

Vision
20/20
Australia

National peak
body
for the eye
health & vision
care sector.

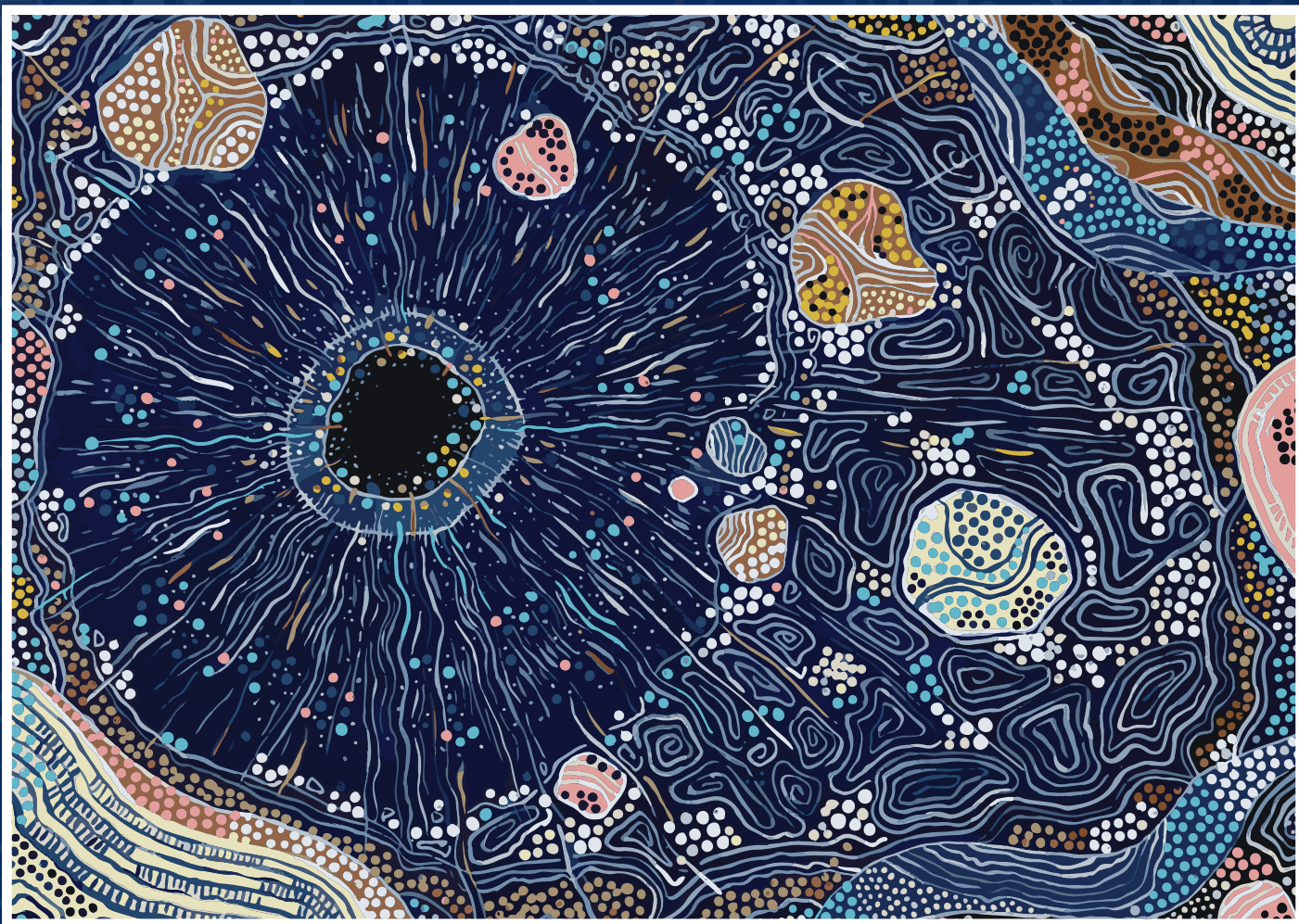


INNOVATE

RECONCILIATION ACTION PLAN

March, 2025 – March, 2027





Artist Profile

Timothy Buckley is a queer Mununjali, Australian South Sea Islander and Moari man. His diverse background provides him with a deep understanding of complex social issues, allowing him to navigate the intersections of race, culture, gender, sexuality, and spirituality with an acute awareness and sensitivity.

This unique perspective profoundly influences his multidisciplinary work as an artist, photographer, and designer of more than 15 years. As a visual storyteller, he draws inspiration from Country, the spirit of his ancestors and the resilience of those who continue to fight for human rights.

Driven to create a positive change, Timothy established Rareland Studio in 2019 as a safe space for creative expression and means to collaborate with organisations that are making difference, especially for marginalised communities and our precious environment which gives all life.

*When many come together with a vision, we break down barriers,
share knowledge, enrich our lives and see beyond tomorrow.*

Message from the CEO of Reconciliation Australia

Reconciliation Australia commends Vision 2020 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 Vision 2020 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, Vision 2020 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 close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Vision 2020 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 Vision 2020 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 Vision 2020 Australia on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Message from the Board Chair

As Chair of the Board of Vision 2020 Australia, I am proud to present our Innovate Reconciliation Action Plan (RAP). This RAP represents a decisive step forward, building upon the foundations laid by our Reflect RAP and aligns with our mission to prevent avoidable vision loss and enhance opportunities for all Australians.

The Board recognises the systemic inequities that have long hindered Aboriginal and Torres Strait Islander peoples' access to culturally safe and appropriate eye care. This plan reaffirms the Board's responsibility to ensure that reconciliation principles are embedded in our governance, decision-making, and strategic priorities.

The Board is dedicated to overseeing the effective implementation of this RAP, ensuring it aligns with our broader organisational goals while reflecting our deep respect for Aboriginal and Torres Strait Islander knowledge and experiences. By fostering strong partnerships with Aboriginal and Torres Strait Islander organisations and leaders, we will continue to advocate for change that strengthens our sector and society.



Hon Christopher Pyne
Board Chair



Message from the CEO

As CEO, I am honoured to champion our Innovate Reconciliation Action Plan (RAP), which lays out a practical and impactful framework for increasing reconciliation across all areas of our organisation. Our RAP reflects a commitment to integrating cultural awareness and respect into our daily operations and to advancing equity for Aboriginal and Torres Strait Islander people, particularly in accessing eye health and vision care.

Operationalising this plan means ensuring our policies, partnerships, and practices are not only culturally responsive but also actively dismantle systemic barriers to care. This begins within our organisation.

We are determined to create opportunities for Aboriginal and Torres Strait Islander employment, leadership, and input at all levels. We will prioritise cultural capacity-building through ongoing training and learning initiatives, embedding respect and pride in First Nations cultures into the fabric of our workplace.

Externally, we will work collaboratively with Aboriginal and Torres Strait Islander communities, organisations, and leaders to co-design solutions that uphold self-determination and improve health outcomes. Through genuine partnerships and shared decision-making, we aim to foster trust, amplify First Nations voices, and ensure culturally safe and appropriate care across the eye health sector.

This RAP is a shared responsibility, and I am deeply committed to working with our Board, staff, and partners to turn these commitments into actions that deliver tangible, lasting outcomes. Together, we will continue to drive the change needed to achieve true reconciliation.



Carly Iles
CEO



Our Vision for Reconciliation

At Vision 2020 Australia, we envisage a future where the principles of reconciliation are embedded in every aspect of our work, driving meaningful outcomes both within our organisation and across the eye health and vision care sector. Our commitment is grounded in addressing the challenges faced by Aboriginal and Torres Strait Islander peoples in accessing eye health and vision rehabilitation services - challenges rooted in historical injustices, systemic inequalities, and the ongoing impact of colonisation.

We recognise that Aboriginal and Torres Strait Islander peoples, especially those experiencing blindness or vision impairment, face compounded barriers to eye care. These barriers include inadequate access to culturally safe and appropriate care, and the absence of services that meet the unique needs of First Nations communities. Vision 2020 Australia is dedicated to advocating for systemic change, dismantling these barriers and advancing solutions that improve equity.

To achieve this, we strongly affirm the essential role of Aboriginal and Torres Strait Islander leadership, community control, and self-determination at every level of decision-making.

Central to our approach is the respect and value we place on First Nations knowledges and experiences. We are committed to embedding cultural respect and pride in our everyday practices, ensuring these principles guide our decision-making.

Through genuine, collaborative partnerships with Aboriginal and Torres Strait Islander organisations and peak bodies, we honour their leadership and expertise, as we work together to ensure self-determination and equitable access to eye health and vision rehabilitation services.

Together, we look towards a future where eye health and vision care services are inclusive and accessible for all Aboriginal and Torres Strait Islander people.



Former NRL player, Nathan Blacklock, visits the Australian Eye and Ear Health Survey (AEEHS) with Vision 2020 Australia in 2023.

Our Business

Vision 2020 Australia is the peak body for eye health and vision in Australia.

Our mission is to prevent avoidable vision loss and improve opportunities and outcomes for people living with blindness or low vision. We do this by working to ensure that eye health and vision care remains high on the health, disability and international development agendas of Australian governments.

Working collaboratively with member organisations, governments, and various stakeholders, Vision 2020 Australia facilitates the development of effective policy solutions aimed at enhancing eye health outcomes. Leveraging the collective knowledge and expertise of our members, we unite to address key issues and advocate for positive change in the eye health and disability landscape.

Operating both remotely and from our office situated on Wurundjeri Country in Melbourne, Vision 2020 Australia acknowledges the importance of diversity and inclusivity within our workforce. While our current team of seven staff does not include any individuals who identify as Aboriginal and/or Torres Strait Islander people, we actively encourage and seek to create opportunities for First Nations representation within our organisation.

Our sphere of influence encompasses a broad spectrum, including our staff, member organisations, relevant stakeholders within the eye health sector, and government bodies.

Additionally, our influence extends beyond the eye health sector, as we actively engage with broader health organisations and government agencies to advocate for comprehensive approaches to eye health within the broader health agenda.



Our RAP

Vision 2020 Australia is committed to advancing reconciliation through the development of an Innovate Reconciliation Action Plan (RAP).

Through the development of our RAP, we aim to demonstrate leadership in the eye health and vision care sector, support Aboriginal and Torres Strait Islander self-determination, further build staff cultural capacity, and more deeply embed cultural awareness within our organisation.

This work will not only reinforce Vision 2020 Australia's commitment to reconciliation but also support culturally safe and appropriate eye health and vision rehabilitation service delivery across the sector into the future.

Vision 2020 Australia RAP Champions

Vision 2020 Australia's reconciliation journey is led by our Board and Leadership Team, with our Chief Executive Officer serving as the dedicated RAP champion.

Together, they are committed to driving meaningful change and promoting reconciliation within our organisation.

Vision 2020 Australia RAP Working Group

The Vision 2020 Australia Innovate RAP is supported by our RAP Working Group, comprised of both First Nations Advisors and Vision 2020 Australia staff, this working group is dedicated to collaboratively developing and implementing initiatives that contribute to reconciliation and cultural understanding.

First Nations Advisors

Madison Cassady

Madison is a proud Nywaigi and Manbarra woman from North Queensland and is a passionate advocate for Aboriginal and Torres Strait Islander peoples to achieve self-determination and equity across all facets of life.

As a member of the Indigenous Australia Program at the Fred Hollows Foundation, Madison is committed to ensuring Aboriginal and Torres Strait Islander peoples are determining and owning their eye health, and that non-Indigenous allies continue to escalate Indigenous voices to amplify change.

Madison has experience in the economic, employment and health sectors, and is currently studying Psychology. Madison is a firm believer that

the changes we make now must better the lives of our future generations and is driven to create change for Aboriginal and Torres Strait Islander peoples.

James Griffiths

James Griffiths is a proud Wangaaypuwan man. Born in Cobar, NSW, James moved to Victoria in 2000. In 2004, following complications from diabetes James became legally blind and lost all usable sight shortly after.

In 2007 James developed renal failure and was placed on dialysis. He received a multiple organ transplant in 2008. From that day, James has made it his mission to make a positive difference for all people, especially those with disability. James' current and recent achievements and roles include:

- Member, VDAC
- Member, Wellington Access Inclusion Advisory Group
- Chairman, Sale to Sea
- Board Member, Ramahyuck District Aboriginal Corporation
- Board Member, Gippsland Disability Advocacy Inc
- Graduate, Gippsland Community Leadership Program
- Indigenous Peer, Vision Australia
- Peer Mentor, Blind Citizens Australia
- Finalist, 2018 Victorian Disability Awards (Emerging Leader category).
- Board Member, VACCHO
- Guest Speaker roles for various disability-based organisations across Australia.

Vision 2020 Australia Staff

- Carly Iles - CEO
- Jonathan Craig - Policy & Advocacy Manager
- Kevin Rigby - Communications Manager
- Angela Hall - Policy Advisor.

Our Reconciliation Journey

Reflect RAP 2022-2023

Vision 2020 Australia CEO, Patricia Sparrow, launched the Reflect RAP at the National Aboriginal and Torres Strait Islander Eye Health Conference on Larrakia Country, on May 25 2022 alongside Vision 2020 Australia First Nations Board Directors Jaki Adams and Shaun Tatipata. Dr Shellie Morris, a distinguished First Nations singer/songwriter, graced the event with her presence and performance.

Following the launch, we actively demonstrated our commitment to reconciliation within our sphere of influence through various initiatives:

- Collaborating with neighbouring organisations in our office building, we renamed meeting rooms after significant First Nations people or landmarks, honouring their enduring cultural legacies.
- In October 2022, we hosted a member event, providing a platform for sharing experiences in developing and implementing RAPs, fostering collaboration and learning among our members.
- At the 2022 Vision 2020 Annual General Meeting, Nick Eakin from The Heart Campaign delivered a poignant presentation, amplifying the voices and aspirations of First Nations peoples in our ongoing reconciliation efforts.

Through the implementation of the Reflect RAP, we have deepened our understanding, value, and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning initiatives and the implementation of cultural protocols:

- Cultural awareness/responsiveness training, facilitated by the Koori Heritage Trust and Indigenous Allied Health Australia, has been made available for all Board members, staff, and policy committee chairs. An annual review of cultural learning is now conducted, and staff undertake cultural training every two years.
- An Acknowledgment of Country is observed at the beginning of all meetings, underscoring our respect and recognition of Aboriginal and Torres Strait Islander custodianship of the land.
- Community Elders are invited to provide a Welcome to Country at large scale events hosted by Vision 2020 Australia, including at the Vision 2020 Australia Parliamentary Friends Group event at Parliament House in Canberra in November 2023.

Additionally, Vision 2020 Australia actively acknowledges significant dates in the reconciliation calendar:

- During National Reconciliation Week, staff are encouraged to participate in events. Many attended the National Aboriginal and Torres Strait Islander Eye Health Conference during this week in both 2022 and 2023.
- NAIDOC Week is similarly embraced, with staff encouraged to participate in and reflect on its significance annually, and promotion of NAIDOC Week activities through our communication channels.



Launch of the Vision 2020 Australia Reflect RAP with CEO Patricia Sparrow, Directors Jaki Adams and Shaun Tatipata, and Dr Shellie Morris.

Relationships



At Vision 2020 Australia, fostering strong relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians is integral to our mission.

Building meaningful partnerships enables us to connect, share knowledge, and work collectively towards Closing the Gap in eye health outcomes and addressing the needs of Aboriginal and Torres Strait Islander people who are blind or vision impaired. By listening to and elevating the voices and perspectives of First Nations organisations and leaders, we ensure that our efforts are guided by community-led priorities, supporting self-determination in the journey toward equitable health outcomes. These relationships also enrich our own understanding, allowing us to better advocate for systemic change that empowers Aboriginal and Torres Strait Islander communities.

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, 2025	Policy and Advocacy Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	September, 2025	Policy and Advocacy Manager
	Strengthen relationships with First Nations organisations, communities, people and Elders to ensure mutual respect, collaboration, and shared goals in improving eye health outcomes and vision rehabilitation services for Aboriginal and Torres Strait Islander communities.	July, 2025	CEO
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, 2025 & 2026	Policy Advisor
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2025 & 2026	Policy Advisor
	Encourage and support staff, senior leaders, and board members to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2025 & 2026	CEO
	Host an annual National Reconciliation Week (NRW) event, convening Vision 2020 Australia members and stakeholders to facilitate discussions on truth-telling and the reconciliation journey.	27 May- 3 June, 2025 & 2026	Communications Manager

Action	Deliverable	Timeline	Responsibility
2. Build relationships through celebrating National Reconciliation Week (NRW).	Register all our NRW events on Reconciliation Australia's NRW website.	May 2025 & 2026	Communications Manager
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	September, 2026	Policy Advisor
	Communicate our commitment to reconciliation publicly.	March, 2025, March, 2026	Communications Manager
	Explore opportunities to positively influence external stakeholders to drive reconciliation outcomes, including transparently sharing Vision 2020 Australia's RAP progress to encourage RAP development within member organisations.	September, 2025	Policy and Advocacy Manager
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	March, 2026	Policy and Advocacy Manager
	Actively demonstrate allyship by facilitating dialogue and creating spaces for non-Indigenous organisations within our sphere of influence to reevaluate their practices of engagement, collaboration, and partnerships with Aboriginal and Torres Strait Islander organisations, thereby creating an enabling environment and practices that centre self-determination.	September, 2026	CEO
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.	September, 2025	Operations Manager
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	March, 2026	Operations Manager
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	November, 2025	Operations Manager
	Educate senior leaders and board members on the effects of racism.	March, 2026	Operations Manager

Respect

Respecting Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights are integral to Vision 2020 Australia's core values and operations.



We recognise the profound importance of honouring and celebrating the rich cultural heritage and invaluable contributions of First Nations peoples. Through prioritising cultural learning and understanding, we honour this legacy, reinforce our commitment to reconciliation and ensure greater success and collaboration in our efforts to improve eye health outcomes and vision rehabilitation services for Aboriginal and Torres Strait Islander peoples.

Action	Deliverable	Timeline	Responsibility
5. 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, 2025	Policy Advisor
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	September, 2025	Policy Advisor
	Develop, implement, and communicate a cultural learning strategy for our staff.	January, 2026	Policy Advisor
	Provide opportunities for RAP Working Group members, HR managers, other key leadership staff and board members to participate in formal and structured cultural learning.	March, 2026	Operations Manager
6. 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, 2025	Policy Advisor
	Develop, implement, and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	March, 2026	Communications Manager
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	November, 2025 & 2026	Communications Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	September, 2025 & 2026	Policy and Advocacy Manager

Action	Deliverable	Timeline	Responsibility
7. 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.	May 2025 & 2026	Communications Manager
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	September, 2026	Policy Advisor
	Promote and encourage participation in external NAIDOC events to all staff and member organisations.	March, 2025, March, 2026	Communications Manager
8. Demonstrate respect for Aboriginal and Torres Strait Islander cultures through the development of culturally appropriate resources.	Collaborate with ACCHO to develop culturally safe and accessible resources tailored to First Nations peoples with the intent of reducing shame associated with vision loss and increase health seeking in Aboriginal and Torres Strait Islander communities	September, 2026	Policy and Advocacy Manager
	Participate actively in state/territory voice, treaty, and truth calls to action, demonstrating Vision 2020 Australia's commitment to embodying allyship and acknowledging the social determinants of health.	October, 2025 & 2026	CEO



Vision 2020 Australia CEO Carly Iles presents at the 2023 National Aboriginal and Torres Strait Islander Eye Health Conference alongside Director A/Prof Kris Rallah-Baker.

Opportunities



In line with our commitment to self-determination and equity, Vision 2020 Australia prioritises creating meaningful opportunities for Aboriginal and Torres Strait Islander peoples, organisations, and communities.

Through our RAP process, we are enhancing pathways in employment, procurement and professional development, empowering First Nations individuals to actively contribute to our organisation and the broader eye health and vision care sector. These initiatives bring diverse Aboriginal and Torres Strait Islander perspectives into our work, strengthening our organisation and sector by embedding inclusivity and fostering equity.

By championing these pathways, we ensure that First Nations voices are not only heard but are integral to shaping the future of eye health and vision care, creating a more effective and inclusive sector.

Action	Deliverable	Timeline	Responsibility
9. 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.	June, 2025	Policy Advisor
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our recruitment, retention and professional development strategy.	September, 2025	Operations Manager
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	September, 2026	Operations Manager
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	September, 2025 & 2026	Operations Manager
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	March, 2026	Operations Manager
10. 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.	September, 2025	Operations Manager
	Investigate Supply Nation membership.	June, 2025	Policy Advisor
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	September, 2025	Policy Advisor

Action	Deliverable	Timeline	Responsibility
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	September, 2026	Operations Manager
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	September, 2026	Communications Manager
11. Increase opportunities for amplifying the voices of Aboriginal and Torres Strait Islander people within the eye health and vision care sector.	Support an Aboriginal and/or Torres Strait Islander internship position within Vision 2020 Australia, allowing the intern to shadow policy advisors with the goal of taking on one of the activities within the policy and advocacy portfolio.	September, 2026	CEO
	Establish and communicate an advisory mechanism to ensure that advocacy efforts in the fields of First Nations eye health and vision care are informed and guided by the voices and perspectives of First Nations communities.	March, 2026	Policy and Advocacy Manager
	Ensure Aboriginal and Torres Strait Islander people are represented on the Vision 2020 Australia board and policy committees.	January, 2026	CEO
	Develop a communications and engagement plan in collaboration with members and other relevant organisations to not only disseminate First Nations eye health, vision rehabilitation and peer connection information to communities and member organisations but also to amplify the voices of First Nations peaks and ACCHOs within our communications channels.	September, 2026	Policy and Advocacy Manager
	Provide sponsorship and active support for the 2025 National Aboriginal and Torres Strait Islander Eye Health Conference, ensuring alignment with our commitment to strengthening First Nations leadership, perspectives, and initiatives within the eye health and vision care sector.	May, 2025	CEO



Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain and strengthen Aboriginal and Torres Strait Islander representation on the RWG.	March, June, September, December, 2025 & 2026	CEO
	Establish and apply a Terms of Reference for the RWG.	March, 2025	Policy Advisor
	Meet at least four times per year to drive and monitor RAP implementation.	March, June, September, December, 2025 & 2026	Policy Advisor
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	June, 2025	Policy Advisor
	Engage our senior leaders and other staff in the delivery of RAP commitments.	June, 2025	Policy and Advocacy Manager
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	June, 2025	Policy Advisor
	Appoint and maintain internal RAP Champions from both senior management and the Vision 2020 Australia Board.	June, 2025	CEO
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	Policy Advisor
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August, annually	Policy Advisor
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Policy Advisor
	Report RAP progress to all staff and senior leaders quarterly.	March, June, September, December, 2025 & 2026	Policy and Advocacy Manager
	Publicly report our RAP achievements, challenges and learnings, annually.	November, 2025 & 2026	Communications Manager

Action	Deliverable	Timeline	Responsibility
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May, 2026	Policy Advisor
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	March, 2027	Policy and Advocacy Manager
15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September, 2026	Policy Advisor





**Vision
20/20
Australia**

Vision 2020 Australia

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