

# RECONCILIATION ACTION PLAN

INNOVATE



RECONCILIATION  
ACTION PLAN

INNOVATE

JAN 2026 – JAN 2028







# ACKNOWLEDGMENT OF COUNTRY

We acknowledge the Dharawal and Biddegai peoples, the Traditional Owners, Custodians, Elders of the land on which Project Youth conducts its work. We recognise the Elders, families and forbears of the Dharawal and Biddegai people. We acknowledge that this land, which we benefit from occupying, was stolen, that sovereignty was never ceded, and that treaties are yet to be negotiated. As a community, not-for-profit organisation, we pledge our ongoing solidarity with the Traditional Owners, and all Aboriginal and Torres Strait Islander peoples, in their struggle for recognition of sovereignty, historical truths, justice and lasting, positive change.



*Aboriginal and Torres Strait Islander peoples are advised that this Reconciliation Action Plan (RAP) may contain images, names and voices of people who may have passed away.*

*We acknowledge and respect the cultural significance of these images and the deep connection that Aboriginal and Torres Strait Islander peoples maintain with their communities, culture and Country.*

*We have permission for all the images used throughout this RAP document.*

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# MEETING AS ONE



Wayne Visser, Aboriginal Artist, 2023

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The artwork in this document was created especially for Project Youth by Wayne Visser. A proud Wiradjuri man, Wayne was born in Sydney and his family is from Peak Hill, NSW.

The hand in the middle of the artwork, along with the red, black, and yellow represents Aboriginal people. The white used on the hand reflects the statement of all humans coming together as one. The Ull represents Men. The Ul represents Women. The U represents People. The white line surrounding the hand connects people together and represents our life journey. It also reflects upon the idea of everyone meeting as one (as humans, despite our differences) and the safety that Project Youth provides to young people and families.

The design in each of the four corners represents Meeting Places. The white lines in two of the meeting places reflects the opportunities Project Youth provide to young people. The other two black shapes acknowledge the trauma that a lot of young people engaged with Project Youth have experienced in their lives. The colours used are land colours with blue for vibrancy.





# OUR VISION

A future where youth homelessness does not exist.

# OUR VALUES

We are courageous; creative; compassionate; & exceptional and we promote belonging

# OUR TEAM

Project Youth employ 58 staff members and 14 volunteers, supporting over 4,000 young people each year. We are deeply committed to embedding lived experience as reflected in our peer-led health education program and our peer mentoring and training programs, all of which provide job opportunities for young people under 24 with lived experience of homelessness.

Currently, Project Youth have two staff members who identify as Aboriginal and/or Torres Strait Islander peoples. We acknowledge that this is an area where we must develop and are committed to increasing the representation and leadership of Aboriginal and Torres Strait Islander staff across all levels of our organisation.

We operate within three Local Government Areas (LGAs) in South Sydney:

- Sutherland Shire
- Georges River
- Bayside

We also support young people from other areas who are studying, working, or relocating to our region.





# WHAT WE DO



At Project Youth, our vision is a future where youth homelessness does not exist. We work towards this by ensuring that youth homelessness is prevented, and when it cannot be prevented, that it is brief and non-recurring.

We support young people aged 12 to 24 who face homelessness, trauma and significant disadvantage. As a place-based organisation, we operate across South Sydney, delivering trauma-informed, individual, group, and therapeutic programs that support young people to become connected, safe, achieving, and healthy. We believe all young people deserve the opportunity to thrive, regardless of the challenges they may face.

Our wrap-around support programs recognise that young people often need assistance in multiple areas of their lives to reach their potential. Since our establishment in 1992, we have grown significantly, and today, we are setting a bold ambition through our strategy to prevent and end youth homelessness.

To do this, we are:

- Deepening our impact and increasing our reach
- Securing sustainable, long-term funding to ensure a secure future
- Building innovative partnerships to disrupt and transform the systems we work within

With youth homelessness on the rise and services struggling to meet growing demand, we recognise that radical change is needed. That's why we are evolving our approach, ensuring our resources are used effectively to deliver evidence-based, high-quality, and innovative services. We are embedding place-based work as a priority and grounding our efforts in the knowledge and lived experience of the communities we serve. Through power-sharing and distributed leadership models, we are expanding opportunities for young people with lived experience to take on leadership roles, shape our programs, and drive meaningful change.



# OUR INFLUENCE



Project Youth's sphere of influence includes:

- Young people who access our services
- Families and caregivers supporting young people
- Schools and training providers engaging with young people in education
- Local businesses and employers, particularly through our social enterprise initiatives
- Government agencies, policymakers, and funders shaping youth services and housing policies
- Community organisations and service providers we collaborate with to deliver wrap-around support

We also advocate for systemic change by contributing to research, policy discussions, and sector-wide initiatives aimed at preventing and ending youth homelessness.

# OUR LOCATIONS

Project Youth have a range of locations across the three LGAs listed above. These include:

- Three youth centres, which provide support, programs, and safe spaces for young people
- A range of youth housing (75 beds), offering crisis and transitional accommodation for young people experiencing homelessness
- Three of these locations also have office space.

By embedding cultural respect, knowledge, and leadership into our programs and partnerships, we are committed to ensuring that Aboriginal and Torres Strait Islander young peoples and communities have a strong voice in shaping solutions to end youth homelessness.





# OUR VISION FOR RECONCILIATION

Project Youth acknowledge the deep and lasting impacts of colonisation, dispossession, and intergenerational trauma, and we are committed to walking alongside Aboriginal and Torres Strait Islander communities in the spirit of truth, justice, and healing.

We recognise that connection to culture, community, and identity is key to a future where youth homelessness doesn't exist, and through our work, we will create spaces of dignity, belonging, and opportunity, where cultural identity is celebrated, and self-determination is supported.

Reconciliation isn't just about words, it's about action. We will embed cultural respect, knowledge, and leadership into our programs, workplaces, and partnerships to ensure that Aboriginal and Torres Strait Islander young peoples and their communities have a voice in shaping solutions to end youth homelessness.

By listening, learning, and taking meaningful steps forward together, we can help build a future where Aboriginal and Torres Strait Islander young peoples feel proud, strong, and supported and where all young people have a future free from homelessness.



# MESSAGE FROM CEO OF RECONCILIATION AUSTRALIA

Reconciliation Australia commends Project Youth 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 Project Youth 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, Project Youth 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. Project Youth 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 Project Youth'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 Project Youth on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia





# OUR RAP



Project Youth is committed to reconciliation in action, ensuring that our work actively contributes to a future where Aboriginal and Torres Strait Islander young peoples feel culturally safe, supported, and empowered. Having completed our Reflect RAP, we are now moving forward with our Innovate RAP, deepening our commitments and embedding reconciliation more meaningfully into our organisation.

Through our Reflect RAP, we built foundational actions to strengthen relationships, respect, and opportunities. We engaged in cultural awareness training, local partnerships, and advocacy while embedding First Nations languages, cultures, and stories into our programs. However, we recognise that reconciliation is an ongoing journey requiring deeper systemic and structural change.

Our Innovate RAP will:

- Strengthen our accountability by embedding reconciliation commitments into our governance and strategic planning
- Expand our partnerships with First Nations organisations and Elders to ensure young Aboriginal and Torres Strait Islander peoples receive culturally safe and appropriate support
- Increase representation and leadership of Aboriginal and Torres Strait Islander voices within Project Youth
- Formalise our reconciliation actions, ensuring they are measurable, impactful, and sustainable beyond this RAP cycle.

We understand that genuine reconciliation requires action, reflection, and ongoing learning, not just words. The Innovate RAP provides us with the framework to move from intention to impact.

# OUR RAP WORKING GROUP

Our CEO, Board, and Leadership Team are committed to leading reconciliation within Project Youth.

Our RAP is championed by:

- Jodie Darge, CEO of Project Youth – ensuring reconciliation is embedded in strategic decisions and leadership
- Julie Robinson, Board Chair – ensuring governance accountability and RAP progress at the board level

Our RAP Working Group (RWG) is responsible for guiding and implementing our Innovate RAP. The group consists of staff from across all levels of the organisation, ensuring reconciliation is embedded across every program, policy, and service.

We have two Aboriginal staff members who are a part of the RWG.

Members:

- Taylor Cobb, Practice Lead
- Kevin Crowe, Operations Manager
- Emma Davey, Youth & Family Support Worker
- Maddison Bryant, Youth Housing Support Worker
- Teagan Palmer, Youth & Family Support Worker
- Justin Ng, Practice Lead
- Natasha Ransford, Youth Worker
- Danny Psaltis, Peer Worker
- JZ Riley, Peer Worker
- Shirley Zhuang, Board Director
- Aries Costa, Board Director



Partners:

- Kurranulla Aboriginal Corporation – ongoing collaboration on cultural programs, events and young person support
- Aboriginal and Torres Strait Islander Consultants & Trainers – supporting our workforce development and cultural safety
- Aboriginal and Torres Strait Islander young peoples engaged in leadership and advocacy, led by two Aboriginal peer workers who are a part of the RAP working group

Under our Innovate RAP, Project Youth are setting up an Aboriginal and Torres Strait Islander Advisory Group. Through our partnerships with First Nations organisations and Elders, we will ensure that our RAP initiatives are guided by First Nations perspectives, knowledges, and leaderships.



# OUR PROGRESS

## FROM THE REFELCT RAP

Since developing our Reflect RAP, Project Youth has embarked on a journey that has reshaped the way we think, act, and lead in relation to reconciliation. The Reflect RAP gave us the space to listen, to build understanding, and to take our first steps in embedding reconciliation into our daily work. It also revealed areas where we needed to stretch further and commit to deeper change.

**Cultural Safety & Awareness:** We committed to learning first, ensuring that every staff member completed 'Your MOB Learning' an Indigenous Cultural Awareness Training. Building on this foundation, some key staff expanded their learning into trauma-informed cultural competency training through We Al-li. We acknowledge that cultural safety is not a one-off training but an ongoing practice of reflection and accountability. We have learned that staff confidence increases when they are given structured opportunities to engage, ask questions, and connect theory with lived experience.

**Community Partnerships:** Working alongside Kurranulla Aboriginal Corporation has been a cornerstone of our journey. Through co-located support at our alternative education school and youth court programs, we see reconciliation as a lived partnership. These collaborations have taught us the importance of resourcing relationships, they need time, trust, and shared ownership to grow. We recognise that cultural partnerships are not transactional, they must be grounded in reciprocity and respect. Working with Kirrinari Hostel regarding exit housing options for young First Nations peoples and joint programs. This partnership will continue to develop.

**Cultural Visibility:** We embedded First Nations languages, maps, and acknowledgments across our centres and programs. This increased visibility creates opportunities for young people and staff to ask questions and start conversations.

**Advocacy & Systemic Change:** One of the proudest moments of our Reflect RAP was standing alongside young people to challenge and successfully change discriminatory curriculum content within the NSW Department of Education. This advocacy demonstrated the power of combining lived experience, allyship, and persistence. It also reinforced a key lesson that systemic change requires both courage and collective voice.

**Events & Celebrations:** Hosting and participating in NAIDOC Week, National Reconciliation Week, and First Nations-led community events has strengthened our relationships and cultural identity as an organisation.

# LOOKING AHEAD FROM REFLECTION TO INNOVATION

Our Reflect RAP was about listening, learning, and growing. It showed us that reconciliation must be embedded across every layer of our organisation, from governance and leadership to program delivery, to advocacy and policy reform. The challenges we faced, such as avoiding tokenism, sustaining partnerships, and resourcing cultural change, have shaped our Innovate RAP.

This next stage is about moving from commitment to integration. It is about ensuring that reconciliation is not just what we do, but how we do it. We will continue to listen, partner, and act with courage, holding ourselves accountable to young people, to Aboriginal and Torres Strait Islander partners, and to the future we want to build together.

With our Reflect RAP completed, we are now transitioning into our Innovate RAP, which will deepen our commitments and drive sustainable change. While our Reflect RAP helped us build strong foundations in cultural awareness, partnerships, visibility, and advocacy, our Innovate RAP represents the next stage of our reconciliation journey, moving from intention to integration, and from participation to leadership.

## What We Learned in Reflect:

- Learning must be ongoing. Cultural awareness training gave our staff confidence, but one-off sessions are not enough. Reconciliation requires continuous learning, critical reflection, and lived experience leadership.
- Partnerships must be reciprocal. Working alongside Kurranulla Aboriginal Corporation showed us that strong partnerships take time and must be grounded in mutual respect, not just program delivery.
- Visibility will be sustained and amplified through ongoing action. We will continue to embed First Nations languages and acknowledgments across all programs and centres, while deepening this work through systemic change and partnerships to ensure it is transformative, not symbolic.
- Linking visibility to leadership – to ensure that Aboriginal and Torres Strait Islander young peoples are at the table shaping decisions and leading initiatives.
- Co-designing with partners – working with Aboriginal and Torres Strait Islander organisations to ensure that visible actions (flags, language, Smoking ceremony) are culturally guided and tied to genuine partnerships.
- Celebrating achievements – amplifying Aboriginal and Torres Strait Islander young peoples leadership and contributions through social media, reports, and community events so visibility is matched by recognition and opportunity.
- Building it into systems – making cultural visibility part of induction, program design, and policy so it's sustained regardless of staff or leadership changes.
- Young people must lead. Supporting Aboriginal and Torres Strait Islander [RA2] young peoples to challenge discriminatory curriculum content taught us that real change happens when young people's voices are amplified and backed with resources.
- Presence matters. Our involvement in National Aboriginal and Islander Day Observance (NAIDOC) and National Reconciliation Week (NRW) events strengthened relationships and enabled us to support First Nations leadership locally to set the direction.



# HOW THIS SHAPED OUR INNOVATE RAP

These learnings showed us that we needed to move beyond reflection into action, integration, and leadership. They directly informed the commitments in our Innovate RAP:

Our key priorities include:

- **Strengthening Leadership & Governance:** Embedding RAP commitments into strategic planning, organisational policies, and leadership development to ensure reconciliation is central to decision-making.
- **Expanding First Nations Partnerships:** Creating new opportunities for collaboration and shared decision-making with Aboriginal and Torres Strait Islander organisations and communities, grounded in respect and reciprocity
- **Increasing First Nations Representation:** Actively recruiting and supporting Aboriginal and Torres Strait Islander young leaders in decision-making roles across our governance structures.
- **Culturally Safe Employment Pathways:** Expanding our youth employment and social enterprise initiatives to better support Aboriginal and Torres Strait Islander young people, ensuring culturally safe and meaningful pathways to training and employment.
- **Accountability & Impact Measurement:** Ensuring our RAP outcomes are tracked, evaluated, and continuously improved, with transparency for our staff, young people, and partners.

A key action within our Innovate RAP is the employment of two Aboriginal young people as members of our RAP Working Group. These young people will not only bring lived and cultural expertise into our governance processes but will also lead projects with their peers, ensuring that reconciliation is shaped and driven by Aboriginal and Torres Strait Islander youth voices. This marks a significant step forward in moving from consultation to shared power, where young people are recognised as decision-makers and leaders.

At Project Youth, we recognise that reconciliation is an ongoing journey that requires courage, accountability, and deep listening. The Innovate RAP is a framework for action, but more importantly, it is a commitment to creating spaces where Aboriginal and Torres Strait Islander young people are not only supported but also centred in shaping our future.

By embedding reconciliation at every level of our organisation, we aim to create lasting impact, not just for the young people we support, but for the broader community and the future of a more just, inclusive, and equitable Australia.

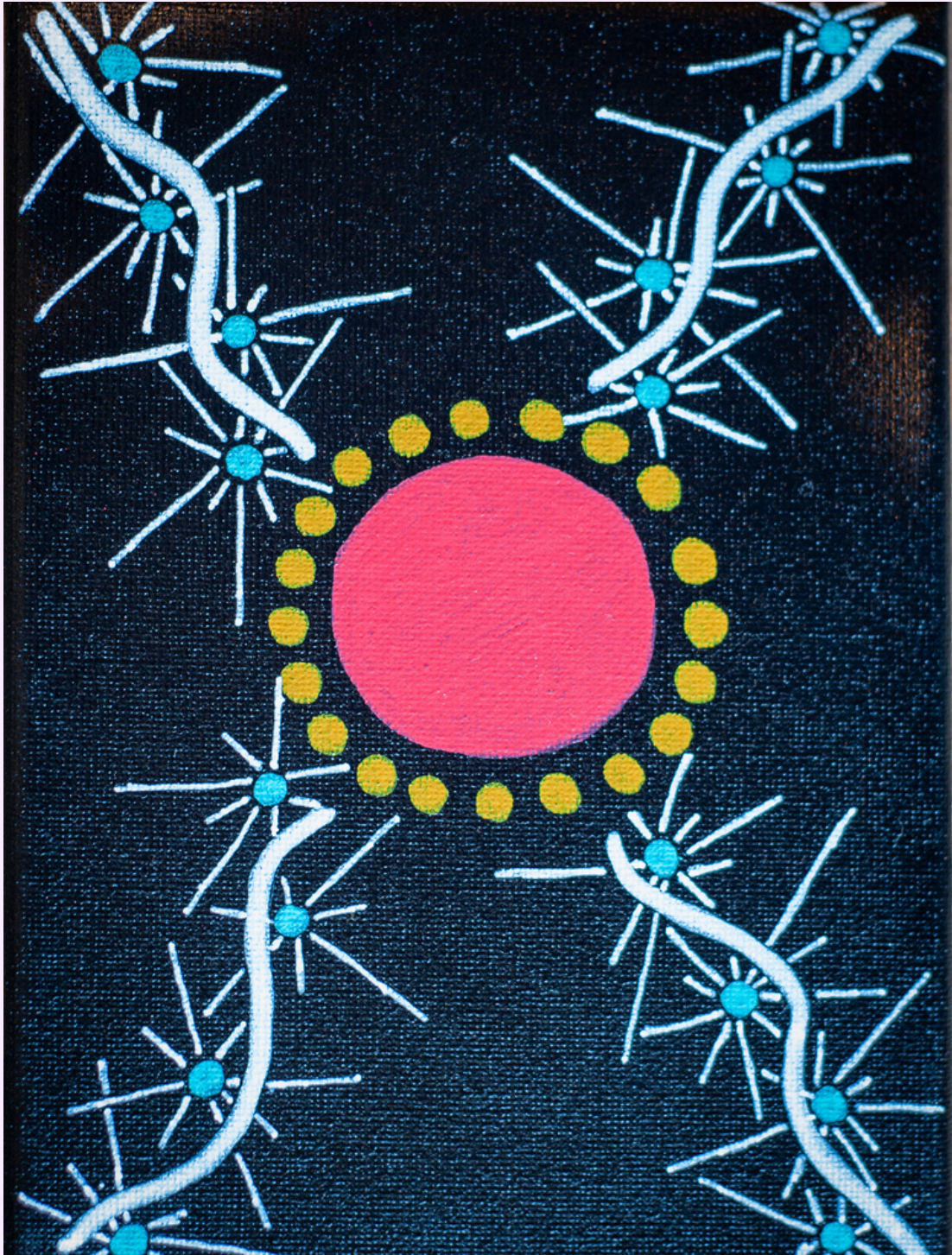


# ***OUR*** **ACTIONS**





# ***RELATIONSHIPS***



The red centre represents that the core of relationships is from the heart. The white lines represent people's journey with the stars reflecting how relationships grow and build creating communities. As humans and as we grow, we create more connections with relationships leading to one another. Heart led, on our journey through life, relationships will build into another and another again. There, we expand.

Wayne Visser, Aboriginal Artist, 2023



# RELATIONSHIPS

Building strong relationships between Aboriginal and Torres Strait Islander peoples and the broader community is integral to Project Youth's commitment to reconciliation. By fostering trust, understanding, and collaboration, we aim to create meaningful connections that enrich our work, enhance our governance, and ensure our programs are more inclusive and impactful. These relationships will guide our efforts to break down barriers, share experiences, and drive positive change for young people facing disadvantage.

Action	Deliverable	Timeline	Responsibility
<b>1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	<ul style="list-style-type: none"> <li>Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.</li> </ul>	June 2026	Operations Manager
	<ul style="list-style-type: none"> <li>Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	August 2026	Operations Manager
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	April 2026 & 2027	Housing Support Worker
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event.</li> </ul>	27 May- 3 June 2026 & 2027	CEO
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to (Board) participate in at least one external event to recognise and celebrate NRW.</li> </ul>	27 May- 3 June 2026 & 2027	Board Director
	<ul style="list-style-type: none"> <li>Organise at least one NRW event each year.</li> </ul>	27 May- 3 June 2026 & 2027	Housing Support Worker
	<ul style="list-style-type: none"> <li>Register all our NRW events on Reconciliation Australia's NRW website.</li> </ul>	May 2026 & 2027	Housing Support Worker
<b>3. Promote reconciliation through our sphere of influence.</b>	<ul style="list-style-type: none"> <li>Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.</li> </ul>	October 2026	Housing Support Worker
	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation publicly.</li> </ul>	October 2026	Housing Support Worker
	<ul style="list-style-type: none"> <li>Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.</li> </ul>	June 2027	Operations Manager
	<ul style="list-style-type: none"> <li>Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.</li> </ul>	June 2027	Youth & Family Worker





# RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	February 2027	Operations Manager
	<ul style="list-style-type: none"> <li>Develop, implement, and communicate an anti-discrimination policy for our organisation.</li> </ul>	June 2026	CEO
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.</li> </ul>	April 2026	Operations Manager
	<ul style="list-style-type: none"> <li>Educate senior leadership team &amp; Board on the effects of racism.</li> </ul>	July 2026	CEO
<b>5. Establish relationships with Aboriginal and Torres Strait Islander youth focussed organisations</b>	<ul style="list-style-type: none"> <li>Connect with the National Indigenous Youth Education Coalition <a href="https://www.niyec.com/">https://www.niyec.com/</a> who "back the voice and agency of Aboriginal and Torres Strait Islander young people and students to assert their collective rights to education."</li> </ul>	April 2026 & 2027	Housing Support Worker
	<ul style="list-style-type: none"> <li>Review and monitor established relationships with Aboriginal and Torres Strait Islander youth-focused organisations to ensure mutual benefit, accountability, and continuous improvement.</li> </ul>	June 2027	CEO
	<ul style="list-style-type: none"> <li>Establish a relationship with <i>Change the Record</i> to explore opportunities for advocacy, leadership, and systemic change projects with Aboriginal and Torres Strait Islander young peoples. 'Change the Record' is a coalition led by Aboriginal and Torres Strait Islander organisations to end the incarceration of young people and reduce contact with the justice system.</li> </ul>	June 2027	Board Director





# ***RESPECT***



The Meeting Place in the middle represents Project Youth and our community. This artwork acknowledges that we learn from one another as humans. Our individual journeys impact others as we learn and support each other. The feet represent going from one Meeting place to another with the white thin lines reflecting expansion; gaining respect and growing from it.

Wayne Visser, Aboriginal Artist, 2023





# RESPECT

Respect for Aboriginal and Torres Strait Islander cultures, histories, and rights is fundamental to Project Youth's core mission of empowering young people and fostering inclusive communities. We are committed to cultivating a deep understanding and appreciation of Aboriginal and Torres Strait Islander peoples, acknowledging their unique cultures and histories, and celebrating their achievements. By embedding respect into our daily practices and interactions, we ensure that all young people, staff, and stakeholders feel valued, heard, and supported in their reconciliation journey.

Action	Deliverable	Timeline	Responsibility
<b>6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledges and rights through cultural learning and anti-discrimination strategies.</b>	<ul style="list-style-type: none"><li>Conduct a review of cultural learning needs within our organisation</li></ul>	March 2027	Youth Worker
	<ul style="list-style-type: none"><li>Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.</li></ul>	August 2026	Youth Worker
	<ul style="list-style-type: none"><li>Develop, implement, and communicate a cultural learning strategy document for our staff.</li></ul>	June 2027	Practice Lead
	<ul style="list-style-type: none"><li>Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.</li></ul>	June 2027	CEO
<b>7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	<ul style="list-style-type: none"><li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li></ul>	December 2026	Practice Lead
	<ul style="list-style-type: none"><li>Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.</li></ul>	January 2026	Practice Lead
	<ul style="list-style-type: none"><li>Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.</li></ul>	June 2027	CEO
	<ul style="list-style-type: none"><li>Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.</li></ul>	October 2026 & October 2027	CEO



# RESPECT

Action	Deliverable	Timeline	Responsibility
<b>8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	<ul style="list-style-type: none"><li>RAP Working Group to participate in an external NAIDOC Week event.</li></ul>	First week in July, 2026 & 2027	Housing Support Worker
	<ul style="list-style-type: none"><li>Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.</li></ul>	July 2026	Operations Manager
	<ul style="list-style-type: none"><li>Promote and encourage participation in external NAIDOC events to all staff.</li></ul>	First week in July, 2026 & 2027	Housing Support Worker
<b>9. Empower young people with lived experience of youth homelessness to lead initiatives that strengthen respect for Aboriginal and Torres Strait Islander cultures, histories, and rights across Project Youth programs.</b>	<ul style="list-style-type: none"><li>Explore RAP youth members designing and hosting an annual storytelling session (for staff and young people) featuring Aboriginal and Torres Strait Islander voices, histories, and lived experiences to foster deeper respect and understanding.</li></ul>	March 2027	Peer Workers
	<ul style="list-style-type: none"><li>Co-develop a youth-friendly cultural protocols resource (digital and visual) to guide staff and young people in how to respectfully acknowledge and engage with Aboriginal and Torres Strait Islander cultures in daily practice.</li></ul>	January 2027	Peer Workers
	<ul style="list-style-type: none"><li>Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our Cultural Protocols Resource and Sharing Circles to ensure that they are culturally sensitive.</li></ul>	Nov 2026	Operations Manager





# OPPORTUNITIES



The Meeting Place in the middle of the artwork represents Project Youth and the community. The brown lines leading to other meeting places reflects our life's journey with opportunities opening to us as we continue our journey. This requires our own personal responsibility to take opportunities – don't lie dormant.

Wayne Visser, Aboriginal Artist, 2023



# OPPORTUNITIES

Creating and sustaining opportunities for Aboriginal and Torres Strait Islander peoples is central to Project Youth’s purpose of empowering young people and fostering inclusive, diverse communities. We are committed to providing equitable access to employment, procurement, and partnership opportunities, ensuring that Aboriginal and Torres Strait Islander peoples can thrive and contribute to the success of our programs and services. By embedding these opportunities into our core business activities, we aim to build pathways for success and create a more inclusive and just society.

Action	Deliverable	Timeline	Responsibility
<b>10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.</b>	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	August 2026	Operations Manager
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.</li> </ul>	Oct 2026	Operations Manager
	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.</li> </ul>	January 2027	Operations Manager
	<ul style="list-style-type: none"> <li>Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</li> </ul>	January 2027	Operations Manager
	<ul style="list-style-type: none"> <li>Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander peoples’ participation in our workplace.</li> </ul>	January 2027	Operations Manager
<b>11. Increase Aboriginal and Torres Strait Islander peoples’ supplier diversity to support improved economic and social outcomes.</b>	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.</li> </ul>	August 2026	CEO
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership.</li> </ul>	February 2026	CEO
	<ul style="list-style-type: none"> <li>Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.</li> </ul>	November 2026	Youth & Family Worker
	<ul style="list-style-type: none"> <li>Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.</li> </ul>	August 2026	CEO
	<ul style="list-style-type: none"> <li>Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.</li> </ul>	March 2027	Operations Manager





# GOVERNANCE







# GOVERNANCE

Action	Deliverable	Timeline	Responsibility
<b>12. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.</b>	<ul style="list-style-type: none"> <li>Maintain Aboriginal and Torres Strait Islander representations on the RWG.</li> </ul>	January, April, July, October 2026 January, April, July, October 2027	Practice Lead
	<ul style="list-style-type: none"> <li>Establish and apply a 'Terms Of Reference' for the RWG.</li> </ul>	January 2026	Practice Lead
	<ul style="list-style-type: none"> <li>Meet at least four times per year to drive and monitor RAP implementation.</li> </ul>	January, April, July, October 2026 January, April, July, October 2027	Practice Lead
<b>13. Establish a RAP Youth Advisory Group to inform governance, service design, and cultural safety across Project Youth.</b>	<ul style="list-style-type: none"> <li>Establish RAP Youth Advisory Group, ensuring representation from local Aboriginal and Torres Strait Islander young peoples with lived experience.</li> </ul>	April 2026	Peer Workers
	<ul style="list-style-type: none"> <li>Ensure the Advisory Group meets quarterly and provides input into Project Youth Board decisions, strategic planning, and program design, with two representatives invited to present annually to the Board.</li> </ul>	March 2026 & 27 June 2026 & 27 Sept 2026 & 27 Dec 2026 & 27	Peer Workers
	<ul style="list-style-type: none"> <li>Provide tailored cultural leadership development and mentorship opportunities for Advisory Group members to support their ongoing growth and pathways into governance, employment, or advocacy roles.</li> </ul>	January 2026	Practice Lead
<b>14. Provide appropriate support for effective implementation of RAP commitments.</b>	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	January 2026	Practice Lead
	<ul style="list-style-type: none"> <li>Engage our senior leaders and other staff in the delivery of RAP commitments.</li> </ul>	January, March, May, July, Sept, Nov 2026 & 2027 (aligned to Board Meetings)	CEO
	<ul style="list-style-type: none"> <li>Define and maintain appropriate systems to track, measure and report on RAP commitments</li> </ul>	February 2026	Practice Lead
	<ul style="list-style-type: none"> <li>Maintain a senior leader to champion our RAP internally</li> </ul>	July 2027	CEO





# GOVERNANCE

Action	Deliverable	Timeline	Responsibility
<b>15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	<ul style="list-style-type: none"><li>• 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.</li></ul>	June annually	CEO
	<ul style="list-style-type: none"><li>• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.</li></ul>	1 August annually	CEO
	<ul style="list-style-type: none"><li>• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.</li></ul>	30 September, annually	CEO
	<ul style="list-style-type: none"><li>• Report RAP progress to all staff and senior leaders quarterly.</li></ul>	January, March, May, July, Sept, Nov 2026 & 2027 (aligned to Board Meetings)	CEO
	<ul style="list-style-type: none"><li>• Publicly report our RAP achievements, challenges and learnings, annually.</li></ul>	October 2026 & 2027 in annual report & at the AGM	CEO
	<ul style="list-style-type: none"><li>• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.</li></ul>	February 2026	Operations Manager
	<ul style="list-style-type: none"><li>• Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.</li></ul>	June 2027	Operations Manager
<b>16. Continue our reconciliation journey by developing our next RAP.</b>	<ul style="list-style-type: none"><li>• Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.</li></ul>	January 2027	CEO



**RAP CONTACT:**

JODIE DARGE

CEO

(02) 9525 7919

[ADMIN@PROJECTYOUTH.ORG.AU](mailto:ADMIN@PROJECTYOUTH.ORG.AU)

[WWW.PROJECTYOUTH.ORG.AU](http://WWW.PROJECTYOUTH.ORG.AU)



@projectyouthsydney



@projectyouthsydney



@project-youth-inc