



CATHOLIC  
ARCHDIOCESE  
OF SYDNEY

# INNOVATE Reconciliation Action Plan

July 2026 - July 2028



*Our cover page image reflects future generations, grounded in reconciliation.*

## **Acknowledgement of Countries**

The Catholic Archdiocese of Sydney acknowledges and pays respect to Aboriginal and Torres Strait Islander Peoples on whose ancestral homelands we live, serve, learn, worship and work; the homelands of Eora, Guringai, Dharawal, and Dharug peoples. We pay our respects to Elders past, present and emerging. We celebrate the histories, languages, cultures and spiritualities of Aboriginal and Torres Strait Islander peoples.

We respect the continuous connection to Country and Sea that Aboriginal and Torres Strait Islander peoples have sought to maintain over thousands of generations. We seek to learn from the world's oldest living cultures and embrace First Nations peoples practices of caring for and love of Country.



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### Cultural Warning statement

Aboriginal and Torres Strait Islander readers are advised that this document may contain images of people who have passed away.

*Students from Our Lady of Fatima Catholic Primary School contributed to a mural on National Reconciliation Week.*

# Prayer

God of all creation,  
as we journey together in this Great Southern Land,  
we pray for healing, forgiveness, and unity,  
creating a path of goodwill, with justice and compassion.  
Jesus, through the power of Your love,  
You have given us the courage, wisdom and strength  
to share our gifts and talents in humility.  
In peace and understanding we reconcile with each other.  
Great spirit, we come together in prayer and thanksgiving  
for the many blessings we have received.  
Allow your spirit to wash over us and give us strength,  
to walk together as one.

(2014) This prayer was written by a small group of Aboriginal women Elders and Aboriginal Catholic Ministry staff.





## Message from the Archbishop of Sydney

In 2023, the Catholic Archdiocese of Sydney began the process of developing a Reconciliation Action Plan. It was fitting that this work commenced in the same year that the Australian Catholic Bishops Conference published its social justice statement, *Listen, Learn, Love: A New Engagement with Aboriginal and Torres Strait Islander Peoples*.

Since then, our Archdiocese has taken important steps in reflecting upon how we can contribute to reconciliation with Aboriginal and Torres Strait Islander peoples. An essential part of this process is listening carefully, both to First Nation's voices and to the promptings of the Holy Spirit, who calls us to walk together in hope and charity.

As we begin the next stage with the Innovate Reconciliation Action Plan, I encourage all in the Archdiocese to engage with this process openly and generously.

With my prayerful best wishes,

A handwritten signature in white ink that reads "Anthony Fisher OP". The signature is written in a cursive, flowing style.

Most Rev. Anthony Fisher OP

# Statement from CEO of Reconciliation Australia

Reconciliation Australia commends the Catholic Archdiocese of Sydney on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for the Catholic Archdiocese of Sydney to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, the Catholic Archdiocese of Sydney will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 5.5 million people now either working or in an organisation with a RAP, the program's potential for impact is greater than ever. The Catholic Archdiocese of Sydney is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals the Catholic Archdiocese of Sydney's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations to the Catholic Archdiocese of Sydney on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia



# Coming Together to Gather as One

December 2022

This art piece incorporates both Australia's Ancient Land and the Christian story. It also depicts forging a path towards reconciliation. This visual representation offers the Christian story through a First Nations perspective utilising the above ways of knowing, doing, and being, to highlight a transformation from shedding the old ways to present the new. Hence, the Catholic archdiocese of Sydney is entering the phase of their intention to listen/learn and to make a roadmap for change through Reconciliation. This one off, original creation is an uplifting representation of the Creator (Mirrigal/Biamii) symbolised by a Biamii cave drawing and several creation stories, including the "Boora Birra Eel Dreaming" and the 'Whale' Dreaming stories and their importance to the Moodgingal of the Sydney basin. The clan groups of the Eora, Darug and Dharawal Nations who relied on a very close relationship to the natural, human and spiritual worlds. The Mirrigal/Biamii image is seen more prominently in the middle of the artwork, depicting the Creator moving through Mother Earth and towards the Sky Spirits.

The artwork incorporates thousands of organic and non-linear dots that represent the 593,000 Catholics, 1200 religious, 516 priests, 9 deaneries, 137 parishes, and 150 systemic schools within the Archdiocese of Sydney.



## Artists Bio

The artwork, *Coming Together, To Gather as One*, is a collaboration between two artists, Evis Heath and Richard Campbell.

### Richard Campbell

Richard Campbell is a proud Gumbaynggir/ Dhungatti man from Kempsey. He is a member of the Stolen Generation, whose search for healing is integral to his art and his commitment to the work of the Kinchela Boys Home. Richard's artwork gained much recognition throughout World Youth Day 2008. Additionally, the Mary MacKillop Institute used two of his artworks, the Crucifixion and the Madonna and Child in the canonisation ceremony of Saint Mary MacKillop.

When asked what he wants Aboriginal and non-Aboriginal people to get from his art, he reiterates:

“We all have a spiritual connection, we're all brothers and sisters, with the animals, the trees, rivers and rocks, we all belong to one big god – call it Christ, we call it Birrigun, we are all one in God.”

Richard continues to inspire and mentor young men with his art and skills in art.



### Evis Heath

Evis Heath is a 2nd generation Gumbaynggirr/ Birrpai artist originally from Newcastle, Australia. He has dedicated his life to creating art that expresses his soul's Dreaming path, drawing inspiration from his Dreaming stories, nature, its life and colours, and his life experiences. Heath began his artistic career as an apprentice inspired by two of his uncles

and well known Koori artists, Richard Campbell and Mini Heath. His connection to the land and culture is a major inspiration for his artwork. His Dreaming path is to honour and tread lightly in the footprints of his ancestors, with love and gratitude, to create a future spark for future generations.

## Our Vision

Our vision for Reconciliation is a world where we are all free and supported to live the Gospel values through love, forgiveness, inclusion, interdependence and reciprocity. A world where racism and discrimination are addressed through education, where the hurt of historic wrongs are healed through seeking truth and listening.

Our vision is to recognise and respect the ongoing resilience and strength of Aboriginal and Torres Strait Islander students, staff, families, and communities.

Our goal is that all associated with Parishes, Chaplaincies, Schools and Agencies across the Catholic Archdiocese of Sydney, have a shared, ongoing commitment to reconciliation and collectively strive towards positive change in our country. We are committed to live the spirit of reconciliation through our words, actions and to strive for healing and justice.

We commit to providing opportunities for open dialogue with Aboriginal and Torres Strait Islander peoples grounded in respect and understanding about Australia's history.

We commit to addressing racism and discrimination through our policies, procedures, practices and governance structures and through educating all involved in the Archdiocese.

### **How the vision relates to our business.**

The vision we have relates directly to the core work of the Catholic Archdiocese of Sydney. We are called to pursue genuine reconciliation, grounded in both the rich tradition of Catholic Social Justice teachings and the Church's practices of reflection, repentance, and renewal. This vision is also deeply connected to our core value of 'An enduring respect for the inherent dignity of every person and a dedication to act in accordance with that truth'.

# Our business



The Catholic Archdiocese of Sydney (CAS) parishes and agencies exist to serve the People of God in Sydney which includes the eastern, southern, inner-western and south-western suburbs and the lower North Shore. There are approximately 593,000 Catholics, 1200 religious sisters and brothers, 516 priests, 137 parishes, and 147 system schools within the region.

The mission of CAS is that given by Jesus Christ to His Apostles: to preach the Good News of Salvation with love; to invite all people into unity with God through His Holy Church; and, to serve them with love and mercy by attending to their spiritual and corporal needs. This work includes the pastoral care and direction of parishes within the Archdiocese, the role of evangelisation, and the use of a variety of media to communicate to the Catholic community.

We employ a total of 14,233, including 85 Aboriginal and Torres Strait Islander staff. We have 1,173 Aboriginal and/or Torres Strait students in Sydney Catholic Schools.



Our Sydney Catholic systemic schools of the Archdiocese have delivered excellence in education to Sydney school students for 200 years. Sydney Catholic Schools (SCS) continues to be a thriving and growing contemporary educational community with 147 schools, more than 74,000 current students, 10,000 staff and a large alumni community. Working in partnership with families and parishes, SCS strives to create thriving Catholic communities through excellent teaching and learning.

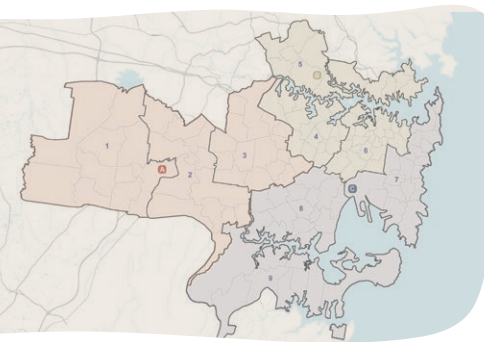


Our Early Childhood Services Sydney (SCECS) is a provider of Preschool, Long Day Care and Out of School Hours Care services across the Sydney Archdiocese. Employing over 800 staff at 65 services and educating and caring for 3,800 children each day, SCECS is committed to providing equitable access to all services and working with families and educators in the provision of high-quality education and care programs. SCECS operates in close partnership with the local Catholic schools and Parish communities.



CatholicCare Sydney\* (CCS), the social services agency of the Catholic Church in Sydney, provides a variety of services across the Archdiocese. CCS has a primary focus of helping people and families who may be vulnerable or in need, assisting in many different areas including relationships, parenting, ageing, disability, addiction, homelessness, and mental health concerns. CCS is increasingly broadening the reach of programs, commencing the provision of nationwide services for carers in 2018.

CAS is bounded to the north by Broken Bay Diocese (Guringai, Darkinjung and Dharug nations), to the west by Parramatta Diocese (Dharug, Wiradjuri and Gandanagarra nations) and to the south by Wollongong Diocese (Dharawal, Tharawal, Gundungarra and Yuin nations).



\*CatholicCare will be developing a separate RAP



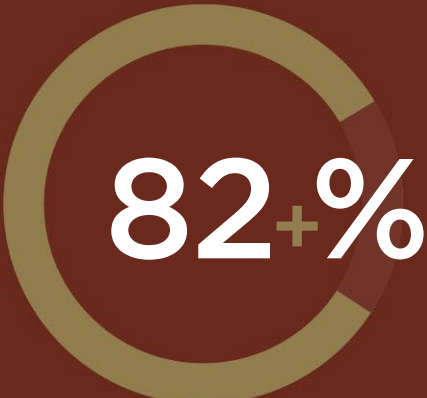
## Our RAP

We began our reconciliation journey as an Archdiocese in March 2023 with the launch of our Reflect RAP. It was a journey that included all our agencies, parishes and schools in an overarching Archdiocesan expression of dedication and support for reconciliation. Over the course of the two years we developed an understanding of our ways of working and acknowledged this was a first step in a long journey. This overarching RAP builds upon the good work already undertaken by many individual parishes, schools and agencies within CAS.

During the course of the RAP the nation itself was caught in the energy, the pain and ultimately the rejection of the proposed Voice to Parliament. This was a moment that challenged all of us to ask ourselves how serious we are about truly listening to Aboriginal and Torres Strait Islander peoples. The defeat of the referendum was a painful and hurtful time for many, but this defeat should not be used as an excuse to give up on this nation building project of reconciliation. The Archdiocese believes the defeat calls us all to greater efforts to build a truly reconciled nation. We take our responsibility for this very seriously.

# Achievements

As a result of our Reflect RAP:



CAS created a directory to assist agencies, Clergy, SCS, SCECS to identify Custodians and relevant Aboriginal Land Councils for the Country to which every parish and school is located on.



The Catholic Weekly published articles highlighting Aboriginal and Torres Strait Islander Peoples and the work in the Archdiocese.



Cultural, Ceremonial and Sorry Business Leave Policy developed for our Chancery office



Up to 10 Notre Dame university scholarships are made available through our Catholic Education Foundation to Year 12 Aboriginal and Torres Strait Islander students for tertiary education.



Guidelines were developed for Acknowledgement of Country for schools, parishes, and early childhood centres.

**6,070** Sydney Catholic Schools,

**69** SCECS,

**293** Clergy and Archdiocese staff,

completed cultural online training.



Sydney Catholic Schools

Sydney Catholic Schools updated the Aboriginal and Torres Strait Islander Education Policy.



**5 out of 5**

Early Childhood Services have started the process of working on their individual Narragunnawali RAP (Two Published).



*St Kevin's Church in Eastwood*

## Key Learnings

The Archdiocese had the opportunity to review and understand our current ways of working in the areas of Respect, Relationships and Opportunities through the deliverables of our Reflect RAP.

The celebration of National Reconciliation Week and NAIDOC Week across the Archdiocese was supported by our leadership, with staff actively engaged in communications and activities aimed at promoting the understanding of these significant events.

Through our working groups, we discovered that many staff members are deeply passionate and possess a strong sense

of social justice, demonstrating a genuine commitment to driving meaningful change for our Archdiocese.

We also identified that there is still much work to be done in educating the Archdiocese to unlearn biases, empowering our staff to be culturally safe, and reviewing the representation of Aboriginal and Torres Strait Islander peoples in areas within the Archdiocese.

We will take the approach in our Innovate RAP to workshop and co-develop meaningful strategies with each of our agencies to deepen knowledge and education.

## Implementing our RAP

Project Management methodology and structure will be applied to plan, implement, monitor and evaluate deliverables in the Innovate phase. The RAP Sponsor and Champion is Fr Peter Smith, Justice and Peace Promoter in the Justice and Peace Office (JPO)

The Archdiocesan Steering Committee, composed of representatives from various agencies within the Archdiocese, will continue to have responsibility over deliverables, overseeing, monitoring, and supporting the reconciliation initiatives during the Innovate phase. Archdiocesan representatives on the Committee are:

- Auxiliary Bishop - Catholic Archdiocese of Sydney
- The Chancery Office - Director of Property and Infrastructure
- Aboriginal Catholic Ministry (ACM) - Executive Officer (First Nations Representative)
- Justice and Peace Office (JPO) - Justice and Peace Promoter and Justice and Peace Facilitator
- Sydney Catholic Schools (SCS) - Director of Finance and Property, Director of Education and Research and Supervisor of First Nations Student Well being (First Nations Representative).
- Sydney Catholic Early Childhood Services (SCECS) - Chief Executive Officer and Regional Customer Service Officer
- RAP project Manager - Catholic Archdiocese of Sydney



Three working groups were established in Reflect phase for: Sydney Catholic Schools, Sydney Catholic Early Childhood Services and Chancery (including Clergy), and will continue in the Innovate RAP phase to advance deliverables. Each working group project management structure will include:

- a project plan that outlines timeframes, responsibilities and risks mitigation strategies.
- meetings at a minimum, bi monthly, and report to the steering committee on a quarterly basis on progress.
- a First Nations representative to provide guidance and advice specific to each area of work.
- senior business representation from the agency and a cross section of working group members representing areas / directorates.

# Relationships



Contributing to the building of authentic and positive relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians is essential if we are to be true to our mission and beliefs. The inclusive and service nature of our Church through its agencies means that we invite Aboriginal and Torres Strait Islander peoples to engage both on a practical level and the accessibility of faith practices if we are to truly share the message of the Gospel. We have an unambiguous obligation for the Catholic community to recognise the unedited history of Australian colonisation, the intergenerational impact, and ongoing effects on Aboriginal and Torres Strait Islanders peoples, families, and communities.

We need to promote the healing of divisions, listen to the learnings of cultures that have been evolving over 60,000 years and embrace the wisdom that has enabled Aboriginal and Torres Strait Islander peoples to live in right relationship to both Country and each other for over 60,000 years.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	December 2026	Justice and Peace Facilitator, JPO
	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2027	Justice and Peace Facilitator, JPO
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2027 May 2028	Executive Director, SCS Executive Director, CAS Executive Officer, SCECS
	• RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2027, 2028	Executive Director, SCS Executive Director, CAS Executive Officer, SCECS
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2027, 2028	Executive Director, SCS Executive Director, CAS Executive Officer, SCECS
	• Organise at least one NRW event each year.	27 May - 3 June 2027, 2028	Executive Director, SCS Executive Director, CAS Executive Officer, SCECS
	• Register all our NRW events on Reconciliation Australia's NRW website.	May 2027, 2028	RAP Project Manager
3. Promote reconciliation through our sphere of influence.	• Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	February 2028	Director, Finance and Property, SCS
	• Communicate our commitment to reconciliation publicly.	July 2027	Archbishop of Sydney
	• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	February 2027	Director, Finance and Property
	• Collaborate with the RAP organisations and other like-minded organisations that were identified in the Reflect stage for our agencies to share information assisting with RAP deliverables, and develop innovative approaches to advance reconciliation.	March 2028	Justice and Peace Facilitator, JPO
	• Implement strategies to engage our priests and seminarians in reconciliation.	June 2028	Auxiliary Bishop
4. Promote positive race relations through anti-discrimination strategies.	• Conduct a review of HR policies and procedures to identify existing anti-discrimination and provisions for reporting incidents of racism, and future needs.	December 2027	Promoter of Justice and Peace, JPO
	• Develop, implement, and communicate an anti-discrimination policy for our organisation.	April 2027	Promoter of Justice and Peace, JPO
	• Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	April 2027	Promoter of Justice and Peace, JPO
	• Educate senior leaders on the effects of racism.	June 2027	Promoter of Justice and Peace, JPO

# Respect



Respect for Aboriginal and Torres Strait Islander peoples, cultures, histories, knowledge, and recognition of rights is fundamental to our Archdiocese as it enriches our core business activities and fosters a more inclusive environment. Committing to learning and celebrating Aboriginal and Torres Strait Islander perspectives through the true sharing of Aboriginal and Torres Strait Islander knowledge, enhances the possibility of better outcomes for all. Ultimately, honoring Aboriginal and Torres Strait Islander cultures is essential for building meaningful relationships and ensuring that all voices are heard and valued in our community.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Conduct a review of cultural learning needs within our organisation.	May 2027	Executive Officer, ACM
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	May 2027	Justice and Peace Facilitator, JPO
	• Develop, implement, and communicate a cultural learning strategy document for our staff.	April 2028	Executive Officer, ACM
	• Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	January 2028	Executive Director, SCS Executive Director, CAS Executive Officer, SCECS
	• Progress the CAS land and property reconciliation guidelines to consider parish and school design, construction and asset management activities, to foster respectful and inclusive environments that recognise the cultural heritage of Aboriginal and Torres Strait Islander peoples, using existing industry frameworks.	October 2028	Director, Property & Infrastructure CAS Director, Finance & Property SCS
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	January 2027	Executive Officer, ACM
	• Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	January 2027	Executive Officer, ACM
	• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	May 2028	Executive Officer, ACM
	• Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	February 2028	Executive Officer, ACM
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July, annually	Promoter of Justice and Peace, JPO
	• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	May 2027	Promoter of Justice and Peace, JPO
	• Promote and encourage participation in external NAIDOC events to all staff.	First week in July, annually	Executive Director, SCS Executive Director, CAS Executive Officer, SCECS
8. Pursue Respectful understanding of Aboriginal and Torres Strait Islander Cultures and Histories	• Reflect, understand and assess seeking truth and listening opportunities within the context of the Archdiocese.	August 2027	Executive Officer, ACM
	• Prepare a strategy for the Archdiocese to guide listening and seeking truth opportunities.	May 2028	Executive Officer, ACM

# Opportunities



It is essential that there are significant employment and participation opportunities for Aboriginal and Torres Strait Islander peoples within Archdiocesan agencies, parishes, and schools. When Aboriginal and Torres Strait Islander peoples form an integral part of our Archdiocesan employee base and engage with the Archdiocese, this involvement simultaneously promotes Aboriginal and Torres Strait Islander voices, improves socio-economic, spiritual, and educational outcomes and contributes to embedding Aboriginal and Torres Strait Islander cultural perspectives in the day-to-day activities in agencies, schools, and parishes. We make a commitment for Aboriginal and Torres Strait Islander service providers to have an opportunity to tender, where possible.

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2027	Director, Education and Research SCS Director, Property & Infrastructure CAS
	• Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	June 2027	Director, Education and Research SCS Director, Property & Infrastructure CAS
	• Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	December 2027	Director, Education and Research SCS Director, Property & Infrastructure CAS
	• Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	February 2028	Director, Education and Research SCS Director, Property & Infrastructure CAS
	• Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	December 2027	Director, Education and Research SCS Director, Property & Infrastructure CAS
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Workshop, co-develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	April 2028	Director, Property & Infrastructure CAS Director, Finance & Property SCS
	• Maintain Supply Nation membership to annual renewal date.	February 2027	Director, Finance & Property SCS
	• Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff and parishes.	March 2027	Director, Property & Infrastructure CAS Director, Finance & Property SCS
	• Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	March 2027	Director, Property & Infrastructure CAS Director, Finance & Property SCS
	• Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	December 2028	Director, Property & Infrastructure CAS Director, Finance & Property SCS
11. Increase tertiary education opportunities for Aboriginal and Torres Strait Islander students.	• Continue to promote and make available scholarships to Year 12 Aboriginal and Torres Strait Islander students for tertiary education from our Catholic Education Foundation.	December 2028	Director, Finance and Property SCS
	• Conduct a cultural review of the intake and selection processes for teacher scholarships to increase participation and employment opportunities.	February 2027	Director, Finance and Property SCS
12. Support schools and Early Learning Services to utilise Reconciliation Australia's Narragunnawali platform to drive meaningful reconciliation in education.	• Review the reconciliation activities taking place in schools to guide recommended system approaches for reconciliation and Closing the Gap education outcomes.	March 2028	Supervisor Student Wellbeing and Learning, Aboriginal and Torres Strait Islander, SCS
	• Understand how Narragunnawali professional learning and resources can be aligned with NSW curriculum framework and syllabus.	December 2026	Supervisor Student Wellbeing and Learning, Aboriginal and Torres Strait Islander, SCS
	• Support Early Learning Services to develop Reconciliation Action Plans.	December 2028	Executive Officer, SCECS

# Opportunities



Action	Deliverable	Timeline	Responsibility
13. Promote and engage with Reconciliation Australia's Narragunnawali resources across schools and early learning services	<ul style="list-style-type: none"> <li>Host a link to Reconciliation Australia's Narragunnawali: Reconciliation in Education program on our internal website pages.</li> </ul>	December 2026	Supervisor Student Wellbeing and Learning, Aboriginal and Torres Strait Islander, SCS
	<ul style="list-style-type: none"> <li>Identify key staff members that are responsible for supporting schools and early learning services networks to participate in Learn &amp; Connect Workshops with Reconciliation Australia's Narragunnawali team to build capacity across the organisation about how to best utilise and engage with the Narragunnawali program and platform.</li> </ul>	December 2026	Supervisor Student Wellbeing and Learning, Aboriginal and Torres Strait Islander, SCS
	<ul style="list-style-type: none"> <li>Develop and distribute communication to highlight specific resources and learning opportunities on the Narragunnawali platform.</li> </ul>	November 2027	Supervisor Student Wellbeing and Learning, Aboriginal and Torres Strait Islander, SCS
	<ul style="list-style-type: none"> <li>Use the Narragunnawali Awards media kit to promote the biannual Narragunnawali awards across Schools and Early Learning Services.</li> </ul>	March 2027	Supervisor Student Wellbeing and Learning, Aboriginal and Torres Strait Islander, SCS Executive Officer, SCECS



*Aboriginal and Torres Strait Islander Students from St Mary - St Joseph Catholic Primary School in Maroubra prepared and led an Acknowledgement of Country at the school's blessing and opening of new learning spaces.*

# Governance



Action	Deliverable	Timeline	Responsibility
14. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	October, January, April, July (annually)	RAP Project Manager
	• Review and Maintain a Terms of Reference for the RWG.	December (annually)	RAP Project Manager
	• Meet at least four times per year to drive and monitor RAP implementation.	October, January, April, July (annually)	RAP Project Manager
15. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	January 2027	RAP Project Manager
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	August 2026	RAP Project Manager
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	January (annually)	RAP Project Manager
	• Maintain an internal RAP Champion from senior management.	December (annually)	Justice and Peace Promoter, JPO
16. 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	RAP Project Manager
	• Contact Reconciliation Australia to request our unique link to access the online RAP Impact Survey.	1 August annually	RAP Project Manager
	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	RAP Project Manager
	• Report RAP progress to all staff and senior leaders quarterly.	March, June, September, December (annually)	RAP Project Manager
	• Publicly report our RAP achievements, challenges and learnings, annually.	December (annually)	Auxiliary Bishop
	• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2027	RAP Project Manager
	• Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	July 2028	RAP Project Manager
	• Register via Reconciliation Australia's website to begin developing our next RAP.	July 2028	RAP Project Manager
17. Continue our reconciliation journey by developing our next RAP.			



*Walk with Christ, Archdiocese of Sydney*



CATHOLIC  
ARCHDIOCESE  
OF SYDNEY

## Contact Details

For public enquiries about our RAP:

**Name:** Fr Peter Smith

**Position:** Justice and Peace Promoter

**Phone:** 0408 613 709

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Photo references: Giovanni Portelli.

*Students from Corpus Christi College, performing an Acknowledgement dance,  
choreographed by the Brolga Dance Academy*