



RECONCILIATION  
ACTION PLAN

INNOVATE

Leukaemia Foundation

# Innovate Reconciliation Action Plan

July 2022 – June 2024

Leukaemia  
Foundation®

# Acknowledgement of Country

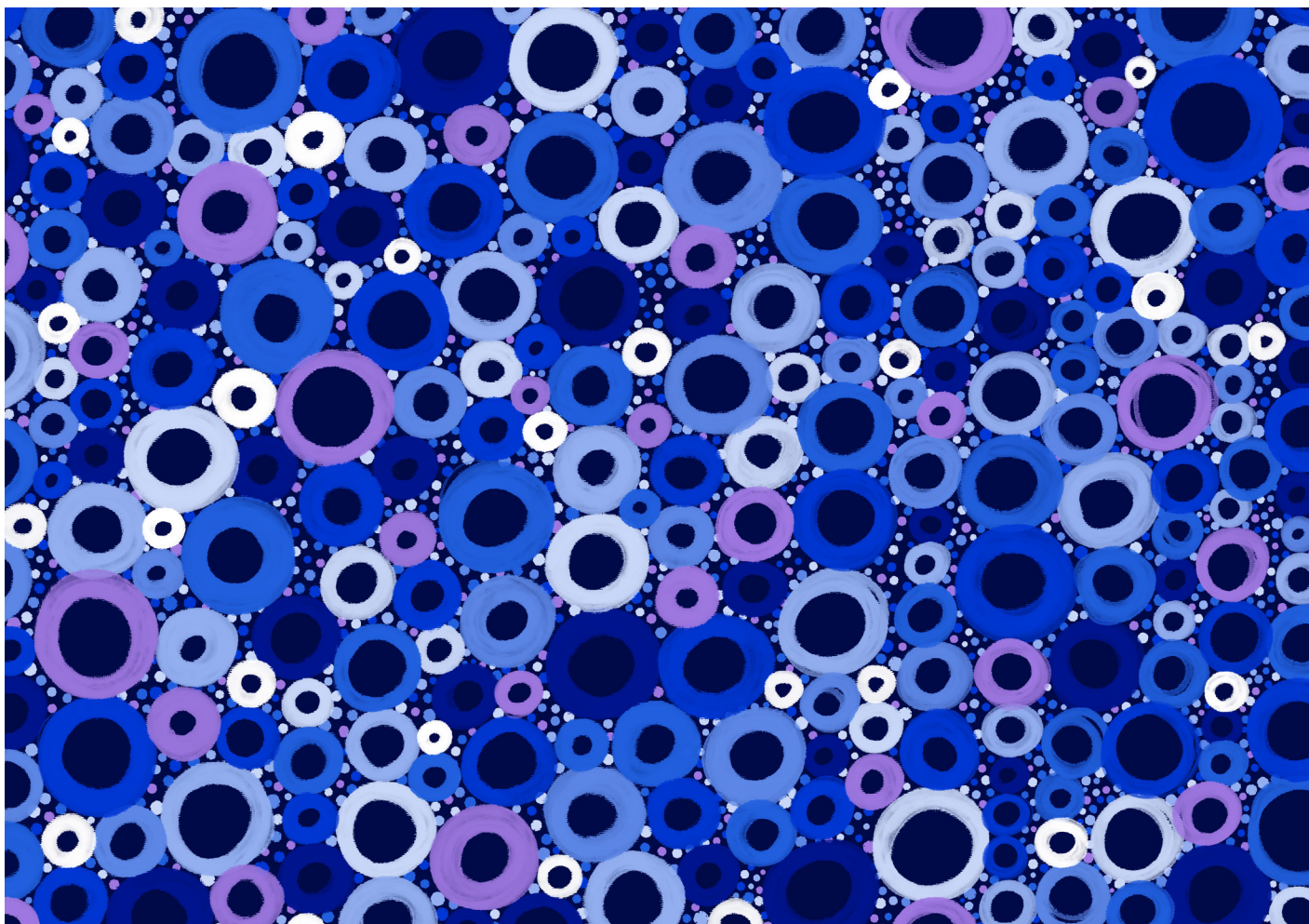
**In the spirit of reconciliation with First Nations peoples of Australia, the Leukaemia Foundation acknowledges the Traditional Owners of the Countries on which we operate. We acknowledge and respect First Nations peoples' spiritual beliefs, connections to land, sea and communities.**

**The Leukaemia Foundation pays our respect to Elders past and present and extends that respect to all Traditional Owners across the Nation.**

**A note about terminology identifiers:** In this Reconciliation Action Plan, and in our communications, we use the terms 'Aboriginal and/or Torres Strait Islander peoples', and 'First Nations peoples', and where known, preferred identities. It is our heartfelt intention to use preferred and accepted identifiers however, in keeping with this rich culture, we acknowledge that there is no singular preferred term for everyone in Australia's First Nations peoples' communities.

**Cultural Sensitivity Statement:** Please be aware that this Reconciliation Action Plan mentions the survival outcomes of Aboriginal and/or Torres Strait Islanders, and acknowledges the injustices their peoples have experienced, and continue to experience, which may be distressing to First Nations peoples.





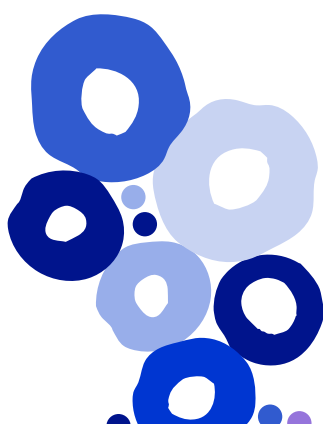
## Artwork

**The artwork for this Reconciliation Action Plan has been created by Navada Currie, Mununjali woman and Graphic Designer at the Leukaemia Foundation. These are her words:**

*The artwork centres around the concept of community, connection, and collaboration. Community is at the heart of the Leukaemia Foundation. Connecting and collaborating with First Nations communities is a core foundation of the Leukaemia Foundation's Reconciliation Action Plan.*

*Each dot and circle represents people and communities who have experienced the impacts of a blood cancer diagnosis. Some people are just starting their journey with blood cancer, some people are enduring treatment, while others are at the end. The various shades of blue represent where each of them is on their journey. The darker shades of blue represent people from the past, while the lighter shades stand for the present. The purple symbolises our work and commitment to better outcomes, and a brighter future for First Nations people living with blood cancer. The circles and dots are tightly bound to one another to bring a feeling of connection, collaboration, and community.*

*Through our Reconciliation Action Plan, we want all First Nations people living with blood cancer and their families to know they are a part of our community. We're here for them as they journey through blood cancer.*





## CEO's message

**The Leukaemia Foundation's goal is to achieve zero lives lost to blood cancer by 2035. This goal is particularly important for First Nations peoples whose access to best practice blood cancer treatment and care can be compounded by many factors including geography, language, culture, and financial barriers.**

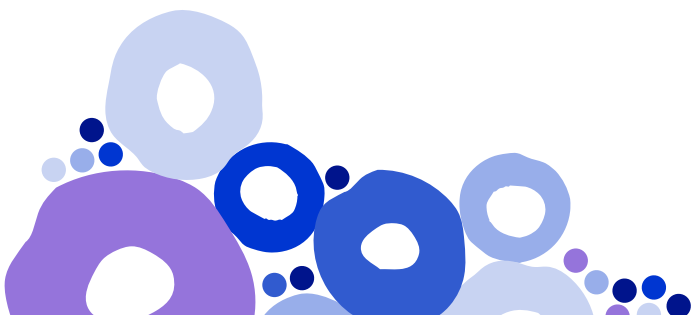
Blood cancers are under-diagnosed and under-reported for Aboriginal and/or Torres Strait Islander peoples, with data on incidence, survival, and mortality very limited. The Blood Cancer Taskforce recommended specific actions to address these issues in the 2020 National Strategic Action Plan for Blood Cancer.

The Leukaemia Foundation is actively pursuing these recommendations through funding external research, and internally with the introduction of a Reconciliation Action Plan.

The process of undertaking the Leukaemia Foundation's Innovate Reconciliation Action Plan has been an eye-opening experience.

Like many organisations there are a number of areas where we can and must do better to reflect and recognise reconciliation. This Reconciliation Action Plan is our commitment to make change and weave reconciliation and support for First Nations people into the fabric of what we do, from the Board room to the individual support we provide in our accommodation facilities. I thank our Board and all our staff who have been involved preparing this work, and as we move to implementation, I'm excited to see our organisation hit the ground running in turning our Innovate Reconciliation Action Plan into action.

**Chris Tanti**  
Chief Executive Officer  
Leukaemia Foundation







# Message from Reconciliation Australia

## Reconciliation Australia commends Leukaemia Foundation 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 Leukaemia Foundation 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, Leukaemia Foundation 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 over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Leukaemia Foundation is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Leukaemia Foundation'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 Leukaemia Foundation on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia



# Our vision for reconciliation

**The Leukaemia Foundation's vision for reconciliation is a society that demonstrates deep respect, care, and value for First Nations peoples, their rich heritage, and continuing culture, and for First Nations peoples to experience equal health and wellbeing outcomes to the wider Australian community.**

We know better care for First Nations people with blood cancer is essential to decrease the burden of cancer on individuals, families, and communities. Care is central to the Leukaemia Foundation's reason for being. As a community-based organisation, we see a reconciled Australia where we stand shoulder-to-shoulder, connected in our shared love and care of Country, and its people.

Our efforts toward reconciliation will help Aboriginal and Torres Strait Islander people experiencing blood cancer to feel empowered in accessing culturally appropriate and clinically relevant information, treatment, care, and support in ways that are meaningful and impactful. We will achieve this by co-designing our support and service delivery; developing trust-based relationships in community; advocating with and for First Nations peoples in the healthcare system; supporting crucial research projects; and by consistently listening to First Nations voices, to ensure we see a significant and sustained improvement in peoples' health.

We envision our reconciliation journey will transform our organisation into a more welcoming, culturally sensitive and impactful one. We are open to being challenged and to adapting in ways we can't yet anticipate. We are deeply committed to co-creating a workplace which welcomes and celebrates First Nations peoples' rich and diverse cultures. A workplace which actively meets gaps in knowledge head-on and meets these gaps through annual cultural safety training, connecting staff with community, and developing an ongoing internal conversation to continue to improve from staff procurement, to onboarding, to employee retention. We recognise we have much to learn and implement, and we are deeply committed to, with guidance from our First Nations staff, continually improving our culturally safe and diverse workplace.

We stand for a reconciled Australia where no one is left behind, mistreated, or denied fundamental human rights, such as healthcare. An Australia which honours the impact of ongoing trauma experienced by First Nations peoples and works together, to achieve meaningful healing.

Reconciliation is more than a word, and it goes deeper than intentions - it is reflected in our actions. Reconciliation requires that we look at the structures in place that cause harm, and the ways in which we contribute to continued harm. It asks that we make space for listening, space for connection, and space for collaboration with First Nations peoples - to learn, to understand, and to grow relationships deeply rooted in respect. It requires that we are consistent in our ally-ship, our commitment to learning, and our determination to change healthcare systems and structures, and service delivery, together.

Our long legacy of caring for Australians in need due to their blood cancer diagnosis, now challenges us to focus on supporting and empowering First Nations individuals and their loved ones to safely navigate their blood cancer experience. We must do better so that all First Nations people affected by blood cancer can safely access culturally - appropriate support, clinical best practice, information, and care when they need it most. This means working with First Nations people, community healthcare organisations, government, and the wider community through honest and deep relationships, to jointly tackle the burden of blood cancer and, most importantly, to save lives. Reconciliation asks us to support First Nations people to move beyond surviving, to a space of thriving.

Currently, First Nations men live 8.6 years less than other Australian men, with First Nations women living 7.8 years less than other Australian women. Australian Institute of Health and Welfare (AIHW) data shows that across all cancers, the survival rate for First Nations peoples in Australia is 48.1%, compared to 59.3% for other Australians.

Due to a range of complex issues including racism, fear, lack of trust, stigma around cancer, remoteness, and cultural misunderstandings from health services, as well as transport concerns, and separation from family and Country, First Nations peoples aren't accessing healthcare at the same rate as other Australians. Across all cancer diagnoses, First Nations peoples are 20% less likely to present to hospital than other Australians.

As a patient-first organisation determined to reach a bold goal of zero lives lost to blood cancer by 2035, we must prioritise First Nations peoples' health and well-being, and their ability to feel informed and empowered about their blood cancer diagnosis, treatment, and care. We need to specifically address the reasons behind lower survival rates and access of health care. This includes supporting the recommendations outlined in the National Strategic Action Plan for Blood Cancer for improved delivery of cancer services for First Nations peoples.







First Nations woman, Sherma Beasley, was diagnosed with an aggressive blood cancer.

Change happens within the Leukaemia Foundation too; at the heart of our organisation, our people need to feel empowered and encouraged to embrace reconciliation. Together, we must foster a diverse and inclusive culture that creates meaningful opportunities for First Nations staff to thrive and provides all staff a supportive environment for continued learning of First Nations culture and connection to Country.

We have much to learn, and much to change in Australia – we are one player in the complex web of healthcare service delivery. Our deep and lingering community roots mean we understand the importance of cultural connection and shared support. We believe Aboriginal and/or Torres Strait Islander cultures, heritage, languages, and connection to Country is the lifeblood of this country, and it is well overdue that we do what we can to open hearts and minds to this truth.

This Reconciliation Action Plan stands as our formal commitment to contributing to First Nations peoples' healing and wellbeing, as we walk a path to reconciliation together.

We anticipate, as we develop deeper relationships with Aboriginal and Torres Strait Islander peoples, that we will become more ambitious and bolder in our plans and targets to shift health and wellbeing result, and further support organisational change. We hope to be challenged, guided, and held accountable so that we can co-create a world in which First Nations people live longer, healthier, and happier.

**We are better together.**

# Our people, business and community

**Your blood is a remarkable thing. It keeps you alive by giving your body what it needs, taking away what it doesn't and fighting off infection. But blood cancer stops your blood from doing what it needs to keep you alive and healthy.**

Another 53 Australians are diagnosed with blood cancer each day, joining more than 135,000 people living with the devastating impact of one of our most diagnosed cancer.

The Leukaemia Foundation exists for every Australian affected by any type of blood cancer, including leukaemia, lymphoma and myeloma. Our values power that purpose - we care deeply, we're bold, and we always step up and make it count for people living with blood cancer.

## Our people

**For over 40 years, our passionate staff, members, branches and volunteers have been dedicated to supporting families through the devastating impacts of blood cancer, from the scary moment of diagnosis, through treatment and beyond.**



The Leukaemia Foundation has a workforce of over 165 staff, located in offices and accommodation villages around the country, as well as staff who work remotely. Currently, two employees identify as Aboriginal and/or Torres Strait Islander people, and we are developing our plan to increase the number of First Nations employees and a more diverse workforce across the country, by 2024.

### Office locations and accommodation villages

- **Eora Nation** (Artarmon, NSW)
- **Awabakal Nation** (Newcastle, NSW)
- **Ngambri Nation** (Garran, ACT)
- **Wurundjeri Nation** (North Melbourne, VIC)
- **Palawa Nation** (Hobart, TAS)
- **Palawa and Tyerrernotepanner Nations** (Launceston, TAS)
- **Kurna Nation** (Lightsview, SA)
- **Whadjuk Nation** (Perth, WA)
- **Turrbal Nation and Yaggera Nation** (Fortitude Valley, Dutton Park, Herston, Bowen Hills, QLD)
- **Wulgurukaba Nation** (Townsville, QLD)





## Our business

**We are the leading blood cancer organisation in Australia, and we're passionate about stopping blood cancer wrecking lives. We offer expert support and information, fund leading-edge research, and campaign to make change for Australians facing blood cancer.**

The Leukaemia Foundation offers a range of services to help people through the rollercoaster that is blood cancer. We help people during their treatment by offering accommodation near most major hospitals and help getting to and from appointments. The Leukaemia Foundation's highly trained Blood Cancer Support Coordinators offer emotional support to patients and their loved ones alongside a range of health and wellbeing services. We also provide trusted information to empower people living with blood cancer to navigate the road ahead. Our national research program drives rapid advancements in blood cancer treatments, encourages the careers of promising scientists, discovers new diagnostics, and helps give Australians access to global clinical trials. By funding our brightest researchers and focusing on projects with broad potential for all people living with blood cancer, we are improving outcomes and saving precious lives.

Blood cancer is one of Australia's most common and most dangerous cancers and we're working hard to change that. We advocate for better policies, better access to new and innovative treatments, better diagnostics and, ultimately, better outcomes so that more people live through blood cancer and live well. We also help to fast-track affordable access to innovative treatments by engaging with governments at all levels. We acknowledge that we have not always adequately supported First Nations peoples throughout their blood cancer experience. This Reconciliation Action Plan is our commitment to do better. We also know that in the wider healthcare system, First Nations peoples are not currently receiving care, treatment, and support tailored to their individual needs.

We're determined to change this, and to ensure these changes are made *with* Aboriginal and/or Torres Strait Islander peoples, and not *for* them.

# Our RAP

**As a patient-first organisation, the Leukaemia Foundation identified that we weren't adequately supporting First Nations peoples experiencing blood cancer, identifying that we needed to play an active role in reconciliation, working with First Nations peoples to transform how we support them.**

We understand that reconciliation involves working **with** First Nations peoples and their communities, not **for** them. We understood that our first significant action in our reconciliation journey was to engage an Aboriginal consultant. Introducing Ngarrindjeri woman, Nicole Gollan, Director & Founder of *Nik&Co. Consultancy*, based in Kurna Country, South Australia. Our relationship with Nicole and her team commenced in August 2021, and they were instrumental in supporting and guiding the development of our RAP. They provided integral advice to executive leadership that not only honoured our journey to date, but also translated our genuine intentions in a culturally appropriate manner, which supported our vision in both current and future contexts. Their guidance and support have been invaluable.

The Leukaemia Foundation's **Innovate Reconciliation Action Plan 2022 – 2024** was developed as a result of extensive nationwide community engagements and consultations, as part of our considerable RAP Build Framework created and facilitated by Nik&Co. Consultancy. These engagements were specifically designed to elevate First Nations voices, including Traditional Owners where our offices and accommodation villages are located, along with Aboriginal and/or Torres Strait Islander peoples with lived experience of blood cancer/s, plus relevant Aboriginal and/or Torres Strait Islander-owned businesses, and Aboriginal and/or Torres Strait Islander and non-Aboriginal and/or Torres Strait Islander Health providers. This document will speak to our public commitment to reconciliation and will guide the Leukaemia Foundation's reconciliation activity from July 1, 2022 – June 30, 2024.

## Our RAP Working Group

Our RAP Working Group includes staff from across the organisation, each possessing different knowledge and understanding of the challenges that current systems and structures present for First Nations peoples every day. Two of our working group members bring their lived experience and knowledge as proud Mununjali and Gumbaynggirr women. Our desire to contribute to reconciliation, along with the passion to learn, to work collaboratively, to save lives, and see First Nations peoples and communities thriving, are the threads that connect us.

The working group has been active in identifying opportunities for improvement, facilitated the procurement of Nik&Co. Consultancy to deepen our understanding and connection to reconciliation, and the subsequent actions we need to take. We have championed - and will continue to – the need for education and change within the organisation, as well as the services we deliver as we map the Leukaemia Foundation's way forward in supporting First Nations peoples experiencing blood cancer.

### RAP working group members:

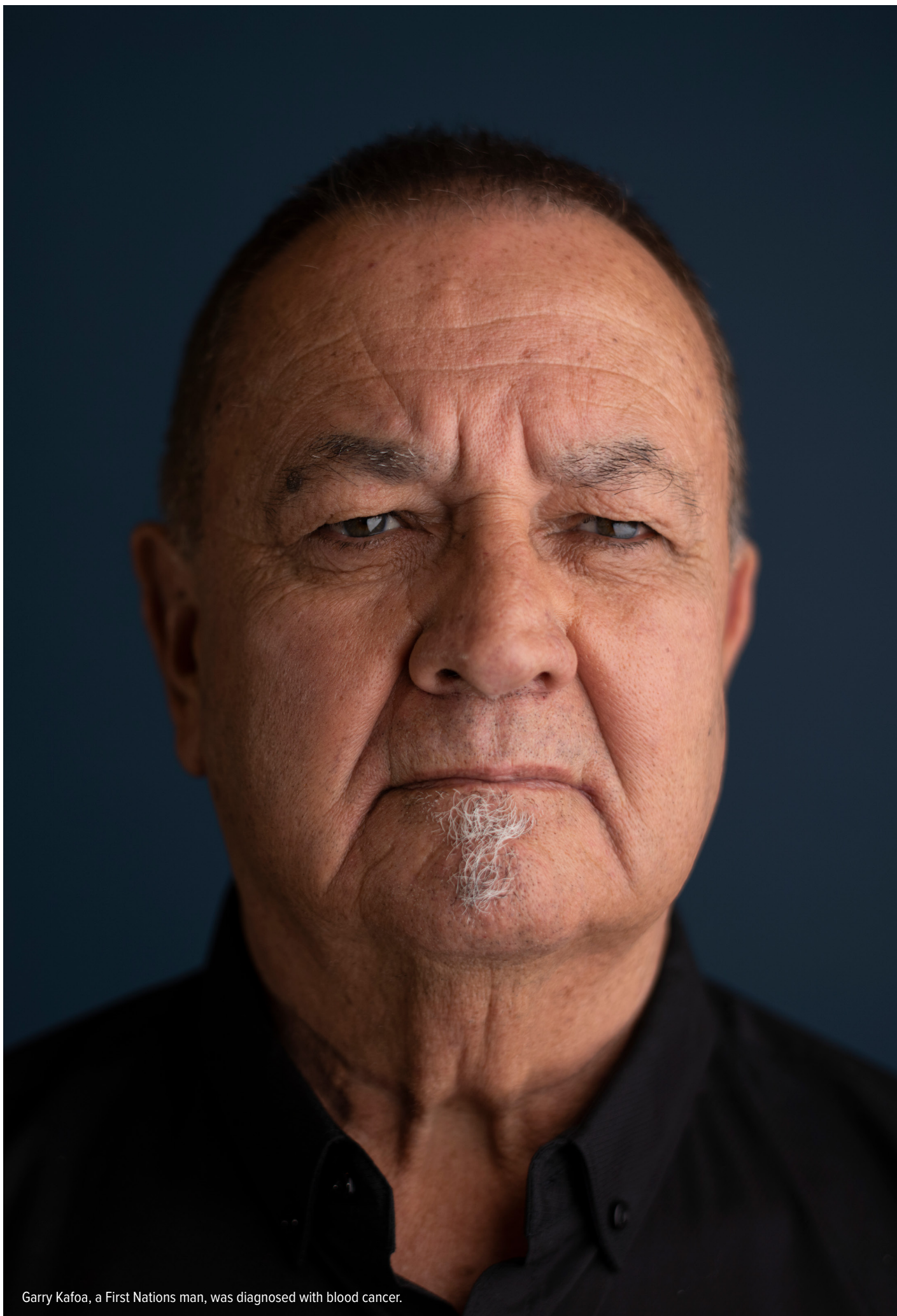
- **Navada Currie**, Graphic Designer, Mununjali woman
- **Chela Dawson**, Branch & Member Coordinator
- **Vanessa Hardy**, Blood Cancer Support Coordinator Specialist
- **Sophie Hatch**, Social Community Engagement Lead

- **Jacob Hogarth**, Supporters Content Manager
- **Vikki Hughes**, People & Culture Manager, Business Partner
- **Janica Lewis**, Supporters Content Lead
- **Jessie Mitchell**, Community Supporter Specialist, Gumbaynggirr woman
- **Tim Murphy**, General Manager, Blood Cancer Partnerships; RAP Working Group Chair
- **Catriona Rafael**, Policy & Advocacy Manager
- **Kassandra Sekeleni**, People & Culture Coordinator

Our RAP champion is Tim Murphy, General Manager, Blood Cancer Partnerships. Tim is a member of the Leukaemia Foundation's Executive Leadership Team and has been integral to the creation of this Innovate RAP.

Implementation is key to lasting change and the delivery of our RAP projects. Accountability and delivery of actions will be monitored internally by our RAP working team who are responsible for actions, and they predominately comprise of Lead, Manager and General Manager-level roles to ensure high level accountability and championing across the organisation and abroad, inclusive of Aboriginal and Torres Strait Islander representation. The RAP working team will meet on a quarterly basis per year as a minimum, to drive and monitor RAP implementation. This data will be shared with our Executive and Board for further transparency and accountability.





Garry Kafoa, a First Nations man, was diagnosed with blood cancer.



# Relationships

**People are at the heart of what we do, and why we do it. A willingness to listen is paramount as we set out to build connections with First Nations peoples and communities.**

It is evident that we have significant relationship-building ahead - with individuals, communities, and other patient-health organisations – but we are committing to consistently developing relationships, so that First Nations peoples feel comfortable and safe seeking support from, and working with our organisation. There is much to discover and understand about the incidence, prevalence and mortality of blood cancer in First Nations people as well as the social aspects of equitable access to treatment and care. We will do this together with First Nations people.

Action	Deliverable	Timeline	Responsibility
<b>1. Establish and maintain mutually beneficial relationships with Aboriginal and/or Torres Strait Islander stakeholders and organisations.</b>	• Meet with local Aboriginal and/or Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	January 2023	General Manager, Blood Cancer Partnerships
	• Develop and implement an engagement plan to work with Aboriginal and/or Torres Strait Islander stakeholders and organisations.	April 2023	General Manager, Blood Cancer Partnerships
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023, 2024	Head of Content & Brand
	• RAP Working Group members to participate in an external NRW event.	27 May to 3 June 2023, 2024	Head of Content & Brand
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May to 3 June 2023, 2024	General Manager, People & Culture
	• Organise at least one NRW event each year.	27 May to 3 June 2023, 2024	Head of Content & Brand
	• Register all our NRW events on Reconciliation Australia's <a href="#">NRW website</a> .	May 2023, 2024	Head of Content & Brand
<b>3. Promote reconciliation through our sphere of influence.</b>	• Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	June 2023	General Manager, People & Culture
	• Communicate our commitment to reconciliation publicly via our external communications for example, e-newsletter.	June 2023	General Manager, Blood Cancer Partnerships
	• Promote our Vision for Reconciliation Statement within our organisation and publicly by publishing on our website and creating plaques for our office locations and accommodation villages'.	June 2023	Head of Content & Brand
	• Explore opportunities to positively influence our external stakeholders (e.g., members, volunteers, blood cancer researchers and clinicians) to drive reconciliation outcomes.	June 2023	General Manager, Blood Cancer Partnerships

	<ul style="list-style-type: none"> <li>• Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.</li> </ul>	June 2023	General Manager, Blood Cancer Partnerships
	<ul style="list-style-type: none"> <li>• Provide copy of RAP to all new staff during onboarding to inform of the organisation's commitment to reconciliation.</li> </ul>	September 2022	General Manager, People & Culture
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	<ul style="list-style-type: none"> <li>• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	July 2022	General Manager, People & Culture
	<ul style="list-style-type: none"> <li>• Develop, implement and communicate an anti-discrimination policy for our organisation.</li> </ul>	August 2022	General Manager, People & Culture
	<ul style="list-style-type: none"> <li>• Engage with Aboriginal and/or Torres Strait Islander staff and Aboriginal and/or Torres Strait Islander advisors to consult on our anti-discrimination policy.</li> </ul>	July 2022	General Manager, People & Culture
	<ul style="list-style-type: none"> <li>• Educate senior leaders on the effects of racism.</li> </ul>	July 2022	General Manager, People & Culture
<b>5. Work with Aboriginal and Torres Strait Islander health partners to ensure cultural inclusivity and guidance is embedded into our organisation's work and partnerships.</b>	<ul style="list-style-type: none"> <li>• Build meaningful working relationships with Aboriginal and/or Torres Strait Islander health partners such as Aboriginal and/or Torres Strait Islander Community Controlled Health Organisations and Aboriginal and/or Torres Strait Islander Liaison Officers in health services.</li> </ul>	May 2024	General Manager, People Living with Blood Cancer
	<ul style="list-style-type: none"> <li>• Utilise evidence garnered from Aboriginal and/or Torres Strait Islander health partners such as Aboriginal and/or Torres Strait Islander Community Controlled Health Organisations and Aboriginal and/or Torres Strait Islander Liaison Officers to ensure there is strong cultural guidance in Leukaemia Foundation's advocacy program and service improvements. Evidence will range from an Epidemiological study into disease burden and the State of the Nation Report 2022 to co-design of service offerings (e.g. emotional support, accommodation...)</li> </ul>	June 2024	General Manager Blood Cancer Partnerships, General Manager People Living with Blood Cancer
	<ul style="list-style-type: none"> <li>• Host meetings with Aboriginal and/or Torres Strait Islander Community Controlled Health Organisation chairs in each state to signal our intention and ask for advice on ways to respectfully undertake improvements in the Leukaemia Foundation's advocacy program and services.</li> </ul>	June 2023	General Manager Blood Cancer Partnerships, General Manager, People Living with Blood Cancer
	<ul style="list-style-type: none"> <li>• Host morning tea with Team Leaders of Aboriginal and/or Torres Strait Islander Liaison Officers at local health facilities to 1/ build connections 2/ signal willingness to partner 3/ identify next steps to coordinate/integrate ways of working.</li> </ul>	June 2023	General Manager, People Living with Blood Cancer
	<ul style="list-style-type: none"> <li>• Work with Aboriginal and/or Torres Strait Islander Community Controlled Health Organisations to investigate the lack of Aboriginal and/or Torres Strait Islander staff in mainstream health services where Aboriginal and/or Torres Strait Islander peoples are seeking blood cancer treatments.</li> </ul>	June 2024	General Manager, People Living with Blood Cancer
	<ul style="list-style-type: none"> <li>• Investigate and build relationships with First Nations counselling services with a view to partnering to deliver culturally inclusive support, including enhanced referral pathways and increasing awareness of Leukaemia Foundation services in First Nations communities.</li> </ul>	June 2024	General Manager, People Living with Blood Cancer
	<ul style="list-style-type: none"> <li>• Embed all Aboriginal and/or Torres Strait Islander Health Partners contact details in the Leukaemia Foundation Health Professional Engagement strategy.</li> </ul>	May 2024	General Manager, People Living with Blood Cancer

	<ul style="list-style-type: none"> <li>• Develop, distribute and maintain an Aboriginal and/or Torres Strait Islander Health Partner referral list for use by internal teams to enable smooth referral.</li> </ul>	May 2024	General Manager, People Living with Blood Cancer
<b>6. Partner with First Nations organisations to increase understanding of Blood Cancer incidence, prevalence and mortality in Aboriginal and Torres Strait Islander communities'</b>	<ul style="list-style-type: none"> <li>• Identify existing First Nations research partners whose work has or is informing current Leukaemia Foundation activities.</li> </ul>	June 2024	Head of Research, Blood Cancer Partnerships
	<ul style="list-style-type: none"> <li>• Approach Aboriginal and/or Torres Strait Islander Health Research bodies for example Lowitja Institute to discuss opportunities to embed First Nations research into work.</li> </ul>	June 2024	Head of Research, Blood Cancer Partnerships
	<ul style="list-style-type: none"> <li>• Explore opportunity to commission First Nations researchers to undertake/partner on an epidemiological study of blood cancers in First Nations populations</li> </ul>	June 2024	Head of Research, Blood Cancer Partnerships
	<ul style="list-style-type: none"> <li>• Understand data for blood cancer in First Nations populations.</li> </ul>		
	<ul style="list-style-type: none"> <li>• Prepare details of blood cancer incidence and impact in First Nations people and present to First Nations communities.</li> </ul>	June 2023	Head of Content & Brand
	<ul style="list-style-type: none"> <li>• Action an epidemiological study of blood cancers in First Nations populations.</li> </ul>	June 2024	Head of Research, Blood Cancer Partnerships
	<ul style="list-style-type: none"> <li>• Include First Nations disease burden evidence, taken from the above epidemiological study, in the State of the Nation Report 2022</li> </ul>	June 2024	Head of Research, Blood Cancer Partnerships

# Respect

**Respect is the foundation on which we can develop meaningful and lasting relationships and walk a path to reconciliation, together.**

We acknowledge that to achieve reconciliation, we must deepen our understanding of, and respect for, the rich histories, cultures, and connection to Country that Aboriginal and/or Torres Strait Islander peoples possess.

We are committing to collaboratively building safe, inclusive, informed, and respectful working environments, and to ensuring that we are delivering the best possible information, support, and care for First Nations people accessing our services.

Action	Deliverable	Timeline	Responsibility
<b>7. Increase understanding, value and recognition of Aboriginal and/or Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	<ul style="list-style-type: none"> <li>• Conduct a review of cultural learning needs within our organisation.</li> </ul>	June 2023	General Manager, People & Culture
	<ul style="list-style-type: none"> <li>• Consult local Traditional Owners and/or Aboriginal and/or Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.</li> </ul>	October 2022	General Manager, People & Culture
	<ul style="list-style-type: none"> <li>• Develop, implement and communicate a cultural learning strategy for our staff.</li> </ul>	November 2023	General Manager, People & Culture
	<ul style="list-style-type: none"> <li>• Provide opportunities for RAP Working Group team members, HR managers and other key leadership staff to participate in formal and structured cultural learning.</li> </ul>	June 2023	General Manager, People & Culture
	<ul style="list-style-type: none"> <li>• Deliver First Nation facilitated external cultural awareness training for all current staff members and the Board.</li> </ul>	June 2023	General Manager, People & Culture



	<ul style="list-style-type: none"> <li>• Implement ELMO Close the Gap cultural training for all internal staff members across the organisation and build this training into the onboarding process.</li> </ul>	July 2023	General Manager, People & Culture
<b>8. Demonstrate respect to Aboriginal and/or Torres Strait Islander peoples by observing cultural protocols.</b>	<ul style="list-style-type: none"> <li>• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	June 2023	General Manager, People & Culture
	<ul style="list-style-type: none"> <li>• Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.</li> </ul>	June 2023	General Manager, People & Culture
	<ul style="list-style-type: none"> <li>• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant Leukaemia Foundation major events each year.</li> </ul>	June 2023	Head of Content & Brand
	<ul style="list-style-type: none"> <li>• Promote and encourage membership of the RAP committee and Yammer community to our Aboriginal and Torres Strait Islander employees.</li> </ul>	September 2022	General Manager, People & Culture
	<ul style="list-style-type: none"> <li>• Create a welcoming environment for Aboriginal and/or Torres Strait Islander staff by displaying First Nations artwork throughout our offices and acknowledging traditional land names.</li> </ul>	September 2022	General Manager, People & Culture
	<ul style="list-style-type: none"> <li>• Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.</li> </ul>	June 2023	Head of Content & Brand
	<ul style="list-style-type: none"> <li>• Install Acknowledge of Country plaques on or in Leukaemia Foundation office locations and accommodation villages.</li> </ul>	June 2023	Head of Content & Brand
	<ul style="list-style-type: none"> <li>• Ensure an Acknowledgement of Country is embedded in all corporate documents and templates to encourage respect and recognition.</li> </ul>	June 2023	Head of Content & Brand; Head of Digital Health Marketing, Strategic Communications
	<ul style="list-style-type: none"> <li>• Review systems to sensitively collect information on people who identify as Aboriginal and/or Torres Strait Islander to allow for cultural considerations.</li> </ul>	June 2024	General Manager Supporters, General Manager, People & Culture
<b>9. Build respect for Aboriginal and/or Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	<ul style="list-style-type: none"> <li>• RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	First week in July 2022, 2023	Head of Content & Brand
	<ul style="list-style-type: none"> <li>• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.</li> </ul>	June 2023, 2024	General Manager, People & Culture
	<ul style="list-style-type: none"> <li>• Promote and encourage participation in external NAIDOC events to all staff and Board.</li> </ul>	First week in July 2022, 2023	Head of Content & Brand
<b>10. Increase cultural visibility of First Nations peoples within our organisation's content.</b>	<ul style="list-style-type: none"> <li>• Work with First Nations peoples to understand and create culturally appropriate protocols for managing First Nations imagery and content</li> </ul>	June 2023	Head of Content & Brand
	<ul style="list-style-type: none"> <li>• Audit existing marketing and communications collateral and stock to identify First Nations content.</li> </ul>	June 2024	Head of Content & Brand, General Manager Supporters; Head of Digital Health Marketing, Strategic Communications

• Develop protocols for acquisition (including talent and IP advice), storage and use of images of First Nations peoples.	June 2023	Head of Content & Brand
• Increase the use of images of First Nations peoples where appropriate across owned, earned and paid channels, including website, social media, email, YouTube and mass media.	June 2023	Head of Content & Brand
• Develop an easily accessible database of resources (digital and non-digital content such as booklets, podcasts, patient case studies, web content etc) tailored to First Nations audiences. Aimed at being a reference point for internal (staff) and external (patients and blood cancer community) stakeholders.	June 2023	Head of Digital Health Marketing, Strategic Communications

# Opportunities

**Reconciliation is ultimately about people – developing and deepening respectful relationships, acknowledging the role we’ve played in the harm caused to First Nations peoples, and ensuring there are opportunities and relevant supports in place to help heal the divides between us.**

As such, we’re committed to engaging a diverse workforce, implementing cultural safety learning and practices, improving the support services we deliver, the suppliers we use, supporting research into the health issues of First Nations people and supporting the career development of First Nations researchers (clinical or academic).

Action	Deliverable	Timeline	Responsibility
<b>11. Improve employment outcomes by increasing Aboriginal and/or Torres Strait Islander recruitment, retention and professional development.</b>	• Build understanding of current Aboriginal and/or Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2023	General Manager, People & Culture
	• Engage with Aboriginal and/or Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	March 2023	General Manager, People & Culture
	• Develop and implement an Aboriginal and/or Torres Strait Islander recruitment, retention and professional development strategy.	June 2023	General Manager, People & Culture
	• Advertise job vacancies to effectively reach Aboriginal and/or Torres Strait Islander stakeholders.	March 2023	General Manager, People & Culture
	• Review HR and recruitment procedures and policies to remove barriers to Aboriginal and/or Torres Strait Islander participation in our workplace.	March 2023	General Manager, People & Culture
	• Review onboarding process to allow for employees to voluntarily identify as Aboriginal and/or Torres Strait Islander people.	March 2023	General Manager, People & Culture

	<ul style="list-style-type: none"> <li>• Increase the percentage of Aboriginal and/or Torres Strait Islander staff employed in our workforce.</li> </ul>	March 2023	General Manager, People & Culture
<b>12. Increase Aboriginal and/or Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	<ul style="list-style-type: none"> <li>• Develop and implement an Aboriginal and/or Torres Strait Islander procurement strategy.</li> </ul>	July 2022	Chief Financial Officer, Corporate Services
	<ul style="list-style-type: none"> <li>• Investigate Supply Nation membership.</li> </ul>	September 2022	Chief Financial Officer, Corporate Services
	<ul style="list-style-type: none"> <li>• Develop and communicate opportunities for procurement of goods and services from Aboriginal and/or Torres Strait Islander businesses to staff.</li> </ul>	January 2023	Chief Financial Officer, Corporate Services
	<ul style="list-style-type: none"> <li>• Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and/or Torres Strait Islander businesses.</li> </ul>	January 2023	Chief Financial Officer, Corporate Services
<b>13. Develop and promote leadership opportunities for First Nations peoples with the Leukaemia Foundation.</b>	<ul style="list-style-type: none"> <li>• Encourage First Nations peoples to become an Ambassador and/or Advocate within the Leukaemia Foundation Ambassadors program to raise awareness of blood cancers in Aboriginal and/or Torres Strait Islander communities and demonstrate relationships with First Nations peoples.</li> </ul>	June 2023	Head of Content & Brand
	<ul style="list-style-type: none"> <li>• Through First Nation consumer engagement and co-design, create a First Nation Blood Cancer Alumni (network of First Nations blood cancer survivors) to understand, support, promote and lead on opportunities to improve the lived experience for First Nation people living with a blood cancer. This alumni group will be leaders in representing their experience with blood cancer to others in their local communities.</li> </ul>	June 2024	General Manager, People Living with Blood Cancer
	<ul style="list-style-type: none"> <li>• The Leukaemia Foundation Board to appoint a First Nations Director to its Board.</li> </ul>	June 2024	Chief Executive Officer, Executive

## Governance

Action	Deliverable	Timeline	Responsibility
<b>14. Establish and maintain an effective RAP Working team (RWT) to drive governance of the RAP.</b>	<ul style="list-style-type: none"> <li>• Maintain Aboriginal and/or Torres Strait Islander representation on the RWT.</li> </ul>	July 2022, October 2022, January 2023, April 2023	General Manager, Blood Cancer Partnerships
	<ul style="list-style-type: none"> <li>• Establish and apply a Terms of Reference for the RWT.</li> </ul>	July 2022	General Manager, Blood Cancer Partnerships
	<ul style="list-style-type: none"> <li>• Meet at least four times per year to drive and monitor RAP implementation.</li> </ul>	July 2022, October 2022, January 2023, April 2023	General Manager, Blood Cancer Partnerships



<b>15. Provide appropriate support for effective implementation of RAP commitments.</b>	• Define resource needs for RAP implementation.	July 2022, 2023	General Manager, Blood Cancer Partnerships
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	August 2022	General Manager, Blood Cancer Partnerships
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	July 2022	General Manager, Blood Cancer Partnerships
	• Appoint and maintain an internal RAP Champion from senior management.	August 2022	General Manager, Blood Cancer Partnerships
<b>16. 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 2022, 2023	General Manager, Blood Cancer Partnerships
	• Report RAP progress to all staff and senior leaders quarterly.	September 2022, December 2022, March 2023, June 2023	General Manager, Blood Cancer Partnerships
	• Publicly report our RAP achievements, challenges and learnings, annually in accordance with Reconciliation Australia reporting framework.	September 2022, September 2023	General Manager, Blood Cancer Partnerships
	• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2024	General Manager, Blood Cancer Partnerships
<b>17. Continue our reconciliation journey by developing our next RAP.</b>	• Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	October 2023	General Manager, Blood Cancer Partnerships



## Contact details

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# Leukaemia Foundation®

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The Leukaemia Foundation acknowledges the traditional owners of country throughout Australia and recognises their continuing connection to land, sea and community. We pay our respects to their Elders past, present and emerging.

 The Leukaemia Foundation cares about our environment. Please recycle or dispose of thoughtfully.