



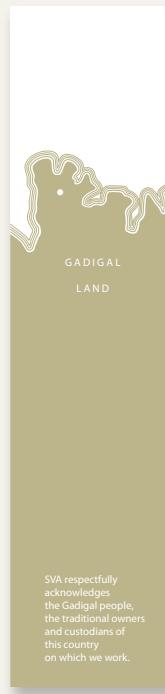
Reconciliation Action Plan 2014-2016

It is a national imperative that we address the disparity that exists between Indigenous and non-Indigenous Australians. January 26th 1788 signalled the outset of a social and economic gap that is still very real today. True nationhood cannot be achieved until this is redressed. This RAP, Social Ventures Australia's second, aims to translate Reconciliation from being a term, to being an action.

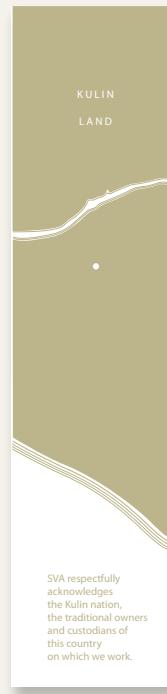


ADRIAN APPO OAM
BOARD MEMBER, SOCIAL VENTURES AUSTRALIA

On our cover, Martin Doyle is CEO and Executive Chairman of Iman Operations Pty Ltd and has been in the executive role since late 2013. He is a proud Iman man himself and is deeply committed to creating economic development opportunities for his people and the wider Indigenous community in order to achieve the closing the gaps objectives. Marty is a barrister by trade, having spent nearly ten years with Atsils in Mackay prior to working at Iman Operations.



SVA respectfully acknowledges the Gadigal people, the traditional owners and custodians of this country on which we work.



SVA respectfully acknowledges the Kulin nation, the traditional owners and custodians of this country on which we work.

Recognition of the traditional owners of the land on which SVA's Sydney and Melbourne offices are located.

FROM THE CHIEF EXECUTIVE OFFICER

SVA's bold vision for a fairer Australia extends to every member of our community, from the most remote camp in the deserts of Western Australia to Sydney's western suburbs.

For 12 years Social Ventures Australia (SVA) has pioneered the concept of venture philanthropy and social impact investment in Australia. Our track record in supporting and scaling the impact of social purpose organisations across the employment, education and social enterprise sectors is well regarded.

Taking a strengths-based approach, we partner with innovative organisations to invest in social change. It has been our privilege to engage with and support a range of exceptional Indigenous organisations including Kanyirninpa Jukurrpa, Ganbina, the Australian Indigenous Mentoring Experience and Indigenous Business Australia to launch and manage the \$1m Indigenous Social Enterprise Fund (ISEF).

In developing our Reconciliation Action Plan (RAP) we asked ourselves, how can we take the skills we have learnt over 12 years and generate faster,

braver, larger scale social change amongst a community that needs it most?

Despite our extensive work to help combat Indigenous disadvantage, SVA is not an Indigenous organisation and currently has no permanent Aboriginal and/or Torres Strait Islander staff. We are committing to introduce a diversity of experience, skills and knowledge into SVA by employing First Australians.

In this RAP we also commit to using our experience helping fledgling social purpose organisations to support the development of a First Australians organisation at the conclusion of the ISEF pilot.

Reconciliation is everyone's business. As SVA's new Chief Executive Officer, I too am deeply committed to the principles and actions laid out in this RAP, and look forward to working with our staff and partners to achieve its objectives.



A handwritten signature in black ink, appearing to read "Rob Koczkarni".

ROB KOCKZKAR
CHIEF EXECUTIVE OFFICER
SOCIAL VENTURES AUSTRALIA

Many of us at SVA see our ourselves as world citizens, yet we have all committed to address inequality here in our own big backyard, Australia. The more I have learnt about the history of my own country, the greater my respect for the First Peoples of Australia, and the greater the imperative to redress past wrongs and collaborate with First Australians to address that inequality. Reconciliation is both a personal journey and a shared journey. I count myself fortunate to be on that journey within SVA and with our partners.

SUSAN BLACK
CHAIR, RECONCILIATION ACTION GROUP



SUSAN BLACK
CHAIR – SVA RAP COMMITTEE

SUSAN METCALF
RAP SPONSOR

ABOUT SVA

Our purpose

Social Ventures Australia (SVA) invests in social change. As a secular, non-profit organisation at the forefront of social purpose sector development and innovation, SVA works in collaboration with non-profit partners, as well as government, business, and some of Australia's leading philanthropists.

We help to create better education and employment outcomes for disadvantaged Australians by bringing the best of business to the social sector, and by working with partners to strategically invest capital and expertise. SVA Consulting shares evidence and knowledge to build social sector capacity, while SVA Impact Investing introduces new capital and innovative financial models to help solve entrenched problems.

SVA believes that major bottlenecks currently exist in the social sector which are preventing the achievement of effective social change. We also believe that lifting education and employment participation levels is the most effective foundation for achieving sustainable, broad based and breakthrough change in disadvantaged communities.

Our business areas

SVA was established in 2002 by The Benevolent Society, The Smith Family, Work Ventures and AMP Foundation.

SVA Education focuses on helping socially disadvantaged Australian kids have a better chance to thrive at school.

The Employment team focuses on tackling employment exclusion in Australia to reduce the number of long term unemployed. In both Education and Employment, SVA identifies social ventures, programs and approaches already delivering results, and invests and works collaboratively to support these. We also help to support and showcase these success stories so they can be replicated and influence systems change. SVA pursues this work in partnership with stakeholders across Australia.

SVA's Impact Investing team is expanding the market for social finance in Australia and building on SVA's reputation for innovative financial solutions with social impact. In the past year, a significant investment has been made into a First Nations company, Iman Operations, which secured a \$800,000 impact investment funding package from Social Ventures Australia (SVA) to enable the company to deliver on a large commercial cleaning contract valued at approximately \$5 million over 12 months, with mining services company Thiess. Thiess are the principal contractor to QGC on its gas project site in Queensland's Surat Basin.

The contract is expected to create 80 permanent jobs for First Australians and the loan, which comes from SVA's Social Impact Fund, provides working capital for the company to quickly and effectively scale their operations to meet the increased demand.

Did you know?

23% of Aboriginal and Torres Strait Islander students complete their final years of schooling compared to 58% of non-Indigenous students.¹

Aboriginal and Torres Strait Islander peoples' unemployment rates are 16% compared to the national average of 5.5%.²

While Australia ranks as second only to Norway on the UN's development index, our Indigenous population would rate as 122nd.³

Indigenous majority owned businesses are about 100 times more likely to employ first Australians than other businesses.⁴

Iman Operations



SVA provided much needed mobilisation finance for a large commercial cleaning venture in the remote Surat Basin. On top of the financial support, SVA provided mentoring in terms of highly specialised accountancy work and business development. This has given our team future direction in a way that was not possible without expert assistance from SVA and its partners.

MARTIN DOYLE,
EXECUTIVE CHAIRMAN, IMAN OPERATIONS

¹ www.abs.gov.au

² Deloitte Access Economics

³ UNHD Report 2013

⁴ Creating Parity The Forrest Review

Our people

SVA Consulting shares evidence and knowledge to build social sector capacity. We work with non-profits, philanthropists and governments to strengthen their capacity to access and manage capital, talent and evidence, and deploy new approaches to delivering services at scale and over time, to achieve profound social change.

In SVA's focus areas of Impact Investing and Education and Employment, Aboriginal & Torres Strait Islander peoples are among the most disadvantaged.

Collaboration and partnership with Aboriginal and Torres Strait Islander organisations and people is key to SVA's work in these areas.

SVA employs approximately 65 staff, many of whom have come from corporate positions and joined SVA to fulfill their desire to be part of an organisation that changes the lives of disadvantaged Australians and makes Australia a fairer place for all. SVA has offices in Sydney, Melbourne, Brisbane, Canberra and Perth. Our board is chaired by Paul Robertson AM and has diverse corporate and community expertise, including Adrian Appo OAM, a proud Gureng Gureng man from south east Queensland. A number of advisory groups provide input and guidance on strategic issues.

Currently SVA does not employ any staff who identify as Aboriginal or Torres Strait Islander, but provides internships to students through CareerTrackers, a national non-profit organisation that works with Indigenous university students and private sector companies to create career pathways through a structured internship program.

During my internship with SVA, I have been working with the Employment Team on various projects, with my main role being as a researcher, working mainly on the Employment Dialogue event. Travelling to Melbourne with the team to support the event in February was a real highlight. I have also had the opportunity to work with some of the other teams, including SVA Consulting, to gain an insight into what they do. These opportunities have been a great experience for me to use in my university work and for my future career. I have been able to increase my knowledge about the corporate and workplace environment, work on and learn new skills such as writing reports and using different computer programs. I've also been able to see my field of study – social work – in action and what other opportunities appear for me with this background.

KIAH PATTERSON
CAREER TRACKERS INTERN AT SVA



Ganbina

SVA Consulting client – Drum Atweme



Aboriginal culture and communities are diverse and there are many different nations, tribes and groups living across the great land of ours – Australia. In recent times reconciliation has been the path for our nation, where all cultures and communities can thrive as one, be seen as equals, enjoy the dynamics that make us unique, and therefore must be at the forefront of expectations. This is where the partnership between SVA and Ganbina enjoys its successful record over many years. SVA has established partnerships with Aboriginal and Torres Strait Islander organisations, successfully supporting them to create change and prosperous futures for their peoples. This RAP is another way SVA have shown their commitment to a reconciled Australia.

ANTHONY CAVANAGH
CHIEF EXECUTIVE OFFICER, GANBINA

Did you know?

Closing the Gap could improve the budgetary position of governments by \$11.9 billion, comprising \$7.2 billion from tax revenues and savings of \$4.7 billion.⁵



Indigenous economic self-sufficiency is at the core of self-determination and only through the empowerment of First Australians to achieve self-determination can we have a reconciled Australia. I have had a long association with SVA who have a history of working with Aboriginal and Torres Strait Island people and ventures to achieve economic and social change. Launching its first Reconciliation Action Plan last year was a significant step for SVA building its cultural competence to address Indigenous inequality in Australia. Now is the time for bigger strides and SVA's next Stretch RAP takes those.

LEAH ARMSTRONG
SVA INDIGENOUS ADVISORY GROUP



Having spent 2013 travelling around the Northern Territory, living and working in a number of remote Indigenous communities, I joined Social Ventures Australia in 2014 with these life-changing experiences at the front of my mind. I have seen firsthand the inequalities that exist within our country. Through its work with Indigenous organisations and individuals, SVA is leading by example and the results which are being achieved are inspiring, with the dream of a fair future for all Australians becoming a reality.

SIMON CRABB
PROJECT SUPPORT OFFICER,
EMPLOYMENT TEAM, SVA



The RAP process has been of particular significance to my work with the Indigenous Social Enterprise Fund (ISEF), as it connects this work to the aspirations of SVA as a whole. An Indigenous employment strategy is close to the heart of ISEF's purpose, as is supporting Indigenous-led initiatives in impact investment. For me personally, coordinating the monthly RAP readings is an immediate, tangible way of connecting people to the world of Aboriginal and Torres Strait Islander dreams, stories and challenges.

INDU BALACHANDRAN
ISEF DEVELOPMENT MANAGER, SVA



One day we'll all just be RAP activated organisations seeking experienced and trained staff. We have had some very positive sessions with our past interns, current ventures and other partners already directly providing outsourced services to indigenous organisations. As a team, we are committing to action on these potential connections over the next 12 to 18 months.

ROB ANTON
CHIEF FINANCIAL OFFICER, SVA



Working with Indigenous organisations has provided our team with a deep appreciation for how the land, culture and the economy are intrinsically interconnected. SVA's RAP reinforces our commitment to making a better Australia by respecting the wisdom of this relationship.

SIMON FAIVEL
DIRECTOR, SVA CONSULTING



From my experience the best advice that I could give to someone who was wanting to develop a strong and trusted relationship with an Indigenous person is take the time to listen and understand one another and you will have a much deeper, stronger relationship that can withstand the difficult conversations that inevitably come when passionate organisations pursue goals together.

JUSTINE LITTLE
ASSOCIATE DIRECTOR, SVA



I have enjoyed immensely my engagement with Indigenous businesses and communities, particularly through SVA's investment in Iman Operations over the past 9 months. The dynamics of family and community intersecting with business and employment is a fascinating dichotomy and one that constantly challenges my perception of how best to achieve outcomes for a group or community with very individual, yet also very shared objectives. The biggest thing I have learnt in working alongside Iman Operations is the value of relationship, trust and loyalty in engaging and interacting with both the organisation and the individuals that make up the organisation.

MARK PEACOCK
DIRECTOR, IMPACT INVESTING, SVA

OUR RECONCILIATION ACTION PLAN JOURNEY

SVA has worked with Aboriginal and Torres Strait Islander organisations and people in its 12 year history. In 2012 SVA staff, with support of the Executive and Board, formed a working group, and with assistance from our key First Nation advisers, developed our first RAP out of a desire to do better in how we work with Aboriginal and Torres Strait Islander peoples to address inequality in Australia.

SVA launched its first RAP during Reconciliation week in 2013 with all SVA staff in all offices participating. 25% of SVA staff across all divisions of the company helped create our Innovate RAP.

In our first RAP year, we:

- embedded cultural protocols of Welcome to Country from Traditional custodians in all our public events and Acknowledgement of Country at internal events and placed acknowledgement of country plaques in our Sydney and Melbourne offices
- established compulsory cultural training in our induction processes for all new staff
- established a monthly 'RAP Reading' email to improve cultural awareness amongst all staff
- developed an annual opportunity for in depth cultural training conducted in 2013 by Shelley Reys, with 22 staff participating and a shorter session for all 50 staff, with Karen Mundine from Reconciliation Australia
- developed our framework for working with Aboriginal and Torres Strait Islander people and organisations building our capacity to improve our practice through respect for culture, people and land. We did this by engaging with staff who are working with Aboriginal and Torres Strait Islander organisations, under guidance from our trusted First Nation advisors: Leah Armstrong and Adrian Appo, and with support from SVA Consulting's Lisa Rudner

- committed to and delivered two First Nation intern opportunities for Kiah Patterson and Sapphire Dawson through Career Trackers
- tracked and reported on expenditure with Aboriginal and Torres Strait

Islander suppliers, showing we invested \$1,450,000 into First Nation organisations and procured \$20,000 in services

- tracked and reported on our engagement with Aboriginal and Torres Strait Islander organisations
- prior to the RAP process, there were 14 First Australian contacts with 42 Organizations working on First Nation strategy. At the end of our first year there are 46 First Australian contacts and 186 organisations working on First Nation strategy. Two significant and rich relationships for SVA have been with Martin Doyle, Executive Chairman of IMAN Operations with Mark Peacock as the key SVA contact and Anthony Cavanagh CEO Ganbina with Justine Little as key SVA contact
- in partnership with Reconciliation Australia and Indigenous Business Australia, established an Indigenous Social Enterprise Fund (ISEF), a two year pilot project to provide investment and business support to Indigenous social enterprises. This work is supported by an Indigenous Advisory Group chaired by Leah Armstrong.

The RAP working group consists of a cross section of staff across SVA in Sydney, Melbourne, Canberra, Perth and Brisbane. The sponsor of the RAP is Susan Metcalf, Executive Director Marketing and Partnerships with Board member with Adrian Appo acting as Advisor and champion. The Indigenous Advisory group, chaired by Leah Armstrong, has provided significant guidance to our RAP processes.

Next steps

In consultation with staff and board we reflected of our achievements and challenges in our reconciliation journey and commit to the following actions in this our second RAP.

In the following tables, our two flagship initiatives (identified on page 10 in green) are:

1. An Aboriginal and Torres Strait Islander Employment Strategy with the goal that we will have a supportive diverse workplace for SVA staff who are Aboriginal or Torres Strait Islander employees
2. SVA collaborates with others to support the establishment of a First Australian-led organisation that will provide new sources of capital for Indigenous Australia

Our supporting activities (identified on pages 8 and 9 in olive) are to continue to build our own cultural competence across the organization and to support and celebrate key Aboriginal and Torres Strait Islander events.

In addition we will maintain and monitor the achievements from our first RAP.

- The use of our framework for working with Aboriginal and Torres Strait Islander organisations
- Our cultural protocols in SVA
- Tracking the Aboriginal and Torres Strait Islander organisations we work with and our spend with Aboriginal and Torres Strait Islander suppliers.

These are our next steps in the journey of reconciliation.

Reflections by the SVA Consulting team on the Cultural Training with Shelley Reys: Jeanne Allegro

Tell us what was the most significant insight you gained from the cross cultural training with Shelley?

The power of introducing yourself by how you identify (place, culture, family); the lack of understanding of history, and ongoing impact of past events; and the importance of symbolism.

Are there insights into how SVA should do business differently?

We discussed the different conceptions of time, and some of Shelley's ideas for how to approach this practically e.g. working backwards from a deadline. We also thought about how our consultation approach needed to be adapted to build in more time.

RECONCILIATION ACTION PLAN 2014–2016

Relationships

SVA is committed to meaningful and respectful relationships with our partners, supporters and colleagues to create shared value and social change. We recognise we must acknowledge the past history Australia has with Aboriginal and Torres Strait Islander people to build a better future for all. Our Reconciliation Action Plan focuses on strengthening our relationships with Aboriginal and Torres Strait Islander people so we may better work together for a sustainable and fair future for all Australians.



Focus area 1: Relationships are the currency of change. We will continue to strengthen and extend our relationships with Aboriginal and Torres Strait Islander peoples, communities and ventures to address inequality in Australia.

Action	Responsibility	Timeline	Measurable Target
1.1 Refresh our RAP Working Group; Continue to meet regularly to ensure that our initiatives are being implemented and receive ongoing attention, support and sponsorship.	RAP Working Group, Director, Projects	November 2015 and 2016	<ul style="list-style-type: none"> ● Organize quarterly meetings to monitor and track the progress of SVA's RAP and record minutes of each meeting ● Report on discussions with action outcomes on how to increase Aboriginal and Torres Strait Islander input into SVA's RAP and programs.
1.2 SVA to establish an external Aboriginal and Torres Strait Islander Expert Advisory Group to ensure that the knowledge and expertise from First Nations people is included in the work SVA does.	ISEF Manager and Director, Projects Executive Director, Marketing and Partnerships	September 2015 November 2016	<ul style="list-style-type: none"> ● Three meetings per year of the ISEF Indigenous Advisory Group until September 2015 ● Post ISEF establish an ongoing Aboriginal and Torres Strait Islander Expert Advisory Group ● Establish Terms of Reference and organize two meetings per year.
1.3 Continue to ensure our database captures First Nation organisations and other organisations that prioritise work with Aboriginal and Torres Strait Islander peoples, to build internal awareness of the breadth of our work with First Australians.	Team Coordinators, Connect and Office Managers	November 2015 and 2016	<ul style="list-style-type: none"> ● Produce a report annually on SVA's engagement with First Nation organisations ● Share the report internally to inform us of the pipeline and opportunities to collaborate with First Australian initiatives that address inequality.
1.4 Continue to celebrate National Reconciliation Week (27 May (Referendum 1967) – 3 June) (Recognition of native title (Mabo)) in all offices.	Executive Director Marketing and Partnerships and State Directors	27 May – 3 June 2015 and 2016	<ul style="list-style-type: none"> ● At least three events held each year across offices with stories of events told through SVA communication channels ● All NRW events registered on Reconciliation Australia's website to capture participation and support ● Encourage all staff to participate in at least one National Reconciliation Week event ● Download the NRW Toolkit from Reconciliation Australia's website for further information and ideas about what SVA can do to celebrate NRW and distribute to each of the SVA offices.

Respect

Respect is fundamental to build relationships. We begin by recognising that Aboriginal and Torres Strait Islander people are the traditional custodians of Australia and one of the oldest living cultures. Our respectful actions encourage awareness of the challenges faced by Aboriginal and Torres Strait Islander people and ventures and celebrate their many unique stories and successes.



Focus area 2: To improve our practice in working respectfully with First Australians, we will build our cross-cultural awareness, communication and competence.

Action	Responsibility	Timeline	Measurable Target
2.1 Maintain and monitor appropriate cultural protocols across the organisation.	Executive Director Marketing and Partnerships	November 2015 and 2016	<ul style="list-style-type: none"> ● Display an Acknowledgement of Country on SVA's website and all email signatures. Acknowledgement of Country Plaques displayed in the Sydney and Melbourne offices ● Continue to provide an Acknowledgement of Country at all SVA public events ● Continue to invite a Traditional Owner or Elder to provide a Welcome to Country at all significant SVA events ● Develop and distribute to SVA employees a list of key contacts in each state for organizing a Welcome to Country ● Review cultural protocols documentation and ensure it encourages a Senior Leader to personally reply to a Welcome to Country provided by a Traditional Owner or Elder.
2.2 Maintain cultural awareness in the induction process and build deeper training across the organisation.	Human Resource Manager and Executive Assistant	November 2015 and 2016	<ul style="list-style-type: none"> ● 100% of new staff will undertake cultural awareness training as a part of the induction process. The Cultural Awareness Induction Package will be reviewed each year ● At least 50 staff exposed to personal stories from First Australians at our 'Storytime' or off-site conference ● At least 20 staff undertake a full day in depth cultural training each year ● At least 3 Board members will undertake some form of cultural awareness training each year.
2.3 Participate in and support the achievements of Aboriginal and Torres Strait Islander people through NAIDOC week.	RAP Working Group Marketing and Media Managers	July 2015 and 2016	<ul style="list-style-type: none"> ● SVA will participate in and support at least one local NAIDOC event in each state of operation and share at least one story of engagement through SVA eNewsletter, RAP Readings and Twitter each year ● Support all employees to participate in local NAIDOC Week community events ● Each office will contact your local NAIDOC Week committees to discuss mutually beneficial opportunities.

Opportunities

Engaging with Aboriginal and Torres Strait Islander people and ventures will bring an exchange of new skills knowledge and experience to address entrenched social issues and create shared value. We will benefit from a richer, stronger and more diverse network of relationships and networks.



Focus area 3: We will support Aboriginal and Torres Strait Islander people, business and ventures within SVA and through our network help drive a new economy for First Australians.

Action	Responsibility	Timeline	Measurable Target
3.1 Increase recruitment and retention opportunities for Aboriginal and Torres Strait Islander peoples in SVA.	Human Resource Manager and Executive Team RAP Working Group	November 2015 and 2016	<ul style="list-style-type: none"> ● Target of at least two SVA staff identify as Aboriginal and/or Torres Strait Islander by November 2016 ● Report on implementation and Aboriginal and Torres Strait Islander staff numbers annually ● Commit to professional development programs/pathways for Aboriginal and Torres Strait Islander employees ● At least two internship opportunities offered and evaluated each year. Testimonials of interns shared in Aboriginal and Torres Strait Islander friendly media and networks and SVA website ● Continue to advertise any vacant positions at SVA in Aboriginal and Torres Strait Islander media, including the Koori Mail, National Indigenous Times etc.
3.2 a) SVA collaborates to help create innovative First Australian-led responses that will provide new sources of capital for Aboriginal and Torres Strait Islander peoples and communities.	ISEF Advisory and staff with assistance from SVAC Executive Director	January 2015	<ul style="list-style-type: none"> ● Scoping and advice around a business model, legal structure and monitoring and evaluation framework for an indigenous social enterprise structure at the conclusion of the ISEF pilot.
3.2 b) Provide support for new post ISEF organisation.	ISEF team and Advisory RAP Sponsor and Executive Director, Marketing and Partnerships	January 2015 November 2016	<ul style="list-style-type: none"> ● In kind and cash support measured and reported.
3.3 Continue to support Aboriginal and Torres Strait Islander businesses and suppliers.	Executive Director Finance	November 2015 and 2016	<ul style="list-style-type: none"> ● Establish an internal system to track and monitor SVA's spend on procuring goods and services from Aboriginal and Torres Strait Islander businesses ● Develop and distribute a list of local Aboriginal and Torres Strait Islander suppliers and services that SVA could procure goods and services from ● Invest at least \$200,000 per annum into First Nation initiatives Purchase at least \$20,000 per annum from First Nation businesses.
3.4 Build greater opportunities for skill sharing and engagement between SVA staff and Board with Aboriginal and Torres Strait Islander ventures and significant national events.	Associate Director, Venture Management and RAP Sponsor: Executive Director Marketing and Partnerships	November 2015 and 2016	<ul style="list-style-type: none"> ● Opportunities identified and tracked with at least two documented stories and reflection of engagement annually.

Tracking progress and reporting

Action	Responsibility	Timeline	Measurable Target
4.1 SVA will report on achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report.	Chief Executive	September 2015 and 2016	<ul style="list-style-type: none"> ● Complete and submit Annual RAP Impact Questionnaire to Reconciliation Australia.
4.2 Promote and publish SVA's RAP.	Executive Director Marketing and Partnerships	December 2014	<ul style="list-style-type: none"> ● SVA RAP available on SVA's website and promoted through SVA communications ● Register SVA's RAP and display on Reconciliation Australia's 'RAP Online Hub'.
4.3 We will provide updates on progress of RAP to ensure that reconciliation work remains a high priority.	RAP Chair, Director, Projects Executive Director Marketing and Partnerships	May 2015 November 2015 May 2016 November 2016 November 2014 November 2015 November 2016	<ul style="list-style-type: none"> ● Bi-annual presentations to Executive Committee and SVA Board on RAP progress and achievements ● Quarterly updates or stories in SVA e-Newsletter ● Use RAP Readings to communicate reconciliation information to SVA staff monthly ● RAP input at annual offsite.
4.4 Refresh and construct a new RAP to continue SVA's reconciliation journey.	RAP Working Group, Director, Projects	November 2016	<ul style="list-style-type: none"> ● Develop a new RAP for SVA based on learnings, challenges and achievements from previous RAP ● Send SVA RAP to Reconciliation Australia for feedback and formal endorsement.



Our thanks to Adrian Appo OAM, Anthony Cavanagh from Ganbina, and Leah Armstrong for support and advice in the development of this our second RAP.

ABN 94 100 487 572
info@socialventures.com.au

socialventures.com.au | [@Social_Ventures](https://twitter.com/Social_Ventures)



SVA BRISBANE
Level 5, QIC Building
66 Eagle Street
Brisbane QLD 4000
T 07 3020 7458

SVA CANBERRA
41B David Street,
O'Connor
Canberra ACT 2602
T 02 6246 7110

SVA MELBOURNE
Suite 1, Level 3
45 William Street
Melbourne VIC 3000
T 03 8688 0000

SVA SYDNEY
Level 6
6 O'Connell Street
Sydney NSW 2000
T 02 8004 6700

SVA PERTH
Level 1
45 Murray Street,
Perth WA 6000
T 08 9466 3883

Contact

Susan Black, Chair
Reconciliation Action Plan Working Group
T 07 3020 7457
E sblack@socialventures.com.au