



Prosper
Project Australia



Innovate Reconciliation Action Plan
May 2026 – May 2028



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.

Innovate RAP

Reconciliation Australia commends Prosper (Project Australia) 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 Prosper (Project Australia) 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, Prosper (Project Australia) will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of *relationships, respect, and opportunities* emphasises not only the importance of



fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Prosper (Project Australia) 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 Prosper (Project Australia)'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 Prosper (Project Australia) on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

It is my privilege to present Prosper (Project Australia)'s Innovate Reconciliation Action Plan.

When we launched our Reflect RAP, we formally began a journey that had already been taking shape in our values and our work. That first stage asked us to listen more closely, to reflect honestly and to strengthen relationships with Aboriginal and Torres Strait Islander peoples and communities. Our Innovate RAP represents the next step — embedding reconciliation more deeply and more intentionally into how we lead, govern and serve.

We acknowledge the Traditional Custodians of the Lands on which we operate and pay our respects to Elders past and present. We recognise the enduring strength of the world's oldest continuing cultures and honour the deep custodianship of this Land spanning more than 70,000 years.

As the founder of Prosper, I established this organisation with a commitment to fairness, dignity and opportunity for children and families facing adversity. Over the years, I have become increasingly aware that the inequities and inequalities experienced by Aboriginal and Torres Strait Islander peoples are not historical footnotes — they are lived realities. The disparities across health, education, employment and life outcomes are profound and unacceptable. When we speak of these injustices, we do so not lightly, but with a deep sense of responsibility.

Prosper is a relatively young organisation, but our size does not diminish our responsibility. If anything, it strengthens our resolve. We are committed to doing what is within our power — and continuing to expand that capacity — to contribute meaningfully to reconciliation.

Over the past two years, we have taken deliberate steps to move from intention to structured action. We have established a RAP Working Group, developed clear cultural engagement and employment strategies, strengthened partnerships with Aboriginal and Torres Strait Islander leaders and organisations, supported First Nations owned businesses, and prioritised comprehensive cultural learning across our team. These actions reflect our commitment to embedding reconciliation within the systems and culture of Prosper.



Reconciliation is not a symbolic gesture. It requires consistency, humility and courage. It requires us to listen, to learn and to remain accountable. Our Innovate RAP is both a commitment and a framework — guiding how we engage, how we partner and how we continue to grow.

I am proud of the progress we have made and mindful of the work that remains. Prosper is committed to walking alongside Aboriginal and Torres Strait Islander peoples with respect, integrity and shared purpose, as we work toward a more just and equitable future for all Australians.

Karen Craigie OAM
Executive Director
Prosper (Project Australia)

Vision for Reconciliation

Prosper (Project Australia) envisions a future in which Aboriginal and Torres Strait Islander peoples experience equity, dignity and opportunity across all areas of life, and where the strength, wisdom and culture of the world's oldest continuing civilisations are recognised, respected and celebrated as foundational to Australia's identity.

We believe reconciliation is not an abstract ideal, but a lived responsibility. It calls us to acknowledge truth, confront injustice and actively contribute to change. For Prosper, reconciliation is inseparable from our mission to support vulnerable children, families and communities. We cannot pursue fairness and social justice without meaningfully addressing the disparities that continue to impact Aboriginal and Torres Strait Islander peoples.

Prosper acknowledges the profound and ongoing impact of colonisation, dispossession, the forced removal of children, the suppression of languages and culture, and policies that caused deep and intergenerational harm. We recognise that these historical injustices are not confined to the past — their effects continue to shape social, economic and health outcomes today. Meaningful reconciliation requires truth-telling; an honest understanding of our shared history, and a willingness to learn, reflect and act with integrity.

Our vision is of communities where Aboriginal and Torres Strait Islander children grow up strong in culture, identity and opportunity; where families are supported in culturally safe and empowering ways; and where non-Indigenous Australians — including those newly arrived to this country — are supported to understand both the richness of Aboriginal and Torres Strait Islander cultures and the historical realities that have shaped contemporary Australia.

Prosper recognises that reconciliation requires more than goodwill. It requires humility, courage and sustained action. It requires listening deeply to Aboriginal and Torres Strait Islander voices, walking alongside community in genuine partnership, and embedding respect and accountability within our governance, workforce and service delivery.

As a relatively young organisation, Prosper understands that our contribution alone cannot close longstanding gaps. However, we believe that every organisation — regardless of size — carries a responsibility to act. Our vision for reconciliation is one where practical action matches moral conviction; where policies are shaped by partnership; where opportunities are expanded through intentional inclusion; and where cultural knowledge is valued, protected and strengthened.

We envision a future Australia in which historical injustices are neither denied nor diminished, but acknowledged as part of our shared story — and where healing, equity, equality and opportunity are pursued together.

Our Business

Through our Reconciliation Action Plan, Prosper commits to continuing this journey with integrity, transparency and determination. We aspire to be an organisation that not only speaks of reconciliation, but lives it — in our relationships, our decisions and our daily practice.

Prosper (Project Australia) is a dynamic, community-based organisation with a growing national and international reach. At present, the organisation is comprised of two full-time staff, six part-time staff, and five casual staff (none of whom identify as First Nations peoples). We are supported by two Aboriginal and Torres Strait Islander consultants who contribute cultural expertise, guidance, and professional development and training for staff across a range of initiatives. This diverse workforce reflects Prosper's commitment to embedding cultural knowledge and lived experience within its service delivery.

Prosper's core operations are grounded in Western Sydney, on Dharug Land, where it delivers place-based programs for children, young people, and families. Beyond this local footprint, the organisation extends its reach across Australia and internationally through a suite of online programs and resources, enabling engagement with a broad and diverse audience. This blended model of delivery strengthens accessibility

and ensures that culturally responsive, trauma-informed supports are available across geographic boundaries.

Prosper recognises its sphere of influence as extending across multiple interconnected levels, including individuals, families, communities, organisations, and broader society. Internally, staff, leadership, and governance structures are united in their commitment to the organisation's Vision for Reconciliation. Externally, Prosper actively engages with schools, community organisations, service providers, and partner agencies, the majority of whom share and support its reconciliation commitments. Through these relationships, Prosper seeks to contribute to improved race relations, equity, equality and inclusion, institutional integrity, unity, and historical acceptance, aligning its work with the broader goals of reconciliation in Australia.

While Prosper maintains a home office in Campsie, Sydney, its service delivery model is primarily mobile and community-based. Programs are delivered within schools, community settings, and online environments, allowing the organisation to respond flexibly to community needs and to engage meaningfully with diverse populations. This approach supports deeper connection, accessibility, and culturally responsive practice across all areas of operation.

Our RAP

Prosper (Project Australia) is developing its Reconciliation Action Plan (RAP) as a reflection of its genuine and ongoing commitment to contributing to reconciliation in Australia through meaningful, sustained action. This commitment is embedded across all levels of the organisation and is actively championed by the Board, Executive Director, RAP Manager, staff, and RAP Working Group members. The RAP is officially led by Reina Michaelson, RAP Manager and Champion, under the considered and values-driven leadership of Executive Director Karen Craigie, and reflects a whole-of-organisation approach to embedding reconciliation into Prosper's governance, programs, and community engagement.

Prosper's RAP Working Group includes representation from across the organisation, reflecting a shared responsibility for reconciliation. Members include Karen Craigie (Executive Director), Reina Michaelson (Project Manager), Dima Al Balkhi (Program Manager), Isha Colley (Coordinator), Charity Galong (Coordinator), Lisa Minner (Marketing and Communications Coordinator), John Burnett (Finance Manager), Rojalin Sharin Kanta (Facilitator), and Feroza Yasmin (Facilitator). The Working Group is further strengthened by the guidance of Aboriginal and Torres Strait Islander consultants, Caspa Tyson and Jason May, whose cultural knowledge, expertise, and leadership play a critical role in informing Prosper's approach. While Prosper does

not yet have a formal external Aboriginal and Torres Strait Islander Advisory Group, establishing such a group is a key priority for the future to further strengthen cultural governance, accountability, and community-led decision-making.

Since developing its Reflect RAP, Prosper has deepened its understanding of reconciliation as an ongoing, relational process that requires humility, active listening, and a willingness to learn and adapt. Key learnings have included the importance of moving beyond symbolic actions towards more embedded, structural change; the value of genuine partnerships with Aboriginal and Torres Strait Islander peoples and organisations; and the need to centre cultural safety, respect, and accountability in all aspects of organisational practice. Prosper has also recognised the importance of building staff capability through ongoing cultural learning, and of ensuring that reconciliation is not the responsibility of a single role but is shared across the organisation.

Prosper has encountered challenges in balancing aspiration with capacity as a small organisation, particularly in ensuring that engagement with Aboriginal and Torres Strait Islander stakeholders is respectful, appropriately resourced, and not extractive. These experiences have reinforced the importance of taking a considered, relationship-based approach, guided by Aboriginal and Torres Strait Islander voices and leadership. In response, Prosper is strengthening its governance frameworks, formalising strategies and policies, and taking steps to ensure that its actions are sustainable, culturally informed, and aligned with best practice.

Through this Innovate RAP, Prosper is committed to building on these learnings by deepening relationships, strengthening internal systems and accountability, and creating meaningful opportunities for Aboriginal and Torres Strait Islander peoples to engage with and shape Prosper's work. Prosper recognises that reconciliation is a continuous journey and remains committed to listening, learning, and evolving in partnership with Aboriginal and Torres Strait Islander communities.

Prosper (Project Australia) is a multi-award-winning national community organisation dedicated to supporting disadvantaged children, young people and their families at home, at school and within their communities. Through prevention, early intervention, family support and community development initiatives — including Strong Safe Families, Sydney Help Hub, Strong Safe Fabulous, We Are Survivors! — professional learning programs and targeted supports for vulnerable cohorts, Prosper works to create safe, connected and empowered communities across New South Wales and Australia.

As an organisation committed to equity, equality and social justice, Prosper recognises that reconciliation is fundamental to achieving meaningful and lasting change. The wellbeing of children and families in Australia cannot be advanced without acknowledging the enduring strength, culture, and leadership of Aboriginal and Torres Strait Islander peoples, and without actively addressing the structural inequities and inequalities that continue to impact communities. Prosper (Project Australia) graciously acknowledges the commitment, expertise and passion that Caspa Tyson and Jason May, Prosper's two Aboriginal and Torres Strait Islander consultants, bring to our Reconciliation journey. Our journey would not be possible without their collaboration, commitment, depth of knowledge and dedication.

From Reflection to Innovation: Prosper's RAP Journey

Following the establishment of its Reflect RAP, Prosper has significantly strengthened its reconciliation foundations. During 2024–2026, the organisation has transitioned from participation to structured embedding of reconciliation across governance, strategy, partnerships and service delivery.

Prosper has deepened its engagement with Aboriginal and Torres Strait Islander communities through meaningful partnerships and memberships, including joining SNAICC — National Voice for our Children, becoming a member of the South-West Sydney Koori Interagency and the Fairfield Engaging Families of Aboriginal Heritage Interagency. The organisation has established and strengthened partnerships with cultural consultants and community leaders, including Caspa Tyson of Two Cockatoos Cultural Consultancy and Bawamarra Cultural Services, collaborating on joint initiatives and grant applications to increase culturally responsive programming.

Prosper has also embedded support for Aboriginal and Torres Strait Islander businesses into its procurement practices, commissioning Aboriginal artists, arts suppliers, toy providers and catering services, and continuing to support local Aboriginal enterprises. Through community-based initiatives, including a grant-funded NAIDOC Week event in July 2025, National Reconciliation Week and National Sorry Day recognition, and celebration of National Aboriginal and Torres Strait Islander Children's Day, Prosper has strengthened visibility and community awareness of reconciliation across its service platforms and social media channels.

Internally, Prosper has prioritised cultural capability and learning. All staff and Board members have undertaken structured cultural awareness training, including in-house training on best practice principles and intergenerational trauma, cultural learning delivered by Aboriginal facilitators, participation in cultural excursions and ongoing online learning modules with measurable knowledge outcomes. Individual staff members have engaged in specialised training focused on trauma-informed practice, cultural responsiveness and working alongside Aboriginal and Torres Strait Islander parents and communities.

A significant milestone during 2025 was the establishment of Prosper's RAP Working Group. The Working Group has formalised Terms of Reference, developed Best Practice Principles for Partnerships with Aboriginal and Torres Strait Islander stakeholders, and guided the creation of key governance and strategy documents. These initiatives include an Aboriginal and Torres Strait Islander Employment, Retention and Professional Development Strategy; Cultural Engagement Strategy; Reconciliation Engagement Strategy; Cultural Learning Strategy; and Cultural Protocols Document. In addition, Prosper has developed accessible resources explaining the significance of Acknowledgement of Country, including translated versions to support engagement with culturally and linguistically diverse communities.

Through these actions, Prosper's Innovate RAP reflects a shift from awareness-building to system-level integration. Reconciliation is increasingly embedded within organisational governance, workforce development, procurement practices, community partnerships and program design.

Prosper acknowledges that reconciliation is an ongoing journey requiring sustained commitment, humility and accountability. Through its Innovate RAP, Prosper reaffirms its dedication to building respectful relationships, strengthening cultural understanding, creating equitable opportunities and working in genuine partnership with Aboriginal and Torres Strait Islander peoples to achieve meaningful and lasting change.

Prosper has also strengthened its forward planning and accountability by developing and commencing implementation of a structured 2026 Reconciliation Action Plan Calendar. This calendar identifies nationally significant reconciliation dates — including Survival Day, the Anniversary of the National Apology, National Close the Gap Day, National Sorry Day, National Reconciliation Week, Mabo Day, NAIDOC Week, National Aboriginal and Torres Strait Islander Children’s Day, and the International Day of the World’s Indigenous Peoples — and aligns each with purposeful organisational reflection, learning and community engagement activities.

Through this calendar, Prosper has committed to pausing, reflecting, educating and engaging at key moments throughout the year. Activities include internal staff discussions, educational resource sharing, community-based engagement, promotion of Indigenous-led organisations and artists, and structured reflection on how Prosper’s work contributes to equity and culturally safe practice. This approach ensures reconciliation is embedded as an ongoing organisational rhythm rather than limited to isolated events.

Prosper formally registered to commence development of this Innovate RAP in March 2025, marking a significant milestone in the organisation’s reconciliation journey. The progress achieved to date reflects a sincere, structured and sustained commitment to walking alongside Aboriginal and Torres Strait Islander peoples in partnership, respect and shared purpose.



Achievements and Partnerships

In 2024 -2026

During 2024 Prosper was able to commission the following (with relationships continuing and ongoing):

- An Aboriginal artist
- An Aboriginal arts store
- An Aboriginal children’s toy supply, and
- An Aboriginal catering service

2024 - 2025

PARTNERSHIPS AND OTHER SIGNIFICANT RELATIONSHIPS

In 2024 – 2025, Prosper:

- Joined SNAICC
- Worked with Bawamarra cultural services on joint grant applications
- Established a partnership with Caspa Tyson and Two Cockatoos
- Continued to support Aboriginal Torre Strait Islander businesses including Esela’s Deadly Atworkz and Bawemarra
- Was in regular contact with Kari to try to get some programming off the ground

In 2025, Prosper:

- Registered for the next level RAP (Innovate)
- Became a member of South-West Sydney Koori Interagency and Fairfield Engaging Families of Aboriginal Heritage Interagency
- Attended an event for **National Reconciliation Week** (Reina and Karen attended local morning tea events)
- Celebrated National Reconciliation Week with a Prosper social media post
- Recognised **National Sorry Day** with a social media post
- Secured a NAIDOC grant for a NAIDOC week event
- Held a **NAIDOC Week** event on Friday 11th July 2025: 10am - 12pm. Prosper held a morning team for clients and local families, including beautiful Aboriginal storybooks for children. A young Aboriginal artist, Esela, created some artistic designs for art and craft activities. Every child received a gift
- Celebrated **National Aboriginal and Torres Strait Islander Children’s Day** on 4 August 2025 by sharing a social media post and incorporating Aboriginal and Torres Strait Islander arts and crafts activities in Prosper’s playgroup
- Commissioned an Aboriginal artist to complete a set of original paintings for the Rotary Community Centre

- Met and developed a partnership with Caspa Tyson “Two Cockatoos Cultural Consultancy”
- Made use of previous training information (such as incorporating why we have an Acknowledgement of Country in parent program presentations)
- Ran the ‘embedding Aboriginal perspectives into curricula’ webinar for child care centres in October 2025
- Prosper also worked with Bawamarra to develop a podcast series which has now been recorded. It is still being edited and the actual series will be published around May/June 2026
- Assisted and donated goods for the Aboriginal Hub in Bankstown to establish an emergency relief style drop-in event series for Aboriginal and Torres Strait Islander locals to attend.

**RAP WORKING GROUP
2025 - 2026**

- Established the RAP Working / Advisory Group
- Held the Inaugural RAP Working Group meeting on 7 July 2025 and a subsequent meeting on 5 September 2025
- Developed RAP Working Group Terms of Reference (TORs) document
- Developed “Best Practices and Principles for Partnerships with Aboriginal and Torres Strait Islander Stakeholders and Organisations” document
- Developed “Why We Do Acknowledgement Of Country” document to share with Prosper community and clients
- Translated “Acknowledgement Of Country” in Arabic and Bengali and shared the respective documents within each community
- Second RAP Working Group meeting held on Friday 5th September 2025

**STRATEGY DEVELOPMENT
2025**

- Prosper formalised the following documents:
- Aboriginal and Torres Strait Islander Employment, Retention and Professional Development Strategy
 - Aboriginal and Torres Strait Islander Cultural Engagement Strategy
 - Aboriginal and Torres Strait Islander Reconciliation Engagement Strategy
 - Aboriginal and Torres Strait Islander Cultural Learning Strategy
 - Aboriginal and Torres Strait Islander Cultural Protocols Document

**STAFF TRAINING &
CULTURAL AWARENESS
2024 - 2026**

- Facilitated **All Staff Training** (in-house) (September 2024)
- “Best Practice Principles when working with Aboriginal and Torres Strait Islander communities, families and clients” and
 - “Aboriginal and Torres Strait Islander Peoples and Intergenerational Trauma”
 - All Staff undertook training by Caspa Tyson “Understanding Aboriginal Culture”
 - Whole of team participated in NAIDOC First Nations Cultural Awareness training at Eora Matta Cultural Hub
 - Participated in the whole of team cultural excursion ‘Yarn and Walk’ along the Cooks River, with Uncle John Dickson

Individual Staff Members

participated in relevant training throughout 2025:

- Reina participated in “Cultivating Cultural Awareness and Trauma Informed Practice” (by ABSEC)
- Reina, Feroza & Charity participated in “SNAICC Waterways Program Sydney– Cultural Responsiveness and Trauma Informed Care” (SNAICC)
- Feroza, Rojalin and Charity participated in Muggera Cultural Art workshop on 9th July at Eora Matta first nations cultural hub.
- Dima participated in Aboriginal Cultural Workshop by First Nations Hub (Canterbury Bankstown Council) and led by local elder Lee Carr.
- Reina attended Aboriginal and Torres Strait Islander Native Food Event held at Carriageworks on Sunday 28 September 2025.
- Each member of staff completed Aboriginal and Torres Strait Islander Online training – Kinship Model 2025 and 2026, including pre and post knowledge measures.
- Charity Galong completed Walking Alongside Aboriginal and Torres Strait Islander Parents training 2026.
- Dima and Feroza registered for the ‘Cultural Safety: from Burden to Belonging Training’ by Evolve Communities in November 2025.

**PROSPER’S RECOGNITION
AND CELEBRATION OF
RECONCILIATION ACROSS
SOCIAL MEDIA PLATFORMS
2025 - 2026**

- 11 posts on Prosper Facebook.
- 4 Stories on Prosper Facebook.
- 6 posts on the Strong Safe Families Facebook.
- 2 posts on Strong Safe Fabulous Facebook.
- 10 posts on Prosper Instagram
- 4 reels on Prosper Instagram.
- 1 story on Strong Safe Fabulous Instagram

A Summary of Prosper’s Reconciliation Action Plan (RAP) Achievements: 2024–2025 and 2026 to date

Introduction

Throughout 2024, 2025 and 2026, Prosper has demonstrated a significant commitment to its Innovate Reconciliation Action Plan, achieving substantial progress in fostering relationships, showing respect, creating opportunities, and developing internal governance for reconciliation. This document outlines the key accomplishments during this period.

Partnerships and Community Engagement

Prosper has actively built and maintained strong connections with Aboriginal and Torres Strait Islander peoples, communities, and organisations. Key achievements in this area include:

New Memberships and Partnerships

Prosper joined SNAICC, the national non-governmental peak body for Aboriginal and Torres Strait Islander children. The organisation also became a member of the South-West Sydney Koori Interagency and the Fairfield Engaging Families of Aboriginal Heritage Interagency. A significant partnership was established with Caspa Tyson of “Two Cockatoos Cultural Consultancy”.

Collaborative Efforts

Prosper worked with Bawamarra cultural services on joint grant applications and was in regular contact with Kari to establish new programming.

Supporting Aboriginal and Torres Strait Islander Businesses

Prosper continued its support for Aboriginal and Torres Strait Islander businesses by commissioning an Aboriginal artist, an arts store, a children’s toy supplier, a catering service, and a second artist for paintings at the Rotary Community Centre. Ongoing support was provided to businesses like Esela’s Deadly Atworkz and Bawemarra.

Cultural Recognition and Events

Prosper has integrated cultural recognition into its calendar and community activities. Highlights include:

National Reconciliation Week

Prosper marked the week with a social media post, and staff members attended local morning tea events.

NAIDOC Week

A NAIDOC grant was secured to host a community morning tea on 11 July 2025. The event featured Aboriginal storybooks for children and art activities designed by a young Aboriginal artist, Esela. Every child in attendance received a gift.

National Sorry Day

The day was formally recognised with a social media post.

National Aboriginal and Torres Strait Islander Children’s Day

This day was celebrated on 4 August 2025 with a social media post and by incorporating Aboriginal and Torres Strait Islander arts and crafts into Prosper’s playgroup activities.

Staff Training and Cultural Awareness

A comprehensive cultural learning strategy was implemented to enhance staff understanding and capability. Key training initiatives included:

All-Staff Training

In-house training was delivered in September 2024 on best practice principles and intergenerational trauma. The entire team also undertook “Understanding Aboriginal Culture” training with Caspa Tyson and cultural awareness training at the Eora Matta Cultural Hub.

Cultural Excursions

The team participated in a ‘Yarn and Walk’ excursion along the Cooks River with Uncle John Dickson.

Specialised Workshops

Individual staff members attended targeted training sessions, including workshops on cultural responsiveness, trauma-informed practice, and cultural art.

Governance and Strategy

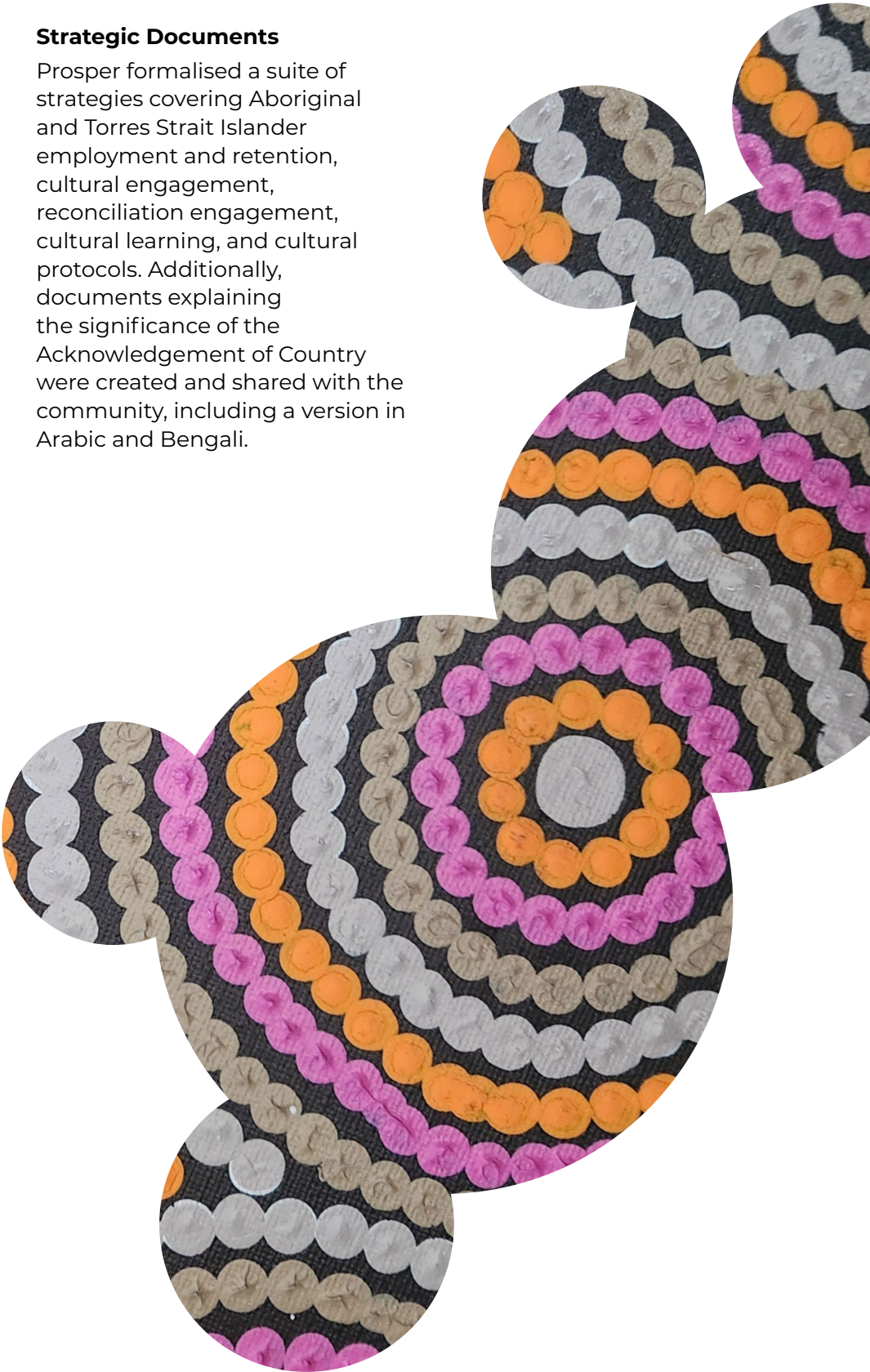
To embed reconciliation within the organisation, Prosper established a strong governance framework:

RAP Working Group

An advisory group was established, holding its inaugural meeting on 7 July 2025 and second meeting on Friday 5th September 2025. The group developed key governance documents, including Terms of Reference and a guide to “Best Practices for Partnerships” including a spreadsheet of key Aboriginal and Torres Strait Islander partnership opportunities.

Strategic Documents

Prosper formalised a suite of strategies covering Aboriginal and Torres Strait Islander employment and retention, cultural engagement, reconciliation engagement, cultural learning, and cultural protocols. Additionally, documents explaining the significance of the Acknowledgement of Country were created and shared with the community, including a version in Arabic and Bengali.



2026 Reconciliation Action Plan (RAP)

Activities Calendar:

Prosper has successfully advanced to the next stage of its reconciliation journey by registering for an **Innovate RAP** on 24 March 2025 and the achievements to date reflect Prosper’s sincere and dedicated approach to reconciliation through building connections with Aboriginal and Torres Strait Islander communities.

In addition, in 2026 Prosper has developed and begun to implement a calendar of key dates and associated events and activities for 2026, including the following:

January

26 January – Survival Day / Invasion Day

Purpose: Acknowledgement of survival, resilience, and the ongoing impacts of colonisation.

Activities:

Shared a Survival Day acknowledgement via internal communications and social media.

Included a short reflective statement recognising Aboriginal and Torres Strait Islander resilience.

Paused celebratory Australia Day messaging on this day.

February

13 February – Anniversary of the National Apology

Purpose: Reflection on on the Stolen Generations and ongoing healing.

Activities:

Shared a short reflection or quote from the National Apology.

Encouraged staff to watch or read First Nations perspectives on the Apology.

Began a conversation about intergenerational trauma and healing.

March

National Close the Gap Day (Third Thursday in March)

Purpose: Raise awareness of inequities in health, wellbeing, and life outcomes.

Activities:

Shared an overview of current Close the Gap targets and progress.

Highlighted Aboriginal and Torres Strait Islander -led health and wellbeing organisations.

Reflected on how Prosper’s work contributes to equity and access.

May

26 May – National Sorry Day

Purpose: Honour the experiences of the Stolen Generations.

Activities:

Published a respectful acknowledgement on social media.

Invited staff to observe a moment of reflection.

Shared survivor-led resources or stories.

27 May – 3 June – National Reconciliation Week

Purpose: Strengthen relationships, respect, and understanding.

Activities:

Participated in Reconciliation Australia’s NRW resources or webinars.

Hosted a short internal discussion on reconciliation in practice.

Reviewed RAP commitments and progress.

27 May – Anniversary of the 1967 Referendum

Activity:

Shared a brief educational post on the significance of the Referendum.

June

3 June – Mabo Day

Purpose: Recognition of Native Title and land rights.

Activities:

Shared information about Eddie Koiki Mabo and the High Court decision.

Learned about the Traditional Custodians and Native Title status of your local area.

July

NAIDOC Week (5–12 July)

Purpose: Celebration of the history, culture, and achievements of Aboriginal and Torres Strait Islander peoples.

Activities:

Shared the annual NAIDOC theme and explain its meaning.

Promoted Aboriginal and Torres Strait Islander -led events, artists, authors, or organisations.

Encouraged staff to engage with local NAIDOC activities.

August

4 August – National Aboriginal and Torres Strait Islander Children’s Day

Purpose: Celebration of First Nations children, families, and culture.

Activities:

Shared resources celebrating the strengths of Aboriginal and Torres Strait Islander children.

Highlighted child safety and culturally safe practice.

9 August – International Day of the World’s Indigenous Peoples

Purpose: Acknowledgement of Indigenous peoples globally.

Activities:

Shared a global perspective on Indigenous rights and resilience.

Reflected on connections between local and global Indigenous movements.



Relationships

Building strong, respectful, and enduring relationships between Aboriginal and Torres Strait Islander peoples and the wider Australian community is central to Prosper (Project Australia)'s core business and purpose. As an organisation dedicated to supporting children, young people, and families through prevention, early intervention, and community development, Prosper recognises that meaningful connection, trust, and collaboration are essential to achieving equality and equitable outcomes for all. Relationships are the foundation through which cultural knowledge is shared, lived experiences are understood, and safe, inclusive environments are created for all participants in Prosper's programs.

This is particularly significant in Prosper's work with Culturally and Linguistically Diverse (CALD) communities, many of whom may have had limited exposure to Australia's shared history and the experiences of Aboriginal and Torres Strait Islander peoples. Through its programs, partnerships, and community engagement, Prosper actively creates opportunities to share reconciliation learnings in culturally responsive and accessible ways, supporting greater awareness, understanding, and respect among newly arrived and diverse communities.

Through intentional engagement, active listening, and partnership with Aboriginal and Torres Strait Islander individuals, Elders, organisations, and communities, Prosper seeks to ensure that its work is not only culturally safe, but also guided by those with lived experience and cultural authority. This commitment extends across governance, communication, and service delivery, embedding reconciliation into everyday practice. By strengthening these relationships across cultures and communities, Prosper contributes to deeper understanding, mutual respect, and collective action by creating opportunities for healing, learning, and positive change for all Australians.

Action	Deliverable	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	July 2026 September 2026 January 2027 April 2027 July 2027 September 2027 January 2028	Lead: Executive Director. Support: RAP Project Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2026	Lead: Executive Director. Support: RAP Project Manager

Action	Deliverable	Timeline	Responsibility
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW week "All In for #NRW2026" resources and reconciliation materials to our staff.	May 2026	Executive Director
	RAP Working Group members to participate in an external NRW event.	May 2026 and May 2027	Lead: Executive Director. Support: RAP Project Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2026 and May 2027	Lead: Executive Director. Support: RAP Project Manager
	Organise at least one NRW event each year.	May 2026 and May 2027	RAP Project Manager and Charity Galong (Coordinator)
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2026 and May 2027	Lead: Executive Director Support: RAP Project Manager
Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	September 2026	Lead: Executive Director. Support: RAP Project Manager
	Communicate our commitment to reconciliation publicly.	October 2026	Executive Director
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	July 2026 September 2026 January 2027 April 2027 July 2027 September 2027 January 2028	Executive Director
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	July 2026 September 2026 January 2027 April 2027 July 2027 September 2027 January 2028	Executive Director
Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	January 2027	Lead: Executive Director. Support: RAP Project Manager
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	April 2027	Lead: Executive Director. Support: RAP Project Manager
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	January 2027	RAP Project Manager
	Educate senior leaders on the effects of racism.	July 2026	RAP Project Manager



Respect

Respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights is fundamental to Prosper (Project Australia)'s core business and the way it engages with children, families, and communities. As an organisation grounded in prevention, early intervention, and community development, Prosper recognises that genuine respect goes beyond acknowledgement — it requires ongoing learning, deep listening, and an active commitment to honouring the world's oldest continuing cultures. Embedding this respect into everyday practice strengthens the cultural safety and relevance of Prosper's programs, enabling children and families to experience environments that value identity, heritage, and belonging.

This is particularly important within Prosper's work with Culturally and Linguistically Diverse (CALD) communities, where there is a meaningful opportunity to foster understanding and appreciation of Aboriginal and Torres Strait Islander histories and cultures, including truth-telling about historical and ongoing injustices. Through culturally responsive education, reflective practice, and the integration of Aboriginal and Torres Strait Islander perspectives into programs and community engagement, Prosper supports the development of respect that is informed, authentic, and sustained.

By valuing Aboriginal and Torres Strait Islander knowledge systems, celebrating cultural strengths, and recognising the rights of First Nations peoples, Prosper contributes to a more inclusive and informed society—one in which pride, understanding, and mutual respect can flourish across all communities.

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	July 2026	RAP Project Manager
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	July 2026	Lead: Executive Director. Support: RAP Project Manager
	Develop, implement, and communicate a cultural learning strategy document for our staff.	January 2027	Lead: Executive Director. Support: RAP Project Manager
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	July 2026 September 2026 January 2027 April 2027 July 2027 September 2027 January 2028	Lead: Executive Director. Support: RAP Project Manager

Action	Deliverable	Timeline	Responsibility
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2026	Lead: Executive Director. Support: RAP Project Manager
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	January 2027	Lead: Executive Director. Support: RAP Project Manager
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	May 2027	Executive Director
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	June 2026	Lead: Executive Director. Support: RAP Project Manager
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2026 and 2027	Lead: Executive Director. Support: RAP Project Manager
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	September 2026	Lead: Executive Director. Support: RAP Project Manager
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July 2026 annually	Lead: Executive Director. Support: RAP Project Manager
Increase understanding by educating members of the CALD including refugee's that attend their programs, about Aboriginal and Torres Strait Islander histories and cultures.	Research the Narragunnawali RAP program and assess the opportunities for our school partners or early learning services to participate.	July 2026	Lead: Executive Director. Support: Dima Al Balkhi (Program Manager)
	Staff to continue to work with multiple schools as well as community groups with their journey with reconciliation.	September 2026	Lead: Executive Director. Support: Dima Al Balkhi (Program Manager)
	Continue to share YouTube educational video about Acknowledgement of Country before every program delivered or when meeting with members of the community.	January 2027	Lead: Executive Director. Support: Dima Al Balkhi (Program Manager)
	Continue to share information and resources about reconciliation and events, such as educating participants about the difference between Acknowledgement of Country and Welcome to Country participants.	April 2027	Lead: Executive Director. Support: Dima Al Balkhi (Program Manager)
	Continue to share children's books with families and children at the playgroup.	January 2027	Lead: Executive Director. Support: Charity Galong (Coordinator)



Opportunities

Creating meaningful opportunities for Aboriginal and Torres Strait Islander peoples, organisations, and communities is a vital expression of Prosper (Project Australia)’s commitment to reconciliation and closely aligned with its core business of strengthening children, families, and communities. Prosper recognises that equal and equitable access to employment, procurement, professional development, and culturally safe systems are essential to addressing systemic disadvantage and supporting long-term, sustainable change.

As a small charitable organisation with limited resources, Prosper is intentional in using its sphere of influence to create opportunities where it can—through engaging Aboriginal and Torres Strait Islander consultants, partnering with First Nations businesses and service providers, and embedding culturally informed approaches across its programs and operations. This commitment extends to building pathways for learning, participation, and leadership, both within the organisation and in the communities it serves.

Within its work with Culturally and Linguistically Diverse (CALD) communities, Prosper also plays an important role in increasing awareness of the importance of supporting Aboriginal and Torres Strait Islander economic participation and self-determination, encouraging inclusive practices that extend beyond the organisation itself. By prioritising opportunities in practical and achievable ways, Prosper seeks to contribute to greater equality, equity, empowerment, and visibility for Aboriginal and Torres Strait Islander peoples, while continuing to learn, grow, and strengthen its impact over time.

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2027	Executive Director
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	September 2027	Executive Director
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	October 2027	Executive Director
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	November 2027	Executive Director
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	July 2027	Lead: Executive Director. Support: RAP Project Manager
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	April 2027	Executive Director
	Investigate Supply Nation membership.	January 2027	Executive Director
	Develop and communicate to staff opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses.	April 2027	Executive Director
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	January 2027	Executive Director
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	April 2027	Executive Director



Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	July 2026	Lead: Executive Director. Support: RAP Project Manager
	Establish and apply a Terms of Reference for the RWG.	July 2026	Lead: Executive Director. Support: RAP Project Manager
	Meet at least four times per year to drive and monitor RAP implementation.	January, April, July October annually.	RAP Project Manager
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	May 2026	Lead: Executive Director. Support: RAP Project Manager
	Engage our senior leaders and other staff in the delivery of RAP commitments.	July 2026	Lead: Executive Director. Support: RAP Project Manager
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	September annually	RAP Project Manager
	Maintain an internal RAP Champion from senior management.	May 2026, 2027 and 2028	Executive Director

Action	Deliverable	Timeline	Responsibility
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.	July 2026	Executive Director
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	August 2026	RAP Project Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2026 and 2027	RAP Project Manager
	Report RAP progress quarterly to all staff and senior leaders.	July 2026, September 2026, December 2026, January 2027, July 2027, September 2027 and December 2027.	Lead: Executive Director. Support: RAP Project Manager
	Annually report publicly our RAP achievements, challenges and learnings.	October 2026 and 2027	Executive Director
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	February 2028	RAP Project Manager
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	February 2028	Executive Director



Prosper
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