

Reconciliation Action Plan

REFLECT

December 2023 - December 2024

RECONCILIATION ACTION PLAN

REFLECT

SCHF Sydney Children's Hospitals Foundation

Sydney Children's Hospitals Foundation

Organisational Purpose

We believe that all children should have access to the best possible healthcare, whenever and wherever they need it. That's why we're on a mission to harness the power of philanthropy, bringing world-leading care to the frontline and future of children's health.

Acknowledgement of Country

Sydney Children's Hospitals Foundation acknowledges First Nations Peoples of Australia and recognises their continuous connection to Country, community and culture. We are committed to achieving equality in health and life expectancy for Aboriginal and Torres Strait Islander peoples.

In Unity We Heal

The front cover artwork, In Unity We Heal, was created by David Williams, a proud Wakka Wakka artist and Executive Director at Gilimbaa, a full-service research, communications and creative agency. The elements within the artwork represent the Sydney Children's Hospitals Foundation's partners, supporters, volunteers and donors joining together to support sick and injured children, with symbols for health, family, community and giving.



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Statement from CEO of Reconciliation Australia



Reconciliation Australia welcomes Sydney Children's Hospitals Foundation to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Sydney Children's Hospitals Foundation joins a network of more than 2,200 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 Sydney Children's Hospitals Foundation 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 Sydney Children's Hospitals Foundation, 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

A message from CEO, Kristina Keneally



SCHF envisions a world where every child receives the best health care, when and where they need it. As a children's health charity, we work with kids and families from all walks of life, and we want to ensure we are being inclusive in our work. To do this, we need to raise awareness, and acknowledge and respect Aboriginal and Torres Strait Islander cultures within our organisation and outside of it.

Our RAP represents our reflection on our ongoing commitment to reconciliation with Aboriginal and Torres Strait Islander peoples. Our Reflect RAP will help us discover new opportunities and deepen our learning and appreciation for the histories and cultures of Aboriginal and Torres Strait Islander peoples, including the role healthcare entities have played in the past.

SCHF exists to promote charitable investment in the prevention and management of childhood illness, with a focus on kids and families receiving treatment or care in services provided by the Sydney Children's Hospitals Network (SCHN). Our funds are directed towards impactful research, clinical care and patient experiences at The Children's Hospital at Westmead, Sydney Children's Hospital, Randwick, Kids Research, the Newborn and paediatric Emergency Transport Service (NETS), and Bear Cottage.

Our commitment to this Reflect RAP is the right and the logical next step in our journey dedicated to improving health care and services for Aboriginal and Torres Strait Islander peoples in New South Wales and around the country by providing critical funding to key paediatric health services which make a difference in the lives of Aboriginal and Torres Strait Islander children and their families. Building on the foundation we already have in place across the organisation, our first RAP confirms our unwavering commitment to expanding our contribution towards reconciliation.

I am proud that this Reflect RAP is one that every member of SCHF, including our Board, has not only wholeheartedly embraced, but also committed to their role in achieving the actions to which we have all pledged to uphold.

We look forward to seeing our actions as laid out in this Reflect RAP contributing towards reconciliation of the nation, the positive impact to health and wellbeing of Aboriginal and Torres Strait Islander peoples, and to SCHF as we continue to go all in for kids' health.

Childhood is brief, the window of opportunity is short. Together can we go all in, changing the landscape of children's healthcare, for all kids, always.

Kristina Keneally

Chief Executive Officer
Sydney Children's Hospitals Foundation

Our RAP, our reconciliation journey

SCHF acknowledges the past injustices, displacement, intergenerational trauma and ongoing disadvantage and challenges faced by Aboriginal and Torres Strait Islander peoples and the impact this has had particularly on the health outcomes and life expectancy of children, families, and communities.

In April 2022, Sydney Children's Hospitals Foundation actively started the process of developing our first RAP. While this was the first step in our reconciliation journey, there were internal activities and efforts under way to make our organisation a culturally aware and inclusive workplace.

As an example, in early 2021 we formed the SCHF Aboriginal Health Working Group to assist communication flow between SCHF and the SCHN Aboriginal Health Unit (AHU) to align on fundraising needs and updates. This group meets regularly to identify fundraising needs for department positions, equipment, resources and opportunities which support the SCHN Aboriginal Health Strategic Plan. These needs have then been prioritised by AHU and shared with our Philanthropy team for fundraising asks.



The Aboriginal Health Working Group has also developed a toolkit in collaboration with AHU to provide all staff with key resources, including Acknowledgement of Country and Welcome to Country tools, Acknowledgement of Country signage and flags for our offices, and a calendar of dates of significance to Aboriginal and Torres Strait Islander peoples with key dates communicated to staff in our weekly internal newsletter.

An artwork was commissioned and created by David Williams, a proud Wakka Wakka artist and Executive Director at Gilimbaa, a creative agency specialising in the development of culturally relevant and engaging design and content for and with Aboriginal and Torres Strait Islander communities and a registered Supply Nation supplier. The commissioned artwork supports a First Nations business while telling the story of our organisation and represents our commitment to elevating the health and wellbeing of the First Nations community in a way that complemented and added to our current brand and our mission.



Images from left to right: David Williams of Gilimbaa, "In Unity We Heal." artwork by David Williams of Gilimbaa.

To help engage the community in our efforts to raise critical funds for Aboriginal and Torres Strait Islander children's health, we developed specialised fundraising pages. SCHF proactively shares content with our philanthropic community to raise awareness and our CEO and staff participate in internal and external events including activities for National Reconciliation Week and events led by SCHN including Smoking Ceremonies and educational activities and events. When opening our new Sydney CBD office, we invited Uncle Lloyd Walker who gave a Welcome to Country and introduced the Gamay Dancers to pay respects to the Traditional Custodians of the land.

While we are proud of the first steps we have taken, our Reflect RAP helps us discover new opportunities to deepen our impact on the health outcomes of Aboriginal and Torres Strait Islander children. We acknowledge the often-traumatic role hospitals, foundations, charities, and other institutions have played in the past and want to ensure healing for Aboriginal and Torres Strait Islander children takes on a holistic approach and needs to address their mental, physical, emotional, and spiritual needs. Connections to family, community and Country are vital.

Through partnerships with SCHN and our donors and supporters, SCHF's philanthropy and advocacy can help enable meaningful improvements on the health outcomes of Aboriginal and Torres Strait Islander children and support efforts to close the gap in health disparity and access.

Together, it's about caring for sick kids, and we can only realise our vision if progress and meaningful reconciliation is made.



Image: Smoking ceremony at The Children's Hospital at Westmead

Our Business

One of the largest and most trusted kids' health charities in the country, Sydney Children's Hospitals Foundation raises funds to help provide all children with access to the best possible healthcare, whenever and wherever they need it.

We've been delivering on this promise since 1986, raising millions every year for two major children's hospitals, specialised care services and cutting-edge paediatric research operating across NSW.

While our focus is on impacting the NSW community, our investment in research and critical patient care means our support often reaches the broader Australian and, indeed, international community. A conduit, an enabler and a mechanism for powerful change, we make sure that funds raised go directly to the front line of children's healthcare — from the hospital wards to the treatment rooms, the research labs to the outreach programs.



We have three offices located throughout Sydney. One office is within The Children's Hospital at Westmead which sits on Darug Country, with another office within Sydney Children's Hospital, Randwick which is located on the lands of the Bidjigal and Gadigal peoples. We also have an office within Sydney's CBD on the lands of the Gadigal people of the Eora Nation. We employ around 120 staff members who work across fundraising, marketing and communications and operations. We currently employ two self-identified Aboriginal and/or Torres Strait Islander staff members.

From the programs we have funded to support the health and wellness of Aboriginal and Torres Strait Islander peoples to the internal initiatives we have undertaken to enhance our understanding and embed values of awareness, acknowledgement, and respect of First Nations cultures within our organisation, we have been enriched as individuals and as an organisation.

Developing our Reflect Reconciliation Action Plan (RAP) is a way for SCHF to formally, and publicly, acknowledge our commitment to reconciliation. Working through the RAP process will help us discover new opportunities, strengthen our understanding, and deepen our appreciation for the rich histories and cultures of Aboriginal and Torres Strait Islander peoples, enabling SCHF to play a meaningful role in contributing towards reconciliation.



Our Partnerships and Activities

External activities

For many years, SCHF has maintained formal initiatives, for example by funding vital positions and programs to help the Sydney Children's Hospitals Network's Aboriginal Health Unit (AHU) make a difference in the lives of Aboriginal and Torres Strait Islander children and young people, and their families.

The AHU team is turning around health disparities through research, advocacy, leadership, and high-quality services, ensuring safe, reliable and evidence-based care. SCHN has made significant progress against its Aboriginal Strategic Health Plan, and SCHF is proud to be part of this move to close the gap in Aboriginal and Torres Strait Islander child and family health.

In 2019, SCHF pledged that all unrestricted funds raised through National Reconciliation Week (NRW) each year would go directly towards vital projects identified by the AHU. This is additional fundraising on top of the contributions SCHF makes to priority programs and positions to support Aboriginal health outcomes. This fundraising initiative during NRW is supported by donor engagement and mass marketing efforts, encouraging public support of paediatric health initiatives which impact Aboriginal and Torres Strait Islander children.

An example of the impact of funds raised by SCHF is the support of the Ngala Nanga Mai pARenT Group Program. Ngala Nanga Mai ('We Dream') was developed in 2009 by local Aboriginal and Torres Strait Islander mums after an Aboriginal Health Education Officer at Sydney Children's Hospital, Randwick, found local First Nations mums felt disconnected from social support and child health services. Run at the La Perouse Aboriginal Community Health Centre, it brings mothers and their children together through art to promote their social, emotional, physical, and cultural health.

SCHF also partnered with Uber for ride and food vouchers donated for vulnerable First Nations families. Through our partnership with Optus and their Donate Your Data program, SCHF provided 12 months free data for Aboriginal and Torres Strait Islander patient families through the AHU.



Image: Parent participating in Ngala Nanga Mau pARenT Group Program

Community Partnerships

Supporting the creation of safe, healing spaces

SCHF financially supported the creation of the Aboriginal Children's Memorial Garden at The Children's Hospital at Westmead, to create a healing reconciliation space for patients, families, and staff, and to memorialise those children who have passed away or who were removed from their families. A poem from Dharruk Nation Elder Aunt Edna Watson is displayed alongside a formal Apology from the hospital for the part it played in the removal of Aboriginal and Torres Strait Islander children.

Brinae, mum of patient Durakai, described the importance of the garden after doctors told her they could not guarantee Durakai's recovery.

"I collapsed in this park crying alone because I told everyone I needed space," Brinae said. "I asked my grandmother in the Dreamtime to help me and give me answers. The next morning, I had a message from my cousin that a friend, who can speak to people in the Dreamtime, had told her that my grandmother had shared a message that Durakai's spirit hadn't left his body – he was still very much with us. A few weeks later, I found out this park was the Aboriginal Children's Memorial Garden." - **Brinae, Durakai's mum**



Image: Brinae and Durakai

At the launch of the garden, SCHF's former CEO, Nicola Stokes, restated our commitment to reconciliation saying, *"Supporting the Aboriginal Health Unit to renew this garden as a place of healing and reconciliation is the first step of many for the Foundation. On National Close the Gap Day – working with the Aboriginal Health Unit and our supporters – the Foundation commits to do what's needed for as long as it takes."*

In addition, SCHF has provided funding for culturally appropriate signage throughout both hospitals.

Aboriginal Population Health Trainees improving the healthcare of their mob

SCHF and NSW Health co-fund the Aboriginal Population Health Trainees Initiative which delivers high-quality healthcare programs for Aboriginal and Torres Strait Islander children and young people and develops future Aboriginal and Torres Strait Islander health leaders over three years. SCHF has committed to continue co-funding three Aboriginal Public Health Trainees at any one time to support the appointment of a new trainee each year.



"There is something really powerful and rewarding knowing that you're contributing to changing health outcomes for our own people. You have the ability to combine your own lived experience and learnt academic knowledge to assist in working in community context." **- Natasha Larter, former Aboriginal Population Health Trainee**

Image: Natasha Larter

Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	*January 2024*	*Director, Product and Impact*
	Categorise/identify potential and existing SCHF touchpoints with stakeholders, including but not limited to Aboriginal and Torres Strait Islander families and community, and Aboriginal Medical Services staff.	*January 2024*	*Director, Product and Impact*
	Continue to develop and maintain relationships with the Aboriginal Health Unit to understand needs of Aboriginal and Torres Strait Islander families.	*November 2024*	*Clinical Lead for AHU*
	Research best practice and principles that support sustainable relationships and partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	*April 2024*	*Director, Product and Impact*
2. Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	*May 2024*	*Corporate Communications Specialist*
	RAP Working Group members to participate in an external NRW event.	*27 May-3 June 2024*	*RWG Chair*
	Encourage and support staff, volunteers and senior leaders to participate in at least one external event to recognise and celebrate NRW.	*27 May-3 June 2024*	*CEO & ELT*
3. Promote reconciliation through our sphere of influence	Communicate our commitment to reconciliation to all staff and the broader philanthropic community.	*December 2024*	*CEO*
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	*March 2024*	*Director, Product and Impact*
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	*March 2024*	*Director, Product and Impact*
	Create messaging appropriate for existing and potential stakeholders to increase awareness and reputation of SCHF and our Reflect RAP (e.g. producing an annual RAP community report card with infographics).	*April 2024*	*Head of Brand, Marketing & Communications*
4. Promote positive race relations through anti-discrimination strategies	Research best practice and policies in areas of race relations and anti-discrimination in line with our employee value proposition.	*March 2024*	*Director of People and Culture*
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs in line with our employee value proposition.	*November 2024*	*Director of People and Culture*

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.	*February 2024*	*Chair of RWG*
	Conduct a review of cultural learning needs within our organisation.	*July 2024*	*Director of People and Culture*
	Consult with local Land Councils and local Traditional Owners and Custodians to advise on a cultural learning strategy.	*December 2024*	*Director of People and Culture*
	Develop a cultural learning strategy for all employees.	*December 2024*	*Director of People and Culture*
	Provide opportunities for new and current employees and our Board to participate in structured cultural learning.	*December 2024*	*Director of People and Culture* *CEO (Board)*
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.	*April 2024*	*RWG Chair*
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	*November 2024*	*Director of People and Culture*
	Develop and communicate a cultural toolkit that highlights cultural protocols for employees (eg. Acknowledgement of Country Framework).	*June 2024*	*Head of Brand, Marketing & Communications*

Action	Deliverable	Timeline	Responsibility
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.	*June 2024*	*Corporate Communications Specialist*
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	*June 2024*	*Corporate Communications Specialist*
	RAP Working Group to participate in an external NAIDOC Week event.	*First week in July 2024*	*CEO and RWG Chair*



Image: Aboriginal Children's Memorial Garden



Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	*September 2024*	*Director of People and Culture*
	Promote and foster a culturally safe workplace for all by providing access to resources such as Aboriginal Mental Health Initiatives and our EAP service to retain Aboriginal and Torres Strait Islander staff.	*March 2024*	*Director of People and Culture*
	Review policies around flexible working for Aboriginal and Torres Strait Islander employees and volunteers.	*April 2024*	*Director of People and Culture*
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	*December 2023*	*Director of People and Culture*
9. 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.	*April 2024*	*RWG Chair*
	Investigate Supply Nation membership.	*February 2024*	*CFO*
	Use Supply Nation database to prospect and prioritise potential suppliers and partners.	*April 2024*	*CFO*
	Conduct an audit to identify existing suppliers that are Aboriginal and Torres Strait Islander owned businesses.	*June 2024*	*CFO*
	Review new supplier process to include identification of Aboriginal and Torres Strait Islander owned businesses.	*August 2024*	*CFO*

Image: Eric Brown, Tanya Quinn - SCHN Aboriginal Health Worker and Wayne Dargan - SCHN Aboriginal Employment Advisor

Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of RAP	Form a RWG to govern RAP implementation.	*January 2024*	*RWG Chair*
	Define representation requirements across organisational levels and demographics.	*January 2024*	*RWG Chair*
	Draft a Terms of Reference for the RWG.	*January 2024*	*RWG Chair*
	Establish Aboriginal and Torres Strait Islander representation on the RWG and identify external partnerships if required.	*January 2024*	*RWG Chair*
11. Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation.	*March 2024*	*RWG Chair*
	Submit budget request as part of SCHF annual budget process.	*March 2024*	*RWG Chair*
	Engage senior leaders in the delivery of RAP commitments.	*February 2024*	*RWG Chair*
	Appoint a senior leader to champion our RAP internally.	*December 2024*	*RWG Chair*
	Define appropriate systems and capability to track, measure and report on RAP commitments.	*March 2024*	*RWG Chair*

Action	Deliverable	Timeline	Responsibility
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	*June annually*	*RWG Chair*
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	*1 August annually*	*RWG Chair*
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	*30 September, annually*	*RWG Chair*
	Communicate RAP commitments internally and externally by: • Engaging internal communication team to collaborate on RAP internal communications plan which includes: • Encouraging strength-based language and approach in all internal and external communications. • Presenting quarterly to Board, ELT, SLT, LT on purpose, progress, and personal commitments • Reporting on commitments and progress in SCHF Annual Report and Impact Report	*November 2024*	*Head of Brand, Marketing & Communications*
13. Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin developing our next RAP.	*December 2024*	*RWG Chair*

Glossary

* Denotes SCHN employee position titles
** Denotes SCHN / NSW Health Department, Program or Initiative titles

Aboriginal Children's Memorial Garden:** A memorial garden that commemorates the children who were forcibly removed from their families and communities under the policies of past governments and represents a place of healing and reconciliation

Aboriginal Health Education Officer*: Aboriginal Health Education Officer(s) works with Aboriginal communities in western Sydney and are primarily responsible for health promotion, education and programs

Aboriginal Health Strategic Plan:** A framework for increased employment of Aboriginal staff, culturally appropriate and highly accessible services for patients and families and research that drives positive change

AHU = Aboriginal Health Unit:** Aboriginal and Torres Strait Islander Heath Unit within the Sydney Children's Hospitals Network (SCHN) providing care and support to enable Aboriginal and Torres Strait Islander families feel culturally supported and safe

AHWG = Aboriginal Health Working Group: An informal Working Group comprised of select SCHF staff who assist communication flow between SCHF and the SCHN Aboriginal Health Unit (AHU) to align on fundraising needs and updates

APHT = Aboriginal Population Health Trainee*: A trainee of the Aboriginal Population Health Trainees Initiative

APHTI = Aboriginal Population Health Trainees Initiative:** NSW Health's 3-year public health training program for Aboriginal people. Participants undertake a series of supervised work placements in population health and complete a Master of Public Health (MPH) degree. The APHTI aims to strengthen the Aboriginal public health workforce in NSW, with the long-term goal of improving the health of Aboriginal people

CEO = Chief Executive Officer: Sydney Children's Hospitals Foundation Chief Executive Officer

CFO = Chief Financial Officer: Sydney Children's Hospitals Foundation Chief Financial Officer

ELT = Executive Leadership Team: Sydney Children's Hospitals Foundation Executive Leadership Team

Ngala Nanga Mai pARenT Group Program:** Delivers key services through cultural and art-making sessions, helping to strengthen a sense of identity, belonging and resilience. It brings Aboriginal and Torres Strait Islander mums and their children together through art making, helping to support their health, social, cultural and emotional wellbeing

RWG = Reconciliation Action Plan Working Group: The RAP Working Group (RWG) is considered the governing body of the RAP. The RWG is ultimately responsible for the development, implementation and reporting phases of a RAP

RWG Chair = RAP Working Group Chair: Sydney Children's Hospitals Foundation RAP Working Group Chair

SCHF = Sydney Children's Hospitals Foundation: Sydney Children's Hospitals Foundation exists to promote charitable investment in the prevention and management of childhood illness, with a focus on kids and families receiving treatment or care in services provided by the Sydney Children's Hospitals Network

SCHN = Sydney Children's Hospitals Network:** The Sydney Children's Hospitals Network (Randwick and Westmead) (incorporating the Royal Alexandra Hospital for Children) manages paediatric health services in NSW including Sydney Children's Hospital, Randwick, The Children's Hospital at Westmead, Bear Cottage, Newborn Emergency and Paediatric Transfer Service (NETS) and Kids Research



Image: Parent participating in Ngala Nanga Mau pARenT Group Program

SCHF's RAP Working Group

The development of this RAP has been led by a Working Group, a representative mix of passionate volunteers across all departments within the organisation, including engagement teams, research and grants teams, fundraising teams and people and culture. This is not a stand alone plan, but an integral part of our organisation's overall strategy which has been widely adopted and supported across the entire organisation including our Board.



Erica Nelson
Director of Leadership Development (Chair)



Kate Ferguson
General Manager, Engagement



Yvonne Stewart
Director, Product and Impact



Christina Butler
Senior Relationship Manager



Cindy Packham
Relationship Manager



Dominic Monckton,
Relationship Manager



Jess Avery
Relationship Officer



Anna Nguyen
Coordinator

With specialised consultation from Mariam Hares (Director of People and Culture) and Chelsea Groth (Corporate Communications Specialist). Current RAP Working Group members do not identify as Aboriginal and Torres Strait Islander.

Though our consultation process we also worked with Michele Scarcella and Sarina Solar from SCHN's Aboriginal Health Unit. We were engaged in a long and considered design journey with Gilimbaa to create our artwork and narrative, In Unity We Heal. We also sought consultation advice from Arrilla, who were able to provide guidance on our Reflect RAP with an Aboriginal and Torres Strait Islander viewpoint.



All in for kids' health

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