



Reconciliation Action Plan: Innovate

June 2026 – June 2028



RECONCILIATION
ACTION PLAN

INNOVATE






Acknowledgement of Country

FW acknowledge the Traditional Owners and Custodians of the various lands on which we work and live, and pay our respects to Elders past and present. We recognise Aboriginal and Torres Strait Islander peoples continued connection to the land and waters of this beautiful Country and acknowledge that sovereignty was never ceded. We also extend this respect to other Aboriginal and Torres Strait Islander peoples across Australia. Aboriginal and Torres Strait Islander peoples have been meeting and sharing stories on this land for thousands of years, and FW is humbled to pay respect to this significant tradition.



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Statement from CEO of Reconciliation Australia

Reconciliation Australia commends Future Women (FW) 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 FW 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, FW will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of *relationships*,

respect, and *opportunities* emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. FW 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 FW'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 FW on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



KAREN MUNDINE
Chief Executive Officer
Reconciliation Australia





Artwork story

Reshaping Horizons by Alysha Menzel

“*Reshaping Horizons*” represents the ongoing journey of FW. Originally established to empower women in their connections, learning, and leadership, it has since evolved to become a fierce advocate for gender equality in both the workplace and society as a whole.

United in purpose, FW actively nurtures respect, cultivates meaningful relationships, and uncovers transformative opportunities that propel equality and reconciliation.

These foundational drivers are symbolised in the artwork through the flowing layers and gathering circles. The flowing background layers give a sense of movement, change, evolution and energy. The gathering circles represent the meaningful relationships that are strengthened through our togetherness and commitment to an equitable future.

Alysha Menzel is a proud multicultural First Nations woman. She is a descendant of the Samsep people of Erub Island in the Torres Strait, as well as of Chinese, Malaysian, German, Irish, and Scottish descent. A multi-disciplinary creative, with a focus on art, illustration, and design, Alysha is influenced and inspired by her Torres Strait Islander and Saltwater heritage, exploring her connection to Country and identity within it. With a varied professional and cultural background, she is committed to using creativity to help build a more inclusive and diverse world.



FW's vision for reconciliation

FW's vision is for Aboriginal and Torres Strait Islander women to have full and equal access to meaningful, secure and well-paid work. We envision a national workforce that recognises the knowledge, leadership and self-determination of First Nations women, not as optional, but as foundational to our nation's prosperity, creativity and cultural identity.

We are committed to addressing the systemic barriers to employment that have limited First Nations women's participation, progression, security and wellbeing over generations. We are actively building dedicated employment and training pathways for First Nations women, and championing cultural safety, respect and belonging for all First Nations people in the workplace.

FW endeavours to deliver tangible results, by rethinking traditional approaches to employment services and professional development. This includes modelling best practice within our own organisation.

FW's reconciliation vision is, at its core, a vision for economic justice. Only when First Nations women have equal access to secure, meaningful work, fair investment

from their employers to help grow their careers, and true appreciation for their cultural leadership and knowledge, can they be truly safe, secure, valued and free.

About FW

FW is committed to achieving gender equality in Australian workplaces and supporting women to secure their economic futures. Our programs and services support Australian women to enter, progress and succeed in paid employment and build careers that benefit them for the long term.

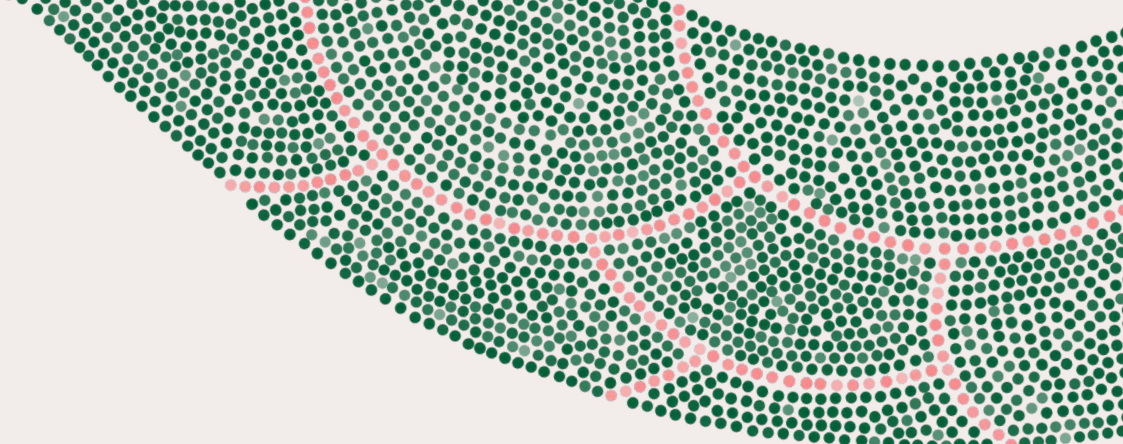
Since 2018, we have worked hand-in-hand with government and business to turbocharge the next generation of women leaders. We talk to millions of women every year, through our books, podcasts, events and professional development programs. We also work directly with over 200 Australian employers to achieve their diversity and inclusion goals through our training, consulting and advisory services.

Core to FW's mission is supporting women who face barriers to paid employment to find work and thrive. We do this through the FW Jobs Academy, a groundbreaking pre-employment program. Delivered fully-virtually, Jobs Academy offers a year-long suite of activities and resources to help women clarify their career goals, build confidence and commence training or return to work.

Across all of our products and programs, FW works actively to support participants who face disadvantage and discrimination, in particular First Nations women. We prioritise places in Jobs Academy; build corporate scholarships for our leadership and professional development programs; and elevate First Nations voices through our podcasts, events and social media.

As a team of majority women and non-binary staff from diverse backgrounds, we bring a wealth of lived experience to our work. Our workforce of 50 staff is 94% women; 28% culturally diverse; 44% carers; 25% living with disability, chronic illness or neurodiversity; and 2% First Nations. We are committed to supporting and growing this workforce into the future.

We have a national presence, working across Adelaide (Kaurna), Brisbane (Jagera & Turrbal), Canberra (Ngunnawal & Ngambri), Central Coast NSW (Darkinyung), Mangawhai NZ, Melbourne (Naarm), Mid-North Coast NSW (Gumbaynggirr), Northern NSW Coast (Bundjalung), Sydney (Gadigal) and Tauranga Moana NZ.



Our reconciliation journey

While Australia, and FW, has made significant progress towards reconciliation, we know there is much more work to be done. First Nations women remain underrepresented in the workforce and in leadership roles; pay gaps between First Nations women and non-Indigenous women and men are rife; and harassment and discrimination at work continue to impact First Nations women disproportionately.

Inclusion is key to achieving FW's mission to achieve gender equity in Australian workplaces. Since launching in 2018, we have taken an intersectional approach, centering the voices and experiences of women who face systemic, structural barriers at work in order to create safe,

more respectful and equitable workplaces for everyone.

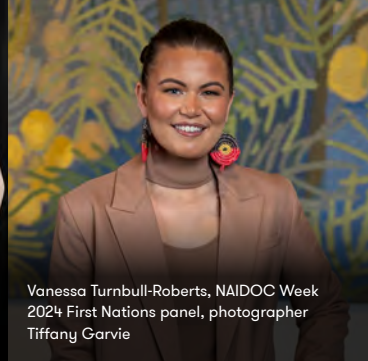
This has meant engaging First Nations women to inform the co-design of FW's programs and prioritising access to these programs for First Nations participants. For example, since launching FW's Jobs Academy in 2022, we have supported 250 First Nations participants. To maximise the success of this cohort, FW has developed and delivered tailored support and resources including mob-only networking sessions, newsletters and dedicated learning content. We have engaged First Nations mentors and facilitators to host more sessions within our programs, and to write dedicated content and resources. First Nations participants in FW Jobs

Academy frequently report feeling better equipped to search for work and more confident about their future career prospects, with many successfully commencing study, training or new paid employment.

FW has launched a fully-funded scholarship program for First Nations women to participate in our Platinum+ Emerging Leaders program, directly addressing inequities in access to professional development and leadership programs in Australia. To date, 15 First Nations women have completed the program, building their leadership capabilities and networks. In 2026 we expect 10 additional women to complete the program.



Regan Mitchell, Gabrielle Ebsworth, Yarraka Bayles, Marjorie Anderson and Lisa Sarago, International Women's Day 2025 First Nations panel, photographer Stephanie Simcox & Savini



Vanessa Turnbull-Roberts, NAIDOC Week 2024 First Nations panel, photographer Tiffany Garvie



Courtney Ugle, FW Leadership Summit 2025, photographer Vienna Marie Creative



Nakkiah Lui, International Women's Day 2023 First Nations panel, photographer Carly Earl

“What an event it was absolutely incredible and eye opening for many!”

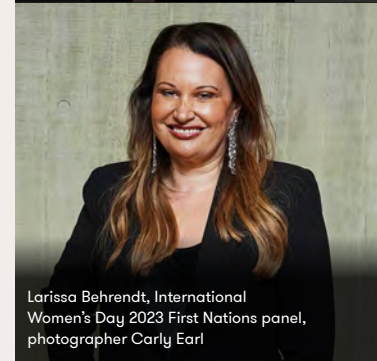
Wherever possible, FW actively promotes and amplifies the voices of First Nations women in our broader events and communications. For six years running, we have hosted dedicated public events for International Women's Day and NAIDOC Week, featuring only First Nations panellists, speakers and hosts. We engage First Nations suppliers for flowers, art, photography, hair and makeup at these events, and seek to procure products and services from Supply Nation-certified businesses as part of our business-as-usual practice. FW donated 10% of ticket sales from these events to our longstanding charity partner, the Australian Indigenous Education Foundation (AIEF), whose student alumni often deliver Acknowledgements of Country. We leverage our social media, newsletters and podcasts to further celebrate First Nations cultures and stories.



Mundanara Bayles, International Women's Day FW Leadership Summit 2026, photographer Vienna Marie Creative



Sue-Anne Hunter, NAIDOC Week 2025 First Nations panel, photographer Joshua Scott



Larissa Behrendt, International Women's Day 2023 First Nations panel, photographer Carly Earl



Professor Megan Davis, Teela Reid and Kirli Saunders, International Women's Day panel 2021, photographer Natalie Boog



Elder Brooke Wandin, NAIDOC Week panel 2023, photographer James Henry


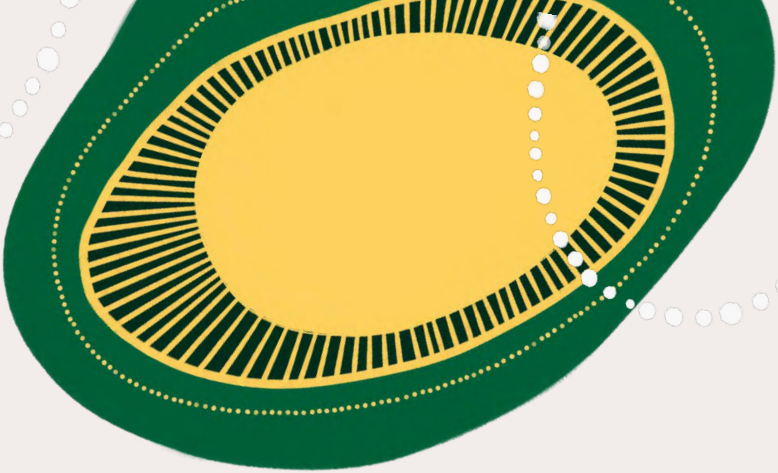
“It was such a privilege to hear your incredible guest speakers and get such a wonderful insight into their world and what it means to be an indigenous woman in our community.”



Emily Hill, Dr Casey Sullivan, Sharon Winsor and Rachelle Towart OAM, International Women's Day FW Leadership Summit 2026, photographer Vienna Marie Creative

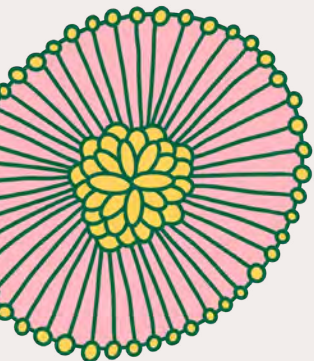


Alison Page, International Women's Day 2023 First Nations panel, photographer Carly Earl



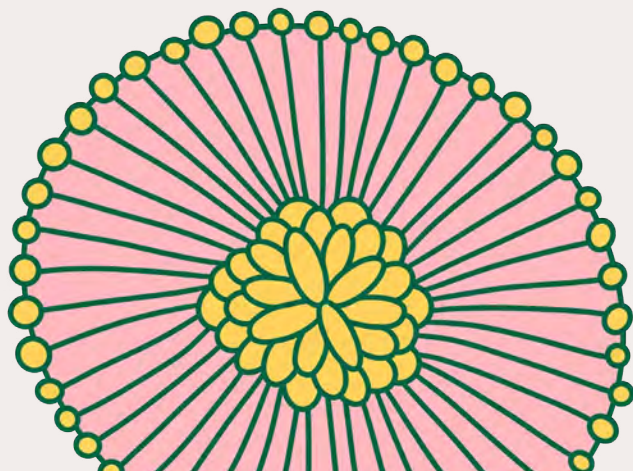
In 2024, FW formalised our longstanding commitment to reconciliation with the development of an inaugural Reflect RAP. This initial RAP served as a critical opportunity for FW to engage in a formal, best-practice process, laying the foundation for a more ambitious future. Key achievements included:

- Taking stock of our commitments to focus our efforts strategically in order to maximise our impact and outcomes
- Improving our internal business processes, policies and procurement
- Deepening our cultural knowledge through staff training and education
- Expanding our sphere of influence and stakeholder relationships
- Keeping track of our actions and holding ourselves accountable
- Publicly communicating our commitment to reconciliation and intention to accelerate our reconciliation journey.



As we transition to an Innovate RAP, the scope and impact of FW's work will deepen. In this next stage, we look forward to:

- Expanding our stakeholder relationships and partnerships to support greater training and employment outcomes for the First Nations participants in our programs
- Deepening our cultural knowledge to support FW's internal workplace culture and to advocate externally
- Driving employment opportunities both internally and through Jobs Academy and FW's professional development programs



Photography: Bobbi Lockyer/Refinery29 Australia - We Are Many Image Gallery



Photography: Elena Pochesneva



Emily Lienert, FW Leadership Summit 2024,
photography Vienna Marie Creative

Pillar 1: Relationships

Building strong, mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples and organisations is fundamental to FW's core mission. In 2024, our Reflect RAP provided a crucial period to deliberately scope and strengthen existing connections and identify new stakeholders.

As we move to an Innovate RAP, we will take a highly strategic approach to developing and nurturing relationships that will advance our mission. FW's aim is to build partnerships founded on shared values: a belief in intersectional gender equality, a commitment to supporting Australian women to thrive and a vision for workplaces where everyone can contribute and succeed.

In practice, this means engaging with Aboriginal and Torres Strait Islander stakeholders to inform the design, development and delivery of FW's programs and content; partnering with like-minded employers and training organisations to support First Nations Jobs Academy participants by promoting their roles and building dedicated returnship and employment pathways; and continuing to promote reconciliation both internally and among the employers who access FW's workplace training programs and external communications.

Pillar 1: Relationships

DELIVERABLE	TIMELINE	RESPONSIBILITY
ACTION 1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.		
Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	December 2026	Deputy Managing Director
Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2026	FW Senior Advisor (Monitoring and Evaluation)
ACTION 2 Build relationships through celebrating National Reconciliation Week (NRW).		
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	Annually in May	Chief of Staff
RAP Working Group members to participate in an external NRW event.	Annually between 27 May – 3 June	Chief of Staff
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	Annually between 27 May – 3 June	Deputy Managing Director
Organise at least one NRW event each year.	27 May – 3 June 2026, 2027, 2028	Chief of Staff
Register all our NRW events on Reconciliation Australia's NRW website.	May 2026	Chief of Staff

Pillar 1: Relationships

DELIVERABLE	TIMELINE	RESPONSIBILITY
ACTION 3 Promote reconciliation through our sphere of influence.		
Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	August 2026 (ongoing)	FW Director (Policy and Impact)
Communicate our commitment to reconciliation publicly.	From July 2026 (ongoing)	FW Manager (Brand and Memberships)
Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	From July 2026 (ongoing)	Deputy Managing Director
Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	From December 2026 (ongoing)	FW Director (Policy and Impact)
Identify opportunities to contribute to public discussion and promote reconciliation among our membership base and online audience.	From July 2026 (ongoing)	FW Manager (Brand and Memberships)
Ensure First Nations voices are represented at all major FW events.	From July 2026 (ongoing)	Chief of Staff
ACTION 4 Promote positive race relations through anti-discrimination strategies.		
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2026	Chief of Staff
Develop, implement, and communicate an anti-discrimination policy for our organisation.	June 2027	Chief of Staff
Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	March 2027	FW Senior Advisor (Monitoring and Evaluation)
Educate senior leaders on the effects of racism.	June 2027 (ongoing)	FW Director (Policy and Impact)



Photography: Rafael Ben-Ari

Pillar 2: Respect

Respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights is deeply embedded in FW's DNA, where diversity and inclusion are core values. FW's Reflect RAP formalised this commitment through building staff awareness of cultural protocols and inclusive language, investing in cultural capability training for all and proactively celebrating cultural histories and stories through FW events and external communications.

The Innovate RAP will build upon these foundations by significantly increasing understanding, value and recognition of First Nations cultures and histories across our organisation and within FW's programs. By formalising cultural protocols and educational strategies within the organisation, FW will not only support the retention of First Nations staff, but also enhance the quality and resonance of our program content and delivery for participants. By listening to and embedding lived experience, we can help drive reconciliation efforts, influencing and educating the employers who attend FW training programs and promoting an intersectional approach to achieving gender equity.

Pillar 2: Respect

DELIVERABLE	TIMELINE	RESPONSIBILITY
ACTION 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.	June 2027	Chief of Staff
Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	June 2027	Deputy Managing Director
Develop, implement and communicate a cultural learning strategy document for our staff.	July 2027	Chief of Staff
Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	From July 2027 (ongoing)	Chief of Staff
Identify opportunities to embed cultural learning within FW's existing workplace training programs for employers, including by observing cultural protocols and promoting an intersectional approach to achieving gender equity.	From December 2026 (ongoing)	FW Advisor (Learning Programs)

Pillar 2: Respect

DELIVERABLE	TIMELINE	RESPONSIBILITY
ACTION 6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.		
Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	From December 2026 (ongoing)	FW Advisor (Learning Programs)
Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	December 2026	FW Advisor (Learning Programs)
Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	June 2026 (ongoing)	Chief of Staff
Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	June 2026 (ongoing)	All FW staff
ACTION 7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.		
RAP Working Group to participate in an external NAIDOC Week event.	Annually in July	All RWG members
Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2026	Chief of Staff
Promote and encourage participation in external NAIDOC events to all staff.	Annually in June and July	Deputy Managing Director
Continue to support First Nations staff participating in NAIDOC and other cultural events, including through the provision of cultural leave.	July 2027 (ongoing)	Chief of Staff



Photography: Thurtell

Pillar 3: Opportunities

Respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights is deeply embedded in FW's DNA. We recognise that improving economic security and leadership potential for First Nations women and gender diverse people is a key driver of reconciliation. Indeed, FW is uniquely placed to create meaningful employment opportunities for Aboriginal and Torres Strait Islander people. Our approach is three-fold:

Firstly, we are committed to increasing the proportion of First Nations employees in FW's workforce and in leadership, over time. Beyond ensuring inclusive recruitment practices, this means continuing to foster a culturally safe and inclusive culture that proactively supports the professional development, retention and progression of First Nations staff.

Secondly, we will continue to support Aboriginal and Torres Strait Islander suppliers and contractors when procuring goods and services, including by engaging more First Nations women as mentors, facilitators and written contributors to FW programs and content.

Thirdly, and critically, we are seeking to expand the reach and impact of FW's employment and professional development programs among First Nations women. Specifically, we are increasing the number of fully-paid scholarships for First Nations women in FW's Platinum+ Emerging Leaders program through corporate partnerships. We are also committed to prioritising all First Nations women who apply for a place in FW's Jobs Academy and to providing tailored program resources and activities to improve the employment outcomes for this cohort. This means embedding lived experience into the program content and delivery, facilitating culturally safe networking and peer support and providing dedicated communications and support.

Pillar 3: Opportunities

DELIVERABLE	TIMELINE	RESPONSIBILITY
ACTION 8 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.	November 2026	FW Deputy Managing Director
Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	November 2026	FW Deputy Managing Director
Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	December 2026	FW Deputy Managing Director
Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	From January 2027 (ongoing)	Chief of Staff
Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	December 2026	Chief of Staff
Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce	By December 2028	All FW hiring managers

Pillar 3: Opportunities

DELIVERABLE	TIMELINE	RESPONSIBILITY
ACTION 9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.		
Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	January 2026	Chief of Staff
Investigate Supply Nation membership.	January 2027	Chief of Staff
Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	January 2027	Chief of Staff
Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	January 2027	Chief of Staff
Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	From June 2027 (ongoing)	Chief of Staff
ACTION 10 (additional): Expand the reach and impact of FW's employment and professional development programs among First Nations women		
Explore opportunities to engage First Nations women as paid mentors, facilitators and written contributors across FW core programs and content.	From December 2026 (ongoing)	FW Advisor (Learning Programs)
Provide at least 10 fully-funded scholarships for First Nations women in the Platinum+ Emerging Leaders program.	Annually in January	FW Senior Coordinator (Partnerships)
Continue to prioritise places in Jobs Academy for First Nations applicants, ensuring the proportion of participants in each cohort is above general population levels.	From June 2026 (ongoing)	FW Lead (Jobs Academy)
Identify opportunities to improve employment and training outcomes for First Nations Jobs Academy participants, through the development of tailored program content, resources and employment pathways.	From June 2026 (ongoing)	FW Lead (Jobs Academy) and Director (Digital)
Expand Jobs Academy partnerships with employers and training organisations committed to recruiting and supporting First Nations candidates.	July 2026 (ongoing)	FW Senior Coordinator (Partnerships)



Our governance approach

FW's RAP Working Group (RWG) was established in January 2023 to provide strategic advice and recommendations on the direction, progress and achievement of our RAPs. Members are identified to represent all areas of the FW business, at different levels of seniority, ensuring a diversity of input and the sharing of responsibilities across the relevant faculties. All members are proud and passionate about this work, selected by team leaders for their personal and professional commitment to reconciliation.

The RWG includes:

- FW Coordinator (Digital)
- FW Senior Coordinator (Partnerships)
- FW Manager (Brand and Memberships)
- FW Advisor (Learning Programs)
- FW Senior Advisor (Monitoring and Evaluation)
- FW Senior Specialist (Digital)
- FW Lead (Jobs Academy)
- FW Director (Policy and Impact)
- FW Director (Digital)
- FW Deputy Managing Director



Photography: Elena Pochesneva

Our governance approach

FW's Chief of Staff serves as our internal RAP Champion, ensuring the RAP has strong senior leadership support, driving the delivery of commitments and embedding reconciliation across the organisation. FW's Managing and Deputy Managing Directors act as sponsors, ensuring the necessary resources to deliver on our commitments and achieve our vision.

Our RWG includes two representatives who identify as First Nations persons; one Aboriginal representative and one Māori representative. We actively invite these members to participate as much or little as they prefer, valuing and prioritising their voice and contributions while also recognising the impact of cultural load often placed on First Nations employees at work.

We are confident in our governance and accountability processes. Through actively monitoring FW's progress towards the actions in this RAP, we are committed to driving real, positive change. We host regular RWG meetings, where we have data-driven discussions of what is working well, where we should prioritise our efforts for greatest impact. This is further strengthened by reporting to FW's Board and to Reconciliation Australia.

Our governance approach

DELIVERABLE	TIMELINE	RESPONSIBILITY
ACTION 11 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.	June 2026	Chief of Staff
Establish and apply a Terms of Reference for the RWG.	June 2026	Chief of Staff
Meet at least four times per year to drive and monitor RAP implementation.	Annually in June, September, December, and March	Chief of Staff
ACTION 12 Provide appropriate support for effective implementation of RAP commitments.		
Define resource needs for RAP implementation.	June 2026	Chief of Staff
Engage our senior leaders and other staff in the delivery of RAP commitments.	June 2026	Chief of Staff
Define and maintain appropriate systems to track, measure and report on RAP commitments.	June 2026	Chief of Staff
Appoint and maintain an internal RAP Champion from senior management.	June 2026	FW Deputy Managing Director

Our governance approach

DELIVERABLE	TIMELINE	RESPONSIBILITY
ACTION 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.	Annually in June	Chief of Staff
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	Annually by 1 August	Chief of Staff
Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	Annually by 30 September	FW Senior Advisor (Monitoring and Evaluation)
Report RAP progress to all staff and senior leaders quarterly.	Annually in June, September, December, and March	FW Deputy Managing Director
Publicly report our RAP achievements, challenges and learnings, annually.	June 2028	FW Senior Advisor (Monitoring and Evaluation)
Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	February 2028	Chief of Staff
Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	June 2027	Chief of Staff
ACTION 14 Continue our reconciliation journey by developing our next RAP.		
Register via Reconciliation Australia's website to begin developing our next RAP.	January 2028	Chief of Staff

Contact details

NAME

Kate Neroni

POSITION

Chief of Staff and RAP Champion

PHONE

0449 924 122

EMAIL

kate@futurewomen.com



www.futurewomen.com