

Innovate Reconciliation Action Plan

February 2024 – February 2026





Acknowledgements

Acknowledgement of Country

Bridge Housing acknowledges the Gadigal, Darug, Bidjigal and Gai-mariagal people as the traditional custodians of the lands on which we work. We pay our respects to their elders, past and present.

Always was. Always will be, Aboriginal land.

Acknowledgements

We would like to thank everyone who has contributed to the development of this document, in particular the Bridge Housing Aboriginal and Torres Strait Islander Tenant Advisory Group and representatives from local community organisations including the Metropolitan Land Council; the Redfern Community Centre and the Greater Sydney Aboriginal Tenancy Service; as well as tenants and staff.

We would also like to thank Jordan Ardler whose artwork forms the basis of the design of this document.

Jordan Ardler

About the artwork

Buildings that Bridge Housing tenants reside in expand over several landscapes. To acknowledge Aboriginal peoples and the Aboriginal communities Bridge Housing works with, this artwork is a reflection of some of the surrounding landscapes and environments. Key themes include, salt water, fresh water, eels, mangroves, whales, fish and ripples in the ocean.

About me

My name is Jordan Ardler. I am a Bidjigal woman from the Aboriginal community in La Perouse. I am an Aboriginal artist and freelance Graphic designer. In 2010 I completed a Cert. 3 in Design fundamentals. In 2013, the year after completing my HSC, I then proceeded to study a Bachelor of Design (Hons) majoring in both Graphic & Spatial Design at UNSW Australia Art and Design.

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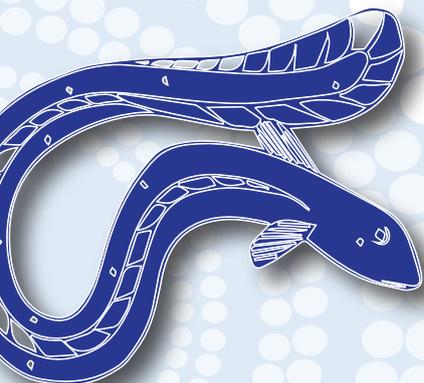
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Message from Bridge Housing CEO

I am proud to lead Bridge Housing as we continue our reconciliation journey.

We commenced our first Reconciliation Action Plan (RAP) in 2017. This is our third innovative RAP and it reaffirms our organisation's commitment to clear and measurable actions that practically build reconciliation.

Bridge Housing firmly believes that to build reconciliation we need to recognise and centre the significance of telling the First Story first. This is the foundation from which all other stories of place are woven. We acknowledge the profound and unbreakable spiritual connection between Aboriginal and Torres Strait Islander people, culture and country and the importance of celebrating the inspirational, proud, resilient richness of Aboriginal and Torres Strait Islander cultural identity.

Every day, we bear witness to the ongoing impacts of colonisation experienced by Aboriginal and Torres Strait Islander peoples. Aboriginal and Torres Strait Islander people experience much higher rates of homelessness and housing insecurity. This is due to discrimination and intergenerational disadvantage and compounded by a lack of culturally led and designed services.

The actions in this RAP aim to address this inequity. They are designed to make a practical difference to our Aboriginal and Torres Strait Islander staff, tenants, and communities and they support broader systemic change. We will do this by listening and learning from Aboriginal and Torres Strait Islander people as we deliver services and create welcoming and appropriate homes, places, and spaces for Aboriginal and Torres Strait Islander people.

I look forward to implementing our third RAP to continue building positive relationships with Aboriginal and Torres Strait Islander peoples in general and, more specifically, with our Aboriginal and Torres Strait Islander residents, applicants and communities.

Always was, always will be Aboriginal land.

Sincerely,

Rebecca Pinkstone
Chief Executive Officer

Message from Reconciliation Australia



Third Innovate RAP

Reconciliation Australia commends Bridge Housing on the formal endorsement of its third Innovate Reconciliation Action Plan (RAP).

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

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. Bridge Housing continues to be part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Bridge Housing will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Bridge Housing using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Bridge Housing to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Bridge Housing will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Bridge Housing future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Bridge Housing on your third Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

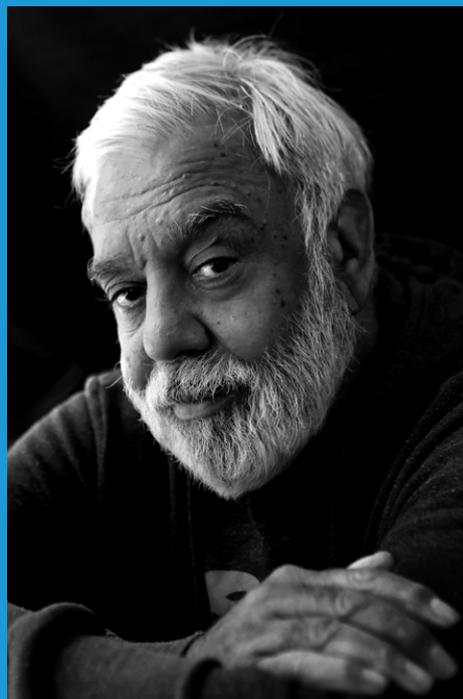
Our Vision for Reconciliation

Our vision for reconciliation is to work together with Aboriginal and Torres Strait Islander communities to create homes, places and spaces that are welcoming, safe and appropriate for Aboriginal and Torres Strait Islander people and their families.

We celebrate and promote the strengths and resilience of Aboriginal and Torres Strait Islander peoples and acknowledge the history of dispossession and the impact this has today.



Aunty Barbara Rose



Uncle Jack Dunn

Portraits from “Finding Home”, an evocative photographic celebration of the NAIDOC theme “For Our Elders”. Through the lens of renowned human rights photographer Belinda Mason OAM, “Finding Home” shared the insights of nine Elders from the Bridge Housing community, highlighting the importance of home as Australia’s housing crisis continues to impact lives.

Our Business

Bridge Housing Limited is a Tier 1 community housing provider, registered under the National Regulatory System for Community Housing. Our offices are in the Sydney CBD and Brookvale. We provide affordable housing solutions to moderate-to-low income households across the Sydney metropolitan area through Bridge Housing and our for-purpose social enterprise agency HomeGround Real Estate Sydney. We allocate, manage and develop social and affordable housing. In addition, we deliver a range of community building initiatives and programs designed to support tenancies and provide opportunities for residents to participate in their communities.

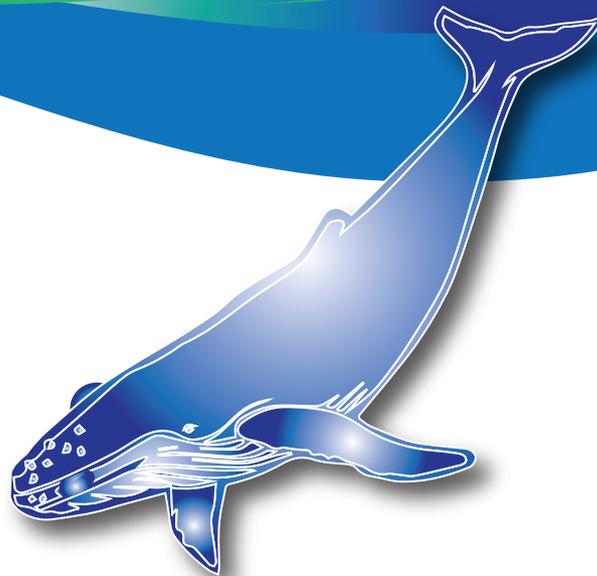
As at March 2023, Bridge Housing owns or manages 3,500 social and affordable housing properties providing homes for over 5,600 people. We operate across two office locations, our Head Office in Haymarket and North Office in Brookvale. The North Office delivers services to applicants and residents in the Northern Beaches area. We employ 91 permanent staff across the two offices with four staff who identify as Aboriginal and/or Torres Strait Island peoples. We currently house 415 Aboriginal and Torres Strait Islander peoples in 238 households, located mostly in the Inner West, Inner City, Manly, Narrabeena and Eastern Suburbs.

We have an active Aboriginal and Torres Strait Island Tenant Advisory Group (ATTAG) who meet five times per year to share information, develop strategies to support tenants, and promote and strengthen relationships between Bridge Housing, Aboriginal and Torres Strait Island tenants and the broader community.

We have partnered with the Tharawal Housing Aboriginal Corporation to benefit both organisations through an exchange of ideas and expertise. We work in partnership with local Aboriginal community organisations such as the Metropolitan Local Aboriginal Land Council and the National Centre for Indigenous Excellence and we have formal support partnerships with a number of services including Aboriginal Women and Children's Crisis Service, Weave, The Settlement and Wyanga Aboriginal Aged Care Program. Through our reciprocal service level agreements we support housing pathways for vulnerable and at risk clients and access support and referrals to promote tenancy sustainment through an early intervention approach.

Bridge Housing has a strong focus on engagement and this is reflected in strong tenant involvement in community events and participation structures, as well as through high staff engagement scores from our annual Employee Opinion Survey. We place great value on a strengths based approach to working with tenants, staff and other stakeholders to enable us to deliver services that are culturally sound and appropriate and recognise and celebrate diversity. We monitor and report against a range of operational and business targets using a management operating system (MOS) which allows us to monitor our performance, plan for risk and create a culture of learning and improvement grounded in evidence-based practice.

Our Reconciliation Action Plan



We want to work together with Aboriginal and Torres Strait Islander communities to create homes, places and spaces that are welcoming, safe and appropriate for Aboriginal and Torres Strait Islander people and their families. We celebrate and promote the strengths and resilience of Aboriginal and Torres Strait Islander people and acknowledge the history of dispossession and the impact this has in people's everyday lives.

The RAP is the framework that outlines how Bridge Housing engages with Aboriginal and Torres Strait Islander tenants and communities. It builds on Bridge Housing's cultural competency and provides a shared direction for the future work of the organisation.

Our RAP Journey

Reflect
RAP

2017 – 2019

Achievements

- Increased the number of Aboriginal staff employed
- Provided cultural competency training for all staff
- Developed new partnerships with Aboriginal organisations to support Aboriginal tenants across the city and western suburbs
- Supported the Flag Raising Ceremony during NAIDOC Week at the Redfern Community Centre each year
- Represented Bridge Housing at NAIDOC Day celebrations and the Yabun festival
- Implemented a Welcome to Country Protocol Policy across the organisation
- Hosted the biennial exhibition showcasing talented artists in the tenant community, supported by the ATTAG
- Engaged with Aboriginal suppliers through our procurement processes
- Established Aboriginal and Torres Strait Islander intern program partnering with Career Trackers

Challenge

- Moved our main office from Redfern to Haymarket and had to work harder to maintain connection with local Aboriginal services
- Took on the management of public housing on the Northern Beaches with small numbers of Aboriginal and Torres Strait Islander tenants and very limited Aboriginal and Torres Strait Islander services in the local area to support them

Innovate RAP

2020 – 2022

Achievements

- Ongoing engagement from our ATTAG
- National Reconciliation Week events with Bruce Pascoe and Leah Purcell
- Ongoing cultural awareness training for staff
- Ongoing Aboriginal and Torres Strait Islander Intern program partnering with Career Trackers
- Increased the number of Aboriginal staff as the organisation grew
- Incorporated Aboriginal artwork into our branding
- Supported the Settlement with their Orbit family fun day
- Hosted NAIDOC art show exhibiting tenant art
- Ongoing sponsorship of the Yabun Festival
- Introduced leave for Aboriginal staff to attend NAIDOC events
- Reviewed our Tenant Handbook specifically through the lens of Aboriginal and/or Torres Strait Islander tenants

Challenge

- During Covid it was challenging to maintain face to face interactions with tenants and this particularly impacted our relationships with Aboriginal and Torres Strait Islander residents
- A number of Aboriginal and Torres Strait Islander residents are ageing and there are limited Aboriginal controlled services to foster partnerships that support residents

The work we have done implementing our RAPs has helped build a culture within Bridge Housing that is focused on Reconciliation. Our recent results from the Barometer staff survey show that the number of staff participating in reconciliation events is significantly above comparable organisations. Our staff are also more likely to be aware of first nations people working in their organisation, more aware of and interested in joining activities supporting reconciliation, more likely to have given an acknowledgement of country, more likely to have received cultural awareness training. Staff reported feeling that the RAP had helped improve their confidence to interact with Aboriginal and Torres Strait Islander people appropriately and were more aware of unconscious racism or prejudice.

This RAP has been developed in consultation with the ATTAG members, tenants, staff and support partners. The RAP is led by the Chief Executive Officer Rebecca Pinkstone and championed by the Executive Team including: the Chief Financial Officer, the Executive Director of Customers and Communities, the Executive Director of People, Culture and Brand and the Executive Director of Homes. Other key staff include Tenant Participation Officer Melissa Combo; Housing Manager Koolyn Gordon; Pathways Housing Manager Will Huntley. All the members from ATTAG have participated with special thanks to Jenny Thomsen, Eunice Roberts, Jack Dunn, Geoff Ludbrook and Gary Parkinson. Lastly, we received support from Wirringa Baiya at our working group meeting.



Relationships

Bridge Housing believes that meaningful and positive outcomes for tenants, applicants and communities are achieved by working collaboratively with Aboriginal and Torres Strait Islander peoples and organisations. We are committed to putting people and partnerships at the centre of our work to ensure we are delivering strengths based and informed policies, practices and programs.

Focus area: Providing quality homes and housing services; Governing and managing effectively; Engaging our partners and enhancing our industry leadership.

Action	Deliverable	Timeline	Responsibility
1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Meet with Aboriginal and Torres Strait Islander stakeholders and organisations on the Northern Beaches to develop guiding principles for future engagement.	Oct 2024	Sustainable Communities Manager; Regional Manager, North
	Continue to partner with Tharawal Housing Aboriginal Corporation.	Oct 2024	Executive Officer, Impact and Advocacy
	Review our engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisation through our Building Bridges Strategy.	Dec 2024	Sustainable Communities Manager
2 Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May - 3 Jun 2024, 2025	Sustainable Communities Manager
	RAP Working Group members to participate in an external NRW event.	27 May - 3 Jun 2024, 2025	Sustainable Communities Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 Jun 2024, 2025	Sustainable Communities Manager
	Organise at least one NRW event each year.	27 May - 3 Jun 2024, 2025	Sustainable Communities Manager
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2024, 2025	Sustainable Communities Manager



Action	Deliverable	Timeline	Responsibility
<div style="text-align: center; font-size: 2em; font-weight: bold; border: 2px solid blue; border-radius: 50%; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">3</div> <p>Continue to promote reconciliation through our sphere of influence</p>	Invite regular speakers to educate staff on Aboriginal and Torres Strait Islander histories and cultures to raise awareness of reconciliation across our workforce.	May 2024, 2025	Sustainable Communities Manager
	Communicate our commitment to reconciliation publicly using tenant newsletters, social media and events.	Jun 2024, 2025	Sustainable Communities Manager
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Jun 2024	Executive Director People, Culture and Brand Executive Officer; Impact and Advocacy; Sustainable Communities Manager
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	Aug 2024	Executive Director People, Culture and Brand; Sustainable Communities Manager
	Host and participate in the CHIA Aboriginal community of practice	Jul 2024	Sustainable Communities Manager
	Raise awareness of the South Sea Islanders peoples who were brought to Australia for work, Bridge Housing will screen the short film 'Blackbird' for staff for South Sea Islander day	25 Aug 2024	Sustainable Communities Manager



Action	Deliverable	Timeline	Responsibility
<div style="text-align: center; border: 2px solid blue; border-radius: 50%; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center; margin: 0 auto; margin-bottom: 10px;"> 4 </div> <p>Promote positive race relations through anti-discrimination strategies</p>	Review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Jun 2024	Executive Director People, Culture and Brand
	Review and update our anti-discrimination policy for our organisation.	Jun 2024	Executive Director People, Culture and Brand
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Jun 2024	Sustainable Communities Manager
	Educate senior leaders on the effects of racism.	Feb 2024	Executive Director People, Culture and Brand



Auntie Judith



Uncle Byron



Auntie Jenny

Portraits from the "Finding Home" exhibition
 Photo credit: Belinda Mason



Respect

Bridge Housing acknowledges and respects the strengths of Aboriginal and Torres Strait Islander peoples, cultures and heritage. By building on, celebrating and promoting these strengths, we inform and adapt our practices to build culturally safe and appropriate services for Aboriginal and Torres Strait Islander peoples.

Focus area: Providing quality homes and housing services; Supporting our people and improving workplace wellbeing.

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.	Jun 2024	Executive Director People, Culture and Brand
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	Jun 2024	Executive Director People, Culture and Brand
	Review and continue to communicate a cultural learning strategy document for our staff.	Dec 2024	Executive Director People, Culture and Brand
	Provide opportunities for RAP Working Group members, HR manager and other key leaders to participate in formal and structured cultural learning.	Dec 2024	Executive Director People, Culture and Brand
	Update our RAP Hub with new stories and videos from our Aboriginal and Torres Strait Islander tenants.	Jun 2024	Sustainable Communities Manager; Marketing and Communications Manager
	Hold healing actions – including investigating an activity at Cook’s landing place at Kurnell and acknowledgement of the Stolen Generations.	Jun 2024	Sustainable Communities Manager
	Invite members from the ATTAG to staff meetings to share their experiences.	Jun 2024	Sustainable Communities Manager

Action	Deliverable	Timeline	Responsibility
	Send ATTAG members and interested tenants on the Tribal Warrior cultural cruise on Sydney Harbour to educate non-Indigenous tenants.	Oct 2024	Sustainable Communities Manager
	ATTAG members to attend a local walk with Koori Kinnections through the Glebe area to learn about the Country they are living on.	Apr 2024	Sustainable Communities Manager
 <p>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols</p>	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Jun 2024	Executive Director People, Culture and Brand
	Review and update our cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Jun 2024	Manager, Innovation and Service Improvement
	Continue to invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Mar 2025	CEO
	Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Mar 2025	Manager, Innovation and Service Improvement
 <p>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week</p>	RAP Working Group to participate in an external NAIDOC Week event.	First week in Jul 2024, 2025	Sustainable Communities Manager
	Promote and encourage participation in external NAIDOC events to all staff.	First week in Jul 2024, 2025	Sustainable Communities Manager
	Hold annual NAIDOC week events alternating between the North and West/Central regions.	First week in Jul, 2024, 2025	Sustainable Communities Manager
	Sponsor the Waterloo Storm's junior teams to the Koori Knockout which includes a session with an Elder for young people and members of the ATTAG.	6 weeks prior to Knockout weekend 2024, 2025	Sustainable Communities Manager



Action	Deliverable	Timeline	Responsibility
<p>8</p> <p>Improve access to our services for our Aboriginal and Torres Strait Islander tenants</p>	Develop and implement a sign-up process for Aboriginal and Torres Strait Islander tenants that includes a questionnaire that will help link new tenants with community.	Mar 2025	Executive Director, Customers and Communities
	Develop an Aboriginal Engagement plan or Service directory.	Mar 2025	Executive Director, Customers and Communities
	Investigate participation in court diversion programs such as the drug court.	Mar 2025	Executive Director, Customers and Communities
	Continue to support Aboriginal and Torres Strait Islander tenants to access the Big Ideas grant program such as a local men's cave in Glebe and a public speaking group in Darlingtown.	Mar 2025	Sustainable Communities Manager
	Finalise the Sisters and Brothers program including accessible policy documents for the Tenant Handbooks.	Dec 2024	Sustainable Communities Manager



Aunty Sandra



Aunty Millie



Aunty Eunice

Portraits from the "Finding Home" exhibition
 Photo credit: Belinda Mason



Opportunities

Bridge Housing works with Aboriginal and Torres Strait Islander peoples, organisations and communities to provide access to opportunities in business, work, training and development. Bridge Housing acknowledges that social inclusion for Aboriginal and Torres Strait Islander peoples enriches us all and creates opportunity for new ways of thinking, learning and innovating.

Focus area: Engaging our partners and enhancing our industry leadership; Growing sustainably to meet affordable housing needs.

Action	Deliverable	Timeline	Responsibility
9 Support the Closing the Gap targets	Continue to contribute to Outcome 9: People can secure appropriate, affordable housing that is aligned with their priorities and need.	Jul 2024, 2025	Executive Director, Customers and Communities
	Deliver an affordable housing program for Aboriginal women in Glebe.	Mar 2024	Executive Director, Customers and Communities
10 Strengthen service delivery for Aboriginal and Torres Strait Islander peoples to improve life and wellbeing outcomes	Work with our ATTAG to develop an advocacy platform for Bridge Housing that includes: <ul style="list-style-type: none"> Increasing social housing for Aboriginal people in Sydney. Support for the Uluru Statement from the Heart. 	Jul 2024	Sustainable Communities Manager
	Support for Aboriginal and Torres Strait Islander peoples visiting Sydney for medical treatment.	Jul 2024, 2025	Executive Director, Customers and Communities
11 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.	Jun 2024	Executive Director People, Culture and Brand
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategies in our People Plan.	Jun 2024	Sustainable Communities Manager

Action	Deliverable	Timeline	Responsibility
	Invite members from the ATTAG to staff meetings to share their experiences.	Jun 2024	Executive Director People, Culture and Brand
	Include an Aboriginal and Torres Strait Islander recruitment, retention and professional development Strategy in our People Plan.	Jun 2024	Executive Director People, Culture and Brand
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Jul 2024, 2025	Executive Director People, Culture and Brand
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Jun 2024	Executive Director People, Culture and Brand
	Explore mentoring for Aboriginal and Torres Strait Islander staff.	Dec 2024	Executive Director People, Culture and Brand
 <p>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes</p>	Review Aboriginal and Torres Strait Islander procurement strategy as part of Procurement Strategy update.	Mar 2025	CFO
	Continue to use Supply Nation business directory.	Mar 2025	Sustainable Communities Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Mar 2025	Executive Director People, Culture and Brand; Marketing and Communications Manger
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Mar 2025	Executive Officer, Advocacy and Impact
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Mar 2025	Executive Officer, Advocacy and Impact



Governance

Bridge Housing believes in working with Aboriginal and Torres Strait Islander people through our Reconciliation Working Group and ATTAG to improve our services and increase our impact. We believe in walking together towards reconciliation by having clear governance structure, tangible actions and transparent reporting that tracks our progress outlining how we have made a difference through our RAP and our organisational Impact Reporting.

Focus area: Governing and managing effectively; Tracking our progress; Providing transparent reporting

Action	Deliverable	Timeline	Responsibility
13 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.	Feb, May, Aug, Nov 2024, 2025	Sustainable Communities Manager
	Establish and apply a Terms of Reference for the RWG.	Jun 2024	Sustainable Communities Manager
	Meet at least four times per year to drive and monitor RAP implementation.	Feb, May, Aug, Nov 2024, 2025	Sustainable Communities Manager
	Define resource needs for RAP implementation.	Jun 2024	CFO
14 Provide appropriate support for effective implementation of RAP commitments	Engage our senior leaders and other staff in the delivery of RAP commitments.	Jun 2024	Sustainable Communities Manager
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	Jun 2024	Sustainable Communities Manager
	Appoint and maintain an internal RAP Champion from senior management.	Mar 2024	CEO

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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.

Jun 2024, 2025

Sustainable Communities Manager

Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.

Aug 2024, 2025

Sustainable Communities Manager

Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.

Sep 2024, 2025

Sustainable Communities Manager

Report RAP progress to all staff and senior leaders quarterly.

Feb, May, Aug, Nov 2024, 2025

Sustainable Communities Manager

Working with the ATTAG develop a reporting dashboard and provide quarterly updates on progress and achievements.

Feb, May, Aug, Nov 2024, 2025

Sustainable Communities Manager

Publicly report our RAP achievements, challenges and learnings, annually.

Nov 2024, 2025

Sustainable Communities Manager

Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.

Nov 2025

Sustainable Communities Manager

Participate in Reconciliation Australia's biennial Workplace RAP Barometer.

May 2024

Sustainable Communities Manager

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Continue our reconciliation journey by developing our next RAP.

Register via Reconciliation Australia's website to begin developing our next RAP.

Dec 2024

Sustainable Communities Manager

Contact details

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bridge↑ housing

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