



Reflect **Reconciliation Action Plan**

May 2019 – May 2020



Acknowledgement of Country

Foundation Housing acknowledges the Traditional Custodians of Whadjuk Noongar Country, in which we operate, and recognises their continuing connection to land, waters and community. We pay our respect to them, their cultures and to Elders past, present and emerging in the spirit of reconciliation.

Foundation Housing also acknowledges and pays respect to Traditional Custodians and Elders past, present and emerging from other Western Australian regions in which Foundation Housing operates.

About the Artist

Wandjoo Mia - Welcome Home by Anthea Corbett

Anthea's is a Yamatji and Wajarri Noongah/Yuet woman.

Anthea has completed a Cert IV in Visual Arts and is planning to continue her studies next year. With a strong wish to give back to the community, Anthea spends her spare time volunteering with those who are homeless or at risk of homelessness by sharing her creative knowledge and skills.

As a tenant of Foundation Housing, Anthea was asked to commission a special piece of artwork for its head office in Leederville, which would then be used in its first Reconciliation Action Plan.

“This painting talks about the diversity which exists in both Aboriginal culture and within the broader community, and how all of these different cultures are intertwined, all with different lifestyles, beliefs and languages. All of these people live together, we all need each other, we should help one another and have respect for each other. The different colours used represents diversity of cultures. The spirals represent connection, the lines flowing out represent our journeys flowing out through the community but ultimately coming back home”.

Foreword

I am very pleased to present Foundation Housing's first Reconciliation Action Plan. Our decision to develop a RAP is an acknowledgment of our commitment to reconciliation. Through the implementation of this Reflect RAP, we are embarking on a journey that will see Foundation Housing take both symbolic and practical steps towards ensuring that Aboriginal and Torres Strait Islander people have the same access to opportunities available to all Australians.

As a community housing provider, a RAP is an especially important initiative for us to pursue given that Aboriginal and Torres Strait Islander people make up 15% of our current tenant base. By embarking on this plan, we believe that we can positively contribute to closing the gap and help to provide equal access to opportunities, particularly access to affordable housing. This access to housing is critical because we know that, Aboriginal people are over represented in homelessness statistics and on housing waiting lists across Western Australia. We believe that providing secure and affordable housing to Aboriginal people is essential in creating safe and strong communities.

The implementation of our first RAP is underpinned by our core values of caring for people and nurturing relationships. Our staff work closely with our Aboriginal tenants in the course of managing their tenancies and in supporting them to sustain their tenancies with us. We believe it is important that as an organisation we are culturally aware and competent when we engage with our Aboriginal and Torres Strait Islander tenants. Through our Reflect RAP we also wish to build upon the existing relationships we have with the broader community, Aboriginal corporations, community service providers and government.

Our Reflect RAP has been developed by staff on our RAP Committee with assistance from Reconciliation Australia and other stakeholders. I would like to thank everyone involved for their support and commitment.

As an organisation we are excited to be embarking on this journey together and look forward to engaging with all stakeholders over the next twelve months to reach the goals outlined in this plan.

Kathleen Gregory AM
Chief Executive Officer





Her Rules
Her Game

Adriana, 2012

Our Vision

To make a measurable difference to the lives of people in need.

Our Values

- › We care for people
- › We own all of our decisions and actions
- › We are passionate
- › We nurture relationships
- › We're always honest
- › We focus on finding solutions

Our Business

Foundation Housing is a Tier 1 registered community housing provider and one of WA's largest developers and managers of affordable housing for people in need. More than just accommodation, we provide a high level of service and support to help our tenants sustain their home. We do this because we understand that having a safe and secure home provides the foundation to look forward with hope.

Foundation Housing has expertise in property development and management, as well as tenancy management and support. Our housing includes lodging accommodation, share houses, single unit accommodation, apartments and homes for singles, families, elderly people and service workers.

We manage over 2000 units of accommodation across Western Australia primarily in Perth Metro but also in the Pilbara and Kimberley regions. We provide homes to over 3500 people, of which 15% identify as Aboriginal and Torres Strait Islander.

As well as a Perth head office in Leederville, Foundation Housing has satellite and regional offices in Joondalup, Fremantle, Midland, Broome and South Hedland. We currently employ 80 staff, with 2 staff members who identify as Aboriginal. We hope to raise this number in the future.

Our Vision for Reconciliation

Foundation Housing is committed to making a meaningful contribution to reconciliation with Aboriginal and Torres Strait Islander Peoples. We acknowledge Aboriginal and Torres Strait Islander people as the Traditional Owners of this land which was colonised without their consent.

Foundation Housing will support Aboriginal and Torres Strait Islander people in their mission for self-determination and equal access to the opportunities available to all Australian citizens, particularly in terms of access to safe, secure and affordable housing.

Foundation Housing recognises that we must accept responsibility to learn about local Aboriginal cultures, histories and languages. We will do this by establishing relationships with Aboriginal and Torres Strait Islander peoples and we will ensure that this knowledge is reflected in our policies, practice, structures and communication.

Reconciliation so far

Collaboration with Aboriginal Corporations

Foundation Housing has partnered with a number of Aboriginal Corporations in the Kimberley and Pilbara to provide housing opportunities for Aboriginal communities. These include:

Nyamba Buru Yawuru (NBY) is a key strategic partner in Broome, working together on affordable housing for NBY beneficiaries.

IBN Aboriginal Corporation is a key strategic partner in South Hedland. This partnership commenced with the development of an affordable housing strategy and progressed with joint development projects, capacity building projects and the management of IBN homes across the Pilbara

Tenancy Support

Through our tenancy support unit, we have developed a number of informal partnerships with support service providers working closely with our Aboriginal and Torres Strait Islander tenants to help them to sustain their tenancies.

Homes for Carers – Housing for Aboriginal Carer families

Foundation Housing has partnered with the WA State Government, through the Department of Communities on the Homes for Carers program. The program secures properties in the private rental market to provide homes for children in care and their carers.

What is a RAP?

The Reconciliation Action Plan (RAP) program, developed by Reconciliation Australia, is about organisations from every sector turning good intentions into real actions and rising to the challenge of reconciling Australia. A RAP is a business plan that uses a holistic approach to create meaningful relationships, enhanced respect, and promote sustainable opportunities for Aboriginal and Torres Strait Islander Australians.

Our RAP

Through the development of our first RAP we will grow understanding and respect of Aboriginal and Torres Strait Islander histories, cultures and practices, and create more opportunities to work in partnership with Aboriginal and Torres Strait Islander peoples.

This Reflect RAP will allow our organisation to focus on building positive and meaningful relationships both internally and externally, laying the foundations for future RAPs.

Commitment to this RAP starts with the Board of Directors and flows through to all layers of management and staff. This Reflect RAP has been developed by Foundation Housing's RAP Committee with support from Reconciliation Australia.

Our RAP Committee

The RAP Committee, led by the CEO and RAP Champion Kathleen Gregory, consists of staff from across the organisation including Tenancy Services, People & Culture, Finance, and Customer Service. The RAP Committee will oversee implementation of the plan with the support and guidance of Aboriginal and non-Aboriginal external stakeholders including tenants and organisations that we work closely with.



Members of the RAP Committee from left to right:
Trish, Veronica, Renée, Mary, Myriam, Roisin, Kathleen and Loretta.
*Missing from photo Melinda and Sally-Anne.

Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish a RAP Committee	Form a RAP Committee that is to support the implementation of our RAP, which includes staff from across all FHL departments.	May 2019	CEO
	Establish an external RAP Support Network to provide advice and guidance throughout our journey of reconciliation.	June 2019	RAP Committee Chair
	Meet monthly to monitor and report on RAP implementation.	May 2019 - May 2020	RAP Committee Chair
	Establish Terms of Reference for the RAP Committee.	June 2019	RAP Committee Chair
2. Build internal and external relationships	Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey.	June 2019	RAP Committee Chair
	Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.	June 2019	RAP Committee Chair
	Engage our leadership team in the delivery of RAP outcomes.	May 2019	CEO
3. Participate in and celebrate National Reconciliation Week (NRW)	Host an event during NRW and encourage staff and other stakeholders to attend.	27 May - 3 June 2019	Communications Officer & RAP Committee Chair
	Raise awareness and share information amongst our staff by circulating Reconciliation Australia's NRW resources and reconciliation materials.		
	Look for opportunities to attend and/or partner with organisations during National Reconciliation Week.		
4. Raise external awareness of our RAP	Ensure our RAP Committee participates in an external event to recognise and celebrate NRW.		
	Develop and implement a plan to raise awareness amongst all staff across FHL about our RAP commitments.	June 2019	RAP Committee Chair
	Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.	July 2019	RAP Committee Chair



Action	Deliverable	Timeline	Responsibility
5. Promote Foundation Housing's RAP externally	Develop and maintain partnerships with Aboriginal and Torres Strait Islander communities, like-minded organisations and stakeholders within the community services sector or local government.	December 2019	Chief Executive Officer
	Raise external awareness of FHL's RAP on our website, through social media and other publications.	May 2019	Communications Officer

Respect

Action	Deliverable	Timeline	Responsibility
6. Investigate Aboriginal and Torres Strait Islander cultural learning and development	Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.	July 2019	RAP Committee Chair
	Conduct a review of cultural awareness training needs within our organisation.	May 2019	General Manager People & Culture
	Provide access to all staff & the Board of Directors the opportunity to complete Cultural Awareness training.	June 2019	General Manager People & Culture
	Ensure Cultural Awareness training is provided for all new staff as part of the induction process.	December 2019	General Manager People & Culture
7. Participate in and celebrate NAIDOC Week	Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.	July 2019	RAP Committee Chair
	Introduce our staff to NAIDOC Week by promoting community events in our local area.	July 2019	RAP Committee Chair
	Seek opportunities to partner with other organisations during NAIDOC week.	July 2019	RAP Committee Chair
	Ensure our RAP Working Group participates in an external NAIDOC Week event.	July 2019	RAP Committee Chair

Respect continued

Action	Deliverable	Timeline	Responsibility
8. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	Explore who the Traditional Owners are of the lands and waters in our local area and other areas in which we operate across WA.	February 2020	RAP Committee Chair
	Scope and develop a list of local Traditional Owners of the lands and waters within the areas in which we operate across WA.	March 2020	RAP Committee Chair
	Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgment of Country and Welcome to Country protocols (including local cultural protocols).	March 2020	RAP Committee Chair
9. Develop a culture at FHL that celebrates, is respectful and well informed on Aboriginal and Torres Strait Islander peoples cultures and histories.	Promote and encourage staff to use Reconciliation Australia's Share Our Pride online tool.	August 2019	RAP Committee Chair
	Invite an appropriate Aboriginal or Torres Strait Islander person to provide a Welcome to Country at significant events such as staff conferences or opening of new projects.	Ongoing	RAP Committee Chair
	Display Acknowledgment to Country Plaque in reception areas of all of our offices.	March 2020	Customer Service Team Leader
	Ensure our promotional and marketing material is respectful of Aboriginal and Torres Strait Islander peoples cultures.	November 2019	Communications Officer
	Undertake initiatives to raise cultural awareness and understanding amongst our tenants and their neighbours of our Aboriginal and Torres Strait Islander tenants.	April 2020	Value Stream Team Leaders

*Roisin Carmody
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Opportunities

Action	Deliverable	Timeline	Responsibility
10. Investigate Aboriginal and Torres Strait Islander employment	Investigate and develop the business case for Aboriginal and Torres Strait Islander employment within FHL.	December 2019	Senior People and Culture Advisor
	Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or work experience opportunities).	April 2020	Senior People and Culture Advisor
11. Investigate Aboriginal and Torres Strait Islander supplier diversity	Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	February 2020	Alignment Team
	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	February 2020	Alignment Team

Governance and Tracking Progress

Action	Deliverable	Timeline	Responsibility
12. Build support for the RAP	Define resource needs for RAP development and implementation.	May 2019	RAP Committee Chair
	Define systems and capability needs to track, measure and report on RAP activities.	June 2019	RAP Committee Chair
	Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	March 2020	RAP Committee Chair
13. Review and Refresh RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	March 2020	RAP Committee Chair
	Submit draft RAP to Reconciliation Australia for review	April 2020	RAP Committee Chair
	Submit draft RAP to Reconciliation Australia for formal endorsement.	May 2020	RAP Committee Chair



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