

Reconciliation Action Action Plan



RECONCILIATION
ACTION PLAN

INNOVATE

March
2025

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March
2027

GIYIT



GIVIT acknowledges the Traditional Owners of the land where we live and work. We pay our respects to Elders past and present, and Elders from other communities we may visit and walk beside. As an organisation, we recognise their connection to Country and their role in caring for and maintaining Country over thousands of years. May their strength and wisdom be with us today.

GIVIT Engagement Officer Christina meeting a local elder at the Wujal Wujal Community Healing Ceremony welcoming local residents back to their homes after flood repairs were completed.

Our Vision for Reconciliation

GIVIT's vision for reconciliation is a culture that represents equity and equality and embraces respectful relationships between Aboriginal and Torres Strait Islander peoples and the wider community. We value truth telling and strive to learn about and celebrate the strength and resilience of Aboriginal and Torres Strait Islander Peoples. We believe reconciliation should live in the actions, minds, and hearts of GIVIT team members, volunteers and Board members to develop a strong sense of unity.

Our vision is to cultivate an internal environment that enables staff to work with a strong sense of cultural awareness, sensitivity, and personal connection to Country. Our aim is to empower and provide opportunities for Aboriginal and Torres Strait Islander peoples to thrive, both internally and externally. Through ongoing stakeholder partnerships, we will continue to support wholeheartedly the First Nations individuals, families and communities who have genuine need for essential donations of goods and services.

GIVIT's model of matching generosity with specific needs of our registered support organisations creates a trusting, collaborative environment for Aboriginal and Torres Strait Islander peoples to voice their needs and be heard without assumption or judgement. Our vision is to continue to do this in a manner that is safe, dignified, anonymous, accessible, and equitable.



GIVIT provided guernseys and boots to this men's and women's AFL teams in the flood-impacted Kimberley region to help them take part in their local 2024 competition.

A message from our CEO



On behalf of the GIVIT team, we are extremely proud to launch GIVIT's Innovate Reconciliation Action Plan 2025 – 2026. This is our second Reconciliation Action Plan (RAP) which further demonstrates our commitment to increasing respect for and improving relationships with First Nations communities.

This RAP reflects the GIVIT values of integrity, innovation, impact and compassion which are at the core of everything we do. We are committed to building on the progress achieved through our first RAP, and deepening our relationship with internal and external stakeholders.

At GIVIT, we currently partner with more than 1,500 charities and support services across Australia to address economic and social inequalities by empowering First Nations peoples experiencing hardship to request exactly what they need. A key focus for this RAP will be to build on this network of partners to ensure we have mutually beneficial relationships that promote a culture of reconciliation, trust and respect.

I extend my heartfelt thanks to the GIVIT team members who have dedicated their time to developing this RAP for our organisation. I also thank Reconciliation Australia for their guidance in developing this RAP. I'm proud that GIVIT is contributing to advancing respect for First Nations people.

Chris Staines
Chief Executive Officer
GIVIT

A message from Reconciliation Australia



First Innovate RAP

Reconciliation Australia commends GIVIT Listed Ltd 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 GIVIT Listed Ltd 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, GIVIT Listed Ltd 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

A message from Reconciliation Australia

Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. GIVIT Listed Ltd 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 GIVIT Listed Ltd'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 GIVIT Listed Ltd on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



About GIVIT

GIVIT inspires generosity to meet real need.

GIVIT is a non-profit organisation that connects donors with community organisations to make sure people and communities get exactly what they need, when they need it – whether recovering from a disaster event, or experiencing hardship due to circumstances such as drought, domestic and family violence, homelessness, disability and mental health.

GIVIT captures all offers of goods, volunteering and services online, removing the burden on organisations to collect, sort, store and dispose of donations they don't need. GIVIT allows organisations to focus on delivering their core community service, reducing the significant administrative and financial cost of managing donations and offers of help. The nature of GIVIT's work means that in addition to helping thousands of people around the country each week, we're also reducing landfill by diverting reusable items to help individuals and communities.

The GIVIT team consists of 35 staff Australia-wide. Two members of the GIVIT team proudly identify as First Nations people. GIVIT's head office is in Meanjin (Brisbane), with additional staff based in New South Wales, Victoria, ACT and Western Australia.

GIVIT's national reach is underpinned by a sphere of influence that encompasses Aboriginal and Torres Strait Islander peoples' and non-Indigenous not-for-profits; charities and support organisations; corporate partners; philanthropists; government organisations; donors and public supporters.

A photograph of three people standing behind a table with cardboard boxes. On the left, a woman with a patterned top holds a red fishing reel. In the center, a man with glasses and a patterned shirt holds a green fishing reel. On the right, a woman in a dark polo shirt holds a red fishing reel and a blue tackle box. They are all smiling.

GIVIT provided Marra Worra Worra with fishing equipment to improve engagement with local youth and connection to country.

Our Reconciliation Action Plan (RAP)



GIVIT provided this young First Nations girl, who lives with Autism Spectrum Disorder, with a specialised pram to help make outings for her and her mum safe and calm.

GIVIT has always existed to help those in need, including First Nations people. In 2019, to amplify the impact of our work with First Nations peoples, GIVIT launched its National Indigenous Support Program (NISP) in partnership with the Federal Government Department of Health. To date the program has seen over 1,500 organisations that support First Nations people register with GIVIT to meet community need.

GIVIT is dedicated to helping meet social and basic human needs and has a strong alignment to supporting Aboriginal and Torres Strait Islander communities through strong engagement with community groups and organisations. GIVIT works towards these positive outcomes by providing essential items and services to First Nations people experiencing hardship. One example of GIVIT's impact is in Wujal Wujal, Far North Queensland, where the community was devastated by floods caused by Ex-Tropical Cyclone Jasper in December 2023. As evacuated residents returned to their homes, GIVIT provided more than 9,000 essential items and services to help them return to their normal lives, including washing machines and whitegoods, bedding and furniture.

Through progressive Reconciliation Action Plans we seek to play our role in the ongoing national journey of reconciliation and build trust and respect between First Nations peoples and non-Indigenous peoples. Our first RAP guided us through the initial steps of our reconciliation journey. It provided a valuable framework that allowed us to celebrate and learn more about First Nations cultures, build our internal cultural awareness, form new relationships and develop existing ones, and establish structures to underpin our future reconciliation journey.

Our Reconciliation Action Plan (RAP)

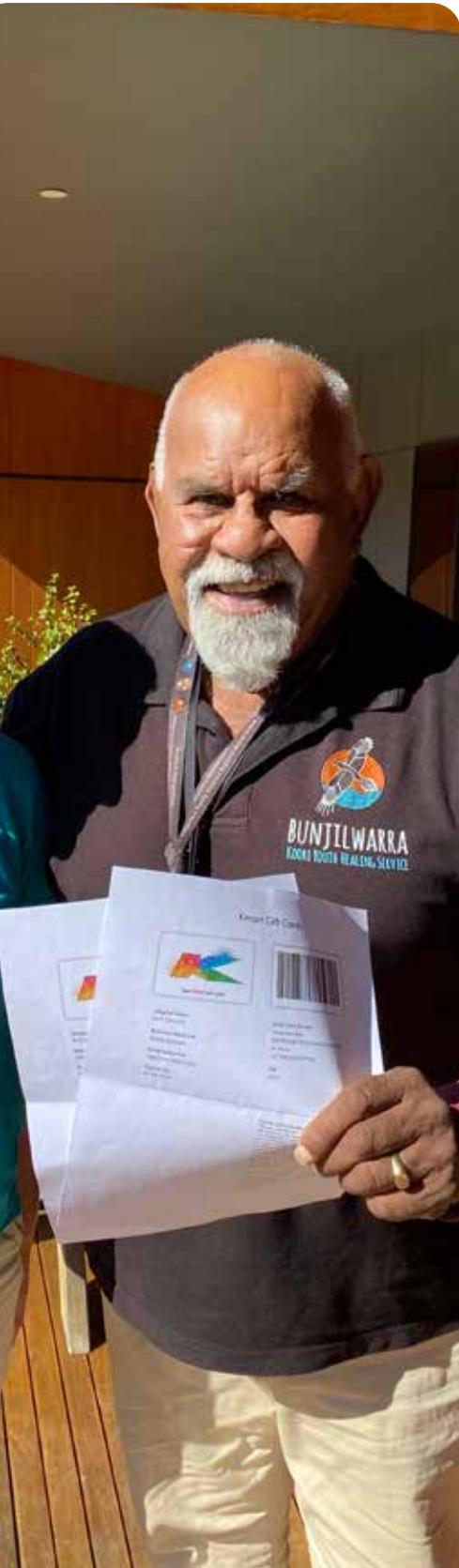
Some of our key achievements include:

- Increasing the cultural competency, knowledge and understanding of our people. All staff completed SBS's (Special Broadcasting Service's) Inclusion Program. GIVIT team members feel comfortable and confident delivering an appropriate, heartfelt Acknowledgement of Country in a variety of internal and external settings.
- There is now an Acknowledgement of Country plaque in the entry foyer of GIVIT's head office in Meanjin/Brisbane. In 2022 GIVIT also changed the name of our Indigenous Support Appeal to First Nations Support Appeal to bring it into line with Reconciliation Australia's inclusive and respectful language guide.
- In work that's directly impacted GIVIT's service delivery, the RAP Working Group researched and developed a list of Indigenous-owned and run support organisations to be incorporated into GIVIT's engagement plan to encourage these organisations to register with GIVIT so they can receive donations of items, services and vouchers for the people they work with.
- To mark National Reconciliation Week in 2023, GIVIT organised and co-hosted an event with corporate supporter Clayton Utz. Uncle Joe Kirk, and Janice Wagners from Aboriginal and Torres Strait Islander Legal Service were among the speakers. Members of GIVIT's RAP Working Group have attended a community breakfast held by Link Up Link, a poetry reading and morning tea held by Community Plus+ West end, a GIVIT-registered organisation, and an evening with Dr Noritta Morseu-Diop, held by ANTaR QLD. Internally, the GIVIT team watched the Indigenous Australians episode of the ABC program You Can't Ask That.



A young First Nations man with a bike provided by GIVIT. This man battles mental ill health and has trouble communicating. Living without a driver's licence in a regional town, this bike gives him independence and allows him to visit family and friends.

Our Reconciliation Action Plan (RAP)



Engagement Officer Mel meeting Uncle Pat from Bunjilwarra, a residential rehabilitation and healing service for First Nations young people.

Along with our achievements, there have been challenges and opportunities to learn in our reconciliation journey so far. As a not-for-profit, the budget we were able to dedicate towards our RAP was limited, and the RAP Working Group occasionally found it difficult to balance meeting the RAP deliverables with other tasks involved in their roles. We're excited to build on the foundations we formed during our Reflect RAP. Our learnings from our Reflect RAP will inform and guide the way we approach our Innovate RAP, and wherever possible we will look for opportunities to embed our RAP deliverables in our organisation planning.

GIVIT's RAP Working Group is made up of staff from all departments within the organisation who are passionate about reconciliation and includes Aboriginal and Torres Strait Islander representation in the form of GIVIT staff members. Our RAP Working Group is championed by our CEO. GIVIT's RAP Working Group is made up of representatives from across the GIVIT business:

- CEO
- Head of Engagement
- Corporate Partnerships Manager
- **Engagement Officer QLD (Juru)**
- Engagement Officer WA
- Marketing Manager
- Senior Purchasing Officer
- Payroll/Accounts Officer
- HR Manager
- Senior Partnerships Coordinator
- National Engagement Officer

*Bolded members identify as Aboriginal and/or Torres Strait Islander people

Our Reconciliation Action Plan (RAP)

GIVIT is also exploring the possibility of implementing an external Aboriginal and Torres Strait Islander Advisory Group.

The below messages feature staff who were members of GIVIT's RAP Working Group in 2022, as well as other members of staff.

Sarah Visser – “Our organisation delivers real outcomes to First Nations peoples and communities through the donations that are facilitated. Working with over a thousand First Nations Support services around Australia, GIVIT offers a platform for self-determination in action. At an organisation level, however, there is much learning and growth that still needs to happen. Having a working group committed to the Reflect RAP was a great opportunity for us to see where we are and get an idea of where we want to go in terms of Reconciliation. It really was a great reflective process which has provided a foundation to learn and grow as an organisation, which we're excited to continue into the next RAP.”

Maddie Gabriel – “I believe that participating in the RAP process has highlighted the areas within our organisation that we can work on to better support Aboriginal and Torres Strait Islander peoples who work with and use our platform. It has also provided momentum for us to develop plans and make the changes needed in order to achieve this goal. One of my key learnings has been needing to accept that change is incremental, rather than sweeping, and that our reflections on what does need to change in any area of the organisation should be happening every day.”



A young First Nations boy in the Kimberley, whose community was impacted by a bushfire. GIVIT provided a new fridge and freezer for the community to store food and water while they recovered.



Relationships

Connecting those who have with those in need is at the core of GIVIT's mission. Our vision is to have a positive impact on the lives of people and communities in need through effective donation management. Understanding the history of Australia's First Nations peoples and the impact it's had, allows us to be better listeners which is key to understanding what the needs are.



GIVIT provided 8 car seats to help a kindergarten program in the flood-impacted Fitzroy Valley fit out a school bus to assist local families to get their kids to kindy.

As an organisation, GIVIT's core values of integrity, innovation and impact actively guide the work we do and our commitment to communities. Whilst GIVIT's platform facilitates the donation of simple items, the impact can be huge. By helping a family in hardship get back on their feet, or by supporting a First Nations child to finish school, a donation can create opportunities for children to be whoever they want to be. We understand that sustaining functional families contributes to keeping families and communities strong.

Through GIVIT's engagement work, we continue to build meaningful and strong relationships with registered First Nations support organisations. Working with public donors, corporate supporters and registered organisations, we connect people around Australia from all walks of life, which in turn contributes to building trust and bridging relationships.



Relationships

GIVIT's commitment to supporting Aboriginal and Torres Strait Islander Peoples is evident in the work we do, both through the coordination of donations to people in need, and through our commitment to listen, understand, respect and share our experiences with First Nations peoples.

Focus area

One of GIVIT's strategic directions as set out in our 2024 Strategy is, "To work with local community organisations to ensure people in genuine need receive the goods and services they require."

A key aspect of this strategic direction is attracting more support organisations to register and fully utilise GIVIT. To achieve this, we focus on building strong relationships and trust.



GIVIT provided hundreds of toothbrushes and tubes of toothpaste to help Yarrabah Daycare Centre teach local kids how to look after their teeth.



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. 	March 2025	Lead: Head of Engagement Support: Engagement Officers
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. 	Development by March 2025 Implement in 2025, 2026	Lead: Head of Engagement Support: Engagement Officers
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials, and RAP to our staff. 	May 2025 May 2026	Lead: HR Manager Support: Purchasing Officer
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	May/June, 2025, 2026	Lead: Marketing Manager Support: Head of Engagement, Purchasing Officer
	<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. 	May/June, 2025, 2026	Lead: HR Manager Support: Marketing Manager
	<ul style="list-style-type: none"> Organise at least one NRW event each year. 	May/June, 2025, 2026	Lead: Corporate Partnerships Manager Support: Payroll/ Accounts Officer
	<ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia's NRW website. 	May/June, 2025, 2026	Lead: Purchasing Officer Support: Payroll Accounts Officer
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. 	March 2025	Lead: HR Manager Support: Payroll/ Accounts Officer
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation through our brand guidelines, key messages, assets, uniforms and website. 	March 2025 January 2026	Lead: Marketing Manager Support: CEO
	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	Review in March 2025 March 2026	Lead: Marketing Manager Support: CEO, Engagement Officers
	<ul style="list-style-type: none"> Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation. 	April 2025 April 2026	Lead: Marketing Manager Support: CEO
	<ul style="list-style-type: none"> Seek opportunities for our RWG to learn more about place-based Truth-telling to inform future internal historical learning initiatives. 	September 2025 September 2026	Lead: Engagement Officer WA



Relationships

4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	March 2025	Lead: HR Manager Support: Payroll/ Accounts Officer
	<ul style="list-style-type: none"> Conduct training refresher for the GIVIT Anti-discrimination policy for all team members. 	August 2025 August 2026	Lead: HR Manager Support: Payroll/ Accounts Officer
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/ or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. 	March 2025 January 2026	Lead: HR Manager Support: Payroll/ Accounts Officer
	<ul style="list-style-type: none"> Educate senior leaders on the effects of racism, bias and discrimination in leadership and decision making. 	August 2025 August 2026	Lead: HR Manager Support: Payroll/ Accounts Officer
5. Increase engagement with First Nations organisations and communities through the First Nations Support Appeal.	<ul style="list-style-type: none"> Engage with and register First Nations community organisations with GIVIT and encourage them to place requests on behalf of the people and communities they're supporting. 	Review level of engagement: June 2025 Dec 2025 June 2026 Dec 2026	Lead: Engagement Officers Support: Marketing Manager
	<ul style="list-style-type: none"> Promote GIVIT's First Nations Support Appeal to the public to attract donations and match those donations against requests from registered organisations helping First Nations peoples and communities. 	August 2025 August 2026	Lead: Marketing Manager Support: Engagement Officers



GIVIT provided guernseys and boots to this men's and women's AFL teams in the flood-impacted Kimberley region to help them take part in their local 2024 competition.



Respect

At GIVIT we act with honesty, transparency, and accountability. And respect is at the core of everything we do. We listen to understand and learn from First Nations people as to how GIVIT can meet need and foster the positive advancement of reconciliation across Australia. We believe in self-determination and are committed to achieving the best outcomes for Aboriginal and Torres Strait Islander communities. GIVIT respects the cultures that were in existence pre-colonisation and the importance of truth telling our shared history. We value the celebration and success of Aboriginal and Torres Strait Islander peoples, cultures, knowledge and rights.

Focus area

One of GIVIT's strategic directions as set out in our 2024 Strategy is 'People – Attract, support and train a high achieving team that feel valued and fulfilled.'

We seek to provide our team with opportunities to develop their understanding of First Nations cultures, which will in turn foster respect. We hope that these opportunities for internal engagement and learning will result in our team feeling knowledgeable and fulfilled.



Kids at Marra Worra Worra Aboriginal Corporation's newly opened Youth Connection Night Place in Fitzroy Crossing. The facility provides a safe haven, and offers comprehensive support after hours for children in youth in the town. GIVIT provided games, clothing and towels for the facility's fit out.



Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	July 2025 July 2026	Lead: HR Manager Support: Engagement Officer QLD
	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy. 	April 2025	Lead: Engagement Officer QLD Support: Head of Engagement
	<ul style="list-style-type: none"> Explore opportunities for staff to appropriately engage with First Nations community members and Elders in all our operating locations through immersive learning experiences. 	June 2025 June 2026	Lead: Engagement Officer QLD
	<ul style="list-style-type: none"> Communicate a cultural learning strategy for our staff. 	June 2025 June 2026	Lead: HR Manager Support: Head of Engagement, CEO
	<ul style="list-style-type: none"> Develop a list of opportunities for RAP Working Group members, Executive Team and other leadership staff to participate in formal and structured cultural learning. 	June 2025 June 2026	Lead: HR Manager Support: QLD Engagement Officer
	<ul style="list-style-type: none"> Create an online Reconciliation library with resources for staff to access. 	August 2025 August 2026	Lead: HR Manager Support: Marketing Manager



Auntie Betty was struggling with mental ill-health after losing her husband and two dogs. GIVIT provided her with art supplies to help her return to her passion of painting.

7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	March 2025 January 2026	Lead: Engagement Officer WA Support: Engagement Officer's
	<ul style="list-style-type: none"> Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. 	April 2025 February 2026	Lead: QLD Engagement Officer Support: Engagement Officers
	<ul style="list-style-type: none"> Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. 	April 2025 February 2026	Lead: CEO Support: QLD Engagement Officer
	<ul style="list-style-type: none"> Provide a copy of the Innovate RAP and any significant cultural protocol documents as part of the standard GIVIT induction process. 	March 2025 January 2026	Lead: HR Manager Support: Payroll/Accounts Officer
	<ul style="list-style-type: none"> Communicate the staff roster for sharing the Acknowledgement of Country at the beginning of weekly team meetings. Develop process to add new team members to the roster. 	March 2025 January 2026	Lead: Marketing Manager Support: Engagement Officer
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2025 July 2026	Lead: Corporate Partnership Manager Support: GIVIT Team
	<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	June 2025 June 2026	Lead: HR Manager Support: Payroll Officer
	<ul style="list-style-type: none"> Promote and encourage participation in external NAIDOC events to all staff. 	First week in July 2025 July 2026	Lead: Corporate Partnerships Manager Support: CEO

GIVIT provided guernseys and boots to this men's and women's AFL teams in the flood-impacted Kimberley region to help them take part in their local 2024 competition.



Opportunities

We work with more than 1,500 organisations that provide essential support to Aboriginal and Torres Strait Islander peoples experiencing hardship across Australia. We recognise the positive impact that GIVIT's service delivery could have on First Nations people, organisations, and their communities by increasing and involving our employment, professional development and procurement.

Increasing the employment of Aboriginal and Torres Strait Islander peoples at GIVIT would create greater cultural diversity leading to and encouraging new perspectives, opinions, and awareness. This would provide GIVIT access to rich talent that is reflective and represents the communities in which we live, work and support, as well as further building trust and understanding with First Nations organisations we closely work with.



Engagement Officer Mel with a staff member from Killara Foundation. GIVIT provided a single mum of three with a laptop to help her 12-year-old son with his schoolwork.



Opportunities

Professionally developing our team will generate greater connection to our organisations and could provide access to new opportunities including grants and tenders, potentially in turn increasing the amount of funds available to GIVIT to meet need within these communities. Building these capabilities and expanding our First Nations networks would expand our knowledge of Aboriginal and Torres Strait Islander-owned businesses and create opportunities for procurement partnerships.

These opportunities are fundamentally at the heart of what we do – providing compassionate, culturally sensitive, and non-judgmental support to people looking for help.

Focus area

Opportunities aligns with the following key strategic directions as set out in GIVIT's 2024 Strategy:

'Profile – To be known and trusted nationally as the smart way to give to people in need.'

'Platform – To be Australia's leading donation management platform.'

Processes – To operate with integrity, transparency and accountability and utilise technology to increase productivity.'



This young girl lives with developmental difficulties, and her iPad was destroyed by floodwaters. GIVIT provided her family with a new iPad to aid her development.

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	July 2025	Lead: HR Manager
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. 	July 2025	Lead: HR Manager
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. 	July 2025	Lead: HR Manager
	<ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. 	August 2025	Lead: HR Manager
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	June 2025	Lead: HR Manager
	<ul style="list-style-type: none"> Recruit an Aboriginal and/or Torres Strait Islander volunteers with relevant knowledge to assist with deliverables in this section. 	August 2025	Lead: HR Manager



GIVIT provided a well-known Elder with a laptop to help her continue her community work in equity, inclusion and research.

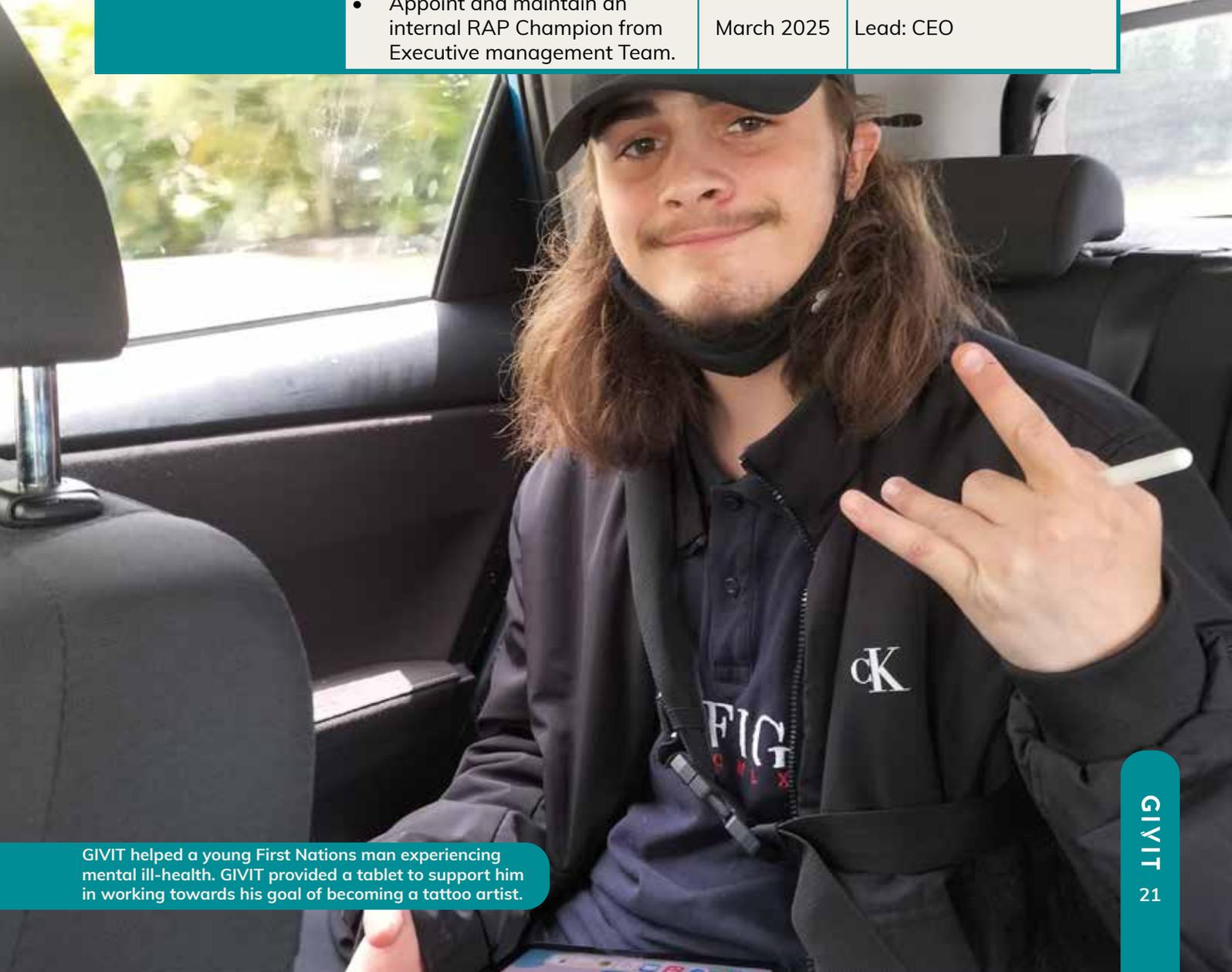


Opportunities

10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	Develop by March 2025, implement by May 2025	Lead: Purchasing Officer Support: Payroll Officer, National Manager
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	February 2025	Lead: Snr Purchasing Officer Support: Payroll Officer
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	April 2025	Lead: Payroll Officer Support: Snr Purchasing Officer, National Manager
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	April 2025	Lead: Payroll Officer Support: Snr Purchasing Officer
	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	May 2025	Lead: Payroll Officer Support: Snr Purchasing Officer, Corporate Partnerships Manager
11. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RWG. 	Review March 2025 January 2026	Lead: CEO Support: Corporate Partnerships Manager
	<ul style="list-style-type: none"> Establish and apply a Terms of Reference for the RWG. 	March 2025 and review January 2026	Lead: HR Manager Support: Engagement Officer WA
	<ul style="list-style-type: none"> Meet monthly to drive and monitor RAP implementation. 	Monthly 2025, 2026.	Lead: Corporate Partnerships Manager/ Engagement Officer WA
	<ul style="list-style-type: none"> Investigate and establish budgetary needs for RAP tasks. 	March 2025 January 2026	Lead: Corporate Partnerships Manager/ Engagement Officer WA
	<ul style="list-style-type: none"> Ensure meetings are accompanied by an agenda, minutes and a meeting recording for record-keeping, efficiency and transparency. 	Monthly 2025, 2026.	Lead: Corporate Partnerships Manager/ Engagement Officer WA
	<ul style="list-style-type: none"> Explore inclusion of external stakeholders into RWG, including collaboration and sharing with RWGs of corporate partners. 	April 2025	Lead: Head of Engagement Support: Corporate Partnerships Manager



Action	Deliverable	Timeline	Responsibility
12. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	March 2025	Lead: Marketing Manager
	<ul style="list-style-type: none"> Engage our senior leaders and other staff in the delivery of RAP commitments. 	June 2025 December 2025 June 2026 December 2026	Lead: Marketing Manager Support: Snr Purchasing Officer
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments. 	April 2025	Lead: Corporate Partnerships Manager
	<ul style="list-style-type: none"> Explore development of an external First Nations advisory group. 	March 2025	Lead: Corporate Partnerships Manager Support: CEO
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from Executive management Team. 	March 2025	Lead: CEO

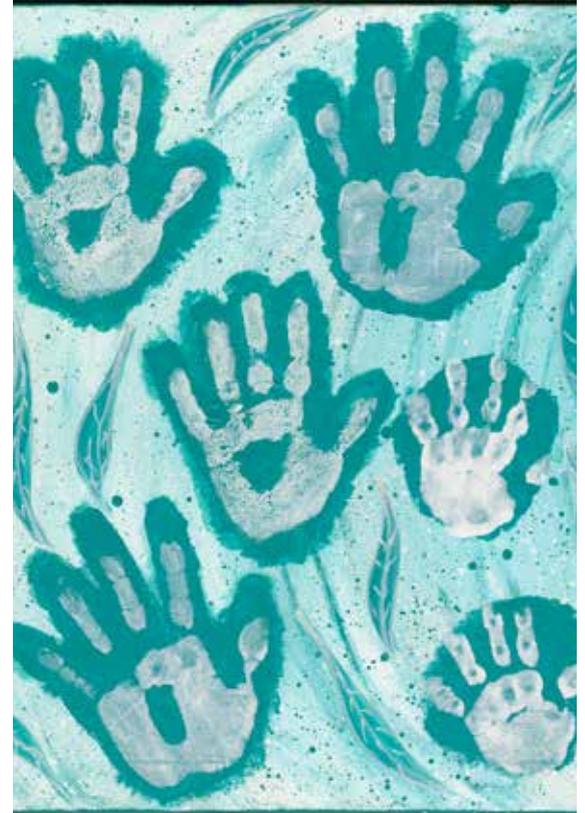


GIVIT helped a young First Nations man experiencing mental ill-health. GIVIT provided a tablet to support him in working towards his goal of becoming a tattoo artist.



13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> 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. 	January annually	Lead: Corporate Partnerships Manager
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey. 	1 August annually	Lead: Corporate Partnerships Manager
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Survey to Reconciliation Australia. 	Due 30 September, annually	Lead: Corporate Partnerships Manager Support: HR Manager
	<ul style="list-style-type: none"> Report RAP progress to all staff and senior leaders quarterly. 	April 2025, July 2025, Oct 2025, Jan 2026, April 2026, July 2026, Oct 2026, Jan 2027.	Lead: Corporate Partnerships Manager Support: Snr Purchasing Officer
	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings, annually. 	Dec 2025, Dec 2026	Lead: Marketing Manager Support: Marketing Assistant
	<ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	April 2026	Lead: Corporate Partnerships Manager
	<ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 	February 2027	Lead: Corporate Partnerships Manager/ Engagement Officer WA Support: CEO
14. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	Review March 2025 January 2026	Lead: CEO Support: Corporate Partnerships Manager

The Art Work



Charmaine Barratt is an Aboriginal woman who has lived in the Ngunnawal Community since the age of 4. She is passionate about supporting people to educate, support and empower themselves so they can make informed choices in their lives. She is currently a Team Leader/Support Worker at the Ngunnawal Bush Healing Farm.

Meaning of this painting

This painting represents GIVIT as the tree and all the hand prints are the men, women and children this organisation has helped empower in Australia in the past, present and future.

The tree

The tree is the ultimate giver of life - it gives us shelter; it gives us warmth; and it gives us food.

Meaning of symbols in this painting

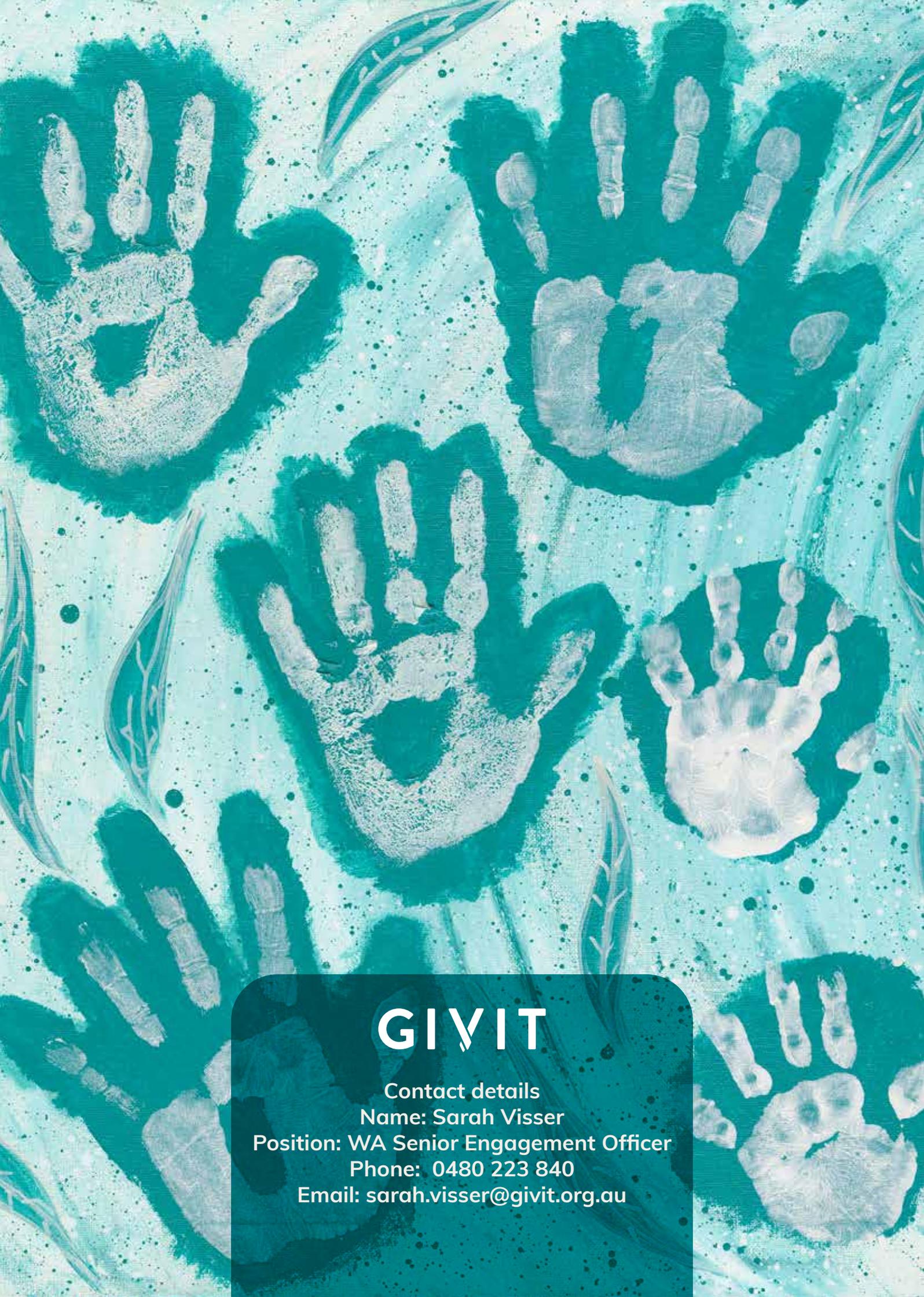
In : Is the symbol for man

lln : Is the symbol for woman

n : Is the symbol for people (children)



A staff member from Kullarri Regional Communities Indigenous Corporation in Broome distributes groceries provided by GIVIT to a family.



GIVIT

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