



Prosper
Project Australia



Reflect Reconciliation Action Plan
February 2024 – July 2025



Prosper (Project Australia)'s Reconciliation Action Plan artwork was created by Esela Lawler, a young Aboriginal woman living in Sydney's Inner West. Through the support of family and school, Esela has been encouraged to explore her culture and uses her artistic talent to share this journey with others.

Artist statement

When I was 10 I started dot painting. I loved to paint Aboriginal paintings and my family and school encouraged me to keep painting as it was my talent. As I learned more about my Aboriginal culture I decided that I wanted to keep painting and create a business out of it. When I created this artwork my inspiration for it was to include family and working as a community. The circles represent past years of community work. Each circle symbolises a person lending a hand to another and helping them out.

Reflect RAP

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

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

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

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

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



objectives, for the most effective outcomes.

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

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

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

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

Karen Mundine
Chief Executive Officer
Reconciliation Australia



It is my honour to present Prosper (Project Australia)'s first Reflect Reconciliation Action Plan (Reflect RAP). Our Reflect RAP expresses our commitment to building new relationships and strengthening our existing relationships with Aboriginal and Torres Strait Islander people and communities.

We acknowledge that the land on which we operate belongs to the First Peoples of Australia, and we honour their custodianship of nearly 70,000 years.

Prosper (Project Australia) is dedicated to building resilient children, families and communities. We focus on vulnerable children and families, and in all our activities we seek to help build fair, equitable, just, sustainable and abundant communities for all.

Our passion for fairness, equality and respect is the foundation of the formalising of our commitment to a deeper respect for Aboriginal and Torres Strait Islander peoples.

Prosper (Project Australia) is acutely aware of the shameful disparity that exists between Aboriginal and Torres Strait Islander Australians and non-Aboriginal Australians in many areas, including education, employment, health and life expectancy. We remain committed to walking with our Aboriginal and Torres Strait Islander peoples to build a better future for all Australians, together.

Prosper (Project Australia)'s first Reflect RAP demonstrates our commitment to work together to build a positive future. We hope that our Reflect RAP joins an exponential movement of action towards true reconciliation between Aboriginal and Torres Strait Islander peoples and the wider Australian community.

**Karen Craigie OAM
Executive Director
Prosper (Project Australia)**

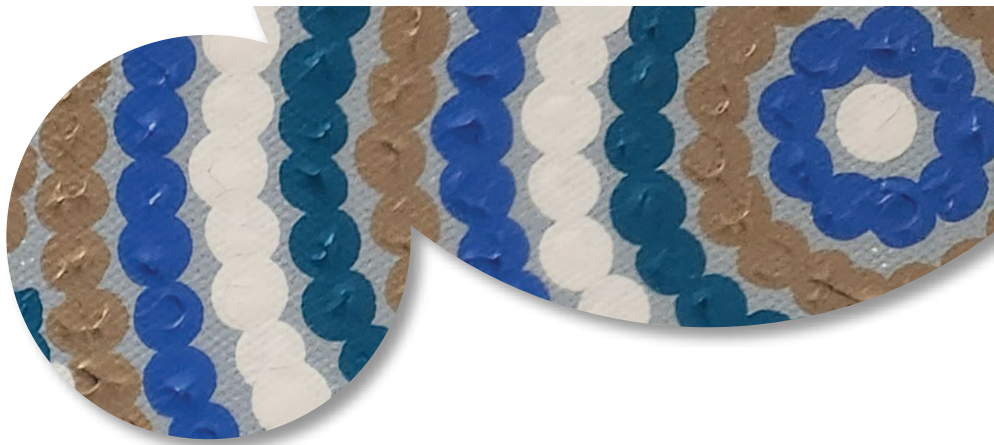


Prosper's RAP

Prosper (Project Australia) is a multi award-winning community organisation that supports disadvantaged children and young people (and their families) at home, at school and in the community. Prosper delivers this function through a suite of prevention, early intervention, family support and community development programming. This includes the initiatives: Strong Safe Families (www.strongsafefamilies.online), Sydney Help Hub, and Strong Safe Fabulous (www.strongsafefabulous.online), We Are Survivors!, as well as professional development for the education and community sectors, evidence-based parenting groups, school-based activities such as Lego Club, family violence prevention and programs for targeted vulnerable cohorts including the LGBTIQA+ community, refugees and asylum seekers.

Prosper is a national organisation with a central office in Campsie, NSW and we operate mobile/remote activities from dozens of locations (such as schools and child care centres) around NSW and Australia each school term. We also operate a large number of other activities including webinars and training programs, in the online space via Zoom and Microsoft teams. At present, Prosper is comprised of 3 Full time staff, 3 Part time staff, 5 Casual staff. We are currently unaware of any staff who identify as an Aboriginal and/or Torres Strait Islander person.

Prosper (Project Australia) has only just begun its reconciliation journey. However, we have previously engaged with a wide variety of Aboriginal and Torres Strait Islander programs, projects and groups. For example, since 2014 Prosper has had stalls at, and participated in the coordination of NAIDOC events at schools such as Enfield Public school and West Pennant Hills Public school, and in collaboration with local councils and community organisations for NAIDOC and Reconciliation events in Burwood, Ashfield, Penrith, and Auburn. Prosper staff have participated in cultural competence training delivered by Aboriginal Elders at Weave in Redfern, and more recently (September 2023) has participated in Bayla/Connecting to Culture workshop run by Aunty Lyn Martin at Bankstown Arts Centre.

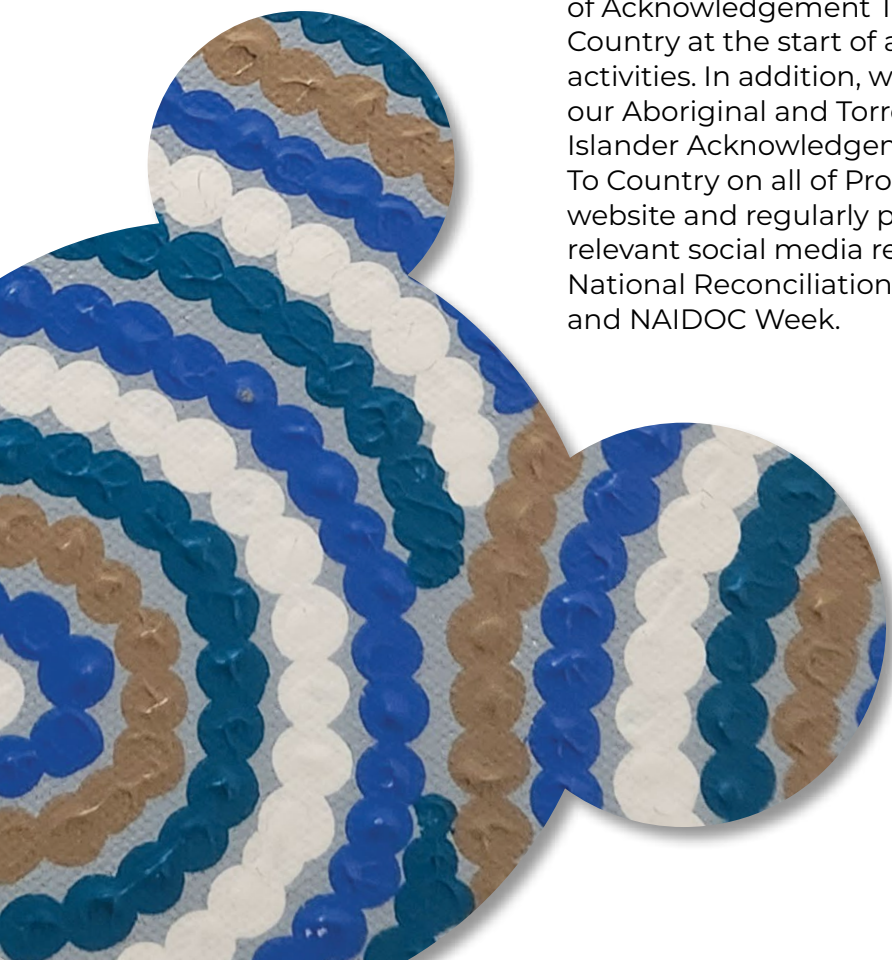


In Prosper's first years of operation, the organisation contracted an Aboriginal worker to deliver three Triple P Aboriginal and/or Torres Strait Islander programs and was able to take referrals from Aboriginal and/or Torres Strait Islander groups and organisations such as Kari and Multi mix mob. In 2022, Prosper also contracted a worker to deliver a webinar for early childhood staff on building Aboriginal and/or Torres Strait Islander perspectives into curriculums.

Prosper has also upheld a range of important partnerships with Aboriginal and/or Torres Strait Islander organisations. For example, Prosper has had a partnership in place with the Aboriginal Health Hub in Mt Druitt to deliver emergency relief and this has meant that Prosper has regularly provided food parcels, vouchers, free clothing and goods to clients of this service on an ongoing and regular basis. Prosper enthusiastically participates regularly in NAIDOC week events and we include delivery of Acknowledgement To Country at the start of all of our activities. In addition, we include our Aboriginal and Torres Strait Islander Acknowledgement To Country on all of Prosper's website and regularly post relevant social media related to National Reconciliation Week and NAIDOC Week.

Prosper (Project Australia) is committed to further strengthening the relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples to help build a better and more equitable environment for all Australians. Specifically, Prosper (Project Australia) is committed to providing an environment that promotes Aboriginal and Torres Strait Islander peoples' empowerment building on the foundations of Relationships, Respect and Opportunities.

Prosper (Project Australia) will continue to work alongside Aboriginal and/or Torres Strait Islander Elders, respected and recognised leaders, parents, teachers, community leaders as well as children and young people to provide meaningful opportunities for Aboriginal and/or Torres Strait Islander peoples to contribute through Prosper programs, projects and initiatives; support Aboriginal and/or Torres Strait Islander children and families through our various family and child support programs; and enrich the lives of our staff, consultants, volunteers and supporters by encouraging and supporting a deep understanding and meaningful connection to Aboriginal and/or Torres Strait Islander peoples.





Relationships

Action	Deliverable	Timeline	Responsibility
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.	February, 2024	Executive Director and RAP Project Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February, 2024	RAP Project Manager
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, 2024	RAP Project Manager
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2024	Executive Director and RAP Project 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, 2024	RAP Project Manager
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	February, 2024	Executive Director and Board
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March, 2024	Executive Director + RAP Project Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March, 2024	RAP Project Manager
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	April, 2024	RAP Project Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	April, 2024	RAP Project Manager Prosper Policy & Procedures Manager



Respect

Action	Deliverable	Timeline	Responsibility
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.	June, 2024	Executive Director + RAP Project Manager
	Conduct a review of cultural learning needs within our organisation.	July, 2024	RAP Project Manager
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.	August, 2024	RAP Project Manager
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July, 2024	RAP Project Manager
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.	June, 2024	RAP Project Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	RAP Project Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2024	Executive Director + RAP Project Manager



Opportunities

Action	Deliverable	Timeline	Responsibility
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.	November, 2024	Executive Director + RAP Project Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November, 2024	RAP Project Manager
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.	April, 2025	Executive Director + RAP Project Manager
	Investigate Supply Nation membership.	May, 2025	RAP Project Manager



Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	March, 2024	Executive Director + RAP Project Manager
	Draft a Terms of Reference for the RWG.	April, 2024	RAP Project Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	March, 2024	RAP Project Manager
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April, 2024	RAP Project Manager
	Engage senior leaders in the delivery of RAP commitments.	February, 2024	RAP Project Manager
	Appoint a senior leader to champion our RAP internally.	February, 2024	Executive Director
	Define appropriate systems and capability to track, measure and report on RAP commitments.	April, 2024	Executive Director + RAP Project Manager
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 out on important RAP correspondence.	June annually	RAP project Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	RAP Project Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	RAP Project Manager
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	30 April, 2025	RAP project Manager



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