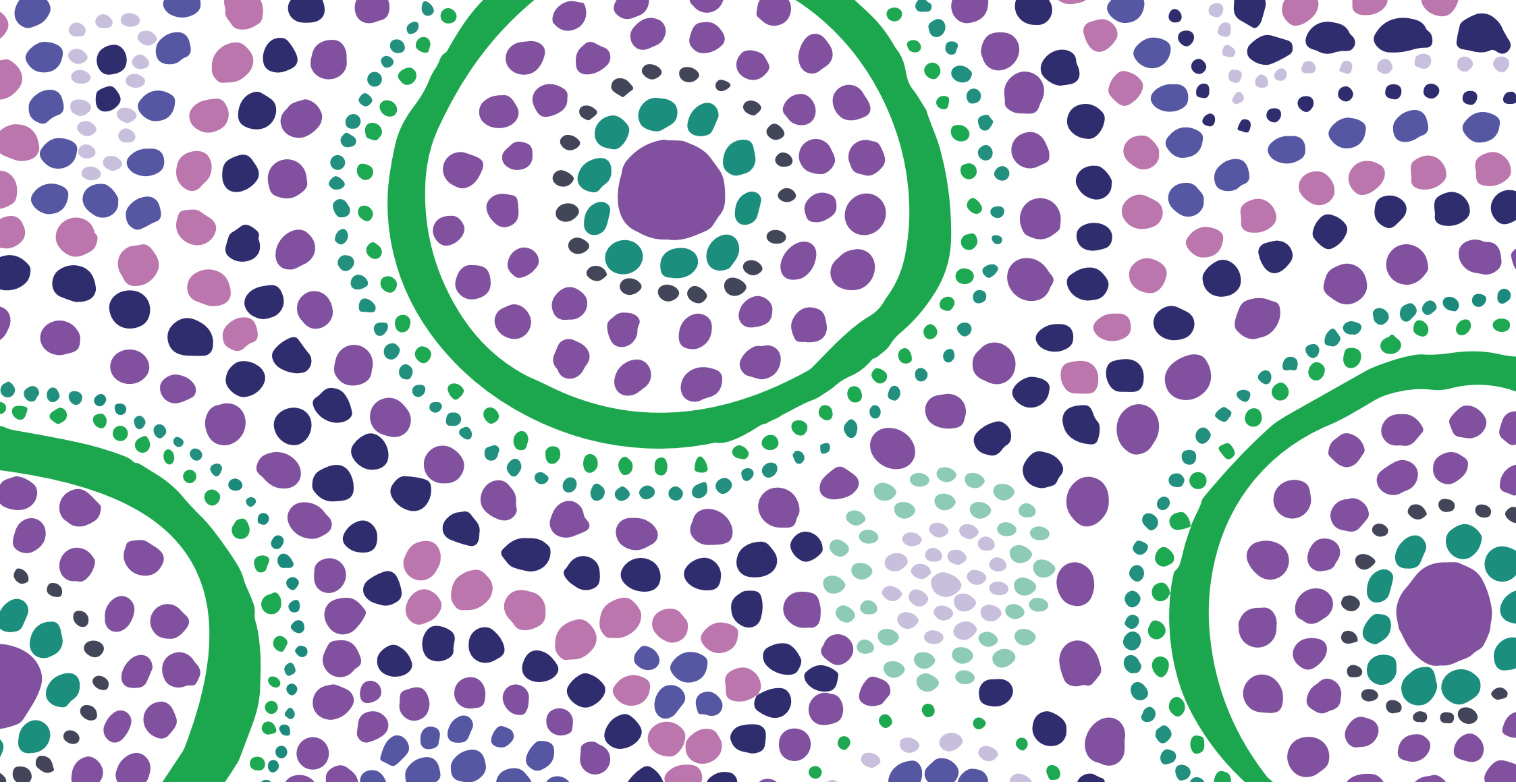


Innovate Reconciliation Action Plan

July 2026 – July 2028

A Growing Understanding
SPEECH PATHOLOGY

RECONCILIATION
ACTION PLAN
INNOVATE

Acknowledgement of Country

In the spirit of reconciliation, A Growing Understanding acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community.

We recognise that the health, social and emotional wellbeing of Aboriginal and Torres Strait Islander Peoples are grounded in continued connection to culture, country, language and community.

We pay our respect to Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander Peoples today.

Contents

Introduction - A Statement from our Practice Director 1

About the Artist 2

A Statement from CEO of Reconciliation Australia 3

Our vision for reconciliation 4

Our business 4

Our reconciliation journey 5

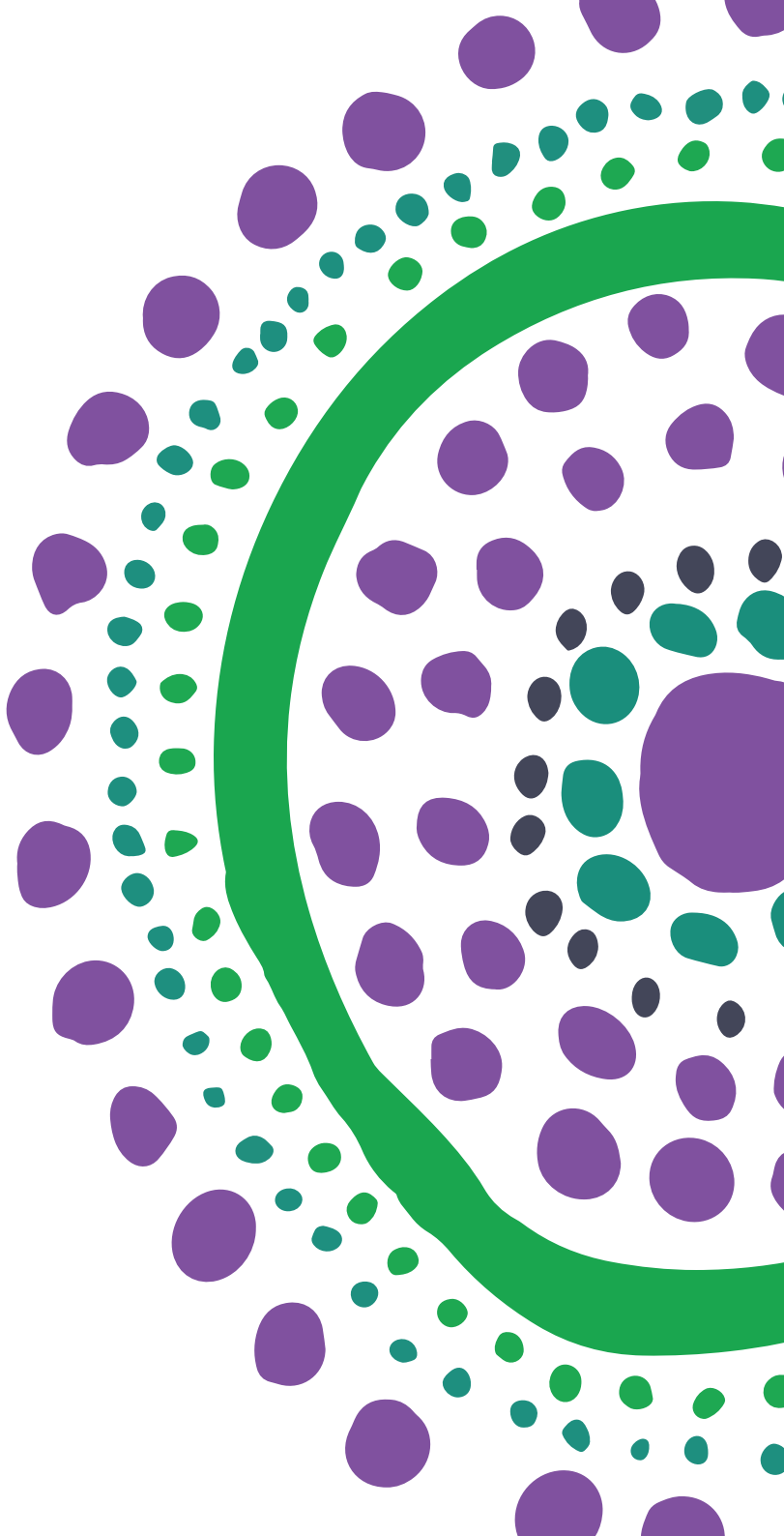
Our RAP 6

Relationships 7-8

Respect 9-10

Opportunities 11-12

Governance 13



Introduction - A Statement from our Practice Director

At A Growing Understanding, reconciliation is a promise we live every day with the children and families we support. Our Reflect Reconciliation Action Plan helped us listen, learn, and recognise our responsibility. This Innovate Reconciliation Action Plan (RAP) marks the next step in our ongoing and significant reconciliation journey with Aboriginal and Torres Strait Islander peoples, moving us beyond understanding into growth and innovation. For us, innovation and reconciliation work hand in hand: we are translating what we learn into practical changes that strengthen inclusion, cultural safety, and care across our service.

We work and learn on Country in the Lake Macquarie and Newcastle region, on Awabakal Country. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait islander peoples we partner with. The word "with" matters. The outcomes we seek, including better access, safer experiences, and stronger speech pathology supports, are only possible with Aboriginal and Torres Strait Islander peoples leading, guiding, and co-designing the path forward. We are a paediatric service, and at the centre of our work, we recognise that the children and families we walk alongside today are the Elders, leaders, and knowledge holders of the future. Our role is to honour that future by creating spaces where children feel safe, seen, and strong in culture, and where families are welcomed as partners in care.

Guided by our values of Care, Celebration, Accountability, Respect, and Excellence, this Innovate RAP commits us to deepening relationships with local communities and organisations; embedding cultural knowledge in the way we greet families, set goals, and make shared decisions; and investing in our workforce through sustained cultural learning, Aboriginal and Torres Strait Islander employment and mentoring. We will grow ethical partnerships, including with Aboriginal and Torres Strait Islander businesses, and we will keep measuring what matters; listening carefully, reporting transparently, and adapting our practice when feedback shows us how to do better. In all of this, our aim is practical: to ensure every child and family experience care that is culturally safe, responsive to local priorities, and grounded in trust.

We envision an Australia where relationships between Aboriginal and Torres Strait Islander peoples and other Australians are strong; where the hard truths of our history are acknowledged and addressed; and where respect for Aboriginal and Torres Strait Islander cultures, wisdom, and resilience is embedded in family life, in schools, workplaces, and other services, including our own. As a sector and as a profession, we have a responsibility to progress these values, to model them in our clinics and classrooms, and to advocate for systems that enable every child to thrive.

This Innovate RAP is our roadmap for doing the work together. It asks us to keep learning, to keep listening, and to keep turning that learning into action that makes a meaningful difference for children, families, and communities, now and for generations to come.

Lauren Haskins
Practice Director
A Growing Understanding Speech Pathology

About the Artist

Alexa Elbourne

The artwork featured throughout this Reconciliation Action Plan was created by Alexa Elbourne, a Worimi woman who lives and works on Awabakal Country.

Alexa is a Speech Pathologist, artist, and author who is passionate about supporting Aboriginal children, families, and communities through language, culture, and storytelling. In 2021, she published the children's book Speaking My Language, which combines her own illustrations with Awabakal language to help children learn about language, symbols, and the richness of Aboriginal culture.

During her time with A Growing Understanding, Alexa worked closely with the leadership team to strengthen relationships with the Aboriginal community and support the delivery of culturally responsive services. She also developed Djurumi Ngarra Dungga (Awabakal words for See, Listen, Learn), a preschool language group designed to provide Aboriginal and Torres Strait Islander children with opportunities to connect with culture while developing their language, literacy, and self-expression.

Although Alexa is no longer a member of the A Growing Understanding team, we are grateful for her ongoing support and for granting permission for her artwork to continue to be featured throughout our Reconciliation Action Plan. Her artwork remains an important reflection of our commitment to reconciliation and culturally responsive practice.

The artwork represents the connected and accessible speech pathology services provided by A Growing Understanding. Each circle symbolises the communities we support across Lake Macquarie, Newcastle, and the Hunter Region, while the surrounding dots represent the sharing of knowledge, growth, and connection that continues to ripple throughout the children, families, and communities we are privileged to work alongside.

A statement from CEO of Reconciliation Australia

Reconciliation Australia commends A Growing Understanding (AGU) 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 AGU 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, AGU 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. AGU 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 AGU'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 AGU on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our vision for reconciliation

At A Growing Understanding, our vision for reconciliation is to create a future where Aboriginal and Torres Strait Islander cultures, languages, and perspectives are deeply respected, celebrated, and embedded within every aspect of how we care for children and families.

Reconciliation for us means walking alongside Aboriginal and Torres Strait Islander peoples in genuine partnership, learning from and with communities, to shape speech pathology services that are culturally safe, inclusive, and responsive. It means listening with curiosity, acting with integrity, and recognising that language and communication are central to both identity and connection to Country.

Through our Innovate Reconciliation Action Plan, we aim to move beyond awareness to meaningful action, embedding reconciliation across our clinical practice, workplace culture, community partnerships, and leadership. We are committed to creating opportunities for Aboriginal and Torres Strait Islander peoples through employment, professional development, collaboration, and procurement, and to ensuring our practice reflects and amplifies the voices of First Nations children and families.

Our business exists to help children find their ‘voice’. Our vision for reconciliation extends that purpose to ensure that every ‘voice’ is heard, valued, and connected to culture.

Our business

A Growing Understanding Speech Pathology is a private allied health practice dedicated to helping children develop their communication and feeding skills so they can connect, participate, and thrive. Our core business is providing high-quality, evidence-based speech pathology services for children and families, with a focus on accessibility, inclusion, and individualised care.

We currently employ 18 team members, with seven new team members joining us across 2026, including one Aboriginal Speech Pathologist. Our team spans across clinical, client experience, and leadership roles.

As we continue to grow, we are committed to creating pathways for Aboriginal and Torres Strait Islander employment and leadership within our organisation and the broader allied health community.

Our clinics are located on Awabakal Country in Adamstown and Warners Bay, and we provide services across the Lake Macquarie, Newcastle, and Hunter regions. Through our virtual service model, we also offer online therapy, supervision, and mentoring to families and professionals across Australia, extending our reach to both urban and regional areas.

Our sphere of influence spans across children and families who access our services, our clinical and client experience teams, and the wider speech pathology and allied health professions. Externally, our influence extends through partnerships with early education settings, schools, health professionals, universities, community organisations, and other private practitioners. As a recognised leader in the Hunter region’s allied health community, we are committed to using our voice and networks to advocate for culturally safe and inclusive practice across the sector.

Through every interaction, from therapy sessions to team meetings, community partnerships to public education, we aim to create environments where children, families and our team feel safe, respected, and a genuine sense of belonging. This commitment shapes how we work with others, how we design our services, and how we contribute to more inclusive and culturally responsive care.

Our reconciliation journey

A Growing Understanding's reconciliation journey began with curiosity, respect, and a desire to listen and learn from Aboriginal and Torres Strait Islander peoples. Our first Reflect Reconciliation Action Plan (RAP) marked the beginning of a formal commitment to understanding how we, as an allied health organisation, could contribute meaningfully to reconciliation within our communities and profession.

Since launching our Reflect RAP, we have taken intentional steps to embed reconciliation across our practice. This has included targeted cultural learning for our team, collaboration with Aboriginal artists to create meaningful artwork for our centres, and the consistent observance of cultural protocols such as Acknowledgement of Country at all meetings. We have explored opportunities to engage Aboriginal and Torres Strait Islander-owned businesses through procurement and undertaken reviews of our HR policies and procedures to strengthen our approach to race relations, inclusion, and anti-discrimination. These actions have supported a deeper organisational understanding of cultural safety and our responsibilities as a service provider working on Aboriginal Land.

Throughout this journey, we have gained valuable insights into the importance of representation, relationships, and lived experience in reconciliation work. While the Reflect RAP enabled our team to access high-quality training and build foundational cultural competence, we also learned that the absence of an Aboriginal or Torres Strait Islander team member at that time limited our ability to connect with the community in a more meaningful and sustained way. This directly impacted our capacity to deliver Djurumi Ngarra Dungga (See, Listen, Learn) - a preschool-aged language group designed to be led by an Aboriginal and Torres Strait Islander Speech Pathologist.

Despite this challenge, the Reflect RAP process significantly strengthened our internal capability. Our team developed greater confidence in culturally respectful practice, improved understanding of systemic barriers, and engaged in targeted learning to support the recruitment and retention of Aboriginal and Torres Strait Islander team members. These learnings have informed changes to our recruitment practices and professional development approach, positioning us to create a more culturally safe and supportive workplace.

We recognise that meaningful reconciliation requires ongoing action and accountability. The Reflect RAP laid important foundations by helping us identify both our strengths and the areas where further growth was needed, particularly in relation to community partnerships and representation.

Through the development of our Innovate Reconciliation Action Plan (RAP), we are now building on those foundations and moving from awareness to measurable action. Establishing and maintaining strong, respectful relationships with Aboriginal and Torres Strait Islander communities is a key focus of this next stage. With the addition of an Aboriginal Speech Pathologist to our team in 2026, we will work to re-establish Djurumi Ngarra Dungga (See, Listen, Learn) and implement deliberate strategies to build, sustain, and grow community relationships over time.

Our next steps in this journey are guided by what we have learned through the Reflect RAP and brought forward into our Innovate RAP. This includes strengthening relationships with Aboriginal and Torres Strait Islander communities, deepening cultural safety across our practice, and drawing on the RAP network to support shared learning and meaningful collaboration, ensuring Aboriginal and Torres Strait Islander children and families feel seen, heard, and valued in every part of our service.

Our RAP

A Growing Understanding's Innovate Reconciliation Action Plan (RAP) provides the framework for how we will embed reconciliation more intentionally across our organisation over the next two years. It is designed to guide practical action, strengthen accountability, and support ongoing improvement in the way we build relationships, deepen cultural safety, and create opportunities for Aboriginal and Torres Strait Islander peoples through our services, systems, and partnerships.

The development of this RAP has been guided by our RAP Working Group (RWG), which includes representatives from across our organisation and input from Aboriginal and Torres Strait Islander community stakeholders. The RWG is responsible for leading and monitoring the actions within the plan and ensuring reconciliation remains an active and evolving part of our culture and decision-making.

Our RAP Champion, Emma Hyde (Clinical Director), provides leadership and accountability for RAP implementation, supported by Lauren Haskins (Practice Director), who champions reconciliation through organisational decision-making and community engagement. Together, they help ensure reconciliation is embedded across all areas of the business.

Our RAP Working Group includes:

- Practice Owner/Director
- Clinical Director (RAP Champion)
- Speech Pathologist / Aboriginal representative
- Marketing Manager

We are committed to expanding Aboriginal and Torres Strait Islander representation within our RAP governance as our partnerships and employment pathways continue to grow.

At this stage, A Growing Understanding does not have a formal external Aboriginal and Torres Strait Islander Advisory Group. As a small, community-based allied health organisation, we recognise the importance of ensuring that consultation is meaningful, respectful, and community-led. Through this RAP, we will continue to seek guidance through appropriate Aboriginal and Torres Strait Islander organisations, networks, and advisors, while exploring culturally appropriate ways to engage external expertise as our relationships and capacity develop.

The development of this Innovate RAP has involved internal reflection and external consultation, drawing on team feedback, client experiences, and guidance from Aboriginal and Torres Strait Islander colleagues and community members. This process has helped ensure our commitments are both meaningful and achievable, and that the RAP reflects the communities we support.

Relationships

Strong relationships with Aboriginal and Torres Strait Islander peoples, communities, and organisations are central to meaningful reconciliation at A Growing Understanding.

By establishing clear approaches to engagement, strengthening connections through National Reconciliation Week, promoting reconciliation across our workforce and wider networks, and improving internal policies and practices to support inclusion, cultural safety, and anti-discrimination, we aim to build relationships that are respectful, accountable, and sustained over time.

Focus area: The Relationships pillar aligns with A Growing Understanding's commitment to relationship-based, family-centred care and to delivering services that are inclusive, culturally safe, and responsive to community. It reflects the way we work in partnership with children, families, and the broader communities around them, and supports our focus on connection, collaboration, and meaningful engagement.

Action	Deliverable	Timeline	Responsibility
1. 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	Clinical Director
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2026	Clinical Director
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2026	Speech Pathologist
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2026 - 2028	Clinical Director
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2026 - 2028	Clinical Director
	Organise at least one NRW event each year.	27 May - 3 June, 2026 - 2028	Clinical Director
	Register all our NRW events on Reconciliation Australia's **NRW website**.	May 2026 - 2028	Clinical Director
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	July 2026	Clinical Director
	Communicate our commitment to reconciliation publicly.	August 2026	Marketing Manager
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	September 2026	Clinical Director
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	September 2026	Clinical Director

Relationships

Action	Deliverable	Timeline	Responsibility
4. 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.	October 2026	Clinical Director
	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	Clinical Director
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	February 2027	Clinical Director
	Educate senior leaders on the effects of racism.	February 2027	Clinical Director
5. Strengthen culturally responsive, community-informed programs for Aboriginal and Torres Strait Islander children and families through partnership and co-design.	Re-establish Djurumi Ngarra Dungga (See, Listen, Learn) with leadership from an Aboriginal and Torres Strait Islander Speech Pathologist.	October 2026	Clinical Director Group Coordinator
	Engage Aboriginal and Torres Strait Islander families, community stakeholders, and partner organisations to inform the design, delivery, and evaluation of culturally responsive group programs.	September 2026	Clinical Director Group Coordinator
	Develop a framework to support ongoing community consultation and relationship-building in the planning and delivery of group programs and community initiatives.	January 2027	Clinical Director Group Coordinator
	Evaluate participation, feedback and outcomes from culturally responsive programs to identify opportunities for future growth and improvement.	March 2027	Clinical Director Group Coordinator

Respect

Respect for Aboriginal and Torres Strait Islander peoples, cultures, histories, knowledge, and rights is essential to A Growing Understanding's commitment to culturally safe and inclusive speech pathology services.

By strengthening cultural learning, embedding cultural protocols, and creating opportunities to recognise and celebrate Aboriginal and Torres Strait Islander cultures and histories, we aim to build a deeper understanding of culture, identity, and respect across our practice.

Focus area: The Respect pillar reflects A Growing Understanding's commitment to delivering culturally safe, high-quality services that recognise and value culture, identity, and lived experience in supporting children and families.

Action	Deliverable	Timeline	Responsibility
6. 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.	September 2026	Clinical Director
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	October 2026	Clinical Director
	Develop, implement, and communicate a cultural learning strategy document for our staff.	November 2026	Clinical Director
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	June 2027	Clinical Director
7. 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.	July 2026	Speech Pathologist
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	September 2026	Clinical Director
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	June 2027	Practice Owner Clinical Director
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	June 2026	Practice Owner Clinical Director

Respect

Action	Deliverable	Timeline	Responsibility
8. 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 - 2028	Speech Pathologist
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2026	Clinical Director
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2026 - 2028	Speech Pathologist
9. Continue to strengthen and embed culturally responsive and child-safe practices across A Growing Understanding's service model, ensuring inclusive support for children and families across where they live, learn and play.	Consistent review of current service delivery practices across home, education, and community settings to identify opportunities to strengthen culturally responsive and child-safe approaches, informed by the ChildKind framework.	January 2028	Clinical Director
	Develop and implement internal guidelines to support culturally responsive and inclusive practice across environments where children live, learn and play.	February 2028	Clinical Director
	Establish baseline data relating to Aboriginal and Torres Strait Islander client engagement, referral pathways and service access to better understand current reach and identify opportunities for improvement.	July 2027	Clinical Director
	Use service and engagement data to inform strategies that strengthen access, participation and culturally responsive service delivery for Aboriginal and Torres Strait Islander children and families.	September 2027	Clinical Director

Opportunities

Creating opportunities for Aboriginal and Torres Strait Islander peoples, organisations, and communities is important to A Growing Understanding because it strengthens both our organisation and the services we provide. As a paediatric allied health practice, we know that a workforce shaped by diverse perspectives, lived experience, and cultural knowledge is better equipped to deliver inclusive, responsive, and culturally safe support for children and families.

By strengthening pathways in employment, professional development, retention, and procurement, we aim to reduce barriers and create more meaningful access to our workplace and systems. This includes supporting Aboriginal and Torres Strait Islander team members to grow and lead within our organisation, and engaging Aboriginal-owned businesses where possible, so that our practices reflect our commitment to inclusion, shared benefit, and long-term change.

Focus area: The Opportunities pillar reflects A Growing Understanding's commitment to building an inclusive, sustainable workforce and creating meaningful pathways for participation, development, and leadership within our organisation and across the allied health sector.

Action	Deliverable	Timeline	Responsibility
10. 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.	August 2026	Clinical Director
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	March 2027	Clinical Director
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	May 2027	Clinical Director
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	June 2027	Practice Owner Clinical Director
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	April 2027	Practice Owner Clinical Director
	Review recruitment, onboarding and workplace practices to identify opportunities to strengthen cultural safety and improve attraction and retention of Aboriginal and Torres Strait Islander team members.	January 2028	Practice Owner Clinical Director
	Develop targeted strategies to promote employment opportunities to Aboriginal and Torres Strait Islander students, graduates and allied health professionals.	March 2028	Practice Owner Clinical Director
	Establish culturally responsive mentoring, professional development and wellbeing supports for Aboriginal and Torres Strait Islander employees.	September 2027	Practice Owner Clinical Director
	Explore partnerships with universities, training organisations and Aboriginal and Torres Strait Islander networks to support pathways into speech pathology and allied health careers.	April 2028	Practice Owner Clinical Director

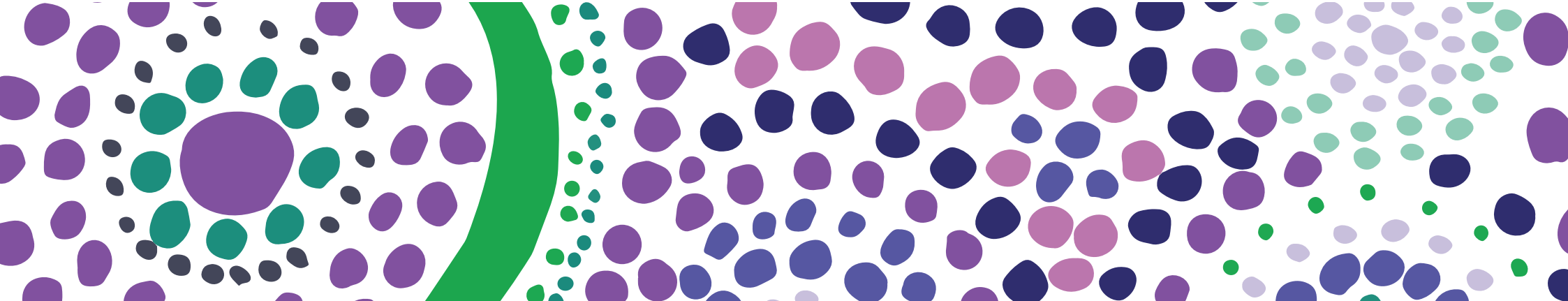
Opportunities

Action	Deliverable	Timeline	Responsibility
11. 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.	January 2027	Clinical Director
	Investigate Supply Nation membership.	January 2027	Clinical Director
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	March 2027	Clinical Director
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	April 2027	Clinical Director
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	May 2027	Clinical Director

Governance

Action	Deliverable	Timeline	Responsibility
12. 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	Clinical Director
	Establish and apply a Terms of Reference for the RWG.	July 2026	Clinical Director
	Meet at least four times per year to drive and monitor RAP implementation.	July/Oct 2026 January/April 2027	Clinical Director
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	June 2026	Clinical Director
	Engage our senior leaders and other staff in the delivery of RAP commitments.	June 2026	Clinical Director
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	August 2026	Clinical Director
	Maintain an internal RAP Champion from senior management and review this appointment.	June 2026	Clinical Director
14. 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	Clinical Director
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Clinical Director
	Report RAP progress to all staff and senior leaders quarterly.	January, April, July, September, annually	Clinical Director
	Publicly report our RAP achievements, challenges and learnings, annually.	March 2027	Marketing Manager
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	July 2026, April 2028	Clinical Director
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	May 2028	Clinical Director
15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's **website** to begin developing our next RAP.	November 2027	Clinical Director

A Growing Understanding
SPEECH PATHOLOGY

Contact details:

Name: Emma Hyde
Position: Clinical Director
Phone: (02) 40441122
Email: emmahyde@agrowingunderstanding.com.au
Website: agrowingunderstanding.com.au