

Working Women's
Centre South Australia

Innovate Reconciliation Action Plan

April 2025 - April 2027



RECONCILIATION
ACTION PLAN

INNOVATE



WORKING
WOMEN'S
CENTRE

Acknowledgement of Country

The Working Women's Centre SA acknowledges Kurna People as the Traditional Owners and continuing custodians of the Adelaide Plains and Greater Adelaide region, the land upon which we predominately carry out our work. We pay our respects to Kurna Elders past and present, and to the Kurna Nation, recognising their spiritual relationship to this Country and that their sovereignty was never ceded. We extend these respects to the Traditional Owners of the 40+ Aboriginal Nations of South Australia and to all First Peoples of Australia.

Note: We will primarily be using the terms 'Aboriginal' and 'First Peoples' throughout our RAP in referring to Aboriginal and Torres Strait Islander Peoples.



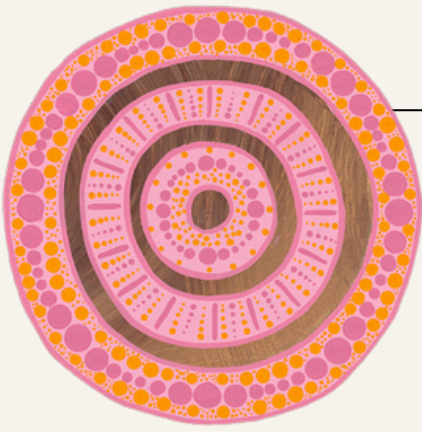
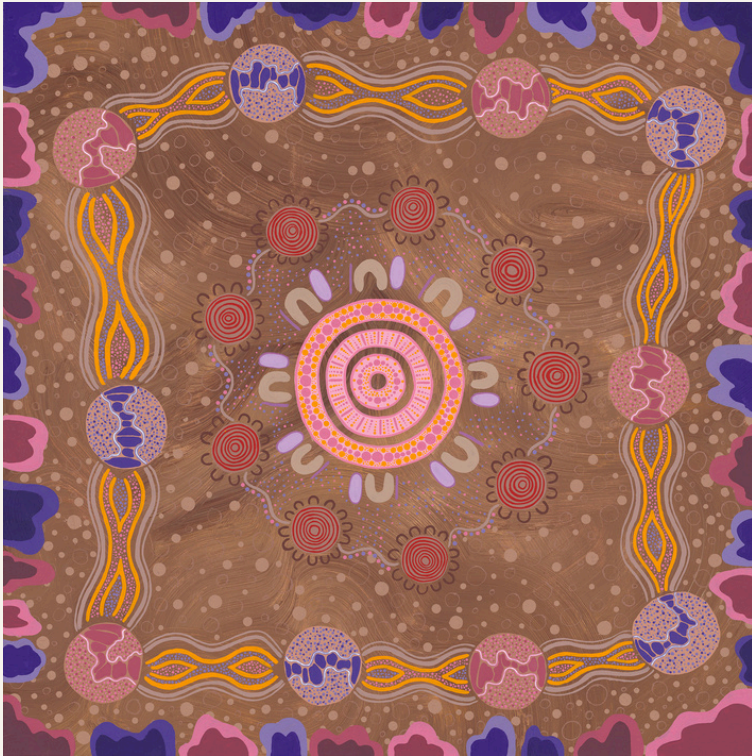


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Cover Artwork

Artist: Iteka Ukarla Sanderson-Bromley

Iteka Ukarla Sanderson-Bromley is 24 years old and lives in Adelaide, South Australia. Her language groups are Adnyamathanha (Flinders Ranges), Narungga (Yorke Peninsula) and Yarluyandi (Simpson Desert). Iteka is well accomplished, completing her university degree at Adelaide University studying a Bachelor of Arts with majors in Sociology and Anthropology in 2022. Iteka launched her own Aboriginal art collective, Malka Wiriwiri in her final year of high school in 2018, where she is able

to tell the stories of her culture and traditional knowledges passed on to her from her family members, conveying stories of her family, time on country and cultural experiences.

Artist Statement

This artwork reflects the Working Women's Centre, who they are, what they stand for, the impact they have, and the connections they make.

In the centre of the artwork are three circles, each representing key elements of the Working Women's Centre - systemic change, legal support and education. The circles symbolize the interconnectedness of these key elements showing how each one plays a vital role in creating a more equitable society.

Aboriginal cultures are matriarchal. When I was mapping out this painting, I was thinking about the matriarchs I've been lucky enough to be surrounded by all my life. They are absolute powerhouses fighting for women's rights, Aboriginal rights, defying the 'norm' of their time, building businesses and successful careers all while being leaders of our families and community. The eight women with coolamons around the centre circle are for them.

- The women represent the characteristics I see in them, strength, vision, compassion, leadership, courage, sisterhood, resilience and determination.
- The coolamons, often used by Aboriginal women to carry and care for their communities, symbolize nourishment and protection, emphasizing that these matriarchs are the heart of their families and communities.

Surrounding the centre of the artwork is the Working Women’s Centre’s nine locations and all the women connected to them. The use of circles to represent interconnectedness is a powerful symbol in Aboriginal cultures, and in this artwork, it represents how the Working Women’s Centres, their locations, and the women they support are all deeply connected.

During my meeting with some of the staff at Working Women’s Centre there were ten reoccurring words. The ten circles encompassing the artwork represent each word, outreach, collectivism, workers, women supporting women, matriarch, trust, empower, advocate, strength and genuine care. The line work and dots connecting each circle represents journeys, of the individual, community and workplace.

The colours used in the painting connect to the Working Women’s Centre but also have meanings of their own. Pink represents femininity, red represents passion, energy and excitement, purple is for creativity and spirituality, yellow for happiness and optimism and brown represents grounding.

Acknowledgement of Aboriginal Consultancy

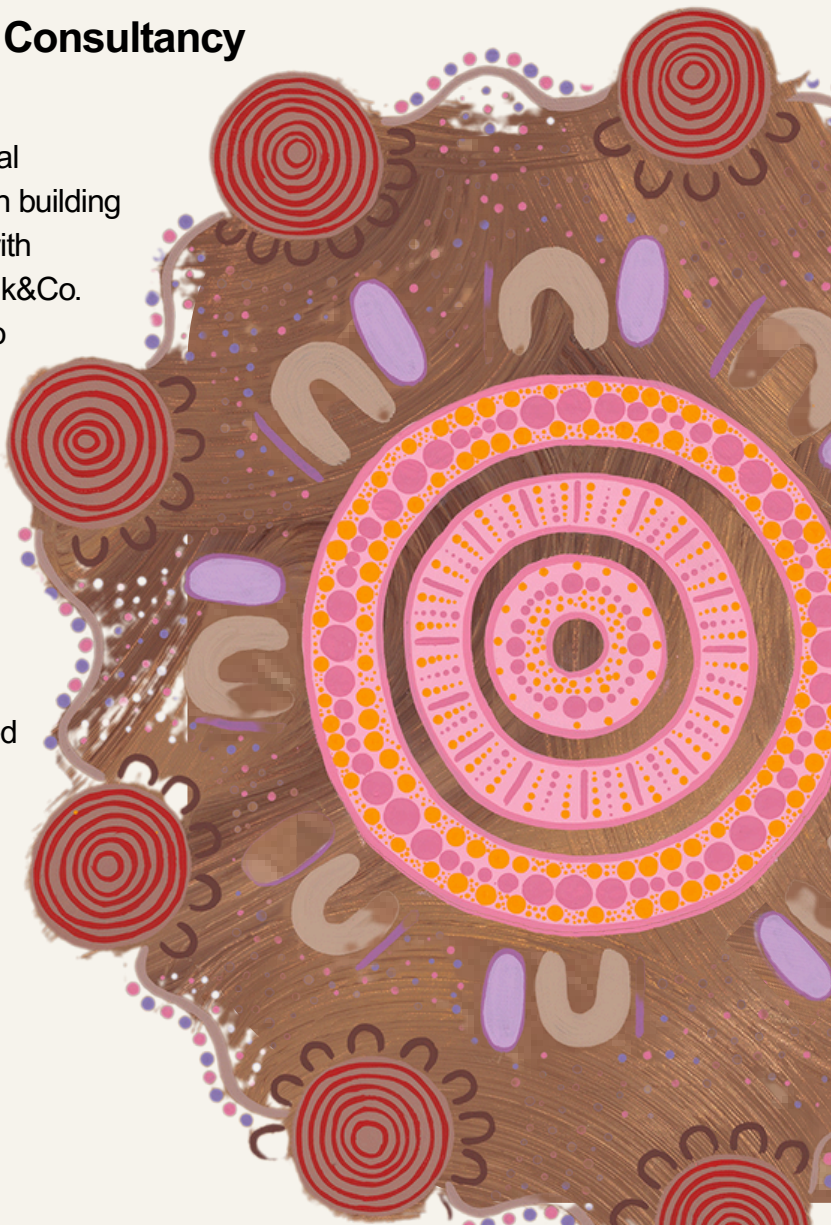


Engaging with an Aboriginal consultancy is crucial when building meaningful relationships with Aboriginal communities. Nik&Co. Consultancy’s mission is to

transform lived experiences of both Aboriginal and non-Aboriginal people by interweaving and embedding genuine reconciliatory practices into corporate settings, Aboriginal consulting is a testament to honouring Aboriginal voices, traditions, and aspirations.

The Working Women’s Centre South Australia thanks Nicole Gollan (Nik&Co.) for her continued generosity, guidance, and wisdom through our Reconciliation Action Plan journey.

 nikandco.com.au



Message from our Chairperson

The Working Women's Centre South Australia has been part of social movements for progressive change for 45 years, including working to eradicate sexism and racism in our workplaces and society, and to see working people and marginalised people achieve the rights, dignity and justice we all deserve.

In recent years we have worked closely with Aboriginal organisations and colleagues in a range of areas such as preventing sexual harassment and supporting women to access state archives. In 2023 our staff and board teams were actively involved in the campaign to support a YES vote in the Voice to Parliament referendum, and like many we were devastated by the result and the harm this has had on Aboriginal people. While we have undertaken work over our history and have a team dedicated to acknowledging the current and historical injustices experienced by Aboriginal and Torres Strait Islander peoples, we know that we can strive to do better through a more formal and accountable process which our Reconciliation Action Plan offers us.

The spirit of the inaugural WWC SA Innovate RAP unites and supports our Board, staff, and volunteers, to work together, to cohesively ensure that our journey of reconciliation is embedded in both our vision for our organisation, our legal work with clients, our education and advocacy work and the day-to-day operations of the WWC SA. The aim of the RAP is to ensure we are a culturally safe and informed organisation internally, and that we keep raising our voices for truth-telling and justice externally. Importantly, we aim to share knowledge, skills, and expertise, and build on existing relationships with Aboriginal peoples and communities.

The WWC SA Innovate RAP 2025 – 2027 will:

- Guide our operations, programs, partnerships and services, and our employment and governance, so that we can work safely, respectfully, and effectively with Aboriginal peoples, families and communities.
- Support our continuous journey to becoming a culturally safe organisation.
- Support us in strengthening partnerships with Aboriginal communities, businesses, leaders and organisations to ensure our work is consistently informed by Aboriginal and Torres Strait Islander peoples' voices and experiences.

The WWC SA Innovate RAP will integrate with existing internal strategies and policies and inform the development of future organisational planning at both the Board and Staff level.

I look forward to working with other Board members, our leadership team and our staff to actively ensure the actions articulated in the plan are enacted and celebrated.



Ann-Marie Hayes
Chair, WWC SA



Message from Reconciliation Australia's CEO

Statement from CEO of Reconciliation Australia - First Innovate RAP

Reconciliation Australia commends Working Women's Centre SA 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 Working Women's Centre SA 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, Working Women's Centre SA 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 close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Working Women's Centre SA 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 Working Women's Centre SA'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 Working Women's Centre SA on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer, Reconciliation Australia



Our vision for Reconciliation

The Working Women's Centre SA envisions the achievement of reconciliation through a process of truth-telling, treaty-making, justice and reparation with First Peoples. We understand that reconciliation will not be possible without guaranteeing self-determination and universal human rights for First Peoples, and a national respect for Aboriginal and Torres Strait Islander people, their rights and their caring for Country and Culture.

We acknowledge that feminist movements and workers' rights movements have both benefitted from Aboriginal people's knowledge and guidance, and have also let Aboriginal people down, across the history of the colony of Australia, which was built on extraction and the unpaid and underpaid exploitation of First Nation working people, including women.

As part of our commitment to reconciliation and justice, the Working Women's Centre SA dedicates ourselves to progressing:

- Safe and equitable workplaces alongside justice and rights for Aboriginal communities, families and people;
- Our part in the national conversation about truth-telling, listening and action; and
- Culturally safe, representative, and equitable leadership and service delivery from within our organisation.

Our Business

The Working Women's Centre SA is a non-government organisation and community legal centre that provides free and confidential advice, support and representation to vulnerable workers residing in South Australia about their rights at work. We also provide tailored training programs to educate organisations and community groups on gender-based issues at work. We advocate for systemic change for women and other people in workplaces and their working lives.

The WWC SA has been operating since 1979, and has made a rich contribution to feminism, workers' rights and progressive workplace change over that time. Currently the organisation has 18 staff members across three arms of service. We currently do not have Aboriginal staff members, and we are committed to working on this across the organisation.

Our work includes:

- Legal: providing free legal advice and representation for working women who are low paid workers, vulnerable workers or women experiencing workplace issues including discrimination and sexual harassment.
- Advocacy: identifying trends/issues, and advocating for working for systemic change through policy, communication, campaigns and movements.
- Education and workplace training: offering free and fee-for-service training to employers and employees in high-risk industries and workplaces, small business and the public sector.

All our work is interconnected and informed by the experiences of our clients. When we notice a pattern in our legal work, we will use our advocacy and education arms to address these issues at a systemic level. We apply a gendered and feminist lens to all our work and aim for the WWC SA to be a safe and empowering place for women to gain support around issues such as workplace sexual harassment and assault. We are connected to grassroots movements and work with communities who are experiencing issues such as wage theft and support them to push back against exploitation.

Our RAP

As the Working Women's Centre SA embarks on our first Reconciliation Action Plan, we are committing to including reconciliation in all aspects of our work. We aim to foster meaningful relationships, respect, and collaboration with Aboriginal people, ensuring their voices are heard and listened to. Together, we will work towards a more inclusive, just and equitable future for all, that honours the rich cultural knowledge and the rights of First Peoples.

While we have taken some steps in the past, following the 2023 Voice to Parliament referendum and alongside our organisation's growth in 2024, WWC SA is ready to make a bigger commitment and contribution, which is why we have commenced our formal RAP journey.

The WWC SA remains resolute in our commitment to standing in solidarity with Aboriginal peoples. We continue to call on the Australian government to negotiate a treaty with Aboriginal peoples and urge all sectors of society to engage in truth-telling about our shared history. As we move forward, we will maintain our focus on advocating for women, work, and labour rights in South Australia, holding ourselves accountable to our community and supporters as we seek to create meaningful change.

In recent years, WWC SA has committed to raising awareness and action around the under-recognised issue of stolen wages in South Australia, including the experience of Aboriginal women as domestic servants. This is an area of immense importance, with the State's racially discriminatory policies persisting well into the 1970s. These policies left many Aboriginal workers either unpaid or grossly underpaid for their labour, often in domestic or pastoral roles. Our Centre has been working with researchers, scholars, activists and legal colleagues to understand this issue and assist Aboriginal women in accessing their employment records from the state archives, a process often hindered by bureaucratic obstacles. The decolonisation of these records is essential for truth-telling and reconciliation.

A crucial objective for the WWC SA is to improve the working lives of Aboriginal women. Our Constitution identifies Aboriginal people as a target cohort of workers for whom we prioritise services. To improve the quality of our services, we have undertaken Cultural Awareness training to broaden our knowledge and understanding of Aboriginal experiences in a colonised country.

WWC SA has, and always will, stand in solidarity with Aboriginal people in fights for justice on issues such as The Voice to Parliament and Blak Lives Matter. We will continue to show-up and stand in support at rallies and campaigns for justice.

WWC SA has been working to build relationships with Aboriginal communities and organisations. Over the past few years, we have built a strong working relationship with the Aboriginal legal rights and justice movements such as partnering with ALRM on legal matters and in training and education projects.

However, we know we can do more, including in our internal governance, employment and management processes to increase representation, cultural safety and other ways of embedding anti-colonial practices in our organisation. We acknowledge the current lack of Aboriginal employment in our organisation. We understand that to improve, change and learn, we need to devote time and energy in a structured, thoughtful and public manner.

The WWC SA understands that reconciliation involves working with and not for Aboriginal peoples and involves trustworthy and accountable relationship-building, hard work, active solidarity and listening.

Through this process we have engaged respected leaders to help us develop and deliver our inaugural RAP. We are working in an ongoing capacity with Director and Founder of Nik&Co. Consultancy, Nicole Gollan, who has worked with the WWC SA on each step of our reconciliation journey as our advisor and consultant. Nik&Co are providing integral advice to our team, including our Board, and assisting us to connect with Aboriginal people, communities and organisations. This work has both broadened and deepened our intended actions, ensuring that they were meaningful and contributed to a holistic vision for reconciliation within our organisation.

Our deep thank you to Nicole for her ongoing guidance, knowledge and partnership with WWC SA.

While the RAP will be championed by our Board, leadership, staff and volunteers, it is the Director's role to champion the RAP both internally and externally. In addition, the implementation of the RAP will be monitored by our Board of Management and by our RAP Working Group so that we are actively working to further our reconciliation goals. This process has already assisted us to review and interrogate the structures and policies we have in place that are creating barriers to reconciliation.

Our RAP Working Group comprises of:

- Nikki Candy (WWC SA Director) and Anne Purdy (Deputy Director)
- Members of staff - Angela Scarfo, Emma Webb, Morgan Archinal, and Thais Martins
- Nicole Gollan, Ngarrindjeri woman, Director/Founder of Nik&Co. Consultancy

We are committed to expanding our RAP Working Group membership and will seek out Aboriginal women to continue to advise and guide us in a paid capacity. We will review the Terms of Reference for our RWG annually.

Relationships



The WWC SA are committed to building strong relationships with Aboriginal peoples and organisations. We understand that doing this requires respect, listening, un-learning, re-learning, and valuing Aboriginal cultural histories, beliefs, rights and practices.

To engage and work respectfully and effectively with Aboriginal peoples requires that we acknowledge the long history of oppression, colonisation and marginalisation that has impacted Aboriginal and Torres strait Islander people’s experience of legal, industrial and other systems, and our commitment that we will continually work to change these systems.

The WWC SA understands that relationships, reciprocity, partnerships and a sense of solidarity and respect for self-determination are all important starting points for identifying how Aboriginal peoples would like to work with our organisation, how we can deliver our services effectively, and how we can be a force for positive change and reconciliation.

Action	Deliverable	Timeline	Responsibility
1-Establish and maintain mutually beneficial relationships with Aboriginal stakeholders and organisations.	Map potential Aboriginal organisations and stakeholders that the WWC SA could connect with; and meet with Aboriginal stakeholders and organisations identified and prioritised by the RWG to develop guiding principles for future engagement.	April – December 2025	Director and Deputy Director, with RWG
	Develop and implement an engagement plan to work with Aboriginal stakeholders and organisations.	July – Oct 2025 with annual review in March	Director and Deputy Director
	Create and deliver community-based forums to inform Aboriginal peoples, communities and organisations of WWC SA programs and services, and to informally consult on delivery of these services with Aboriginal stakeholders	June, November 2025 and 2026	Director and Deputy Director, with Legal, Advocacy and Education teams

Action	Deliverable	Timeline	Responsibility
	Continue to foster already existing relationships with Aboriginal stakeholders and organisations, such as Aboriginal Legal Rights Movement and South Australian Aboriginal Community Controlled Organisation Network (SAACCON).	Review April 2027	Director and Deputy Director
2-Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2025 April 2026	Director and Deputy Director with RWG
	Prioritise Leadership and RWG RAP Working Group members' participation in external NRW events.	May – June 2025, 2026	Director and Deputy Director with RWG
	Encourage and support all staff to participate in at least one external event to recognise and celebrate NRW.	May – June 2025, 2026	Director and Deputy Director with RWG
	Organise at least one NRW event each year.	Organised by April for May – June 2025, 2026	Director and Deputy Director with RWG and Education and Advocacy team

Action	Deliverable	Timeline	Responsibility
	Register all our NRW events on Reconciliation Australia's NRW website.	April 2025 April 2026	Director and Deputy Director and RAP working group
3- Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation, cultural awareness and anti-racism across our workforce.	Develop by July 2025; Review implementation by April 2027	Director and Deputy Director, with RWG
	Communicate our commitment to reconciliation, truth-telling and justice publicly.	April 2025 October 2025 (AGM)	Director and Deputy Director, with Comms. Officer
	Communicate recognised Aboriginal Significant dates publicly	2025, 2026, 2027	Director and Deputy Director, with Comms. Officer
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Review actions in April 2026 and 2027	Director and Deputy Director

Action	Deliverable	Timeline	Responsibility
	Collaborate with colleagues and like-minded organisations to develop ways to advance reconciliation.	Review actions in April 2026 and 2027	Director and Deputy Director
	Develop proactive media plan to share Innovate RAP delivery milestones	June 2025	Director and Deputy Director with Comms. Officer
4. Promote cultural safety, anti-racism, and non-discrimination strategies, policies and cultures in the organisation	Conduct a review of all policies and procedures to identify existing anti-discrimination and cultural safety provisions, and any gaps to address.	December 2025	Director and Deputy Director
	Communicate our RAP and our cultural safety, anti-racism and non-discrimination policies to all staff. Ensure this is a standing item at staff meetings.	April 2025 April 2026	Director and Deputy Director
	Engage with Aboriginal advisors to consult on our organisational and anti-discrimination policies	December 2025	Director and Deputy Director

Action	Deliverable	Timeline	Responsibility
	Educate senior leaders and staff on the effects of racism and colonialism, the importance of cultural awareness and safety, and the ways in which WWC SA can contribute to reconciliation.	January 2025 January 2026 January 2027	Director and Deputy Director

Respect



The WWC SA recognises that learning, listening, embracing truth-telling and demonstrating respect are very important to our reconciliation journey.

We are committed to developing our understanding, competency and literacy around Aboriginal cultures, histories, knowledge and ontologies, and rights, through dedicated organisational and personal-professional learning.

In addition, we are committed to building respectful partnerships with Aboriginal peoples, communities and organisations that enable effective and safe delivery of our services to Aboriginal clients, and useful and respectful participation in campaigns and movements for the rights of Aboriginal and Torres Strait Islander peoples.

Respect and trust are crucial in advancing social equality. We recognise that to successfully and meaningfully deliver our services, that respect and trust in our relationships is fundamental

The WWC SA recognises that learning and understanding Aboriginal cultures, history and traditional practices are important to reciprocate respect. We are committed to continuing to develop our understanding of the value and interrelation of culture, land, water and histories which is needed to effectively deliver our services to our clients, and in building partnerships with Aboriginal peoples, organisations and communities.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	April 2025	Director and Deputy Director

Action	Deliverable	Timeline	Responsibility
	Engage Aboriginal consultant/s on the development and implementation of a cultural learning strategy.	May 2025	Director and Deputy Director
	Develop, implement and communicate a cultural learning strategy for our staff.	December 2025	Director and Deputy Director
	Provide opportunities for all staff to participate in formal and structured cultural learning.	December 2025	Director and Deputy Director
	Engage a local Aboriginal business to deliver face to face cultural awareness training to all staff and at a Board level.	March 2025 March 2026 March 2027	Director and Deputy Director
6. Support and encourage the use of Aboriginal languages	Consult with Elders regarding respectful use of language, and obtaining permission to use language	August 2025	Director, Deputy Director and RAP Group
	Increase the understanding and use of Kaurna language.	August 2025	Director, Deputy Director and RAP Group
	Investigate and consult on the use, with permissions, of Kaurna language in key organisational operations, for example translation of our Acknowledgment of Country in Kaurna.	December 2025	Director and Deputy Director

Action	Deliverable	Timeline	Responsibility
7. Demonstrate respect to Aboriginal peoples by observing cultural protocols	Increase staff's understanding of the purpose and significance behind cultural protocols, including Welcome to Country and Acknowledgement of Country protocols.	Evaluate September 2025, 2026	Director and Deputy Director
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	April 2025	Director and Deputy Director
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Evaluate September 2025, 2026	Director and Deputy Director
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Evaluate September 2025, 2026	Director, Deputy Director, Principal Lawyer, Education and Advocacy Manager, Board, Lawyers and Officers

Action	Deliverable	Timeline	Responsibility
8. Build respect for Aboriginal cultures and histories by observing and celebrating NAIDOC Week.	Encourage Leadership, RWG and other staff to participate in an external NAIDOC Week event/s such as the NAIDOC March	June – July 2025, 2026	Director, Deputy Director with RWG
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	November 2025	Director and Deputy Director
	Promote and encourage participation in external NAIDOC events to all staff.	June 2025 – July 2025, 2026	Director, Deputy Director with RWG

Opportunities



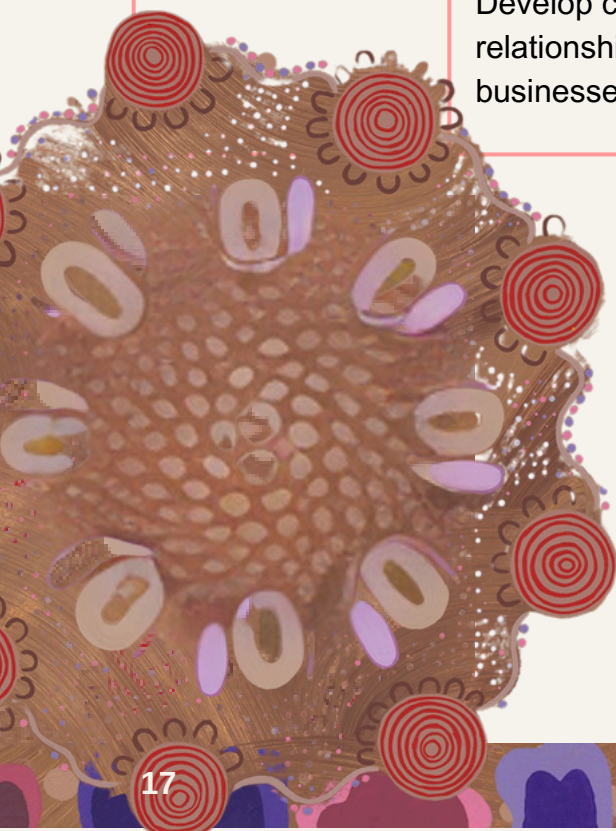
The WWC SA is committed to attracting and retaining Aboriginal and Torres Strait Islander employment and representation across our organisation including in leadership, legal, education and advocacy teams. We recognise that the opportunity to improve our approach in this area will bring extremely valuable knowledge and experience to our organisation.

We are committed to supporting, promoting and partnering with Aboriginal leaders, organisations, businesses, representative bodies and community groups through the course of our day-to-day operations, our service delivery, and our broader social change work.

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal recruitment, retention and professional development.	Explore the creation of Aboriginal identified Board member roles and/or an Aboriginal and Torres Strait Islander Advisory panel.	June 2025	Board

Action	Deliverable	Timeline	Responsibility
	Review onboarding procedures to include a safe opportunity for employees to identify their Aboriginal Language Group.	September 2025	Deputy Director
	Engage with Aboriginal consultant/s to advise on our recruitment, retention and professional development strategy.	June 2025	Director and Deputy Director
	Develop and implement an Aboriginal recruitment, retention, cultural safety and professional development plan.	April 2027	Director and Deputy Director
	Advertise job vacancies to effectively reach Aboriginal stakeholders, professional networks and potential candidates.	December 2025,2026	Director and Deputy Director
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal participation in our workplace.	September 2025	Director and Deputy Director
	Implement and review the organisation's Cultural Safety for Aboriginal Staff and Clients Policy.	December 2025	Director and Deputy Director
	Include cultural, ceremonial and bereavement leave for Aboriginal employees in the organisation's Enterprise Agreement.	April 2027	Director and Deputy Director

Action	Deliverable	Timeline	Responsibility
10. Increase Aboriginal supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal procurement strategy.	June 2025	Director and Deputy Director
	Investigate membership of South Australian Aboriginal Business Register.	June 2025	Director and Deputy Director
	Develop and communicate opportunities for procurement of goods and services from Aboriginal businesses to staff.	June 2025	Director and Deputy Director
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal businesses.	June 2025	Director and Deputy Director
	Develop commercial relationships with Aboriginal businesses.	July 2025	Director and Deputy Director



Governance



Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Invite and maintain Aboriginal representation on the RWG.	Review March 2027	Director and Deputy Director
	Establish, apply and review Terms of Reference for the RWG.	April 2025, 2026	Director and Deputy Director with RWG
	Meet at least four times per year to drive and monitor RAP implementation.	Review September 2025, 2026	Director and Deputy Director with RWG
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	May 2025, 2026	Director and Deputy Director
	Engage our senior leaders and other staff in the delivery of RAP commitments.	April 2027	Director and Deputy Director


Action	Deliverable	Timeline	Responsibility
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	April 2027	Director and Deputy Director
	Appoint and maintain an internal RAP Champion from senior management.	April 2027	Director and Deputy Director
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up to date to ensure we are receiving important correspondence.	April 2025	Director and Deputy Director
	Complete and submit the Annual RAP Impact Survey to Reconciliation Australia.	September 2025, 2026	Director and Deputy Director
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Survey.	September 2025, 2026	Director and Deputy Director
	Report RAP progress to all staff and senior leaders.	September 2025, 2026	Director and Deputy Director


Action	Deliverable	Timeline	Responsibility
	Publicly report at our AGM RAP achievements, challenges and learnings, annually.	October 2025, 2026	Director and Deputy Director
	Investigate participating in Reconciliation Australia’s biennial Workplace RAP Barometer.	May 2026	Director and Deputy Director
	Submit a traffic light report to reconciliation Australia at the conclusion of this RAP.	March 2027	Director and Deputy Director
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia to begin developing our next RAP.	December 2026	Director and Deputy Director




Nikki Candy
Director, WWC SA



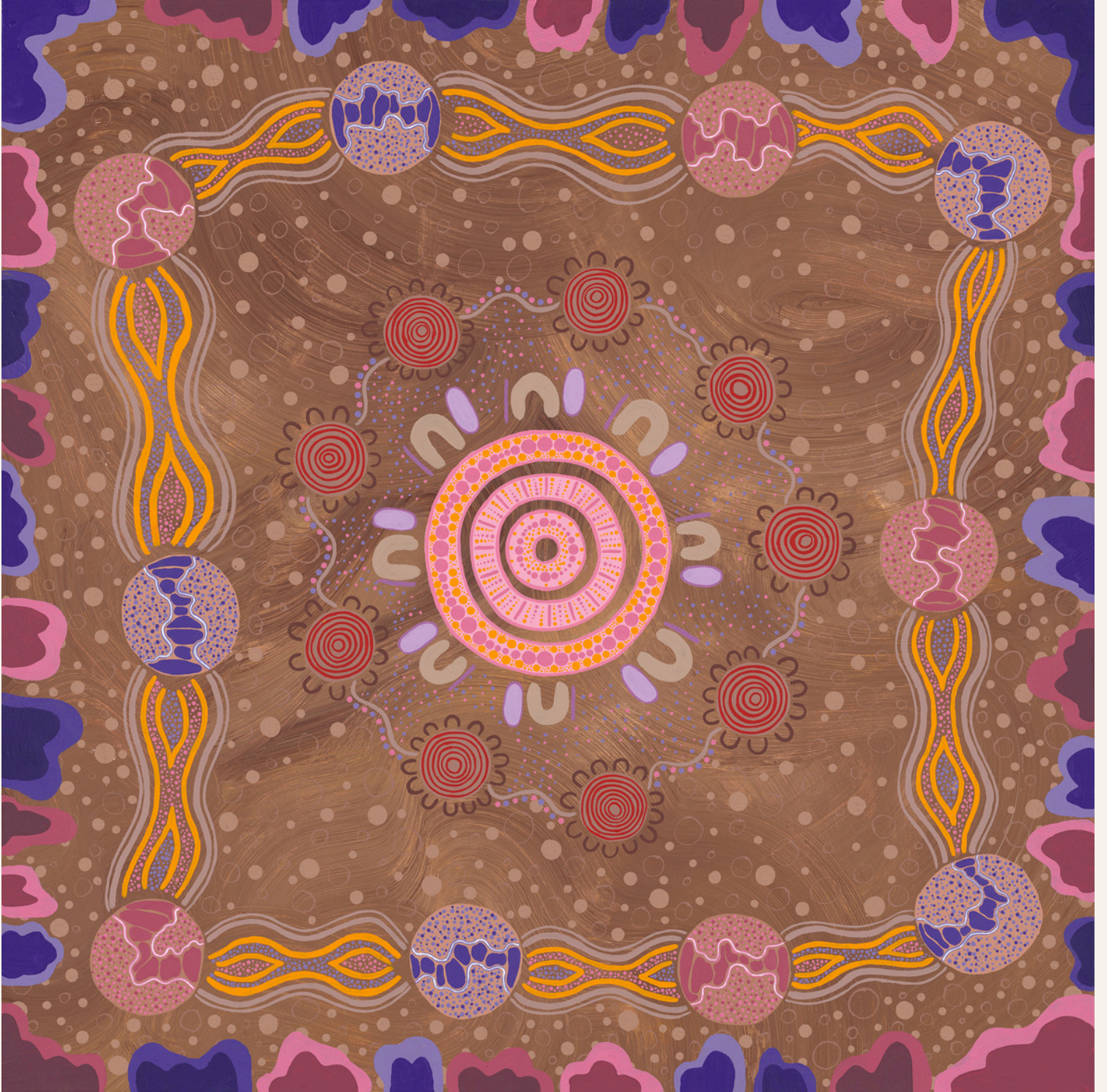
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 (08) 8410 6499 | Toll Free: 1800 652 697

 Level 2, 81 Flinders Street, Adelaide, SA, 5000



Scan the QR code to access the full Working Women’s Centre SA Innovate Reconciliation Action Plan (April 2025–2027) online.



Artist: Iteka Ukarla Sanderson-Bromley