



Reconciliation Action Plan

March 2024 - August 2025



Acknowledgement of **Country**

Redkite acknowledges the Traditional Custodians of the land throughout Australia, and their connections to land, waters and community. We acknowledge their stories, traditions and living cultures, and we pay our respect to Elders past and present.

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Contents

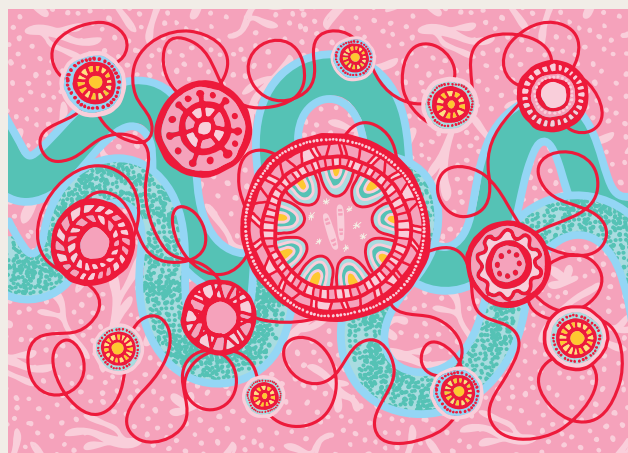
Acknowledgement of Country	2
The Reconciliation Action Plan design	4
Message from our CEO	7
Message from our Chair of the Board	9
Message from CEO Reconciliation Australia	10
About Redkite	12
Our Reconciliation Action Plan	14
Our partnerships and current activities	16
Relationships	18
Respect	19
Opportunities	20
Governance	21



About the **design** **and studio**

The Redkite Reconciliation Action Plan bespoke design and collateral elements were designed by the aspiring young team of creatives from Indigenous Design Labs (IDL) in collaboration with Indigenous design and digital agency ingeous studios in Cairns.

Indigenous Design Labs is a social impact venture working with young Aboriginal and Torres Strait Islander people in Cairns to empower and inspire them to take-up careers in the creative and digital design industries of now and the future.





Redkite's Reconciliation Action Plan design communicates, through contemporary Indigenous stylised elements, the pivotal role of Redkite in supporting families navigating childhood cancer. The design pays homage to these families and children and their journey together assisted by Redkite.

Within the design, modern symbols embody Redkite's commitment to acknowledging Australia's First Nations peoples, emphasising our intrinsic connection to Country and Culture. The design acknowledges our shared histories together as Australians, which underscores the importance of knowledge-sharing of these histories, promoting healing and truth-telling.





Roman, diagnosed with acute lymphoblastic leukaemia at age two

Message from Our CEO

It's with pride and pleasure I present Redkite's first Reconciliation Action Plan (RAP). This RAP represents the next step in our commitment to ensuring equality in health and life expectancy for Aboriginal and Torres Strait Islander peoples. It provides the framework for Redkite to review and optimise our programs, services, and business operations, and will ensure we deliver culturally appropriate cancer support services.

As an organisation supporting families facing childhood cancer, Redkite aims to improve cancer outcomes for First Nations peoples. We focus on the essential non-medical and psychosocial needs of children and families, and acknowledge that tailored, flexible, and responsive support for these communities must run across all Redkite's services.

This RAP is foundational. We recognise the importance of strengthening the relationship between Aboriginal and Torres Strait Islander peoples, along with the need for a deeper understanding of the importance of a holistic approach to health and wellbeing, within the different cultures. In developing our RAP, we honour and acknowledge the rich cultures, histories, and contributions of our First Nations peoples. We're committed to reconciliation and positive change within our organisation, and the broader community.

I'm honoured to be leading Redkite through its reconciliation journey, towards a more just future and in ensuring that no First Nations families face childhood cancer alone.



Monique Keighery



Hailey, diagnosed with acute myleiod leukaemia at age six

Message from our Chair of the Board

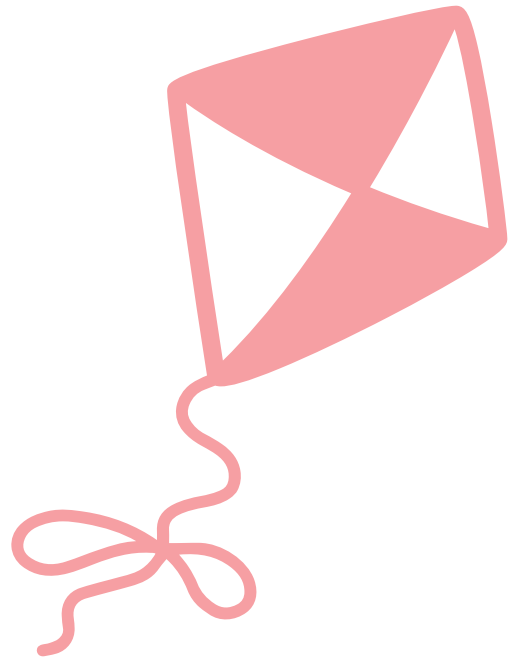
I'm delighted that Redkite has taken this foundational step in preparing its first Reconciliation Action Plan (RAP). Developing the RAP has been a time of reflection at all levels of the organisation. Reviewing our services, processes and business operations has been critical in seeking answers as to how Redkite can better support Aboriginal and Torres Strait Islander children and families.

This document establishes the road map for Redkite's reconciliation journey. It outlines the employment practices, services delivery and community engagement approaches aimed at supporting First Nations families facing childhood cancer. The Plan will build stronger cultural understanding, provide opportunities to engage and build respect – as well as hold us all accountable for delivery.

Strengthening the relationship between First Nations Peoples and the broader Australian community is critical. As Chair I'm proud to stand alongside Redkite's Executive and the broader team in delivering our first Reconciliation Action Plan.



Mark Rigotti





Message from CEO Reconciliation Australia

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

Redkite joins a network of more than 2,500 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Redkite to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Redkite, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine



About Redkite

When a family receives the shattering news that their child has cancer, their whole life can fall apart. For 40 years, Redkite has provided critical psychosocial support to children and families impacted by childhood cancer. We understand that what these families need is more than just medicine.

The 'red kite' is a lifeline for families to hold on to, a symbol of support and hope. The kite flies high in the face of challenges and reassures families that they can find the strength they need to take on childhood cancer, whatever that means for their family. Redkite is always by their side.

Redkite's support is available to families at all stages of the cancer journey, from the initial diagnosis through to survivorship and/or bereavement. Support services are centred around the areas of highest need for families, and include the provision of financial assistance, practical and emotional support, information and resources (1). We offer services to parents and carers, diagnosed children, their siblings, members of the extended family and individuals within a family's wider support network. These critical support programs help families to survive through and beyond the cancer experience. We partner with allied health teams in all paediatric oncology units across the country and have well established relationships and partnerships with other local and national support providers.

Through the generosity of our corporate partnerships, contributions from philanthropic donors, trusts, foundations, and donations from the general public, we generated \$12.5 million in revenue in 2023. This vital funding allowed us to support nearly 2,100 families facing childhood cancer with our full range of support services based in the hospital and the community.

Redkite employs over 75 staff in Australia. We are a truly national organisation that helps families no matter where they live in Australia, with offices in:

- Gadigal Country, Sydney New South Wales
- Turrbal and Yuggera Country, Brisbane Queensland
- Wurundjeri Country, Melbourne Victoria
- Whadjuk Nyoongar Country, Perth Western Australia



Eli, diagnosed with neuroblastoma at six weeks old

Our Reconciliation Action Plan

Redkite is dedicated to creating a culturally safe and inclusive environment for our children, their families, and our staff. We recognise the significance of this commitment in striving towards equality in health and life expectancy for Aboriginal and Torres Strait Islander peoples. Through this RAP, we strive to honour and acknowledge the histories, cultures, and contributions of Aboriginal and Torres Strait Islander peoples, while actively working towards reconciliation and creating positive change within our organisation and the wider community.

Redkite recognise the importance of the need for tailored cancer support for Aboriginal and Torres Strait Islander families, that is developed and delivered in partnership with communities and expert service providers. (1) Extensive research emphasises that Aboriginal and Torres Strait Islander communities face increased health and well-being risks, reduced access to support and treatment services, and consequently, poorer outcomes in relation to cancer. (2) We are aware of the strategic priorities outlined in Cancer Australia's National Aboriginal and Torres Strait Islander Cancer Framework, which will help guide us to strengthen Redkite's service delivery and information when working with Aboriginal and Torres Strait Islander peoples, communities, and organisations.

This Reflect Reconciliation Action Plan provides a framework for Redkite to review our programs, services, partnerships, and business operations more broadly to ensure we have identified optimal processes and approaches to support Aboriginal and Torres Strait Islander children diagnosed with cancer. Further recognising the three pillars of the Reflect RAP framework; relationships, respect and opportunities, provide guidance for Redkite in its workplace operations, partnerships, and culture. We will work to identify and implement initiatives to support national reconciliation and improved health and wellbeing outcomes for Aboriginal and Torres Strait Islander peoples.

To implement our Reconciliation Action Plan successfully, we have established a RAP Working Group (RWG). The group is made up of staff across key areas of the organisation to ensure support across Redkite and our group co-chairs will be responsible for obtaining executive sign off.

Our RAP Working Group

- Vanessa Rowland
People and Culture Manager
- Dr Joanne Cummings
Senior Research and Evaluation Officer
- Annette Heidrich
Project Manager- Client Experience and Support
- Aisling Kelly
Project and Program Support Officer
- Laura Stevens
Senior Marketing Coordinator
- Nicole Dunwell
National Coles Partnership Manager
- Dan Culhane
Head of Families/ Care and Engagement

Our RAP is being championed by Monique Keighery, Chief Executive Officer of Redkite. Our Senior Leader Champions are Nicole Schleicher, General Manager Services and Impact and Tatiana Isaacs, General Manager Fundraising.

We will provide regular reporting to our stakeholders and the wider organisation to ensure we are kept accountable, as well as consulting with the broader organisation to ensure diversity of thought and opinions are captured.

While we have not engaged community leaders or consultants yet, external consultation is crucial for our RAP. We are fortunate to partner with organisations who are more advanced in their RAP journeys and have offered their help and guidance as we take this first step.

Some of the key first steps will include:

- Developing our knowledge of Aboriginal and Torres Strait Islander cultures and histories across the organisation.
- Building a deeper understanding of the importance of a holistic approach to health and wellbeing for First Nations cultures, with a focus on health and wellbeing for those families affected by childhood cancer.
- Identifying areas where we can work more effectively with, and provide more tailored services to, Aboriginal and Torres Strait Islander organisations and communities.
- Encouraging meaningful reflection for staff by implementing processes such as cultural training and truth-telling.
- Creating a method to accurately capture whether our employees identify as Aboriginal and/or Torres Strait Islander people, as well as the individuals and families to whom we provide services.

Our partnerships and current activities

Redkite have internally initiated the following actions:

- An Acknowledgement of Country at Redkite National Team days on Gadigal Land.
- An Acknowledgement of Country at meetings, with encouragement for staff to perform their own research and include additional learnings.
- Name of Traditional Owners/Custodians in email signatures and postal addresses.
- Acknowledgement of Country on our website and email signatures.
- Display of Aboriginal and Torres Strait Islander flags and commissioned artworks in offices.
- Inclusive language on job advertisements.
- Promoting national days and dates of significance to Aboriginal and Torres Strait Islander peoples on our social media channels, for example, Close the Gap Day, National Aboriginal and Torres Strait Islander Children's Day and NAIDOC week.



Jamie, diagnosed with acute lymphoblastic leukaemia at age two



Relationships

1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	November 2024	Working Group Co-Chair
<ul style="list-style-type: none">Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2024	Working Group Co-Chair

2 Build relationships through celebrating National Reconciliation Week (NRW).

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	NRW: 27 May- 3 June 2024	Marketing Communications Manager
<ul style="list-style-type: none">RAP Working Group members to participate in an external NRW event.	NRW: 27 May- 3 June 2024	Working Group Co-Chair
<ul style="list-style-type: none">Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	NRW: 27 May- 3 June 2024	Chief Executive Officer

3 Promote reconciliation through our sphere of influence.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Communicate our commitment to reconciliation to all staff.	April 2024	Chief Executive Officer
<ul style="list-style-type: none">Identify external stakeholders that our organisation can engage with on our reconciliation journey. Include existing corporate partnerships and corporate suppliers.	October 2024	Senior National Corporate Partnerships Manager
<ul style="list-style-type: none">Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2024	Working Group Co-Chair

4 Promote positive race relations through anti-discrimination strategies.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Research best practice and policies in areas of race relations and anti-discrimination.	December 2024	People and Culture Manager
<ul style="list-style-type: none">Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February 2025	People and Culture Manager



Respect

5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	December 2024	Working Group Co-Chair
<ul style="list-style-type: none">Conduct a review of cultural learning needs within our organisation.	June 2024	People and Culture Business Partner - Learning & Development/Organisational Development

6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	April 2024	Senior Research & Evaluation Officer
<ul style="list-style-type: none">Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. Implement Cultural Awareness Training.	June 2024	People and Culture Business Partner - Learning & Development/Organisational Development

7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	NAIDOC Week: 7-13 July 2024	Marketing Communications Manager
<ul style="list-style-type: none">Introduce our staff to NAIDOC Week by promoting external events in our local area.	NAIDOC Week: 7-14 July 2024	Marketing Communications Manager
<ul style="list-style-type: none">RAP Working Group to participate in an external NAIDOC Week event.	NAIDOC Week: 7-13 July 2024	Working Group Co-Chair



Opportunities

8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.

Deliverable	Timeline	Responsibility
• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	February 2025	People and Culture Manager
• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2024	People and Culture Manager

9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Deliverable	Timeline	Responsibility
• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	July 2025	Financial Controller
• Investigate Supply Nation membership.	July 2025	Financial Controller



Governance

10 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

Deliverable	Timeline	Responsibility
• Maintain a RWG to govern RAP implementation.	November 2024	Chief Executive Officer
• Review and update Terms of Reference for the RWG.	November 2024	Working Group Co-Chair
• Establish Aboriginal and Torres Strait Islander representation on the RWG.	February 2025	Working Group Co-Chair

11 Provide appropriate support for effective implementation of RAP commitments.

Deliverable	Timeline	Responsibility
• Define resource needs for RAP implementation.	June 2024	People and Culture Manager
• Engage senior leaders in the delivery of RAP commitments.	June 2024	Chief Executive Officer
• Maintain a senior leader to champion our RAP internally	January 2025	Chief Executive Officer
• Define appropriate systems and capability to track, measure and report on RAP commitments	June 2024	Working Group Co- Chair

12 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

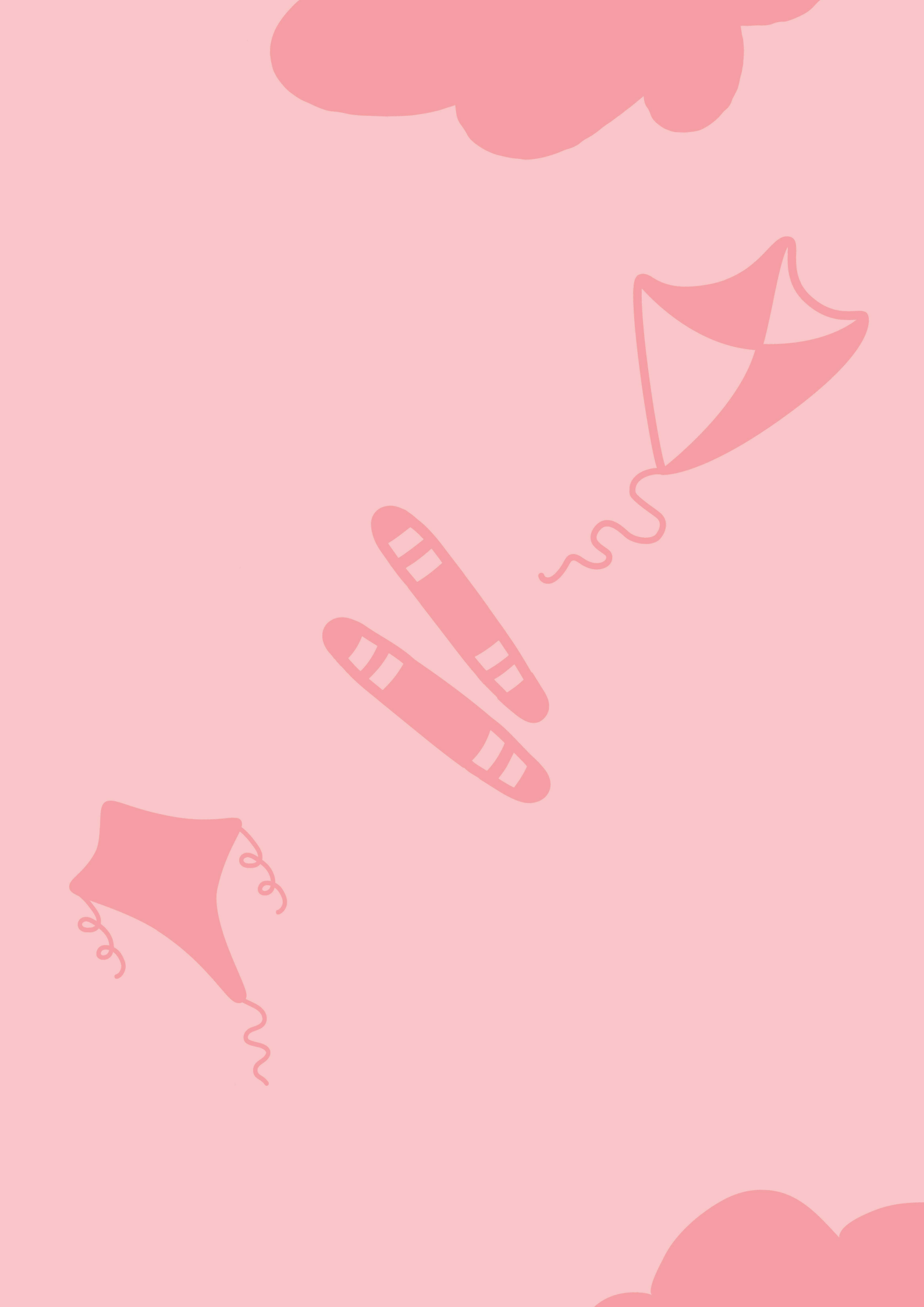
Deliverable	Timeline	Responsibility
• Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2024	People and Culture Manager
• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	August 2024	People and Culture Manager
• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2024	People and Culture Manager

13 Continue our reconciliation journey by developing our next RAP.

Deliverable	Timeline	Responsibility
• Register via Reconciliation Australia's website to begin developing our next RAP.	June 2025	People and Culture Manager

References

1. Redkite. *The hidden health crisis. Children's cancer needs more than medicine* [Internet]. 2020 [cited 2022 Feb 3]. Available from: <https://www.redkite.org.au/news/hidden-health-crisis/>
2. Australian Institute of Health and Welfare & Cancer Australia. *Cancer in Aboriginal & Torres Strait Islander people of Australia, Summary* -Australian Institute of Health and Welfare [Internet]. 2018 [cited 2018 Dec 3]. Available from: <https://www.aihw.gov.au/reports/cancer/cancer-in-indigenous-australians/contents/summary>





Redkite

For families facing
childhood cancer

Contact details

For more information about
Redkite's Reconciliation Action Plan,
please contact:
National Reconciliation Officer
Phone: (02) 9219 4000
Email: info@redkite.org.au

