



REFLECT RECONCILIATION ACTION PLAN

JUNE 2025-JUNE 2026

EASA Incorporated
ABN 76 983 200 118



Acknowledgement of Country

EASA recognise all Aboriginal and Torres Strait Islander Peoples as the first Australians and Traditional Custodians of this land. We Acknowledge the Larrakia people of the Darwin region, the Arrernte people of the Alice Springs region, the Patta Warumungu people of the Tennant Creek Region, the Jawoyn, Dagoman and Wardaman people of the Katherine region and the Yolngu people of Nhulunbuy who are the Traditional Owners of the lands on which EASA operates. We also Acknowledge their connections to sea, community, and the land on which we live, learn and work.

We support the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander Communities. EASA pays our respect to their Elders past and present and acknowledge that the land we operate on was never ceded and sovereignty never reached. Always was, always will be, Aboriginal land.



ABOUT THE ARTWORK

'Connections' By Rochelle Minberrignully Fejo-Tasker

EASA engaged the work of Aboriginal artist Rochelle Minberrignully Fejo-Tasker, to celebrate the beginning of EASA's Reconciliation journey.

This collaboration has formed a unique way for us to build relationships and connections, and take pride in our RAP in the lead up to its launch. We are thrilled and privileged about this opportunity to work alongside Rochelle.

ABOUT THE ARTIST

Rochelle Minberrignully Fejo-Tasker is a young Aboriginal artist from the Larrakia (saltwater) and Warramungu (desert) tribes. Rochelle feels a strong connection to her ancestors and culture through her work.

Her art primarily focuses on Larrakia and Warramungu totems through saltwater crosshatching and desert dot painting styles. Her work can be found through social media accounts under @Fejo_Art.

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A statement from Louise Page

EASA CEO



It is my honour to have the opportunity to present EASA's inaugural Reconciliation Action Plan (RAP). This is an exciting venture for our organisation to reflect and plan our journey to contribute to our nation's reconciliation commitment.

EASA proudly supports Aboriginal and Torres Strait Islander Peoples and acknowledges them as the Traditional Custodians who have looked after the land we work on for over 60,000 years.

We pay particular homage to the the Larrakia People of the Darwin region, the Arrernte people of the Alice Springs region, the Patta Warumungu people of the Tennant Creek region, the Jawoyn, Dagoman and Wardaman people of the Katherine region and the Yolŋu people of Nhulunbuy who are the Traditional Owners of the lands on which our EASA offices operate.

We respect, recognise, and celebrate the strengths and contributions which Aboriginal and Torres Strait Islander Peoples continue to make in this country and proudly stand in solidarity with the healing of our nation through our shared commitment to reconciliation.

EASA is consciously committed to undergoing meaningful action towards reconciliation and will use this Reflect stage of our RAP as a framework to measure, learn and enhance our actions, to ensure our actions reflect our commitment. We see genuine recognition and respect for First Nations people as a fundamental responsibility for our organisation.

I warmly invite our customer organisations, stakeholders, and community to enquire about our Reconciliation Action Plan and suggest improvements. We are open and committed to instilling lasting change for generations to come.

ABOUT US

Employee Assistance Services Australia (EASA) is an established experienced, trusted, local not-for-profit business, operating in the Northern Territory (NT) for over 40 years. We are the largest Employee Assistance Program provider in the NT and strive for excellence in counselling and human resource consulting to improve productivity and well-being in Territory wide organisations. EASA employs over 40 staff across the NT, however, we currently do not have any staff who identify as First Nations people. We exist to provide comprehensive and accessible psychological support, and organisational capacity development services, with offices available in Darwin, Katherine, Alice Springs Coolalinga, Tennant Creek and Nhulunbuy as well as telehealth and online appointments.

The survival of this organisation can be laid at the feet of its successive positive engagement with the needs of the NT workforce and the skills and intent of the professionals who have supported and steered the work. Our team is made up of psychologists, social workers, counsellors, and our administration team. Our clinicians possess a range of diverse skills and knowledge around different modalities including Narrative Therapy EMDR, ACT and Play Therapy. This has equipped us to provide services to a broad number of ages and several diverse client groups.



From Board Members, leadership within the organisation, to our professional staff offering solutions and ideas, EASA has had the priceless benefit of every unique brain of our team; offering their wisdom and strength to an organisation they believe makes a difference.

EASA's mission is that the organisation fulfils the obligation to provide effective, culturally safe, trauma informed, evidenced based interventions, demonstrated by repeat clients and the expression of high levels of satisfaction. The strength of the organisation is its capacity to be agile, managing the challenges of business, and its intense focus on providing a high quality service to our clients, organisations and the community in the Northern Territory.





Our Reconciliation Action Plan

As a Northern Territory local not-for-profit organisation, we place great importance on recognising, appreciating, and integrating culture and people of all backgrounds. At EASA, this is particularly highlighted through our ongoing support towards reconciliation. This is consistent with our person-centred, culturally sensitive and trauma informed practice approach which recognises the complex interplay of several factors of the client. As a predominantly Northern Territory organisation, EASA operates within the context of our client base and therefore we are equipped with experience of Territory-based issues.

Our organisation is committed to building strong relationships and connections with First Nations clients, practitioners, and community members and this is reflected in our presence and policy. The decision to develop EASA's reconciliation action plan is correlated to our core values: integrity, growth and challenge, compassion, and acceptance.

At its core, reconciliation is the strengthening of relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Peoples, for the benefit of all Australians (Reconciliation Australia, 2024). As an Australian organisation, we recognise the importance of intention behind the actions made towards reconciliation and this is why we are developing a RAP as a tangible, deliverable, reconciliation goal. Our Reconciliation Action Plan development committee has met on a monthly basis to develop this REFLECT RAP, and our plan of action going forward is to use our monthly meetings to set achievable implementations every month until we have met our targets outlined in this document.

It Starts with Reflection

This plan details the first phase of our reconciliation journey – Reflect. To become a culturally sensitive, diverse, and responsive organisation, we must take the time to reflect on our shortcomings and identify ways to improve.

As detailed in this Reflect RAP, we are committed to discovering and humbly learning so we can lay the foundation to build our future Reconciliation Phases: Innovate, Stretch and Elevate.



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	August, 2025	Lead: Regional Manager Support: Student Placement
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	August, 2025	CEO
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, 2026	Marketing Officer
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2026	Practice Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2026	Clinical Lead
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	September, 2025	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	August, 2025	Lead: Regional Manager Support: Student Placement
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	August, 2025	Lead: Clinical Lead Support: Student Placement
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December, 2025	Practice Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	September, 2025, March, 2026	Practice Manager



Respect

Action	Deliverable	Timeline	Responsibility
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	<i>November, 2025</i>	Regional Manager
	Conduct a review of cultural learning needs within our organisation.	<i>September, 2025</i>	Regional Manager
2. Demonstrate respect to Aboriginal and Torres Strait Islander Peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	<i>September, 2025</i>	Lead: Regional Manager Support: Student Placement
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	<i>November, 2025</i>	Clinical Lead
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	<i>June, 2026</i>	Marketing Officer
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	<i>June, 2026</i>	Marketing Officer
	RAP Working Group to participate in an external NAIDOC Week event.	<i>First week in July, 2025 & 2026</i>	Practice Manager



Opportunities

Action	Deliverable	Timeline	Responsibility
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	<i>February, 2026</i>	Practice Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	<i>December, 2025</i>	Practice Manager
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	<i>December, 2025</i>	Finance Officer
	Investigate Supply Nation membership.	<i>October, 2025</i>	Finance Officer



Governance

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	<i>September, 2025</i>	Practice Manager
	Draft a Terms of Reference for the RWG.	<i>August, 2025</i>	Regional Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	<i>August 2026</i>	CEO
2. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	<i>October, 2025</i>	Marketing Officer
	Engage senior leaders in the delivery of RAP commitments.	<i>August, 2025</i>	CEO
	Appoint a senior leader to champion our RAP internally.	<i>August, 2025 & 2026</i>	Practice Manager
	Define appropriate systems and capability to track, measure and report on RAP commitments.	<i>August, 2025</i>	Regional Manager
3. 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 important RAP correspondence.	<i>June Annually</i>	Senior Administration Manager
	Contact Reconciliation Australia to request our unique link to access the online RAP Impact Survey	<i>August Annually</i>	Senior Administration Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	<i>September Annually</i>	Practice Manager
4. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	<i>May, 2026</i>	Practice Manager

For more information about this document, contact:

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