

# Reflect

# Reconciliation Action Plan

April 2021 – April 2022



Nightingale acknowledges the Wurundjeri Woiwurrung people as the Traditional Owners and Custodians of the land on which we were founded.

We pay our respects to all First Nations peoples of Australia and we acknowledge their continued and unceded connection to country and culture.



# Reflect

## RAP overview



# Reconciliation Australia CEO statement

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

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Nightingale Housing joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

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

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

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

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

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

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

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

# Our business

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Nightingale Housing believes that homes should be built for people, not profit. We deliver carbon neutral communities at cost.

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Nightingale Housing provides homes for the people who intend to live in them, with an emphasis on environmental, financial and social sustainability. We lead by example, reorienting the housing market to focus on delivering good outcomes in designer-led multi-residential housing for owner-occupiers, rather than investors. This approach to housing provision is backed by an innovative financial model that delivers homes to owner-occupiers at cost, with any savings given back to the residents.

Our office is based in Brunswick, Victoria however our projects have regional and national reach. We currently employ nine people, none of which are Aboriginal and Torres Strait Islanders. Through the course of the reconciliation process, we hope to create meaningful opportunities for Aboriginal and Torres Strait Islander peoples, including employment opportunities within the Nightingale team.

# Our RAP

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We build on land that was stolen from First Nations peoples and we operate in an economy bound by systemic racism.

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We feel it's our responsibility to respect the rights of all people, which compels us to act to help end this inequality and racism. We hope to create a workplace culture that understands, values and respects the true history of this country and the cultures and contributions of First Nations peoples.

We are in the early stages of our reconciliation journey and have established a RAP Working Group, which consists of 5 employees as well as co-founders Jeremy McLeod and Tamara Veltre.

**Other RAP Working Group members include:**

**James Senior (RAP Champion)**

Partnerships Manager

**Dan McKenna**

Head of Operations

**Daniel Studds**

Head of Digital

**Jenifer Kulas**

Development Manager

**Jessica Wood**

Communications and Community Manager

Our RAP will be underpinned by or deep committed to reconciliation and equity and the guidance we receive from our First Nations advisor Sarah Lynn Rees.

Sarah Lynn Rees is a Palawa woman descending from the Plangermaireener and Trawlwoolway people of north-east Tasmania. She is a lecturer at Monash University, practices architecture at Jackson Clements Burrows Architects (JCBA) where she is also a Lead Indigenous Advisor, Architecture and Design (IA:AD) she is program advisor and curator of BLAKitecture series MPavilion. A Director of Parlour: Woman, Equity, Architecture, a member of the Victorian Design Review Panel for the office of the Victorian Government Architect and Co-Chair of the Australian Institute of Architects First Nations Advisory Working Group.

We are committed to continuing to provide pro-bono or reduced cost services to organisations that benefit Aboriginal and Torres Strait Islander peoples. We include Acknowledgement of Country in all presentations and collateral, tenders, proposals, email signatures and social media posts. Nightingale Housing publicly recognises Invasion Day and our employees instead opt to utilise the public holiday for a day of training and engagement during NAIDOC week.



**Relationships**



**Respect**



**Opportunities**



**Governance**

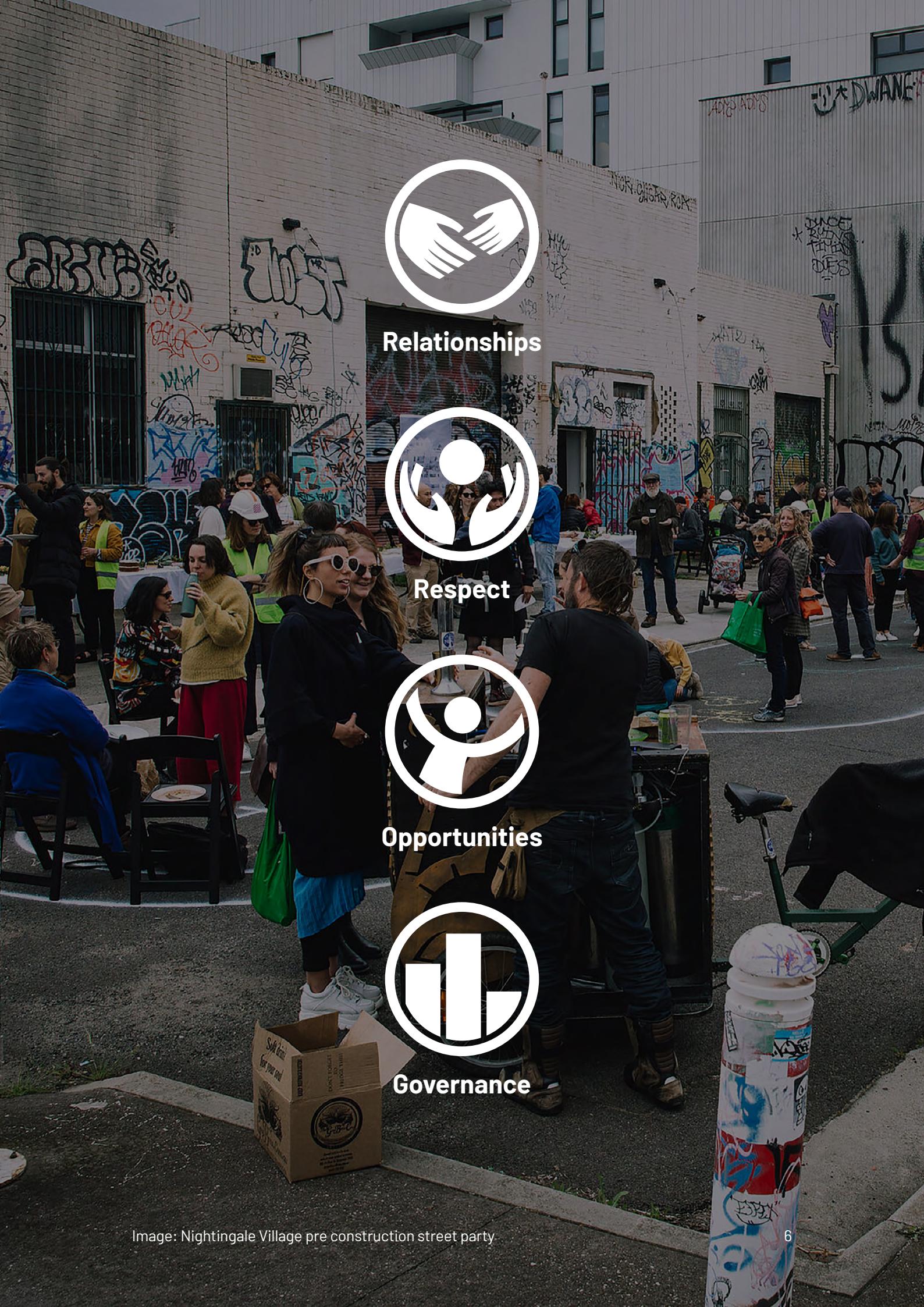


Image: Nightingale Village pre construction street party



# Relationships

Action	Deliverable	Timeline	Responsibility
<b>1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	June 2021	Development Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2021	Development Manager
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2021	Communications and Community Manager
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June, 2021	Communications and Community Manager
<b>3. Promote reconciliation through our sphere of influence.</b>	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June, 2021	Communications and Community Manager
	Communicate our commitment to reconciliation to all staff.	April 2021	Head of Operations
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May 2021	Partnerships Manager
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2021	Partnerships Manager
	Research best practice and policies in areas of race relations and anti-discrimination.	June 2021	Head of Digital
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2021	Head of Operations



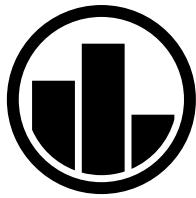
# Respect

Action	Deliverable	Timeline	Responsibility
<b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2021	Head of Operations
	Conduct a review of cultural learning needs within our organisation.	August 2021	Head of Operations
<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	April 2021	Communications and Community Manager
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	April 2021	Communications and Community Manager
<b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2021	Head of Digital
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2021	Head of Digital
	RAP Working Group to participate in an external NAIDOC Week event.	July 2021	Head of Digital



# Opportunities

Action	Deliverable	Timeline	Responsibility
<b>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	December 2021	Head of Operations
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2021	Head of Operations
<b>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2021	Development Manager
	Investigate Supply Nation membership.	June 2021	Development Manager



# Governance

Action	Deliverable	Timeline	Responsibility
<b>10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b>	Maintain a RWG to govern RAP implementation.  Draft a Terms of Reference for the RWG.	April 2021  May 2021	Founder  Partnerships Manager
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	April 2021	Founder
<b>11. Provide appropriate support for effective implementation of RAP commitments.</b>	Define resource needs for RAP implementation.  Engage senior leaders in the delivery of RAP commitments.	June 2021  June 2021	Head of Operations  Head of Operations
	Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2021	Head of Digital
<b>12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2021	Founder
<b>13. Continue our reconciliation journey by developing our next RAP.</b>	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2022	Founder

## Contact details

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