboriginal and Torres Strait Islander service users to shape future consumer engagement/youth leadership activities and inform the development and implementation of the Innovate RAP	March 2021	Reconciliation Coordinator
	Refine our process for capturing data about Aboriginal and Torres Strait Islander service users to enable data-driven decisions and effective reconciliation activities	September 2021	National Services Project Manager
10. Create professional development for culturally safe care and delivery	Coordinate professional development opportunities for staff to explore the Gayaa Dhuwi (Proud Spirit) Declaration, the National Strategic Framework for Aboriginal and Torres Strait Islander People's Mental Health and Social and Emotional Wellbeing 2017–2023; and best practice identified for grief, loss and trauma in Aboriginal and Torres Strait Islander communities	August 2021	Psychosocial Support Manager
	Identify and prioritise areas in Canteen's psychosocial practice for review to enable staff to feel more confident and be more effective in their engagement with Aboriginal and Torres Strait Islander young people, their kin and community.	August 2021	Manager Psychosocial Support

Opportunities

Action	Deliverable	Timeline	Responsibility
11. Invest in Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	January 2021	People & Culture Coordinator
	Explore and identify possible employment pathways, placement and volunteer opportunities for Aboriginal and Torres Strait Islander peoples from local VOC programs, TAFE, universities and organisations.	May 2021	People & Culture Coordinator
	Identify and remove potential barriers for Aboriginal and Torres Strait Islander employees in Canteen (e.g. inclusion of a diversity statement mentioning First Nations peoples in all job ads, leave policy enables Aboriginal and Torres Strait Islander staff participation in cultural business e.g. ceremonial obligations, sorry business or other relevant cultural events).	October 2021	People & Culture Coordinator
	Explore opportunities and funding for research projects and collaborations that focus on social and emotional wellbeing, mental health and healing for Aboriginal and Torres Strait Islander peoples	October 2021	Research Manager

Opportunities

Action	Deliverable	Timeline	Responsibility
12. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Investigate Supply Nation membership	January 2021	Reconciliation Coordinator
	Create a procurement policy which prioritises procurement from local, sustainable and Aboriginal and Torres Strait Islander owned businesses	September 2021	Head of Finance

Governance & Accountability

Action	Deliverable	Timeline	Responsibility
13. Establish and maintain an effective Reconciliation Working Group (RWG) to drive governance of the RAP	Convene the Reconciliation Working Group to track, measure and report on RAP actions and deliverables	November 2020	Reconciliation Coordinator
	Ensure there is representation from across teams (including Marketing and Communications, Services Leadership Group, Research, HR and local offices) and Aboriginal and Torres Strait Islander peoples	November 2020	Reconciliation Coordinator
	Draft a Terms of Reference for the Reconciliation Working Group	November 2020	Reconciliation Coordinator
	Establish Aboriginal and Torres Strait Islander representation on the Reconciliation Working Group	November 2020	Reconciliation Coordinator
	Reconciliation Working Group to meet bi-monthly to monitor and advise on the successful implementation of the RAP	December 2020, February, April, June, August, October 2021	Reconciliation Working Group Chair
	Establish consulting relationships with Aboriginal and Torres Strait Islander Elders to provide guidance and support to the Reconciliation Working Group	October 2021	Reconciliation Coordinator

Governance & Accountability

Action	Deliverable	Timeline	Responsibility
14. Provide appropriate support for effective implementation of RAP commitments	Establish a Canteen governance structure that ensures strategic and operational responsibility for the implementation of the RAP	December 2020	National Services Project Manager
	Ensure relevant RAP actions, deliverables and implementation are discussed and progressed through inclusion on the agenda of Canteen's various leadership meetings at least quarterly: Executive Leadership Team, Services Leadership Team, People Working Group, State Managers, RESP Managers	November 2020; February, May and September 2021	Reconciliation Working Group Chair
	Define activity and resource needs for RAP implementation 21/22 FY	February 2021	National Services Project Manager
	Define appropriate systems and capability to track, measure and report on RAP commitments	February 2021	National Services Project Manager
	Include RAP activities in operational and strategic planning processes	February 2021	National Services Project Manager

Governance & Accountability

Action	Deliverable	Timeline	Responsibility
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	Reconciliation Working Group report quarterly on Canteen's RAP progress: regular reports on progress on the RAP targets provided to Executive to celebrate success, and ensure corrective action is identified and can be taken as required	November 2020; February, May and September 2021	National Services Project Manager
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	September 2021	Reconciliation Coordinator
16. Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin developing our next RAP	July 2021	Reconciliation Coordinator
	Schedule an annual meeting with Reconciliation Australia's key contact	July 2021	Reconciliation Coordinator
	Provide Reconciliation Australia a progress report of current RAP and discuss progress to develop a new RAP based on learnings, challenges, achievements and current trends in reconciliation	July 2021	Reconciliation Coordinator
	Workshop with Reconciliation Working Group, key Aboriginal and Torres Strait Islander partners and relevant Canteen staff to evaluate progress in Reflect RAP and plan for Innovate RAP	July 2021	National Services Project Manager

Governance & Accountability

Action	Deliverable	Timeline	Responsibility
16. Continue our reconciliation journey by developing our next RAP	Define activity and resource needs for Innovate RAP based on learnings from Reflect RAP and advocate for resource approval in annual budgeting process, and activities in operational and strategic planning processes	October 2021	Reconciliation Coordinator
	Submit draft RAP to Reconciliation Australia for formal endorsement and incorporate current RAP initiatives and actions into any future RAP	October 2021	Reconciliation Coordinator



All additional artwork in this document was
generously provided by Pacinta Turner

For more information about Canteen's
Reconciliation Action Plan, contact:

National Reconciliation Coordinator

0466 934 627 / reconciliation@canteen.org.au