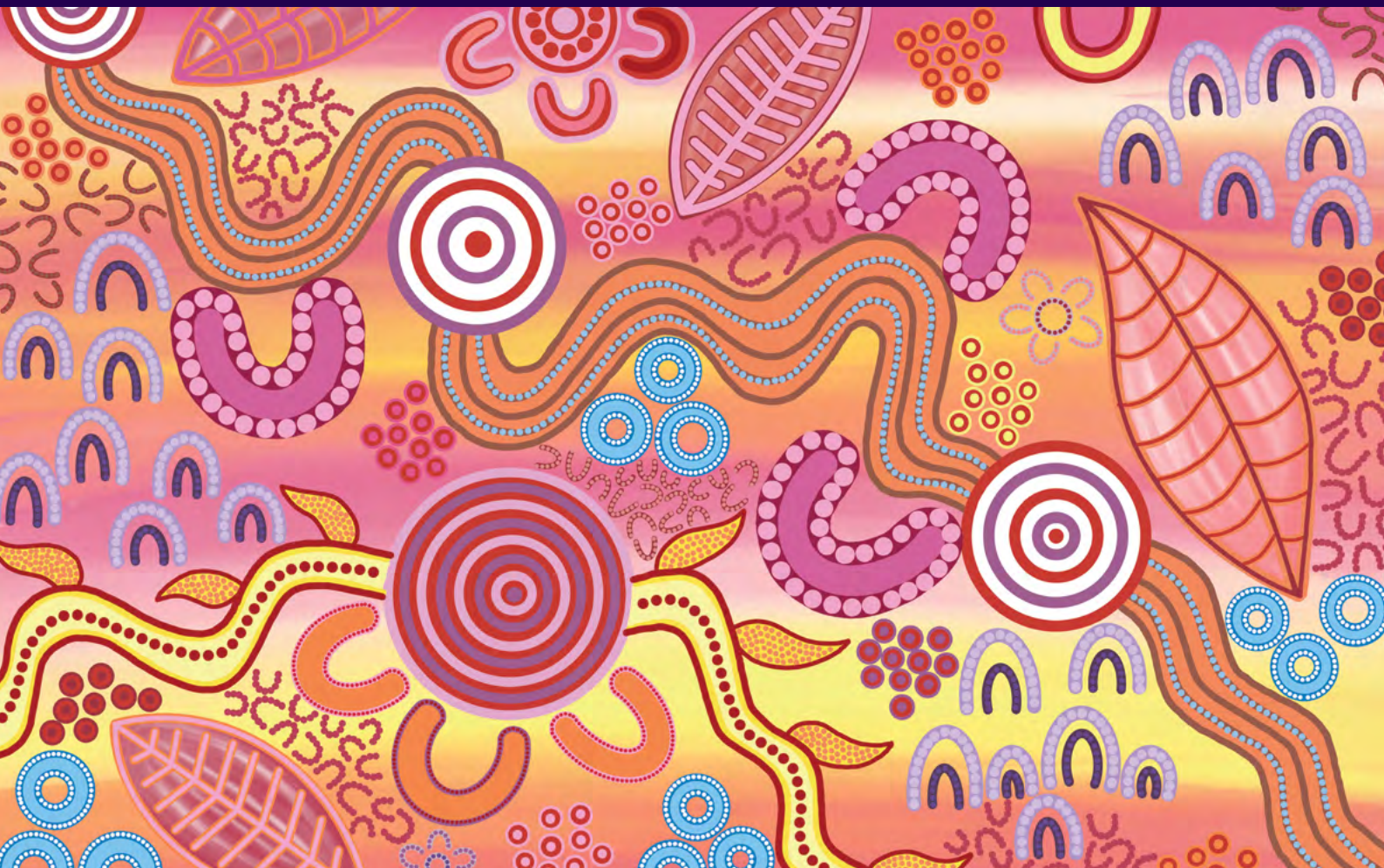




Innovate Reconciliation Action Plan

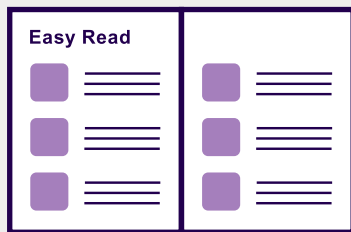
July 2026 - July 2028



Endeavour Foundation Reconciliation Action Plan



This Easy Read is about Endeavour Foundation's Reconciliation Action Plan.



Easy Read uses short sentences and pictures to explain ideas.



Some words are **bold**. We will explain what these words mean in the Word List at the end.



You can ask your employment coach, site manager, family member or friend to help you understand the information.

What's in this document?

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RECONCILIATION
ACTION PLAN

INNOVATE



Acknowledgement of Country



Endeavour Foundation and Community Solutions work in many places across Australia.



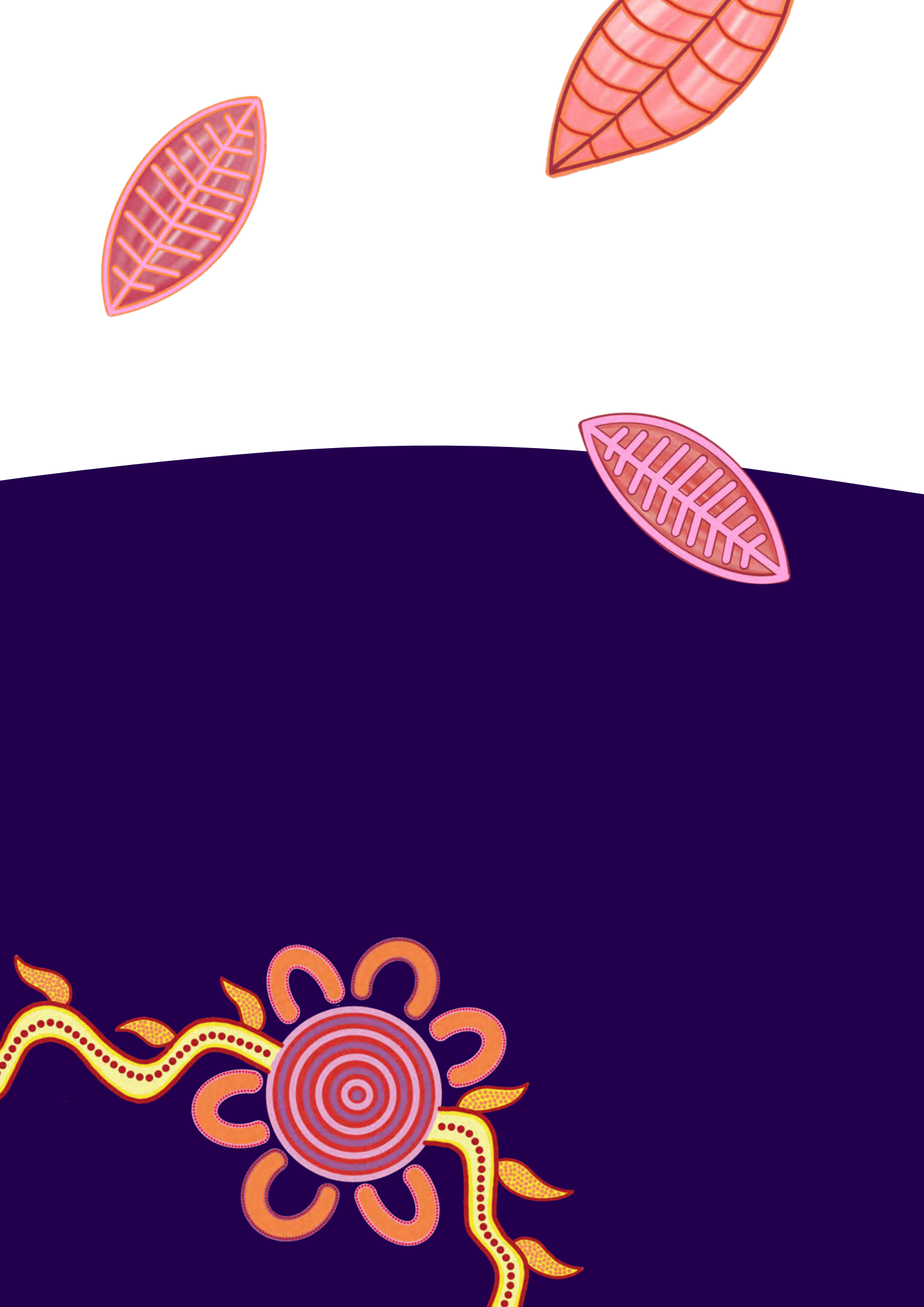
We acknowledge the **Traditional Owners** of the Lands where we live and work.



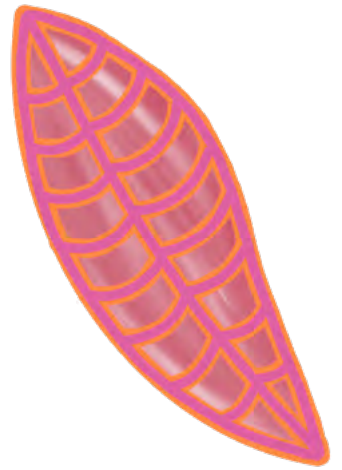
We respect the strong connection that Aboriginal and Torres Strait Islander peoples have with **Country**.



We pay our respects to all Aboriginal and Torres Strait Islander peoples, and to their Elders – past and present.



What is a Reconciliation Action Plan



What is reconciliation?



Reconciliation means:



Saying sorry for past hurt.



Understanding and respecting each other.



Working together with Aboriginal and Torres Strait Islander Peoples.

Our Reconciliation Action Plan (RAP)



This is our **Reconciliation Action Plan**.
We call it our **RAP**.



Our RAP is a plan that shows how we support reconciliation.

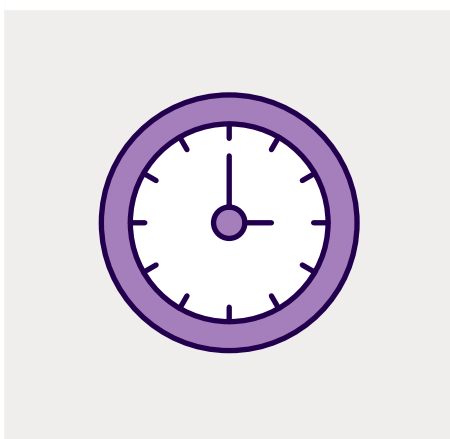
Our RAP shows how we:

1. Show respect
2. Build strong relationships
3. Create opportunities for learning and community connection.



Our RAP is a plan for 2 years.

It runs from July 2026 to July 2028.



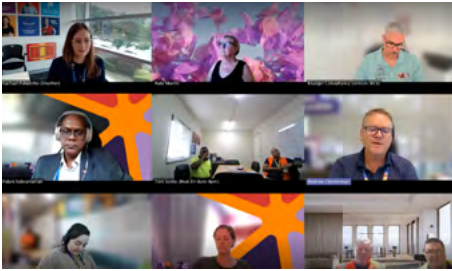
Some things we can do quickly.

Other things will take more time.

Who helped us to make the RAP?



People from Endeavour Foundation and Community Solutions help make the RAP.



They are called the **RAP Working Group**.



Our RAP Working Group has 15 employees.



Some members are Aboriginal and Torres Strait Islander Peoples.

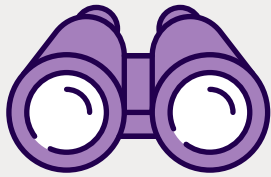


We also talked with other employees and people in the community.



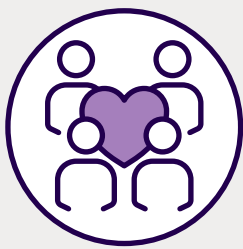
This helped us make sure our RAP reflects many different ideas and everyone is happy with what we plan to do in our RAP.

Our Vision for Reconciliation



Our **Vision** means what we want reconciliation to look like at Endeavour Foundation.

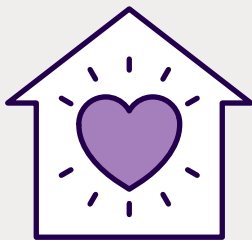
We want to:



Build strong relationships with Aboriginal and Torres Strait Islander Peoples.



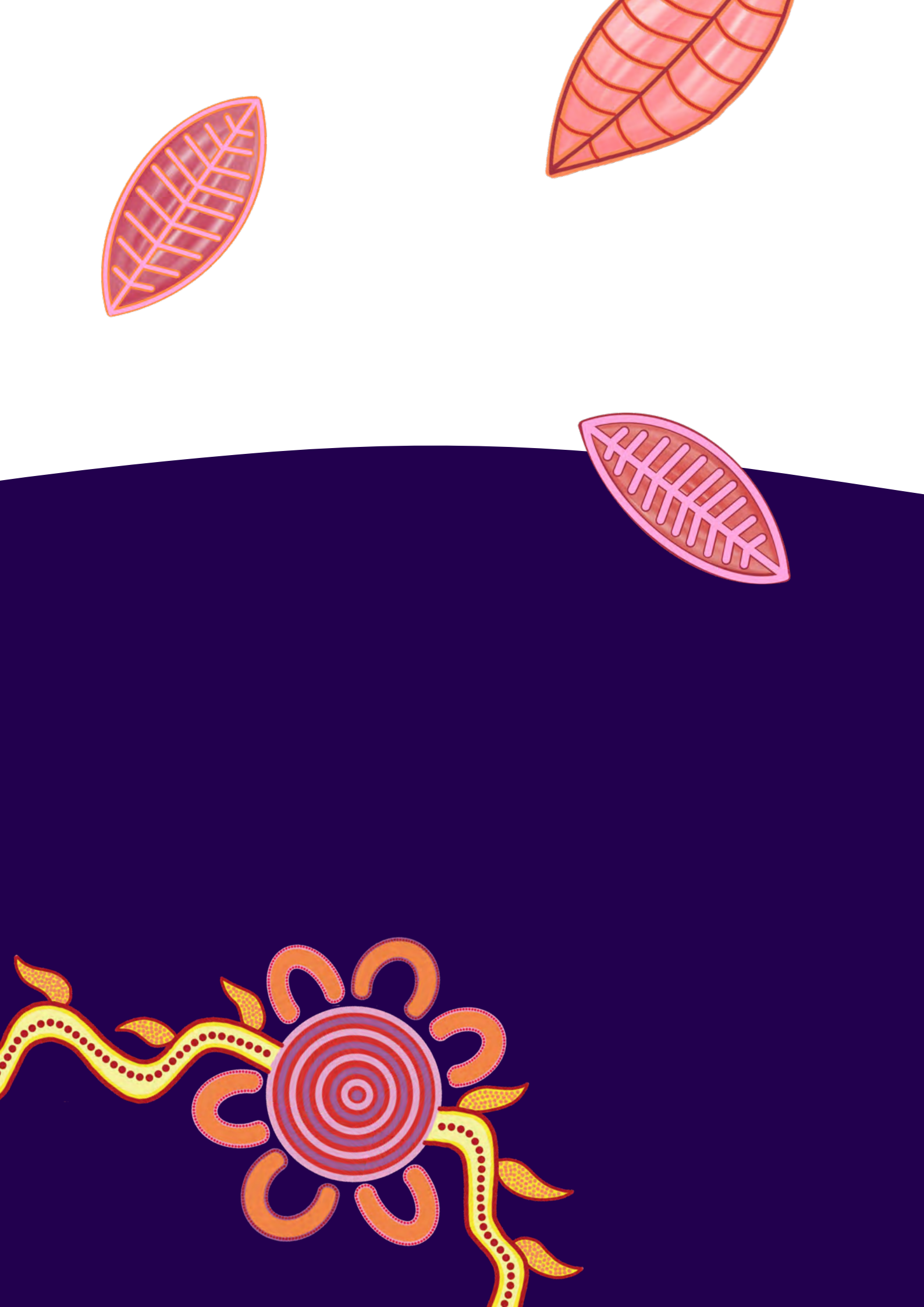
Listen to and learn from Aboriginal and Torres Strait Islander Peoples.



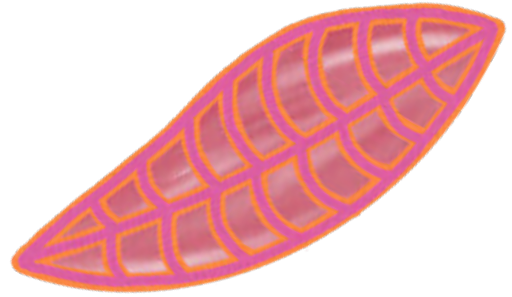
Make Endeavour Foundation safer and more welcoming for Aboriginal and Torres Strait Islander Peoples.



Create a workplace where everyone feels safe, respected and valued.



Our RAP Artwork



Our RAP Artwork



Our **RAP Artwork** was painted by artist Mya Wilson.



Mya is a proud Wurundjeri Woman.

- A Wurundjeri woman is a female Aboriginal person who belongs to the Wurundjeri people.
- Mya also works at Endeavour Foundation.



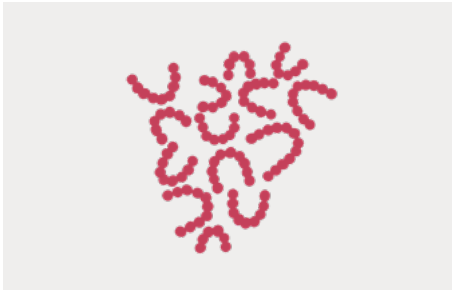
Mya's artwork tells stories about her family and culture.



These stories have been passed down from her family.



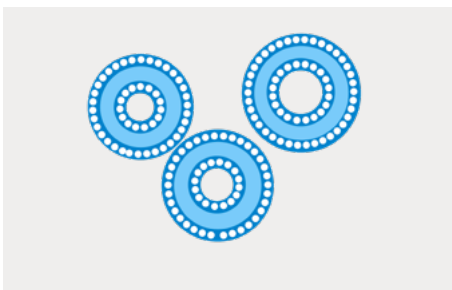
This symbol means meeting place.



This means people.



This means mountains.



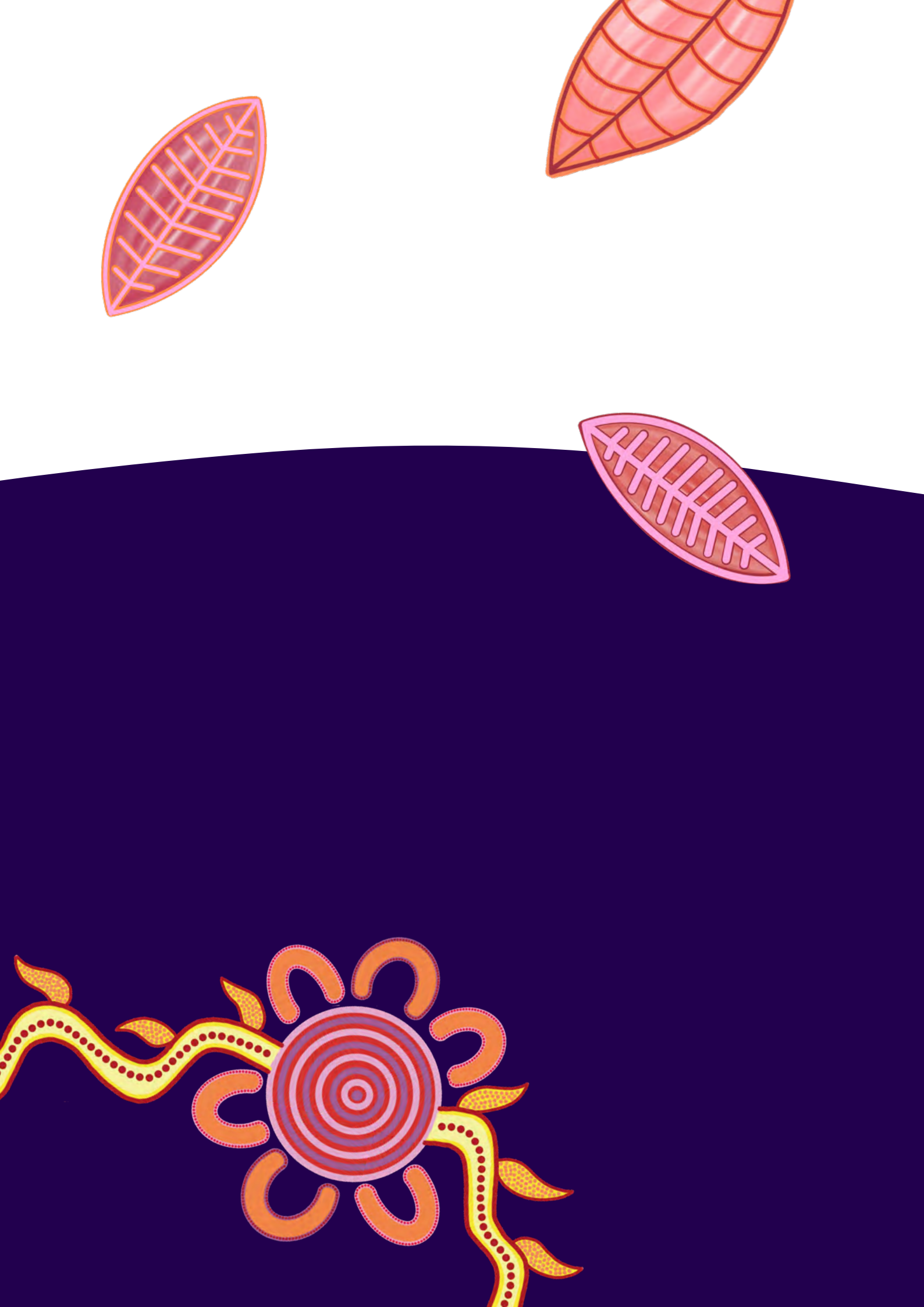
This means water.



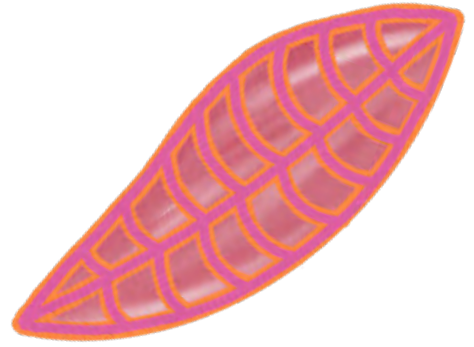
This means berries.



This is a river called The Yarra River.



Our Reconciliation Action Plan



Our Reconciliation Action Plan



Our RAP focuses on 4 big ideas.



1. Relationships.



2. Respect.



3. Opportunities.



4. Governance.



Each idea has actions and results.



Actions are the things Endeavour Foundation will do to support reconciliation.



Results are the changes we want to see when we do those actions.



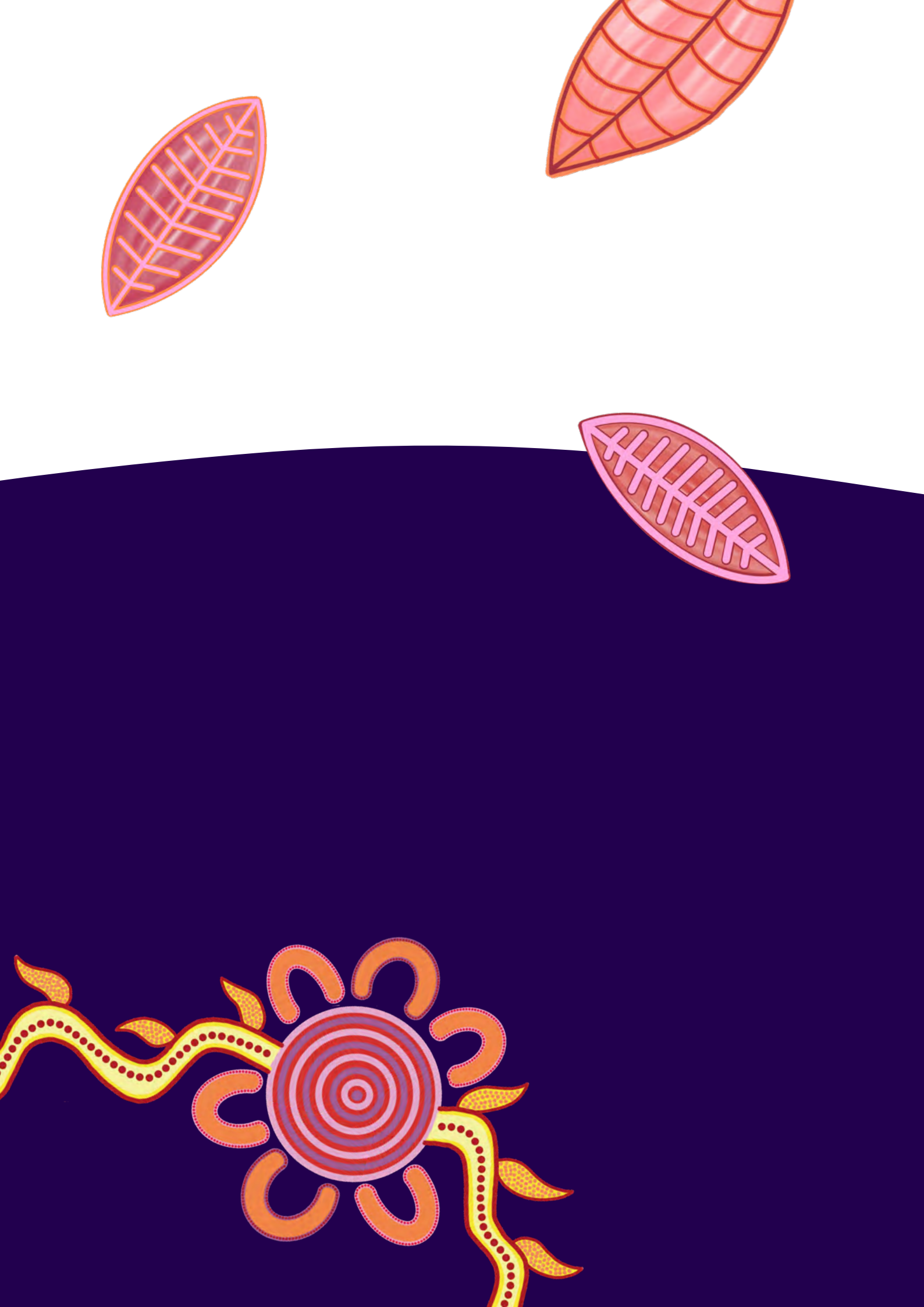
This Easy Read book tells you about some of the actions and results.



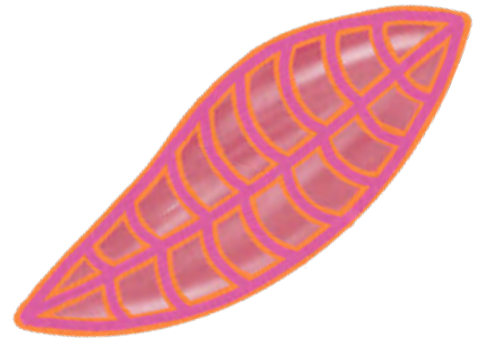
You can read the full Reconciliation Action Plan (RAP) on our website. You can ask someone to help you find it.



You can also scan this QR Code to open the RAP document.



1. How We Will Support Relationships



How we work together on Relationships



These are the actions we will take.



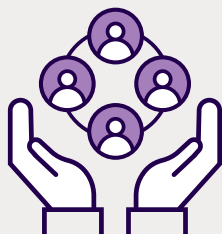
We will have good relationships with Aboriginal and Torres Strait Islander Peoples and organisations.



We will celebrate **National Reconciliation Week** together.



We will support and share reconciliation through our connections within the community.



We will treat everyone fairly and work to stop unfair treatment.

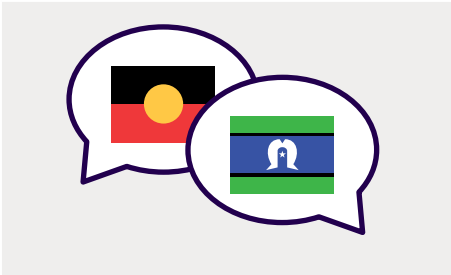


We will be kind to everyone, no matter who they are.

How we will build Relationships



These are the results we want to see.



We will talk to local Aboriginal and Torres Strait Islander Peoples to make plans to work well together.



We will create safe spaces where Aboriginal and Torres Strait Islander Peoples feel heard and respected.



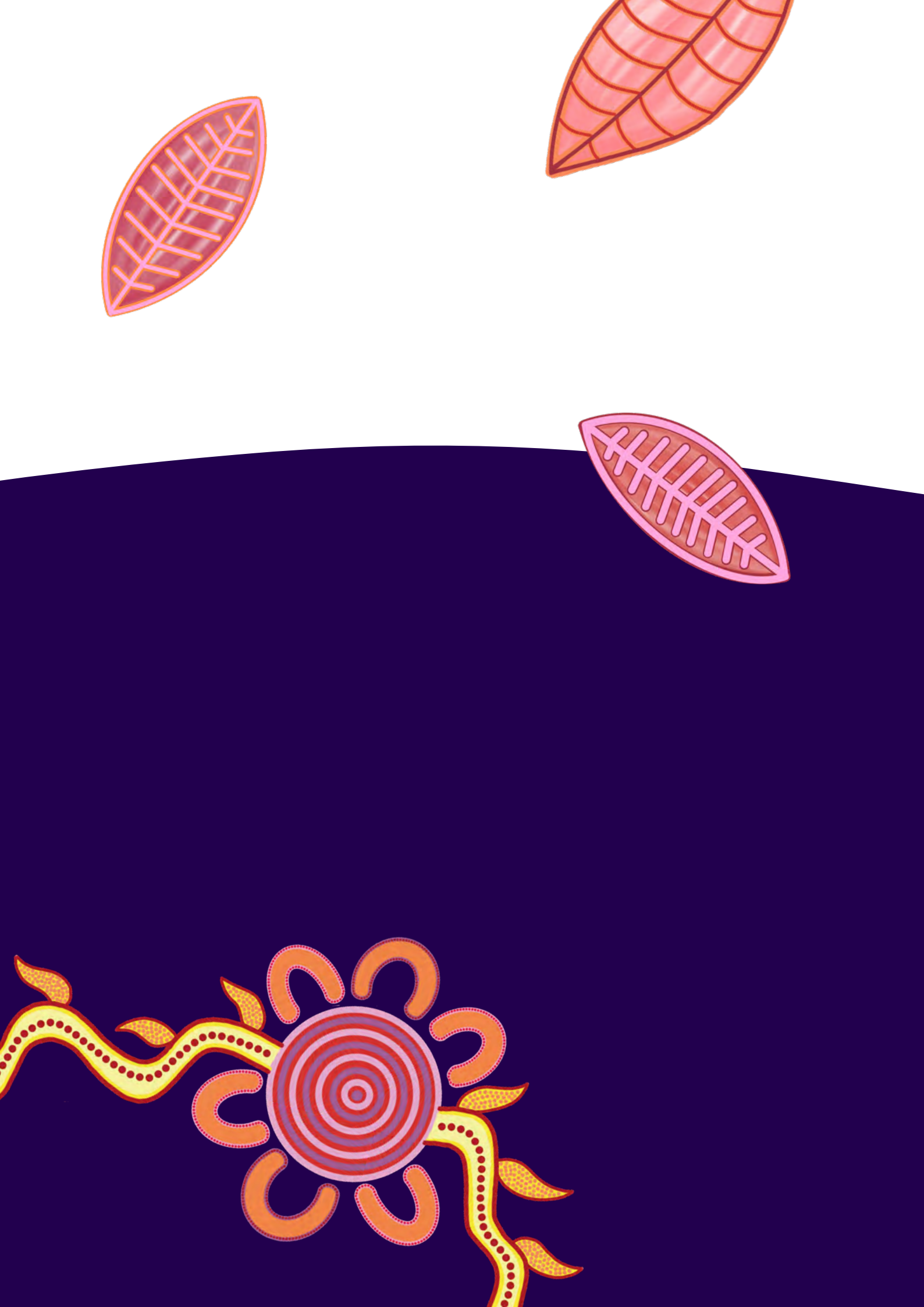
We will provide training about unfair treatment.



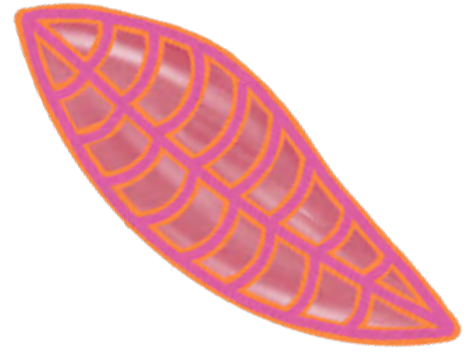
We will teach about racism and how everyone can make a positive difference.



Every year we will plan and support local events for National Reconciliation Week (NRW).



2. How We Will Show Respect



How we will work together on Respect



These are the actions we will take.



We want everyone to show respect to Aboriginal and Torres Strait Islander Peoples.



We will help employees learn about Aboriginal and Torres Strait Islander Peoples' cultures, histories and rights.



We will celebrate **NAIDOC Week** every year.



We will encourage all employees to use **Cultural protocols**.

How we build Respect



These are the results we want to see.



We will check what cultural learning is needed and will make a plan.



All new employees will do cultural learning and keep learning each year.



We will create a special award to thank employees who help lead reconciliation.



We will show respect by using **Acknowledgement of Country** or **Welcome to Country** at important events and meetings.

What you can do if something doesn't feel right



This is about how people treat you at work and how you are treated by others.



If something feels wrong, unfair, or unsafe, it is okay to speak up.

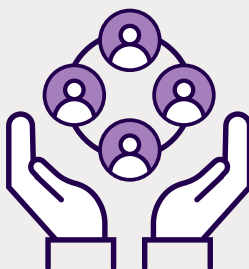


You can talk to:

- Your employment coach or manager.
- Another staff member you trust.
- People and Wellbeing / HR team.

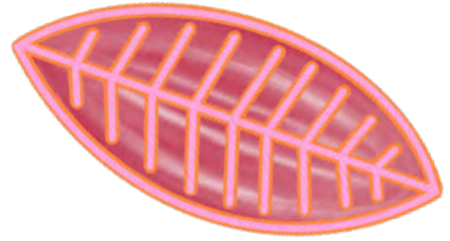


You can ask questions or ask for help at any time.



Everyone has the right to be listened to and treated with respect.

3. How We Will Create Opportunities



How we work together on Opportunities



These are the actions we will take.



Create more jobs for Aboriginal and Torres Strait Islander Peoples.



Aboriginal and Torres Strait Islander peoples will have chances to learn new skills at work.



Buy more from Aboriginal and Torres Strait Islander businesses.



We want everyone to have fair chances to succeed.

How we build Opportunities



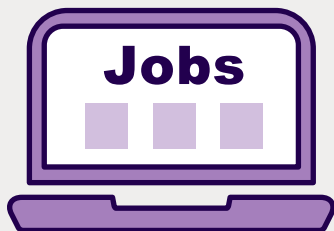
These are the results we want to see.



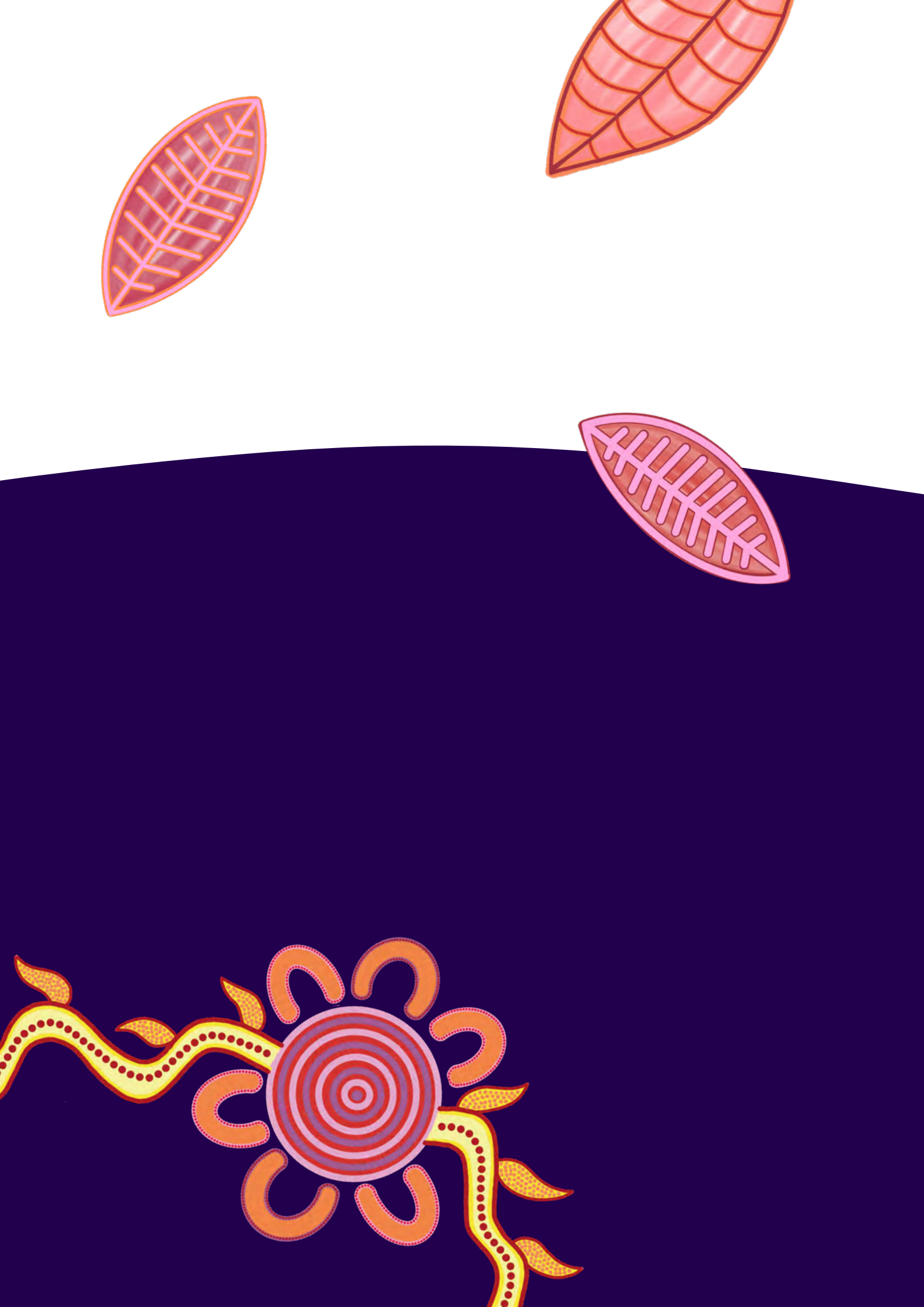
We will listen to Aboriginal and Torres Strait Islander employees about their experiences at work.



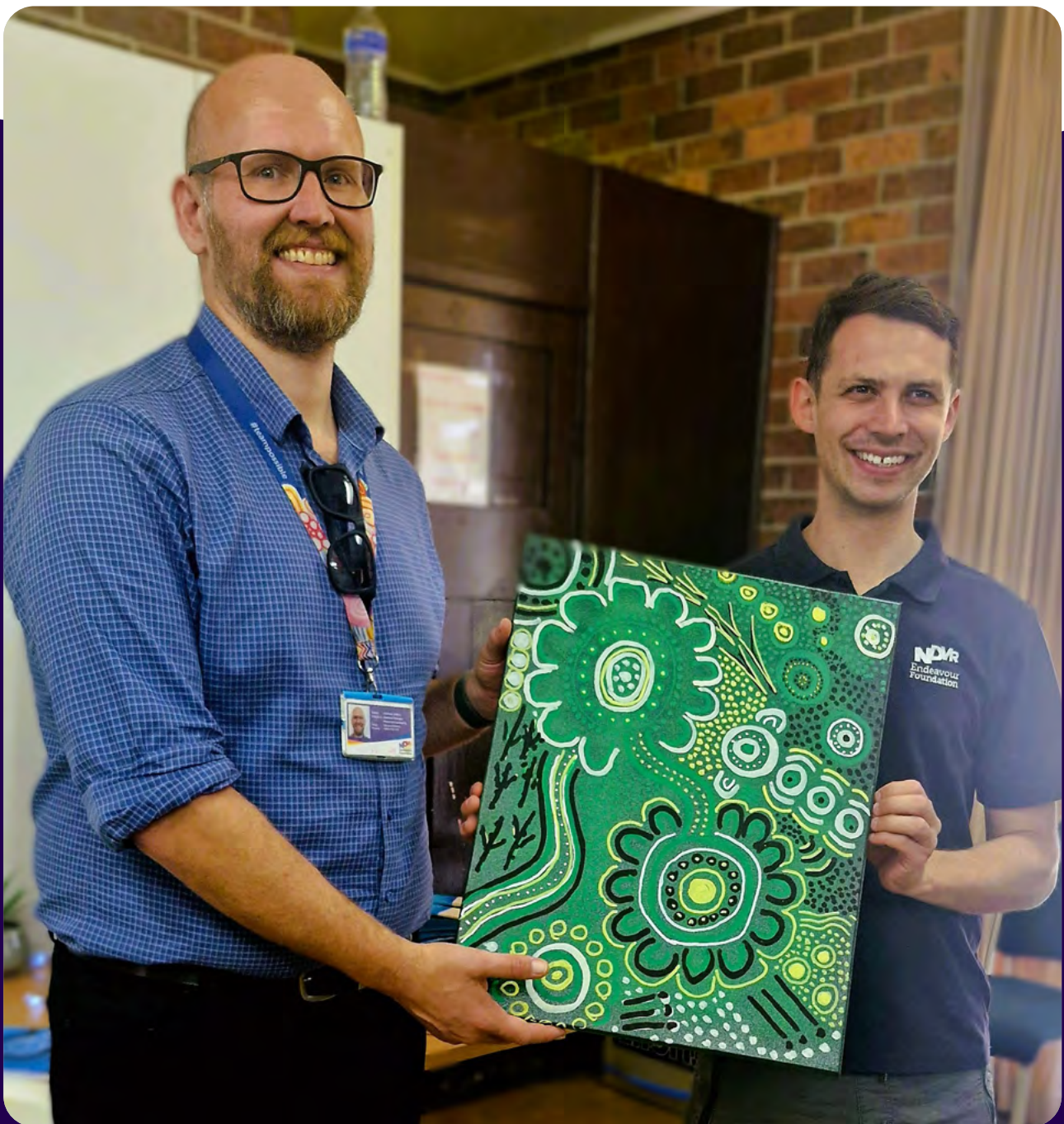
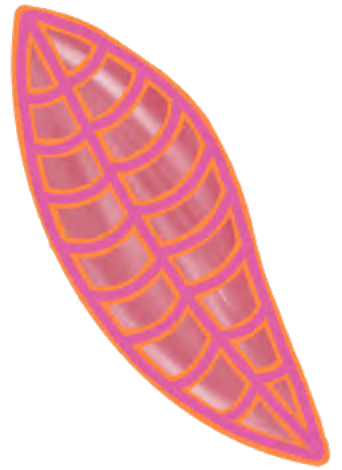
We will make a plan to hire new employees and help them learn and grow.



We will share information about jobs with Aboriginal and Torres Strait Islander communities.



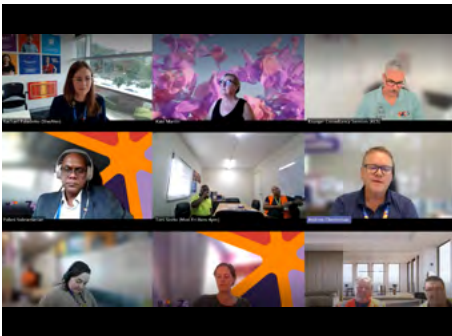
4. How We Will Guide Our RAP



How we work together to guide our RAP



These are the actions we will take.



We will keep a RAP Working Group to guide our RAP.



We will share what is working, what is not, and what we learn.



We will make sure leaders help support our RAP.



We will keep working on reconciliation by making a new RAP when this one finishes.

How we check how our RAP is going



These are the results we want to see.



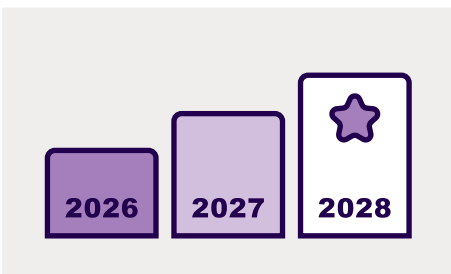
We will include Aboriginal and Torres Strait Islander voices when making decisions.



We will tell people how our RAP is going.



We will make sure leaders take part and help make the RAP happen.



We will work on and improve our RAP each year.



We will make our RAP easy to find and share.

Thank You



Thank you for reading our Easy Read RAP.



We will keep:

- listening,
- learning,
- working together with Aboriginal and Torres Strait Islander Peoples.



Together, we can make a difference.

Word List

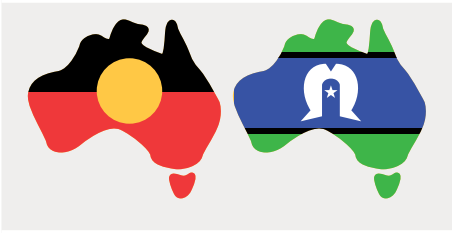
This list will explain all the words that were in **BOLD** in this Reconciliation Action Plan



Word List



Acknowledgement of Country means showing respect to the Traditional Owners of the land we are on.



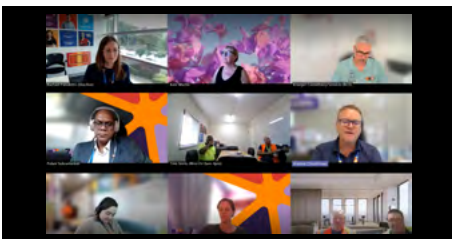
Traditional Owners are groups of Aboriginal Peoples who have strong connections to the land or Country in specific areas.



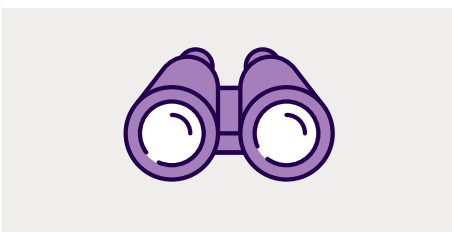
Country means the land, water, sky, and everything in them.



RAP is short for Reconciliation Action Plan. It is a plan that shows how we support reconciliation.



RAP Working Group means a group of people who help create and work on the Reconciliation Action Plan.



Vision means our idea of what reconciliation should look like at Endeavour Foundation.



National Reconciliation Week (NRW) is a time to learn about and celebrate the relationship between Aboriginal and Torres Strait Islander Peoples and other Australians.



NAIDOC Week is a week to celebrate the cultures, histories, and achievements of Aboriginal and Torres Strait Islander peoples.



Cultural Protocols means the respectful ways of doing things that are important to Aboriginal and Torres Strait Islander peoples.



Welcome to Country is a ceremony where a Traditional Owner or Elder welcomes people to their land or Country. This image shows Baringa Barambah, Turrbal Songwoman delivering a Welcome to Country.



Relationships means getting to know each other, listening, and treating everyone fairly and kindly.



Respect means valuing Aboriginal and Torres Strait Islander Peoples, cultures, histories and rights.



Opportunities means making sure Aboriginal and Torres Strait Islander peoples have fair chances to take part in jobs, learning, and everyday life.



Governance means making sure our RAP has support and guidance from leaders to make it work.



Special thanks and acknowledgements to:

- Krueger Consultancy Services
- Trevor Eastwood, Dalmarri
- Baringa Barambah, Turrbal Songwoman
- Jellurgal Aboriginal Cultural Centre
- Endeavour Foundation Clients,
#TeamPossible and RAP Working
Group Members

