

KARITANE[®]
Partnerships made for parents



RECONCILIATION
ACTION PLAN

REFLECT

REFLECT

RECONCILIATION ACTION PLAN

October 2022 – March 2024



ACKNOWLEDGEMENT OF COUNTRY

Karitane acknowledges the Traditional and Continuing Owners of the land and waters of Australia, and pays its respects to Elders, past and present. We pay tribute to the wisdom, richness, diversity and resilience of First Nations peoples and cultures.



Message from Reconciliation Australia

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

Karitane 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 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 Karitane 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 Karitane, 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





OUR BUSINESS

Karitane

Established in 1923, Karitane is a not-for-profit organisation and registered charity supporting families in the first 2,000 days of their child's life.

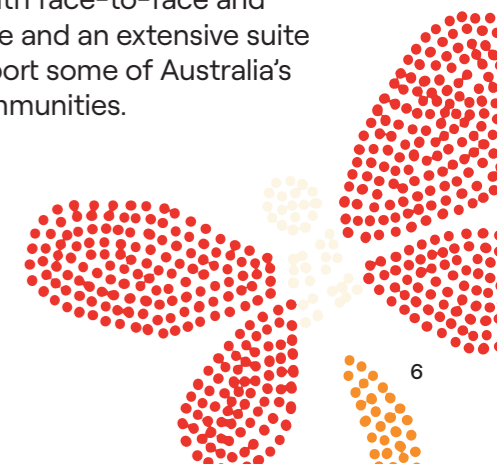
Our mission is to provide accessible, evidence-based services that support families to parent confidently.

We provide leading specialist early parenting services that empower families and children to be confident, safe and resilient. We deliver accessible and innovative programs and services that build parenting capacity and promote Karitane's reputation as a national and international thought leader on early parenting practices.

Karitane is based in metropolitan and regional NSW. Online services are offered in Tasmania, Queensland, South Australia, ACT, Victoria, Western Australia and the Northern Territory.

Karitane supports families with a range of services delivered face to face and virtually from locations across metro and regional NSW, including Carramar, Randwick, Shortland, Shoalhaven, Fairfield, Campbelltown, Oran Park, Wolli Creek, Balmain, Kempsey, Camden, Forster, Gloucester and Taree.

Our commitment to supporting Australian families when and where they need us has seen our range and reach of services significantly grow, with face-to-face and virtual models of care and an extensive suite of programs to support some of Australia's most vulnerable communities.



We are developing a leadership framework that sets international benchmarks in parenting support practices and builds the capacity of all our leaders to inspire, influence and develop individuals and teams.



Services

PLACE-BASED CARE

Karitane place-based care includes parenting centres, integrated care hubs, residential services, mental health services, toddler clinics and kids' behaviour clinics.

- Karitane parenting centres are a free community health service which empower families by providing education, support and guidance for parents with children from newborn to 5 years.
- Karitane's integrated care hubs offer a range of family and parent support services delivered in collaboration with our community and health partners for parents with children aged 0-5 years.
- Karitane's residential services in Camden and Carramar offer a 3 and 4-night inpatient service to families in NSW experiencing significant parenting challenges.
- Karitane's perinatal and infant mental health programs include individual and family supportive therapy, sessional psychiatric services, day stay with our child and family health nurse, parentcraft and child development information, parent-infant therapy and groups and music therapy groups.
- At our *Toddler Clinics* Karitane works with families with children 15 months to 4 years who are displaying behaviour problems.
- The Karitane *Kids Behaviour Clinic* offers families a variety of evidence-based behavioural treatment strategies to support families with children 3 - 5 years of age with emotional and behavioural challenges.

VIRTUAL CARE

Karitane's virtual care services include virtual home visits, virtual residential stay, virtual toddler behaviour virtual support, internet-parent child interaction therapy, perinatal mental health virtual support, virtual breastfeeding clinics, parenting workshop webinars, online resources and our Careline telephone & email support.

COMMUNITY PROGRAMS

Karitane provides a range of community groups and programs to support parents experiencing isolation, teenage pregnancy and mental health challenges.

We support families from culturally and linguistically diverse backgrounds, new migrant and refugee backgrounds and First Nations communities.

Community programs are provided to families in their own home or in a community setting. Our programs include:

- Karitane's *Talking Realities* program offers a fun and relaxing way to study with other young parents and work towards formal qualifications in a certificate III in community services work from TAFE NSW.
- *Volunteer Family Connect (VFC)* offers in-home support to families with children birth to 5 years living in the Macarthur, Shellharbour, Wollondilly and Taree areas. VFC in Taree specifically supports First Nations communities in these areas.
- Karitane *Linking Families* provides community programs in Bankstown, Fairfield, Macarthur, Liverpool, Taree, Forster, Gloucester and Shellharbour. These services include:



Targeted early intervention

Health education officers work closely with families expecting a baby or who have a child aged up to 5 years, to provide short term, early intervention support (for approximately 3-6 months). Families have the opportunity to meet face to face (home visits), by phone and virtually. The team offers assistance with parenting issues such as child development, child behaviour, nutrition, housing, financial literacy and overall family wellbeing.

Supported playgroups plus

These groups operate weekly during school terms in Bankstown, Fairfield, Liverpool and Oran Park for families with children from birth – 6 years of age. Playgroups provide a safe place for families to develop skills, strategies and support for parenting and child development challenges.

Karitane helps to support and educate families on community services, reduce isolation, improve community networks and build confidence.

There are 7 groups offered, including groups for specific families who identify as First Nations peoples or as Vietnamese.

- *Family Matters* – teen parents in custody. This program supports adolescent parents and other young people in custody at Reiby Juvenile Justice Centre to facilitate better outcomes for them and their children.
- *Empowering Parents Empowering Communities (EPEC)*. EPEC is a community-based program training local parents to run parenting groups (in pairs) through early years and parenting focused services. Peer Facilitators (PF) trained to work in the EPEC program are employed, supported and supervised by a specially trained EPEC practitioner within Karitane.

PROFESSIONAL DEVELOPMENT

Karitane offers professional development and training for health care professionals including nurses, psychologists, childcare workers, nannies and more.

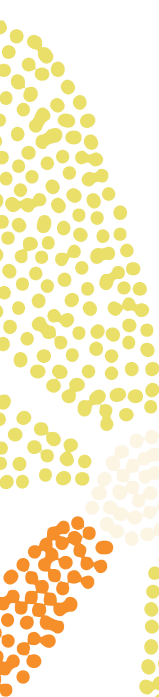
- Our leadership in education includes the delivery of parent-child interaction therapy training (PCIT), family partnership training, toddler workshops and specialised, tailored workshops on sleep and settling, brain development and toddlers.
- A formal collaboration exists between Karitane and Western Sydney University to develop and deliver a highly successful postgraduate nursing course – the Master of Child and Family Health (Karitane). This is offered as a 2-year part-time course and promotes scholarly, educational and clinical placement activities to ensure the delivery of a high-quality tertiary qualification in child and family health, which provides a practice-ready clinician.
- Karitane has collaborated with Western Sydney University in developing two key initiatives to train the child and family health workforce of the future: offering an undergraduate rotation at Karitane for second year nursing students; and developing a comprehensive program for new graduates in the speciality of Child and Family Health.

People

Karitane currently employs 145 staff working in multidisciplinary professional teams of child and family health nurses, perinatal infant mental health nurses, paediatricians, GPs, social workers, psychologists and psychiatrists. About a third of staff identify as culturally and linguistically diverse. Currently, two staff identify as First Nations people. Karitane engages 45 community volunteers.

Strategy

Karitane aims to achieve a values-aligned organisational culture with robust governance practices, supported by contemporary systems and service delivery models. We are developing a leadership framework that sets international benchmarks in parenting support practices and builds the capacity of all our leaders to inspire, influence and develop individuals and teams. We aim to expand relationships with strategic partners to promote organisational growth, pursue new opportunities and build community recognition. Our RAP is integral to this strategy.





OUR RECONCILIATION JOURNEY

Our Reconciliation Journey

Karitane has been providing services to First Nations families for at least twenty years. An Aboriginal Health Committee with external members was established by Karitane in 2015, setting First Nations peoples health as a key priority for Karitane and its Senior Executive.

The committee developed a Karitane Aboriginal Health Action Plan which committed Karitane to acknowledge and celebrate key events in the First Nations calendar; to be culturally competent and to provide secure and accessible services to First Nations clients and their families; to maintain effective linkages and referral pathways with Aboriginal Health Services; to support and expand its First Nations workforce; and to ensure appropriate education, training and development of the Karitane workforce in First Nations-related matters.

Developing a Reconciliation Action Plan is Karitane’s next step, rather than its first step, on the reconciliation journey. Guided by the Aboriginal Health Committee, Karitane decided to develop a Reflect RAP to ensure firm foundations are laid for meaningful and sustainable reconciliation in future years.

Development of a RAP has been prompted by Karitane’s commitment to the National Agreement on Closing the Gap and has been strongly encouraged by the Karitane Board. It is an important development, given Karitane’s centenary in 2023.

Developing Karitane’s RAP

The CEO has actively championed Karitane’s Reconciliation Action Plan from the start, partnering with the Burbangana Group and convening a co-design team in April 2022, to generate ideas for the most relevant and valuable way to develop Karitane’s RAP.

Karitane’s aspiration is to embed a commitment to reconciliation across the organisation, offering a seamless service to First Nations clients, rather than having only one team responsible. Staff competence and confidence in working with First Nations clients will be essential in achieving this. With this in mind, Karitane and Burbangana co-designed and conducted a survey of staff in April 2022. The survey set the scene for staff and offered them a chance to have a say in the RAP. Survey participants assessed their own levels of awareness; their levels of experience in working with First Nations peoples; and their learning needs. They described the reconciliation outcomes Karitane could aim to achieve; indicated their confidence in Karitane implementing a RAP, and outlined the challenges they anticipated would need to be addressed.

Almost all staff surveyed saw developing a RAP as important, with a large majority confident that Karitane would be able to implement a RAP. A high number want to contribute to the RAP implementation.

All ten key anticipated outcomes of Karitane’s commitment to reconciliation have been affirmed by the survey participants. They include offering a safe welcoming service for First Nations peoples; collaborating with First Nations providers; building cultural competence in working with First Nations families and communities; and offering a culturally safe workplace for First Nations people.

The survey shows that most staff can identify a significant learning experience which had changed their understanding of First Nations cultures. A majority have participated in National Reconciliation Week and NAIDOC Week activities. A high proportion are keen to learn more about the history of the relationship between First Nations peoples and other Australians. Participants identified a number of abilities and areas of knowledge or awareness which need further development.

In May 2022 Karitane's CEO, who is the RAP Champion, convened a RAP Working Group of 12 people to develop the RAP and oversee its implementation. The working group met for the first time at a RAP development workshop facilitated by Burbangana. They reviewed Karitane's reconciliation journey to date and the staff survey results before identifying several high priority deliverables to include in Karitane's Reflect RAP.

RAP Champion:

Karitane's CEO is the RAP Champion

The RAP Working Group (RWG) comprises:

Grainne O'Loughlin (Chief Executive Officer)

Angela Wood (Director Clinical Services)

Sharlene Vlahos (Director Education & Business Development and Executive Manager Community Programs Team)

Freda Simpson (Senior Aboriginal Health Education Officer & Liaison Officer)

Lee Bratel (Community Programs Manager)

Lisa Taylor (Corporate Services Administration Support Officer)

Joanne Ramjan (Nurse Unit Manager Randwick Parenting Centre)

Kay Souter (Manager Perinatal & Infant Child Mental Health)

Suzanne Calman (Nurse Unit Manager Residential Unit Carramar)

Sue Martin (Volunteer Family Connect Coordinator Taree)

Lisa Reeve (Clinician Nurse Specialist)

Gillian Onslow (Senior Social Worker Perinatal & Infant Child Mental Health)

The RWG has developed a shared picture of the outcomes which Karitane's RAP will work to achieve.

Karitane is keen to be very well connected with First Nations peoples, organisations and communities; to work in collaboration with First Nations organisations; and to demonstrate respect for the cultural strengths, resilience and traditional approaches of First Nations peoples.

The RWG recognises that Karitane's reconciliation journey will involve cultural change. Learning together will be important to embed reconciliation into our everyday practice. It is likely there will be conversations to question our model of care, to assist each other on our use of language, and to maintain a focus on what we still have to do.

Karitane's Reflect RAP will run through to March 2024. It is envisaged the RWG will meet two monthly to review progress on deliverables. A team of RAP champions will be located in each Division and at each Karitane site. These will be a combination of RWG members, team leaders, regional managers and people who are not in formal leadership roles.

Karitane's aspiration is to embed a commitment to reconciliation across the organisation, offering a seamless service to First Nations clients, rather than having only one team responsible.





OUR PARTNERSHIPS AND CURRENT ACTIVITIES

ABORIGINAL HEALTH COMMITTEE

Participants from external organisations on the Karitane Aboriginal Health Committee have been significant partners in Karitane's reconciliation journey over the past seven years. They include Karen Beetson who was Manager Family and Community at Tharawal Aboriginal Corporation, and is now Deputy Director of Aboriginal Health, South West Sydney Local Health District; Nathan Jones Director of Aboriginal Health, South West Sydney Local Health District; and representatives from Fairfield City Council and KARI. Nathan Jones co-chairs the committee with Karitane's CEO Grainne O'Loughlin.

Barriers to access to care were identified early by the Committee. These included cultural safety and trust. First Nations people had experienced trauma relating to services with mandatory reporting responsibilities and service providers who passed judgement.

When the committee was formed in 2014, Karitane had little connection with First Nations communities in South East Sydney. A stronger footprint and engagement with First Nations communities and collaboration partners has been developed, particularly since 2017. Today many services are referring First Nations families to Karitane, saying,

'It's a good place, a safe place'

SERVICES TO FIRST NATIONS FAMILIES


In addition to supporting First Nations families throughout Karitane, we also offer a range of services specifically for First Nations families and are growing our team of cultural support workers.

Karitane is proud of Aboriginal Health Education Officer and Aboriginal Liaison Officer Auntie Freda Simpson's work with *Lil Possums Aboriginal Playgroup*. The playgroup has been supporting First Nations families in the southwest Sydney area for over 20 years and offers First Nations families an opportunity to 'yarn' with other First Nations parents in a supportive environment. The program has involved three generations of some of the same families. One project engaged children in making mosaic artworks to represent their family totems, developing the generational links between elders, parents and children. It has meant that *Lil Possums* holds years of stories between families in the Bonnyrigg area. Auntie Freda also supports our Central Intake so that she can connect, pre-admission, with all First Nations parents being referred to the service and put them at ease and to ensure they feel welcomed and safe in our care.

Auntie Freda has also been involved with Karen Burr, Coordinator of Karitane's Juvenile Justice *Family Matters Program*, who has been conducting learning and yarning circles for young parents in the Juvenile Justice system for 12 years. These groups offer a chance to re-engage with culture and explore what family means, in terms of caring responsibilities and healthy relationships.

In 2021 Karitane completed a review of our community models of care and redesigned our offering, introducing contemporary evidence-based programs to ensure we continue to deliver high quality, impactful services for diverse families in vulnerable communities. Our NSW Community Program Manager has been an integral part of the restructure of our community programs, steadily growing and sustaining our critical partnerships and referral pathways for Culturally and Linguistically Diverse and First Nations communities.

In 2021 Karitane launched a *Volunteer Family Connect* program in Taree, connecting and providing support to local First Nations communities. This was done in collaboration with First Steps Count Child and Community Centre, Biripi Aboriginal Corporation Medical Centre, and Manning Support Services.



Respecting the Difference requires participants to question their attitudes and beliefs. It challenges organisations and operational units to critically evaluate how they are engaging with First Nations people and communities and to make real changes in the workplace that can ultimately improve health outcomes.

Karitane engaged and built trust with the local community through participation in cultural ceremonies and activities like Sorry Day, yarning circles, pregnancy belly casting and attendance at the Biripi Baby Show. The service was co-designed with local First Nations community members. The service matches First Nations volunteers with First Nations families for one-on-one support to increase parenting confidence and connections to the community.

In 2021 Karitane extended the geographical reach of First Nations support with new services established for Taree, Woolloomooloo and Maroubra with services going to the Northern Territory in 2022.

In June 2022 Karitane was contracted to deliver the South West Sydney Investment Approach where the principle is “what works best for First Nations people can work best for all people” and has been undertaken based on deep community consultation over a 10-year period with the First Nations community and to be delivered in partnership with Bulla Bulla. This work will see key workers providing care and wrap around integrated services for young mothers aged under 25 years.

FIRST NATIONS ART

Karitane has commissioned work from local First Nations artist Shareen Clayton which is on display in prominent places at Karitane facilities and some has been included in this RAP.

SMOKING CEREMONIES

Traditional Owners conduct Welcome to Country and smoking ceremonies at key Karitane events and celebrations such as the annual staff gathering Karitane Staff Innovations Day.

RESPECTING THE DIFFERENCE TRAINING

The Aboriginal Cultural Training Framework: *Respecting the Difference* was initiated by NSW Health and its Aboriginal Workforce Unit. Its purpose is “to motivate NSW Health staff to build positive and meaningful relationships with Aboriginal people who may be clients, visitors or Aboriginal staff, and to improve their confidence in establishing appropriate and sustainable connections”.

Respecting the Difference training requires a high level of personal engagement from participants, trainers and community representatives. It requires participants to question their attitudes and beliefs. It challenges organisations and operational units to critically evaluate how they are engaging with First Nations people and communities and to make real changes in the workplace that can ultimately improve health outcomes.

Karitane’s Executives and CEO have completed Respecting the Difference training along with 85% of Karitane’s existing staff. New staff are enrolled in the training as part of Karitane’s on-boarding process. Some momentum has been lost during the COVID pandemic in continuing to build the number of staff completing this valued training.

RESEARCH ON KARITANE’S HISTORY

Karitane has commissioned a historian to conduct research on Karitane’s history, leading into the organisation’s centenary in 2023. This will include investigating what role Karitane may have had, if any, in the removal of First Nations children from their families. This research may identify aspects of our history about which truth telling is needed in order for Karitane to embark on an authentic and meaningful reconciliation journey.



Kyeema, Ezekiel and Koda Saunders-Simon,
Grace, Javarni and Eli Saunders-Fletcher
Uncle Dean Saunders Snr



OUR RECONCILIATION PLAN



The RAP Working Group recognises that Karitane's reconciliation journey will involve cultural change.

Relationships

Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with First Nations stakeholders and organisations.	Identify First Nations stakeholders and organisations within our local area or sphere of influence.	October 2022	Director of Clinical Services
	Research best practice and principles that support partnerships with First Nations stakeholders and organisations.	November 2022	Senior Lecturer Conjoint Karitane-Charles Darwin University Perinatal, Infant and Child Mental Health and Clinical Nurse Consultant
	Strengthen existing and emerging relationships and develop new relationships with First Nations organisations as a basis for future collaboration and engagement.	October 2023	Chief Executive Officer
	Engage with First Nations referral partners and other NGOs to identify and reduce barriers to Karitane being recognised as a safe and approachable service.	October 2023	Director of Clinical Services
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Clinician Nurse Specialist
	RAP Working Group members to participate in an external NRW event.	27 May-3 June 2023	Corporate Services Administration Support Officer
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June 2023	Director of Clinical Services
3. Plan and conduct engaging and meaningful National Sorry Day activities.	Educate staff on the significance of National Sorry Day.	May 2023	Chief Executive Officer
	Explore meaningful action to honour survivors of the Stolen Generations and their families.		
4. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	October 2022	Chief Executive Officer
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2023	Director of Clinical Services
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	April 2023	Chief Executive Officer
5. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December 2022	Corporate Services Administration Support Officer
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February 2023	Human Resources Coordinator
	Review our policy context, including NSW Health Aboriginal Health Policies, to ensure Karitane's policies on health, workforce, training and engagement refer adequately to First Nations people and communities.	February 2023	Director Governance & Corporate Services

Respect

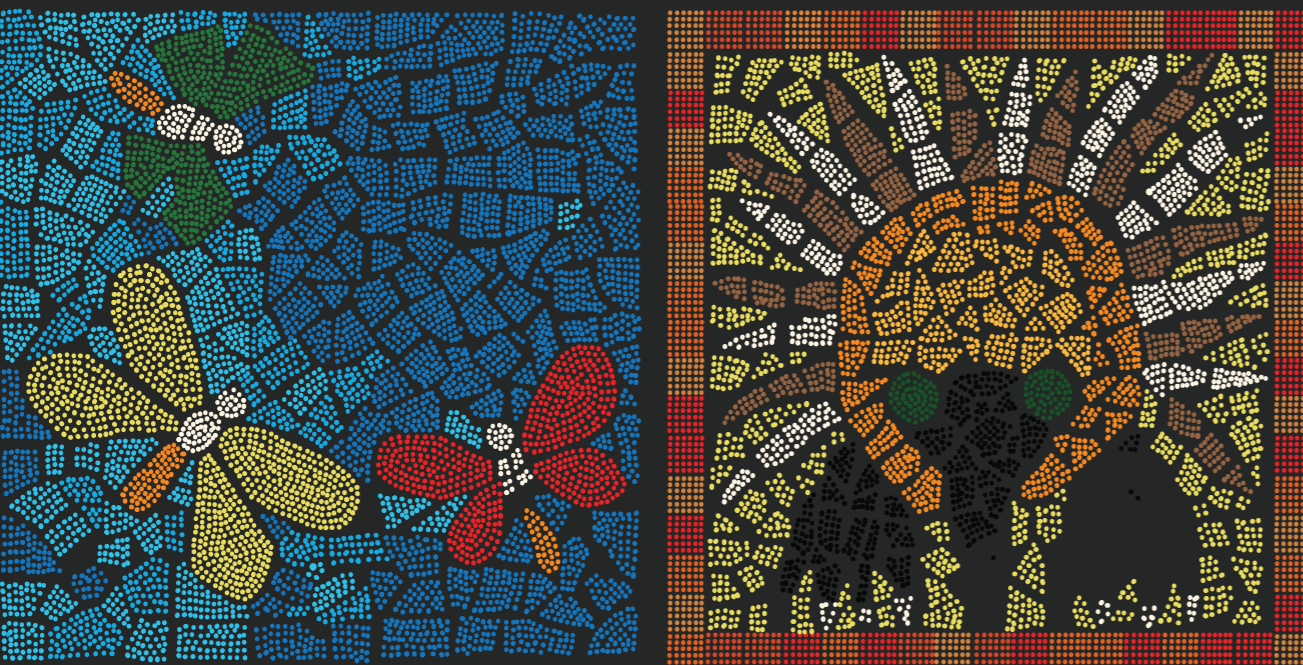
Respect			
Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of First Nations cultures, histories, knowledge and rights within our organisation.	December 2022	Chief Executive Officer
	Conduct a review of cultural learning needs within our organisation, including: learning about historical events that have an ongoing impact on First Nations health; reconciliation; cultural safety; and culturally competent practice.	March 2023	Director of Education & Business Development
7. Demonstrate respect to First Nations 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 areas.	June 2023	Community Program Manager
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2023	Director of Education & Business Development
	Initiate the use of local First Nations languages in Karitane facilities and programs, in consultation with local First Nations communities.	December 2023	Chief Executive Officer
	Develop an organisational approach to First Nations artwork and imagery which is appropriate to specific community contexts.	April 2023	Chief Executive Officer
8. Build respect for First Nations cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2023	Senior Aboriginal HEO & Liaison Officer
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	Senior Aboriginal HEO & Liaison Officer
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2023	Senior Aboriginal HEO & Liaison Officer

Opportunities

Opportunities			
Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing First Nations recruitment, retention and professional development.	Develop a business case for First Nations employment within our organisation.	October 2022	Director of Education & Business Development
	Build understanding of current First Nations staffing to inform future employment and professional development opportunities.	October 2022	Director of Education & Business Development
	Develop a suite of initiatives that support better attraction, recruitment, development and retention of First Nations staff.	May 2023	Director of Governance & Corporate Services
10. Increase First Nations supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from First Nations owned businesses.	June 2023	Director Governance and Corporate Services
	Investigate Supply Nation membership	June 2023	Director Governance and Corporate Services

Governance

Governance			
Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	October 2022	Chief Executive Officer
	Draft a Terms of Reference for the RWG.	October 2022	Chief Executive Officer
	Establish First Nations representation on the RWG.	October 2022	Chief Executive Officer
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	October 2022	Chief Executive Officer
	Engage senior leaders in the delivery of RAP commitments.	October 2022 , then quarterly from February 2023	Chief Executive Officer
	Engage Karitane Board in the delivery of RAP commitments and provide reports to the Board on implementation.	October 2022	Chief Executive Officer
	Appoint a senior leader to champion our RAP internally.	October 2022	Chief Executive Officer
	Define appropriate systems and capability to track, measure and report on RAP commitments.	October 2022	Chief Executive Officer
13. 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 2023	Chief Executive Officer
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2023	Chief Executive Officer
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023	Chief Executive Officer
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2023	Chief Executive Officer



The Artwork

The artwork throughout our Reconciliation Action Plan (RAP) has been inspired by our Lil' Possums Aboriginal Playgroup, which began in 2000 to provide First Nations families an opportunity to yarn with other Aboriginal mums and receive support from Karitane in the early stage of parenting. Facilitated by Auntie Freda Simpson, the program was a true pioneer in supporting families who lived in South West Sydney and has seen third generations go through the program.

In 2016 to commemorate over 15 years of the program, with a grant through the Fairfield City Council, an Aboriginal Artwork was launched and commissioned by Karitane to close the gap and celebrate improved First Nations community partnerships.

This mosaic series is a collection of individual tiles created by Indigenous Artist, Shareen Clayton, children in the Lil' Possums Aboriginal playgroup and Bonnyrigg Public School, all supported by Auntie Freda. These tiles reflect the diversity and rich history of family totems shared by First Nations communities. Just as they are at the core of First Nations communities, an Elders handprint sits in the centre these tiles, representing the generational links between elders, parents and children in the community. This interconnection is symbolic of Karitane's commitment to building long-term respectful relationships and working alongside First Nations communities to support children and provide them with the best start in life.



KARITANE[®]

Partnerships made for parents

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