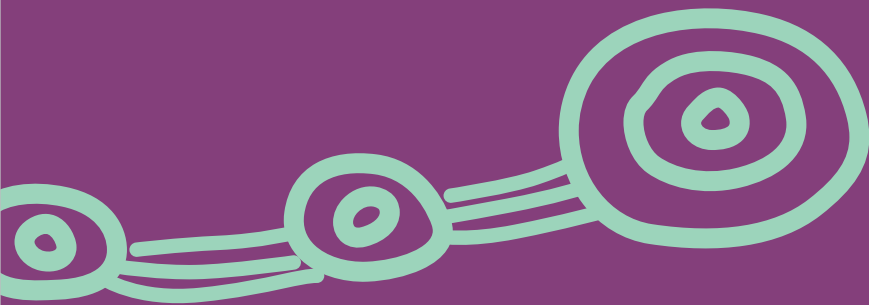


**St Bart's**

# **Reflect Reconciliation Action Plan**

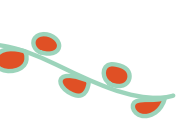
September 2022 – December 2023



RECONCILIATION  
ACTION PLAN

**REFLECT**





**Teresa Miller**

*Coming into Healing*  
2022

**About *Coming into Healing***

This artwork tells the story of people coming into St Bart's for healing. They sit together amongst plants traditionally used for cultural cleansing. From every corner of the community, we see their footsteps come walking in one by one, on a journey from off the streets. They are welcomed into supportive, caring services and given the opportunity for recovery. In this culturally safe space, mob once disconnected have the chance to be happy, to be interacting with community again and at last looking forward.

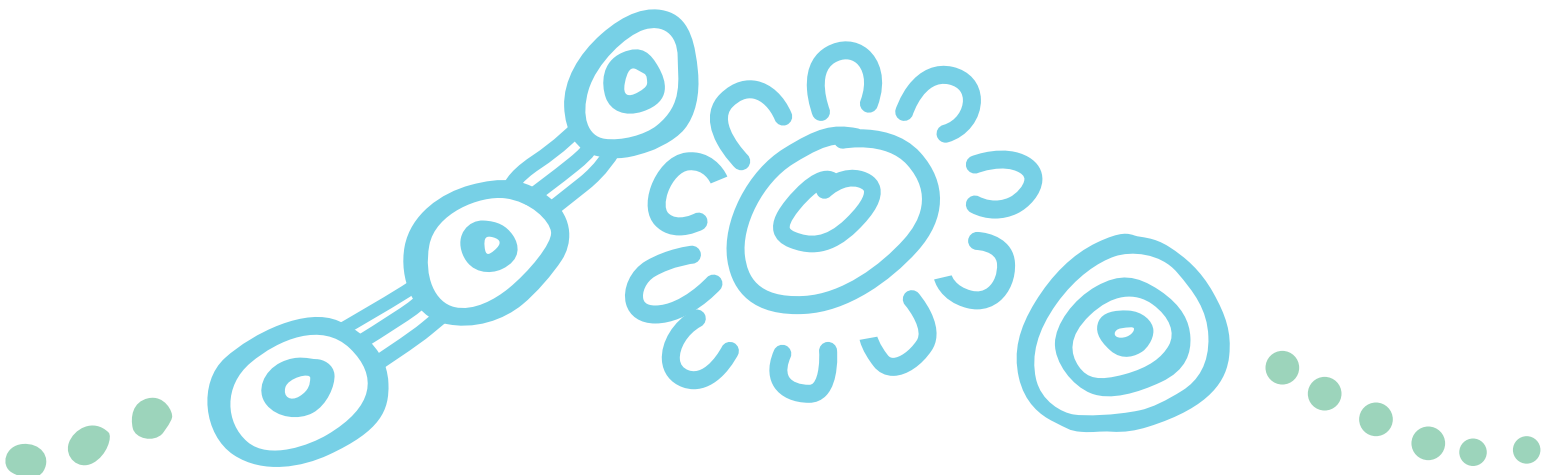
**About the Artist**

Noongar Artist Teresa Yeridan Miller was born in Kinjalng (Albany) Minang Boodjar, Western Australia. Teresa's artistic name Beelya Yorg is bonded to the name of her great great-grandmother. She is a direct descendant of Midgegooroo and his warrior son, Yagan. In addition to art, Teresa is dedicated to her parallel professional career – developing and managing Aboriginal community development programs, focusing on improving mental health.



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# St Bart's Reflect Reconciliation Action Plan

September 2022 to December 2023

## Our vision for reconciliation

*To enable a culture of support and security for Aboriginal and Torres Strait Islander staff and residents to thrive at St Bart's.*

## The land on which we operate

St Bart's head office is in East Perth, which is at the heart of a precinct where many rurally residing Aboriginal peoples moved to in the 1920s. Aboriginal people were getting work at the local scrap metal yard as well as at the local railyard and factories. Lower cost housing and hostels were also available in the area at the time.

Noongar Elder and Wungening Aboriginal Corporation Community Engagement Manager Patrick Egan said the area is of significance to Aboriginal peoples. He said it held many memories of pain and sadness, representing the disconnection of many from the land to which they had a spiritual connection.

## Acknowledgement of Country

We acknowledge the Traditional Custodians of the land that we live and work on, the Whadjuk people of the Noongar nation. We are privileged to work with, and alongside, Aboriginal and Torres Strait Islander peoples and we pay our respects to Elders past, present and emerging.

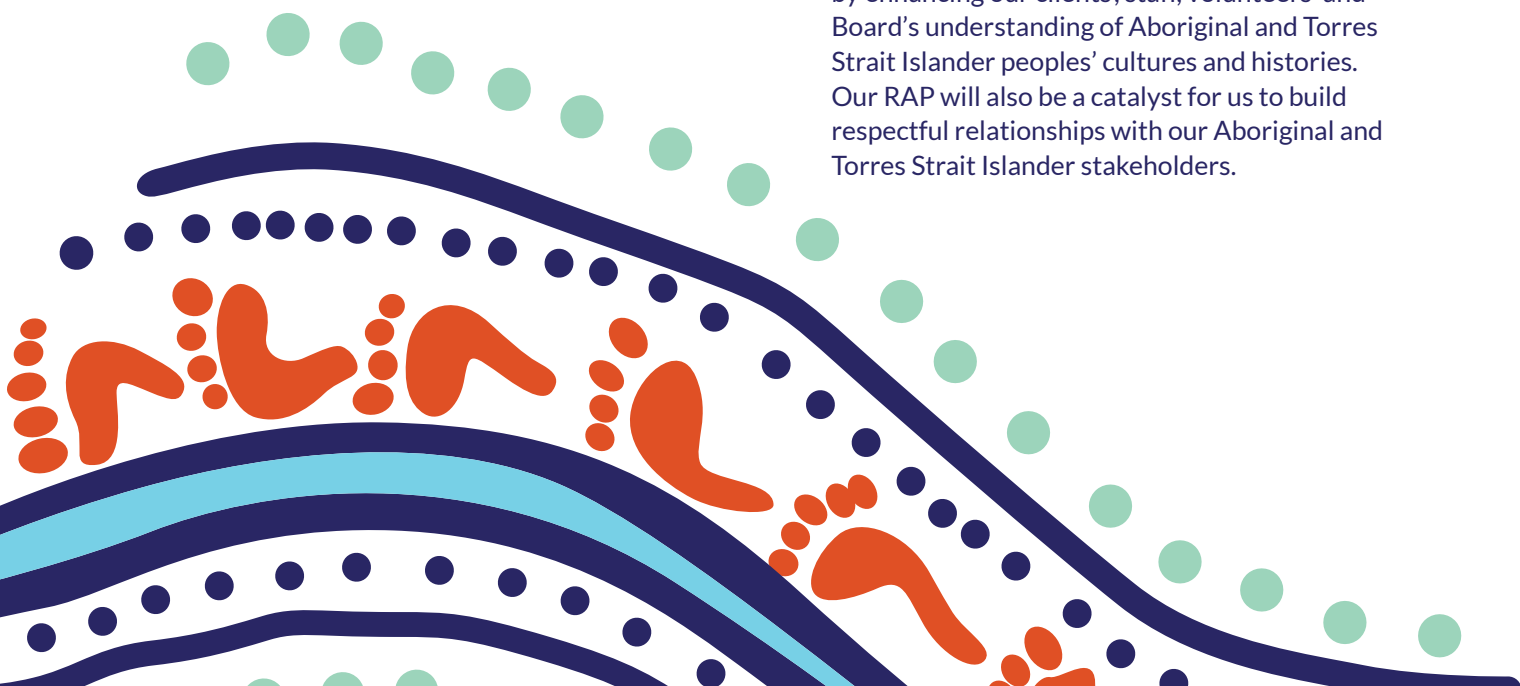
## About our Reflect Reconciliation Action Plan

St Bart's is committed to providing a culturally safe place where inclusive relationships can flourish. The key to achieving this is through our Reflect Reconciliation Action Plan (RAP).

Aboriginal peoples are over-represented in the population of people experiencing homelessness in Western Australia and, in some of our services, more than half of our clients identify as Aboriginal people.

St Bart's is embarking on the first stage of our longer-term reconciliation journey with the development and implementation of our Reflect RAP, which will lay the foundations for our contributions to reconciliation. St Bart's has formed its RAP Working Group, which consists of the Board Chair, Chief Executive Officer, Chief Operating Officer, General Manager Strategic Partnerships and Growth, Chief Financial Officer, Commercial Manager, Site Managers and Head of Human Resources. Over the course of the Reflect RAP we will extend our RWG to include Aboriginal representation. Our RAP Working Group is led by our Senior Communications and Engagement Officer, who is also our primary RAP Champion. They are responsible for driving and championing internal engagement and awareness of the RAP and reconciliation.

Our Reflect RAP outlines key deliverables and achievable actions that will promote reconciliation through our sphere of influence by enhancing our clients', staff, volunteers' and Board's understanding of Aboriginal and Torres Strait Islander peoples' cultures and histories. Our RAP will also be a catalyst for us to build respectful relationships with our Aboriginal and Torres Strait Islander stakeholders.





## About St Bart's

St Bart's is a not-for-profit organisation committed to helping vulnerable Western Australians experiencing or at risk of homelessness, mental health challenges, trauma and hardship. We have been standing by the side of vulnerable people dealing with the day-to-day challenges of homelessness since 1963.

We are committed to empowering people to rebuild their lives and achieve their goals through supported accommodation and services through four key service areas: supported accommodation for people experiencing

homelessness, aged care, community housing and mental health supported accommodation.

In the 2020-21 financial year, we supported more than 1,000 people, with 149 identifying as Aboriginal and/or Torres Strait Islander people.

We operate in WA, with our head office in East Perth and several accommodation facilities located throughout the Perth metropolitan area.

As at 1 May 2022, St Bart's employed 176 staff (permanent and casual), one of whom identifies as a First Nations person. We are committed to increasing the number of Aboriginal and/or Torres Strait Islander people we have on staff.

### Our Vision

A community where everyone has a safe and secure place to call home.

### Our Mission

To provide opportunities, pathways and care to vulnerable people who find themselves without a home.



## Message from our Chair

**St Bart's Reflect RAP signifies our deep commitment to nurturing collaborative partnerships built on trust and respect to build healing relationships between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander peoples.**

To help us achieve this, we are committed to developing an understanding of, and removing any barriers to, relationship development so that we may create and deepen new and existing connections for the advancement of all Aboriginal and Torres Strait Islander peoples.

The place on which most of St Bart's services are located in East Perth has a special significance to Aboriginal and Torres Strait Islander peoples but there are also stories of sadness.

We are committed at every level of our organisation, from Board through to staff and volunteers, to work closely with local Aboriginal and Torres Strait



Islander peoples and St Bart's clients and staff to make sure this is a welcoming place for Aboriginal and Torres Strait Islander peoples.

Our RAP provides a framework that will drive our contributions to reconciliation through the creation of meaningful opportunities and pathways. Delivering the actions and outcomes of our RAP is a high priority for St Bart's.

Over the next 15 months (September 2022 to December 2023) St Bart's commits to the actions and deliverables contained within our Reflect RAP.

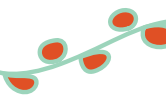
We are very much looking forward to the reconciliation journey ahead of us.



**Mel Ashton**  
Chair  
St Bart's







## Message from our Chief Executive Officer

I am delighted to present St Bart's inaugural Reconciliation Action Plan (RAP), which is just the beginning of our ongoing journey towards reconciliation with Aboriginal and Torres Strait Islander peoples, organisations and communities.

Since 1963, St Bart's has been standing by the side of vulnerable West Australians and we recognise the special role we play in championing an inclusive and supportive environment where our Aboriginal and Torres Strait Islander clients can thrive.

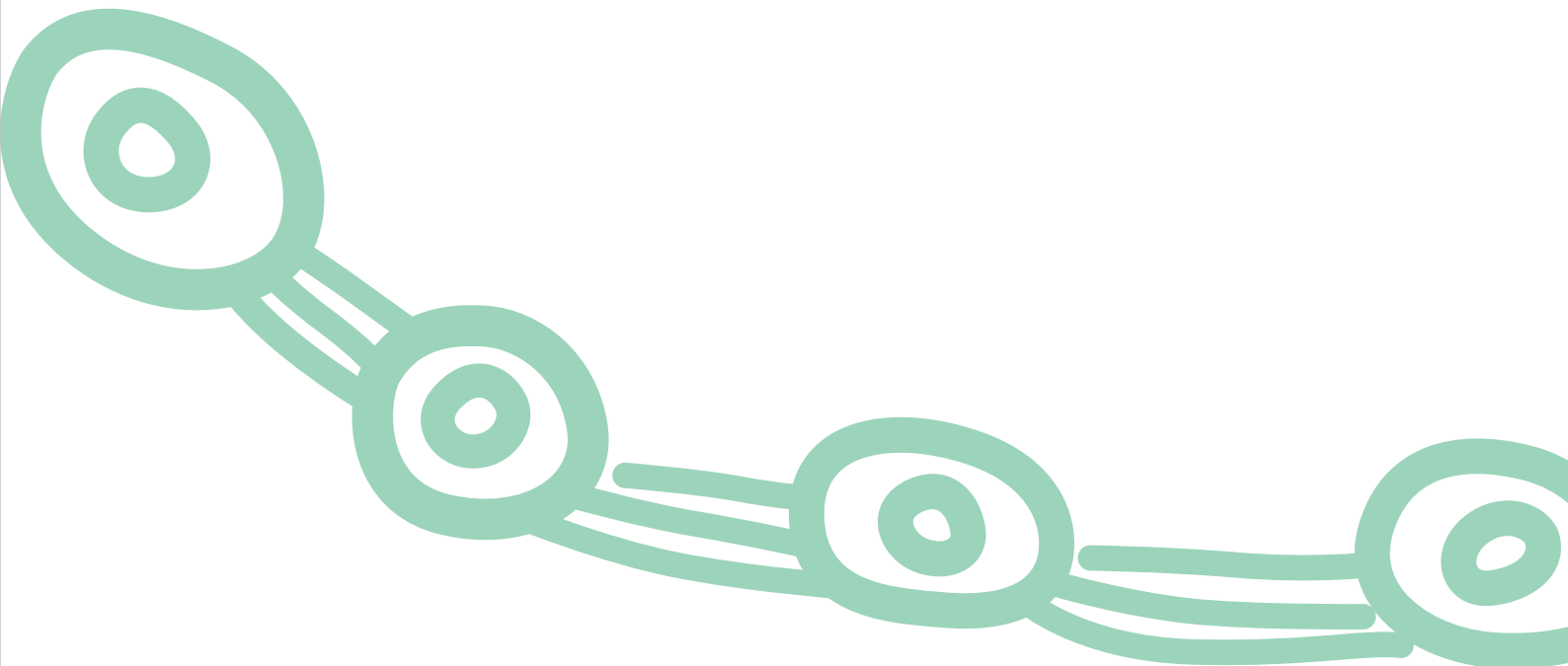
Our RAP has been developed in consultation with our RAP Working Group and external partners and represents the foundation for St Bart's to build, maintain and champion respectful relationships and actively seek out opportunities for Aboriginal and Torres Strait Islander peoples to have empowerment, equality and choice.



The development and implementation of our RAP demonstrates our unwavering commitment to providing a supportive environment that encourages and nurtures trust and respect with Aboriginal and Torres Strait Islander staff, clients and stakeholders that underpins our aspirations of achieving sustainable social justice outcomes.

Our Reflect RAP focuses on laying the foundations for driving reconciliation across relationships through respect and opportunities and serves as the guide for ongoing reconciliation efforts.

**Samantha Drury**  
Chief Executive Officer  
St Bart's





Miriwoong Country © Ben Ward/Copyright Agency, 2022

**Ben Ward**  
Miriwoong Country  
2020

### About Miriwoong Country

"This is Country but you have to look at it closely to see it and that's what you have to do with culture... It's the same with my paintings." Ben Ward's paintings of tessellating triangles contrasting in various coloured ochres create a hypnotic and cryptic picture. The sharp triangular shapes; however, reveal a landscape of rust coloured mountains, deep green valleys, meandering blue rivers and creeks. This ancient country in the East Kimberley holds many stories, sacred sites and places visited by ancestral beings during the Ngarrangarning (Dreamtime).

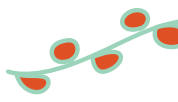
### About the Artist

*"I was born at Argyle Downs Station in 1949 on the banks of Behn Creek, hence my name. My family all worked on the station and we lived there until I was 10. We walked from Argyle Station to Ivanhoe so I could go to school at the Kimberley Research Station. My parents and extended family gained work at Ivanhoe Station. My stepfather, Jeff Junarma, taught me everything I know. He took me on as his own son. My real father was a stockman at Argyle Downs Station, he was half Miriwoong and half Afghan and in those days he couldn't claim me as his own."*

A great speaker, Ben has remained strongly involved in land rights and community issues. He was the critical supplicant in the landmark claim Ben Ward versus the State of Western Australia which successfully granted native title to Miriwoong and Gajerrabeng peoples. He worked for the Aboriginal Development Commission and was instrumental in the establishment of several local Miriwoong organisations including Waringarri Aboriginal Arts.

Ben has held the position as Chairperson on the Board of Directors at Waringarri Aboriginal Arts in 2012-13, 2015-2017 & 2019.





**St Bart's commitment to being a culturally safe and competent organisation for all people who live with, work with and visit us was strengthened through our partnership with Kununurra-based MG Corporation, which was announced in February 2022.**

MG Corporation was established in 2006 to receive and manage the benefits transferred under the Ord Final Agreement (OFA) to the Miriuwung and Gajerrong (MG) people, who are recognised under Australian law as holding native title over large areas in the north of Western Australia's East Kimberley region.

Through this innovative and exciting partnership, St Bart's will support MG Corporation in their endeavours to provide MG people who visit Perth from the East Kimberley with sustainable employment opportunities and support their upskilling in a safe, culturally competent environment. Similarly, MG Corporation will work alongside St Bart's to improve and enhance our organisation's Aboriginal and Torres Strait Islander cultural competency, knowledge, awareness, understanding and practices to enhance our workplace culture, with a focus on inclusion and diversity.

One of the key highlights of this new partnership is the guidance and support MG Corporation will provide St Bart's as we refine our plans to redevelop the site of our inaugural home at Brown Street in East Perth.

St Bart's has been undergoing a co-design process with stakeholders from across the homelessness sector for our 3,000sqm Brown Street site to assess redevelopment options that will address areas of greatest need in the homelessness space. As redevelopment plans are fine-tuned, the partnership with MG Corporation will help inform a culturally safe built and natural environment at the new premises, sustainable career opportunities for Aboriginal and Torres Strait Islander people and ensure the physical, emotional and psychological safety of all people.

St Bart's Chief Executive Officer Samantha Drury said the important partnership with MG Corporation would enable both organisations to enhance their respective capacities and capabilities, particularly St Bart's with regard to the Brown Street site redevelopment.

"We are bringing forward our exciting plans for the redevelopment of Brown Street and see MG Corporation as key partners in championing the social, cultural, physical and emotional wellbeing of all our communities," Ms Drury said when the partnership was announced.

MG Corporation Executive Chair Lawford Benning said: "This is a wonderful development where we as a corporation can learn from the leadership and experience of St Bart's.

"It is our hope that the partnership allows us as an Aboriginal Corporation to continue to grow and be at the forefront of social change here in the East Kimberley.

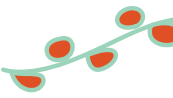
"MG Corp has the aspiration to lead social change for all of our respected members (and) we see this partnership with St Bart's as a critical part of our journey where two way learning is transferred."



*MG Corporation Executive Chair Lawford Benning and St Bart's CEO Samantha Drury.*







## Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes St Bartholomew's House (St Bart's) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

St Bart's 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 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.

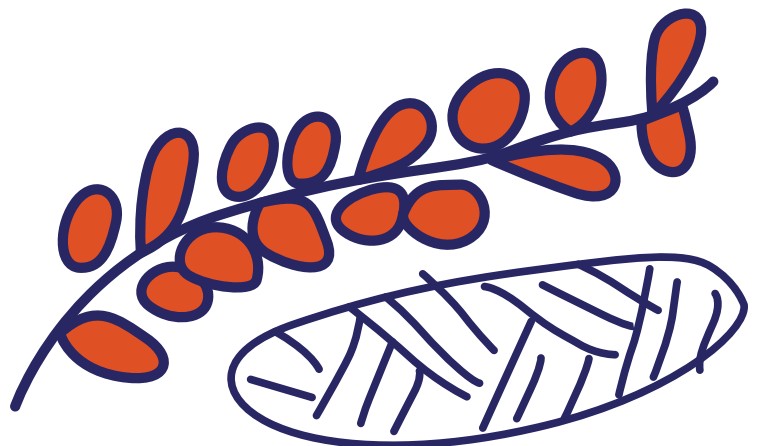
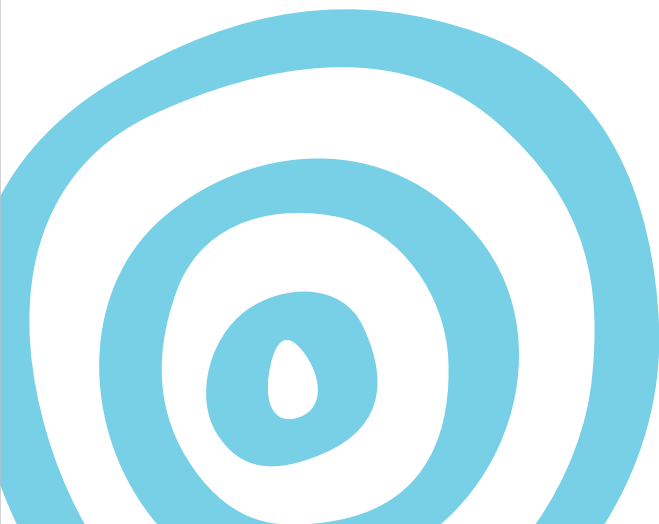
These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

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 St Bart's 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 St Bart's, 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





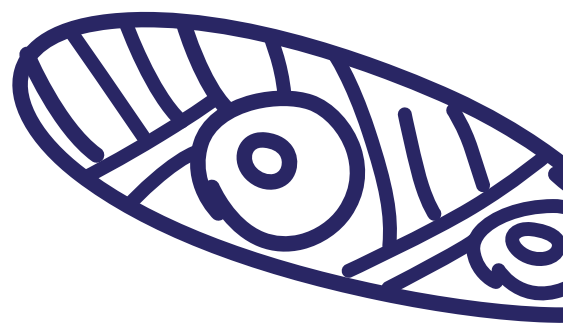
## Relationships

Action	Deliverable	Timeline	Responsibility
<b>1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Continue to identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	March 2023	General Manager, Strategic Partnerships and Growth (GM SP&G)
	Invite Aboriginal and Torres Strait Islander stakeholders, organisations and local leaders to complete our relationship survey to ensure our continuous improvement of reconciliation activities, based on feedback received.	March 2023	GM SP&G
	Leverage expertise of organisations, including corporate partners, to learn best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2023	GM SP&G
	Develop a relationship with Aboriginal Elders or leaders from the local community.	March 2023	GM SP&G
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Head of HR
	RAP Working Group members to participate in an external NRW event.	May and June 2023	GM SP&G
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May and June 2023	GM SP&G
<b>3. Promote reconciliation through our sphere of influence.</b>	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	November 2022	GM SP&G
	Communicate our reconciliation commitment to all staff.	September 2022	CEO
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2022	GM SP&G
	Consider establishment of an internal RAP Champion Group.	March 2023	GM SP&G
	Highlight RAP activities / outcomes in external documents e.g. community newsletter, annual report, website and social media.	Ongoing. Review in April 2023	Senior Comms and Engagement Officer
	Include information about our RAP in staff inductions.	September 2022	Head of HR
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	Research best practice and policies in areas of race relations and anti-discrimination.	June 2023	CFO / Head of HR
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	March 2023	CFO / Head of HR





## Respect



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2023	GM SP&G
	Conduct a review of cultural learning needs within our organisation.	January 2023	Head of HR
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	March 2023	Head of HR
	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October 2022	COO
7. 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.	July 2023	Senior Comms and Engagement Officer
	Introduce staff to NAIDOC Week by promoting external events in our local area of operations.	July 2023	GM SP&G / COO
	RAP Working Group to participate in an external NAIDOC Week event.	July 2023	CEO
	Include a NAIDOC Week banner on staff email signatures acknowledging NAIDOC Week.	July 2023	Senior Comms and Engagement Officer
8. Continue to improve St Bart's as a culturally welcoming place for Aboriginal and Torres Strait Islander peoples.	Explore with Aboriginal and Torres Strait Islander staff and clients how we may be able to incorporate Aboriginal and Torres Strait Islander cultures into the designs of our buildings.	January 2023	GM SP&G & CEO
	Engage with an Aboriginal Community Controlled Organisation (ACCO) partner to develop culturally appropriate business practices.	September 2022	GM SP&G



## Opportunities

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander peoples' recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	April 2023	COO / CFO
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	April 2023	Head of HR
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	February 2023	CFO / Commercial Manager
	Investigate Supply Nation membership and explore other local opportunities.	February 2023	CFO / Commercial Manager



## Governance



Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	RWG to meet regularly to govern RAP implementation.	October 2022	GM SP&G
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	October 2022	GM SP&G
	Review and apply Terms of Reference for the RWG.	June 2023	GM SP&G
12. Provide appropriate support for effective implementation of RAP commitments.	Review resource needs for RAP implementation.	January 2023	GM SP&G
	Engage senior leaders in the delivery of RAP commitments	Ongoing. Review March 2023, September 2023	GM SP&G
	Define systems and capability to track, measure and report on RAP commitments.	December 2022	GM SP&G
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence.	June 2023	GM SP&G
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	1 August 2023	GM SP&G
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2023	GM SP&G
14. Continue our reconciliation journey with a new RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	November 2023	Senior Comms and Engagement Officer



### **Public Enquiries**

For more information about St Bart's Reconciliation Action Plan, please contact our Senior Communications and Engagement Officer via [enquiries@stbarts.org.au](mailto:enquiries@stbarts.org.au).