



Anglican
Church
Diocese of Perth



Anglican Diocese of Perth

Reconciliation Action Plan – Reflect

March 2026 - April 2028

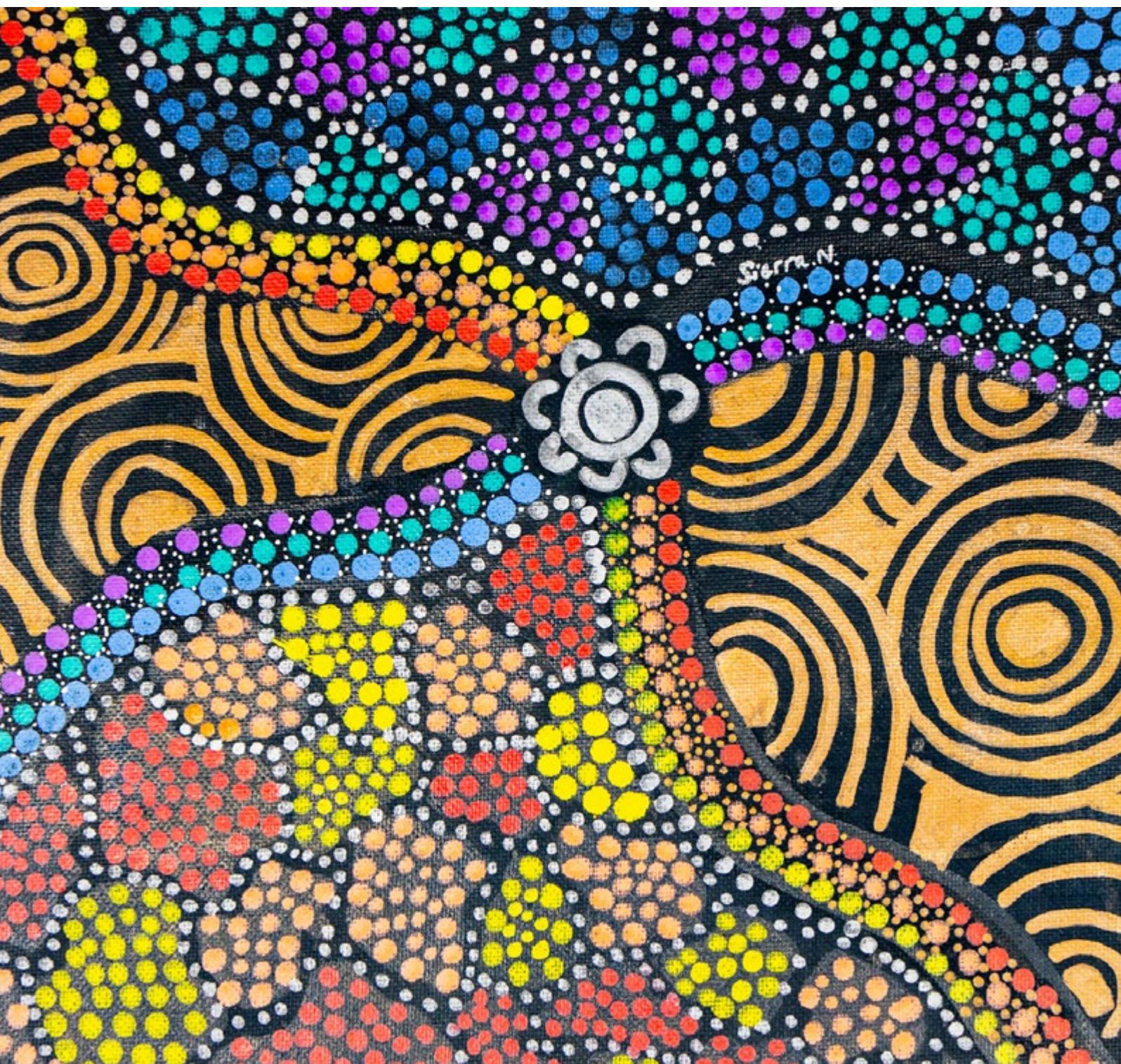


Table of Contents

Introduction	4
Message from the Archbishop.....	5
Message from the Diocesan Secretary	6
Message from CEO Reconciliation Australia.....	7
About The Anglican Diocese of Perth	8
Our Partnerships/Current Activities	10
Our Hopes for Reconciliation.....	12
Relationships.....	13
Respect.....	16
Opportunities.....	18
Governance	19

Acknowledgement

We acknowledge the Traditional Owners of Country throughout Australia and their continuing connection to land, culture and community.

We pay our respects to Elders past and present.





RAP Artwork

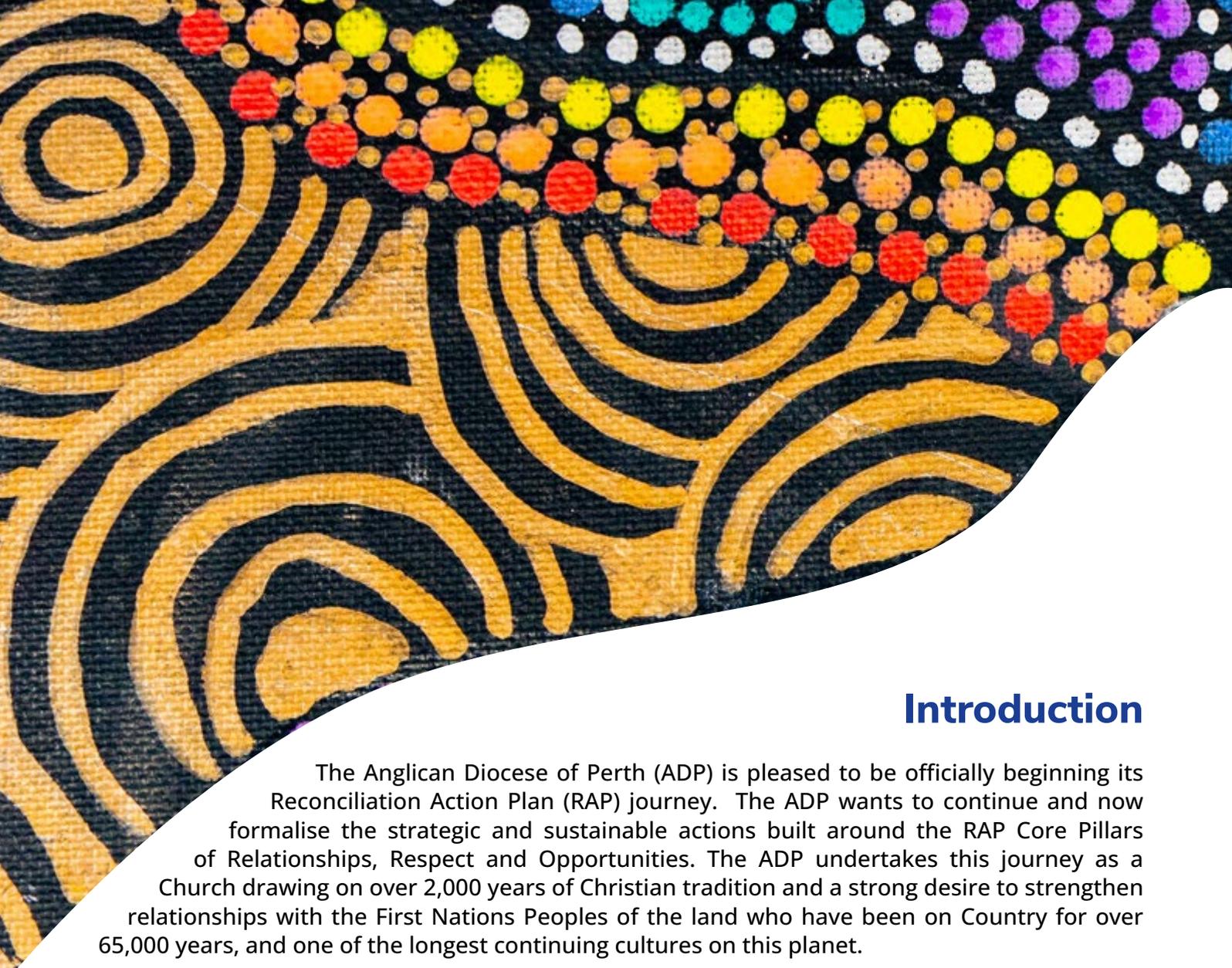


Cover image by Sierra Nokes

Sierra Nokes, Year 9: My artwork shows the strong connection between Aboriginal people and Country. The four pathways leading to the family sitting together in the centre represent the many journeys that bring us home, to our family, culture and land. Around the family, I painted gold circular waterhole and campsite symbols to show how we are deeply connected to Country, we look after Country and Country looks after us too. Country gives us everything we need including food, water, shelter and a sense of belonging. The warm and cool dots above and below the family represent the plants, animals and resources that come and go with the seasons on Noongar Boodjar. Through this artwork, I wanted to show that our connection to Country and family is always there, strong and enduring.

Boodjar Bidi Indigenous Program Collaborative Artwork:

This artwork was created using selected sections from a larger collaborative piece created during NAIDOC Week 2025. As we sat together adding our individual designs, we shared yarns, ideas and stories. Each person's contribution became part of something bigger, showing how our connections grow when we work together and that every person has an important role to play. Without the contribution of each individual, no matter how small, the whole picture wouldn't be complete. Together, our work forms a shared story of community, culture and connection.



Introduction

The Anglican Diocese of Perth (ADP) is pleased to be officially beginning its Reconciliation Action Plan (RAP) journey. The ADP wants to continue and now formalise the strategic and sustainable actions built around the RAP Core Pillars of Relationships, Respect and Opportunities. The ADP undertakes this journey as a Church drawing on over 2,000 years of Christian tradition and a strong desire to strengthen relationships with the First Nations Peoples of the land who have been on Country for over 65,000 years, and one of the longest continuing cultures on this planet.

The issues raised in the Royal Commission into Aboriginal Deaths in Custody and in particular the last one, Recommendation 339, which in part said “That all political leaders and their parties recognise that reconciliation between the Aboriginal and non-Aboriginal communities in Australia must be achieved if community division, discord and injustice to Aboriginal people are to be avoided . . .”. This must be the driving force of what the Diocese does with its RAP.

This RAP has been prepared in consultation with local Elders, First Nations Peoples in the Church and with those with whom the ADP has fostered deep institutional and personal relationships. It builds on decades of work building relationships and trust with First Nations Peoples. The ADP passed many motions at annual Diocesan Synods (see examples on the ADP website) and have put into action many strategies which are expressed at a Diocesan and parish level, and also through the Aboriginal Ministry Group and Anglican Social Responsibilities Commission (SRC). In terms of governance the ADP has five positions at the Diocesan Synod reserved for First Nations Peoples. The Anglican agencies and schools have also been playing a leadership role with RAPs and in some cases many decades of reconciliation work. The ADP looks forward to continuing its collaboration and partnership with all of these bodies.

The *Uluru Statement from The Heart* calls for constitutional change and structural reform to allow First Nations Peoples’ ancient sovereignty to shine through as a fuller expression of Australia’s nationhood – VOICE, TREATY, TRUTH. It also invites all Australians to walk towards a better future with its First Nations Peoples. The ADP has used the *Uluru Statement from The Heart* not just as a rallying call for VOICE, TREATY, TRUTH.

In a recent Synod motion the ADP stated “in acknowledging the *Uluru Statement*, encourages all Australians to walk alongside First Nations Peoples in a movement for a better future”.



Message from the Archbishop

The idea and the lived experience of “voice” has come close to all Australians since the Referendum of 2024. For some this may have been new, while for many of us this idea and our lived experience is no surprise.

We read across scripture of the Lord’s voice, and the myriad ways in which God speaks to people, community, nation and creation. The word ‘voice’ is used more than 500 times in the Hebrews scriptures, universally as in God calling the creation into being (the earth was a formless void and darkness covered the face of the deep, while the spirit of God swept over the face of the waters. Then God said ‘let there be light’ (Genesis 1:2ff), or God calling individuals like Isaiah, ‘whom shall I send, and who will go for us’ (Isaiah 6:8).

In Jesus, this voice, this ‘Word’ encounters us in human flesh, living and active (Hebrews 4:12), embodied, walking beside us all the way to the cross, for the love of us, and the salvation of the world. In Christ we see and hear God’s love in the clearest possible terms, and know ourselves, all of us without exception, embraced by the loving Creator of the cosmos whose ‘shalom’ excludes no one. ‘Shalom’ is a biblical word which means all-embracing peace in every sphere of life.

As we listen for God’s voice, as the incarnate Word encounters us in every sister and brother, we raise our voices in response, our aliveness rising to meet God’s aliveness as heart speaks to heart in prayer, discovering how we are being called to live and to love in the 21st century, discerning our part in welcoming God’s coming kingdom. We know this as the time when God’s love breaks in, when God’s will is done on earth as in heaven.

We owe it to ourselves and one another to act as our deepest selves dictate, and people of faith will do so while listening for the Word beyond all the words, a quiet voice beyond all the shouting, seeking grace to act wisely.

Walking forward, may the voice of God’s deep and abiding grace be our companion for reconciliation, new learning and planning together. There is much to be done and we look forward to our journey with First Nations Peoples across the Anglican Diocese of Perth.

*The Most Reverend Kay Goldsworthy AO
Archbishop of Perth*



Message from the Diocesan Secretary

I acknowledge the Traditional Custodians of the lands which make up the Anglican Diocese of Perth, pay my respects to Elders past and present, and acknowledge the young people who are the future Elders.

The Diocese of Perth spans from the metropolitan region of Perth, north almost to Geraldton, south towards Mandurah, and as far East to Esperance and onto the Western Australian border sitting on the lands of the Noongar, Yamatji, Wankai, Ngadju, Mirning, Karlamaya/Kapurn peoples.

This is the first (Reflect) Reconciliation Action Plan (RAP) for the Diocese of Perth. Thank you for the dedication of the members of the Working and Reference Groups who have worked over a long time to develop this plan.

The ADP is proud to be associated with this firm commitment to journey towards reconciliation with the First Nations Peoples with whom we work, gather as a community, worship and live. This plan builds on work undertaken by the Diocese over many years at Synods, and in the work of the Anglican Social Responsibilities Commission and the Aboriginal Ministry Working Group. It outlines the actions the ADP will take to build relationships, grow mutual respect, pursue opportunity for mutual benefit, include First Nations voices across the many and varied activities of the Diocese, noting the provision of five positions at the annual Synod (the major governance body of the Diocese) for First Nations Peoples to be the voice of their brothers and sisters who are a part of the Church.

The RAP is also built on the belief that all created equal in the image of God and the desire to reflect the love of God in the way we treat each other. The ADP has a long way to go in listening more deeply to First Nations Peoples and to better understand what needs to be done to achieve our goals of reconciliation.

All members of the ADP are encouraged to engage with the RAP to further its objective of journeying towards reconciliation.

Keith Stephens
Diocesan Secretary and Executive Officer



Message from CEO Reconciliation Australia

Reconciliation Australia welcomes the Anglican Diocese of Perth to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Anglican Diocese of Perth joins a network of more than 3,000 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 5.5 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 Anglican Diocese of Perth 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 Anglican Diocese of Perth, 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



About The Anglican Diocese of Perth

The Anglican Church was an active member of the Swan River Colony, with the first colonial chaplain active in 1830. The Rush Church, the oldest church and perhaps building in the city, served as both the house of worship and the courthouse in the colony. The ADP was formally established and has been working and worshipping on predominantly Noongar land since 21 August 1872. Our Diocesan boundaries cover a significant portion of the southern part of Western Australia, and we are surrounded in the north by the Diocese of North West Australia and in the south west by the Diocese of Bunbury. These three Dioceses make up the Province of Western Australia. This means that the Diocese of Perth exists on the traditional lands of the Noongar and Yamatji peoples as well as tribal groups from the Goldfields and Central Desert lands.

The work of the ADP is, at its core, to prayerfully and practically seek the Kingdom of God in our current time and context. We seek to be known by our love of God and as conduits of that love to one another and in our communities. We are confident in God's work and seek to be courageous in acknowledging our failings and demonstrating mercy for healing and justice in the world.

We trust God to make us a compassionate people, working in loving service. Our service to the Kingdom of God is a commitment to this loving service in imitation of Christ. For us, this includes focussing on the Anglican Communion's Five Marks of Mission:

- Proclaim the Good news of the Kingdom.
- Teach, nurture, and baptize new believers.
- Respond to human need by loving service.
- Seek to transform unjust structures of society, to challenge violence of every kind, and to pursue peace and reconciliation.
- Strive to safeguard the integrity of creation and sustain and renew the life of the earth.

The work of the ADP is undertaken not just at a diocesan level but at the local, parish level and through a number of subsidiary schools, agencies and commissions, each under the ecclesial authority of the Archbishop, in the broader "Anglican Family".

In 2 Corinthians 5:18-21 the bible talks of reconciliation as a key part of our mission and work: "All this is from God, who reconciled us to himself through Christ and has given us the ministry of reconciliation; that is, in Christ God was reconciling the world to himself, not counting their trespasses against them, and entrusting the message of reconciliation to us. So we are ambassadors for Christ, since God is making his appeal through us; we entreat you on behalf of Christ: be reconciled to God. For our sake God made the one who knew no sin to be sin, so that in him we might become the righteousness of God" (NRSVUE).

The Anglican Diocese of Perth is a part of the Anglican Church of Australia and operates within the Province of Western Australia which comprises the Dioceses of North West Australia, Perth and Bunbury.

The Diocese of Perth has 99 parishes, 131 churches and associated buildings, including Church House in the City (adjacent to St George's Cathedral). It also has Wollaston Theological College in Mt Claremont and the Swan Valley Adventure Centre. The Diocese has 195 full time and part time staff, as well as 131 full time or part time clergy. The Diocese also has approximately 2,500 volunteers, but information is not collected on the ethnicity of any of these staff.





ADP Relationship with First Nations Peoples Pre-RAP Journey

'In 1836, the Reverend Louis Giustiniani arrived in Western Australia; an appointee of the 'Western Australian Missionary Society'. He was tasked with ministering to Aboriginal people and became a vocal opponent of what he witnessed as the unequal application of law in relation to Aboriginal people. This brought him into conflict with many of the settlers, the government and the establishment of the church; he left the colony in 1838.'

This quote, from the ADP website, points towards the complicated historical relationship between the colonial church that would become the ADP and the First Nations Peoples of this land. It points to a difficult and unjust relationship, with some of this borne from the colonial church and ADP's association with the colonial government. This includes involvement in the removal of First Nations children from their families (survivors are known as the Stolen Generations). The ADP acknowledges that in various Missions and agencies it played a role over many decades in supporting children who had been removed from their families. It also shows a thread of the tradition of compassion and advocacy within the Anglican Communion we have sought to draw on in our work toward reconciliation with the First Peoples of this land. We have been engaged with a number of bodies in this area including the Bringing them Home Committee (WA); The WA Stolen Generations Alliance, also known as Yokai. We will continue this work as we seek to engage and work with Stolen Generations survivors.

The ADP has been and continues to be committed to reconciliation with First Nations Peoples. For decades, the Diocese has engaged in various initiatives and programs to acknowledge, respect and support First Nations Peoples. Beyond fostering strong relationships with local Elders:

- The Diocese has also encouraged various practices across the Diocese, such as Welcome to Country ceremonies and First Nations Peoples Acknowledgment Plaques in parish churches and halls; including a welcome at the consecration of the current Archbishop and other Bishops.
- The Anglican Social Responsibilities Commission (SRC) has actively advocated for First Nations Peoples, reconciliation and social justice issues, and the Diocesan Synod has passed a number of Synod resolutions supporting this cause (these resolutions are on the diocesan website). An Aboriginal Ministry Group organises events and provides recommendations to the Archbishop, parishes, schools and agencies.

- Under the Diocesan Constitution there are five places for First Nations Peoples to Diocesan Synod to enable a voice.
- The Diocese, through the Social Responsibilities Commission (SRC), has and continues to advocate for the *Uluru Statement from the Heart* including the Voice to Parliament, Treaty and truth-telling process. The truth-telling aspect has been so far within the Diocese through Yokai Yarning sessions.
- The Diocese has walked with and supported Reconciliation WA for many years in meetings and particularly at NAIDOC Week and reconciliation marches and walks; and
- The SRC has also prepared written submissions and letters regarding cuts to remote First Nations Peoples communities, deaths in custody, the Aboriginal Heritage Amendments Bill, as well as tributes to Noongar Elders and Sorry Day resources.

Further, while this is the first RAP the ADP is committing to as a whole, other bodies in the Anglican family already have more advanced RAPs. Anglicare WA, St Bartholomew's House, and the Anglican Schools Commission schools have been at the forefront of this work, establishing their own Narragunnawali Reconciliation Action Plans (RAPs) and Elders Councils. RAPs have been put in place in the following Anglican agencies and schools:

- Anglican Schools Commission (ASC)
- Hale School
- St Hilda's Anglican School for Girls
- Perth College
- All Saints' College
- Anglicare WA
- Parkerville Children and Youth Care

Finally, we would like to acknowledge the work and wisdom of the Aboriginal Ministry Working Group, currently Ben Taylor AM, Marie Pryor, Shirley Harris, Lorraine Pryor, Freda Ogilvie, Carolyn Tan, Anne Annear OAM, Ros Fairless, Gemma Baseley, Ian Carter AM, Mark Arney, Katrina Holgate; and the RAP Reference Group: Nicole Casley, Leone Cottam-Williams, Liz Hayden, Freda Ogilvie, Jim Morrison, Carolyn Tan, Ian Carter AM and The Most Reverend Kay Goldsworthy AO (Chair). These groups have been working hard even prior to this official reconciliation journey. In our conversations to date, recommendations have been made to:

- Include broader consultation, particularly with the Stolen Generations survivors, First Nations women and youth.
- Focus on hearing the truth-telling of the land's First Nations peoples.
- Seek to understand specific historical trauma of individuals and families in specific locations.
- In 2023 we actively supported the YES campaign in The Voice Referendum.
- To undertake cultural training for staff, and
- To acknowledge and explore current pressures facing older First Nations Peoples, including a lack of aged-care provision.

While a Reflect RAP is not designed to address these issues directly, we will be working to better understand, explore and act on them as our RAP journey continues.



Our Hopes for Reconciliation

Reconciliation is one of the church's cardinal concerns, as in 2 Corinthians 5. Bringing all things into loving and creative relationships is one of our perennial tasks. Reconciliation with the First Nations Peoples of this land is about building on such a loving and creative relationship where there has been injustice. We believe this must include:

- understanding the First Peoples in their cultural specificity and integrity.
- understanding our own identity through Christ and the Christian tradition.
- understanding our historic relationships with the First Peoples, and
- meaningful communication, truth-telling and consultation to discern a way forward.

We also acknowledge that insofar as we have failed to reconcile with the First Nations Peoples, we need to build and rebuild trust with First Nations Peoples. Their wisdom sings in harmony with much of the historic wisdom of the church and we recognise several shared values and purposes, from reconciliation to an acknowledgement of the sacredness and givenness of the land on which we live. We hope not only to create an equitable relationship but one in which we learn and work mutually.

This is not a corporate document for the ADP but a declaration of intention to take a spiritual journey of reconciliation, articulated broadly in 2 Corinthians, in line with both our faith and through the words and spirit given to us in the Uluru Statement from the Heart, itself a deeply spiritual document. Reconciliation, spiritual and practical, is a key element of the Christian mission and identity and we hope to find common ground to build on with the First Nations peoples of this land.

The ADP has taken the steps above and it is our sincere hope that this RAP will not only formalise but expand our reconciliation efforts.

In short, we recognise the integrity of the First Peoples' culture and the sustained injury they have incurred following colonisation and seek to both learn from and collaborate with them in the future on a range of issues.

To begin, we seek to listen and to understand how our identity, both historic and at present, is understood by the First Peoples. In this Reflect stage of our RAP, we seek predominately to listen. The complicated historical relationship of the Diocese to the First Peoples is a river with various tributaries and mapping them carefully is, we believe, imperative to successful reconciliation.



Guildford Grammar School Boodjar Bidi Performance Group
Photo credit: David Broadway



Relationships

The ADP and the Church generally are concerned with relationships, personal and institutional, putting a considerable aspect of our mission in line with the ongoing work of reconciliation. For us to continue to grow in our relationship with the First Peoples, we must be committed to hearing and working with their expressed self-understanding of both themselves and the situation of the First Peoples. Only then can these relationships bear fruit through the work we do together.

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with First Nations Peoples stakeholders and organisations.	Identify First Nations Peoples stakeholders and organisations within our local area or sphere of influence.	December 2025	Lead: Archbishop Support: Chair, SRC
	Research best practice and principles that support partnerships with First Nations Peoples stakeholders and organisations.	August 2026	Lead: Archbishop Support: Principal, WTC
	Look at the prospect of piloting engagement and education programs through/in collaboration with Wollaston Theological College, and the SRC focussed on clergy and lay people across the Diocese.	November 2025 Strategy Plan	Lead: Archbishop Support: Principal, WTC
	Continue our partnership with Yokai in using the documentary "Genocide in the Wildflower State" in workshops across the Diocese as part of the truth-telling process.	Review May 2026	Lead: Archbishop Support: Diocesan Council



Action	Deliverable	Timeline	Responsibility
	Seek out community-based First Nations run organisations who are interested in co-designing initiatives aimed at reconciliation, truth-telling and other, First Nations-led initiatives, including NATSIAC (the Anglican Church of Australia's National Aboriginal and Torres Strait Islander Anglican Council).	July 2026	Lead: Archbishop Support: Chair, SRC
	Increase and broaden representation in consultation processes, aiming for a cross-section of the relevant peoples and representatives from correct Country and language groups.	October 2026	Lead: Archbishop Support: Diocesan Council
Build relationships by celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's 'Bridging now to next' resources and reconciliation materials to our staff.	November 2025	Lead: Archdeacon of Perth
	RAP Working Group members to participate in external NRW events with members of the SRC and the Aboriginal Ministry Group.	27 May – 3 June 2025	Lead: Archdeacon of Perth
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	June 2025	Lead: Archdeacon of Perth





Action	Deliverable	Timeline	Responsibility
Promote reconciliation across all parishes through our sphere of influence.	Communicate our commitment to reconciliation to all clergy, parishioners and staff across the Diocese.	September 2025	Lead: Archbishop
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	February 2026	Lead: Chair, SRC
	Initiate work on a communications plan that recognises the voices and stories of First Nations Peoples to expand our reach and capacity to influence. This will focus on individual parishes, deaneries and the work of the SRC, and the Aboriginal Ministry Group.	October 2025	Lead: Archbishop Support: Chair, SRC
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	November 2025	Lead: Academic staff, WTC Support: Project Officer, Advocacy Commissions
	Review previous Synod resolutions and bring back to Synod 2026 an updated set of actions in the form of a new motion.	May 2026	Lead: Archbishop Support: Diocesan Council
	Commit to articulate theologies that both acknowledge historic race relations but also explore positive and generative race relations.	November 2026	Lead: Principal, WTC
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs for both clergy and lay workers.	July 2026	Lead: Diocesan Secretary





Respect

Respect is a natural outgrowth of the ADP's belief in the integrity of people, culture and the environment. We want to further develop our knowledge of the First Peoples' history and culture in order to deepen our existing respect.

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning.	Increasing understanding, value and recognition of First Nations cultures, histories, knowledge and rights within our organisation. This will also include understanding the role of ADP in First Nations histories post colonisation	December 2025	Lead: Archbishop Support: Chair, SRC and Principal, WTC
	Conduct a review of cultural learning needs within our organisation.	November 2025	Engagement of an External Consultant, Anglicare WA
Demonstrate respect to First Nations Peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	October 2025	Lead: Chair, SRC and Chair, Aboriginal Ministry Group
	Increase Anglicans' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2025	Lead: Archbishop Support: RAP Reference Group



Action	Deliverable	Timeline	Responsibility
Build respect for First Nations cultures and histories by celebrating NAIDOC Week held in the first week of July (Sunday to Sunday).	Raise awareness and share information amongst our people about the meaning of NAIDOC Week.	Annually in July	Lead: Archbishop Support Chair, SRC and Chair, Aboriginal Ministry Group
	Introduce our people to NAIDOC Week by promoting external events in our local areas.	Annually in July	Lead: Chair, SRC
	RAP Working Group to participate in an external NAIDOC Week event and share materials and resources.	Annually in July	Lead: Archdeacon of Perth





Opportunities

We recognise that independence and empowerment plays an important role in the kind of relationships we seek to deepen with the First Nations people of this land, but also the collaboration that is possible through offering opportunities in our church.

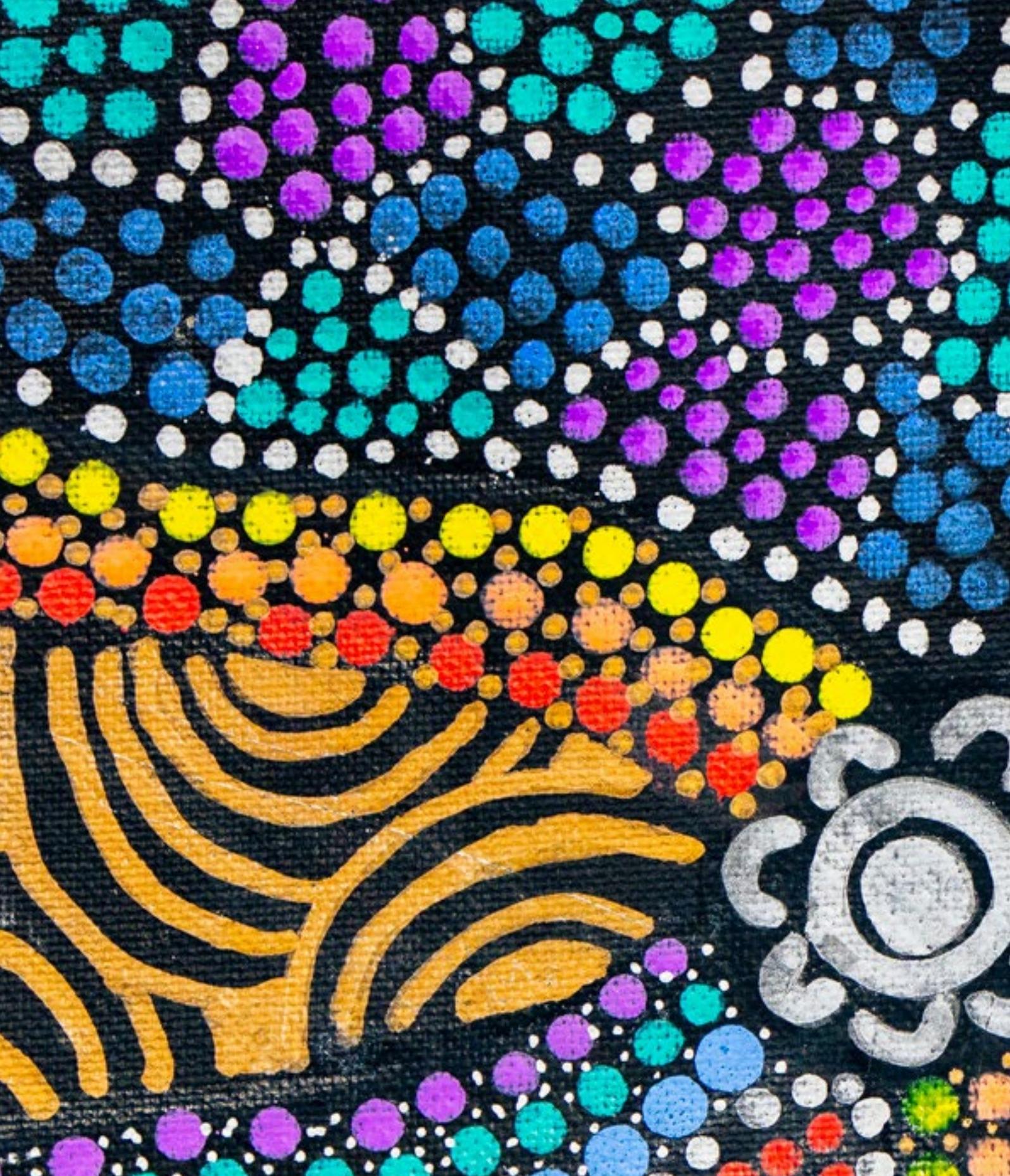
Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing First Nations Peoples recruitment, retention and professional development.	Develop a business case for First Nations Peoples employment within our organisation.	December 2025	Lead: Diocesan Secretary Support: Episcopal Office
	Build understanding of current First Nations Peoples staffing to inform future employment and professional development opportunities.	December 2025	Lead: Manager Human Resources
Increase First Nations Peoples supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from First Nations Peoples owned businesses.	December 2025	Lead: Chief Financial Officer
	Investigate Supply Nation membership.	August 2025	Lead: Chief Financial Officer
Assist with healing programs for Stolen Generation families.	Work with First Nations Peoples community-controlled organisations and Diocesan agencies to investigate healing programs for Stolen Generations families in a range of settings and locations.	October 2025	Archbishop; Chair, Aboriginal Ministry Group



Governance

We acknowledge and seek to implement modes of governance that help to facilitate our reconciliation journey and communicate clearly and effectively within our organisation.

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	December 2025	Archbishop
	RWG will meet quarterly to drive and monitor RAP.	August 2026	Archbishop
	Establish First Nations Peoples representation on the RWG.	May 2026	Archbishop
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2026	Archbishop, Diocesan Council Budget Committee
	Engage senior leaders in the delivery of RAP commitments.	May 2026	Archbishop
	Maintain a senior leader to champion our RAP internally	May 2025	Assistant Bishop
	Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2026	Manager, Operations
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	Manager, Operations
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Manager, Operations
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September annually	Manager, operations with RAP Working Group
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	28 February 2027	Diocesan Secretary



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