

Leukaemia  
Foundation®



# Reflect Reconciliation Action Plan

April 2025 - June 2026





# Acknowledgement of Country

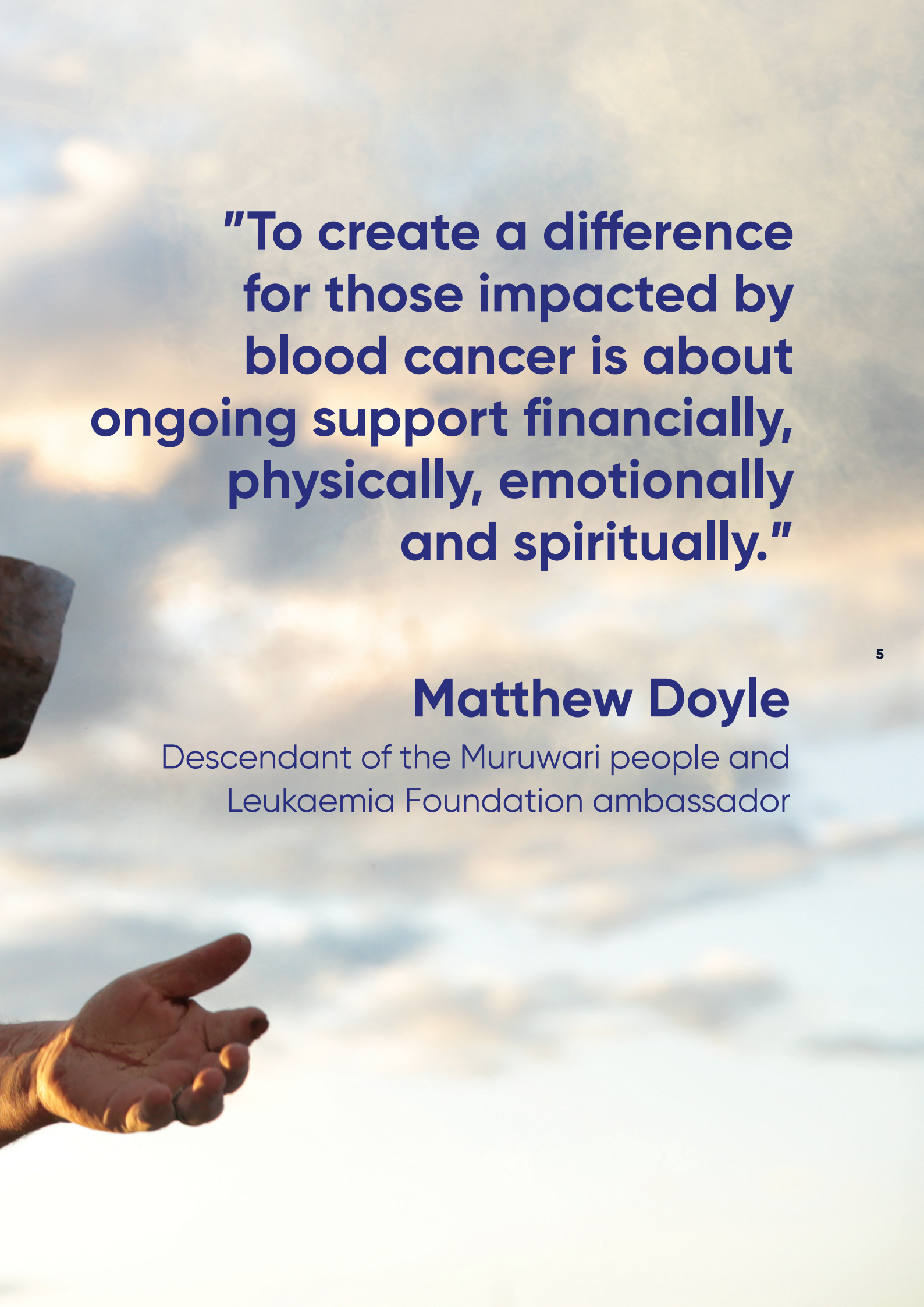
In the spirit of reconciliation  
with First Nations peoples of Australia,  
the Leukaemia Foundation acknowledges  
the Traditional Owners of the Countries  
on which we operate. We acknowledge and  
respect First Nations peoples' spiritual beliefs,  
connections to land, sea and communities.  
The Leukaemia Foundation pays its respect  
to Elders past and present and extends  
that respect to all Traditional Owners  
across the Nation.

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**A note about terminology identifiers:** in this Reconciliation Action Plan and our broader communications, we use the terms 'Aboriginal and/or Torres Strait Islander peoples', 'First Nations peoples' and where possible, 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 Islander peoples. It acknowledges the injustices First Nations peoples have and continue to experience. As such, some content may be distressing to First Nations peoples.



A hand is visible on the left side of the frame, reaching out towards the center. The background is a soft, hazy sky with warm, golden light, suggesting a sunset or sunrise. The overall mood is hopeful and supportive.

**"To create a difference  
for those impacted by  
blood cancer is about  
ongoing support financially,  
physically, emotionally  
and spiritually."**

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## **Matthew Doyle**

Descendant of the Muruwari people and  
Leukaemia Foundation ambassador

# CEO message

Getting the best blood cancer treatment in Australia can be challenging. It depends on timely and accurate diagnosis, access to reliable information, and knowing the most appropriate treatment options for each person's unique circumstances.

At the Leukaemia Foundation, ensuring equitable access to support, treatment, and care is at the heart of everything we do. Our bold goal is that by 2035, no Australian will lose their life to blood cancer. Research shows that if everyone across the country had access to best-practice treatment and care, around **29% of blood cancer deaths could be prevented.**

This mission is especially critical for First Nations peoples, who continue to face barriers to accessing the care they need. Factors such as geography, language, cultural safety and trauma, and financial challenges can all limit access to timely diagnosis, treatment and support.

We are committed to changing this. We want to see better blood cancer outcomes for Aboriginal and Torres Strait Islander peoples. Currently, there is very limited data on the incidence, survival, and mortality rates for blood cancer in First Nations communities. We suspect blood cancer is both underdiagnosed and underreported.

Our work is focused on addressing both the evidence gap and the barriers to care. We are:

- **Funding an epidemiological study** to better understand the true scale and impact of blood cancer in First Nations peoples.
- **Implementing a targeted regional, rural, and remote strategy** to improve access to services and support.
- **Advancing reconciliation** through the delivery of our Reflect Reconciliation Action Plan.

Over recent years, we've taken important steps on our reconciliation journey:

- All Leukaemia Foundation team members have completed Cultural Awareness Training, delivered by National Indigenous Training Employment Solutions (NITES).
- We appointed a First Nations director to the Leukaemia Foundation board.
- We have developed and launched blood cancer information booklets specifically designed for Aboriginal and Torres Strait Islander peoples and their families.
- We continue to learn from First Nations leaders and elders, including Matthew Doyle, a proud Muruwari man and valued Leukaemia Foundation ambassador.

We know there is still much more to do. We remain steadfast in our commitment to improving access, support and outcomes for First Nations peoples – from the boardroom to our offices across the country.

We thank our board, our team, and our partners for their dedication so far. Together, we will continue working to create lasting change and build a future where all Australians, regardless of background or location, have equal opportunity to survive and thrive beyond blood cancer.



Chris Tanti  
CEO, Leukaemia Foundation

# Reconciliation Australia message

Reconciliation Australia congratulates the Leukaemia Foundation on continuing its reconciliation journey by formally endorsing the Leukaemia Foundation's first Reflect Reconciliation Action Plan (RAP).

The Leukaemia Foundation 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 close to 3 million people now working or studying in an organisation with a RAP.

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

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

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

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

This Reflect RAP enables the Leukaemia Foundation 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 to the Leukaemia Foundation, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Karen Mundine  
**CEO, Reconciliation Australia**

# Our organisation

The Leukaemia Foundation exists for everyone in Australia 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.

Blood cancer is one of Australia's most common cancers and leading causes of cancer-related deaths. We're working hard to change that. The Leukaemia Foundation offers wraparound health services, funds leading-edge research, and campaigns for change alongside our community.

We provide 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 Supportive Care Case Managers offer emotional support to patients and their loved ones, alongside a range of health and wellbeing services.

We work alongside the blood cancer community to improve the lives of people living with blood cancer. We have strong relationships with patients, carers, haematologists, researchers, government and a diversity of community supporters.

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 and care, encourages the careers of promising scientists 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 health outcomes and saving precious lives.

The Leukaemia Foundation has a workforce of approximately 200 staff. The organisation has one staff member who identifies as a First Nations

person. We are continuing to develop a First Nations recruitment, retention and professional development strategy.

We are also exploring the possibilities of partnering with people who would like to be involved from our broader network. We are fortunate to have First Nations peoples participate in our Consumer Engagement Group as well as First Nations ambassadors and advocates. We regularly engage and collaborate with this network across a range of projects and activities.

The Leukaemia Foundation's staff work from offices and Blood Cancer Centres around the country.



## Our office and Blood Cancer Centre locations:

- **Gadigal Country** (Artarmon, NSW)
- **Ngambri Country** (Garran, ACT)
- **Wurundjeri Country** (Carlton and North Melbourne, VIC)
- **Palawa Country** (Hobart, TAS)
- **Palawa Country and Tyerrernotepanner Country** (Launceston, TAS)
- **Kurna Country** (Lightsview, SA)
- **Whadjuk Country** (Perth, WA)
- **Turrbal Country and Yaggera Country** (Bowen Hills, Coopers Plains, Dutton Park and Herston, QLD)
- **Kabi Kabi Country** (Buderim, QLD)
- **Gurrumbilbarra** (Townsville, QLD)

# Our purpose for reconciliation

The Leukaemia Foundation advocates for equitable access to the best treatment and care, for anyone in Australia facing blood cancer. We recognise as part of this, there is so much more to understand about the needs and hopes of First Nations peoples when it comes to healthcare.

By engaging with Reconciliation Australia, while being guided by the national Closing the Gap strategy, the Leukaemia Foundation is committed to supporting First Nations peoples who are dealing with a blood cancer.

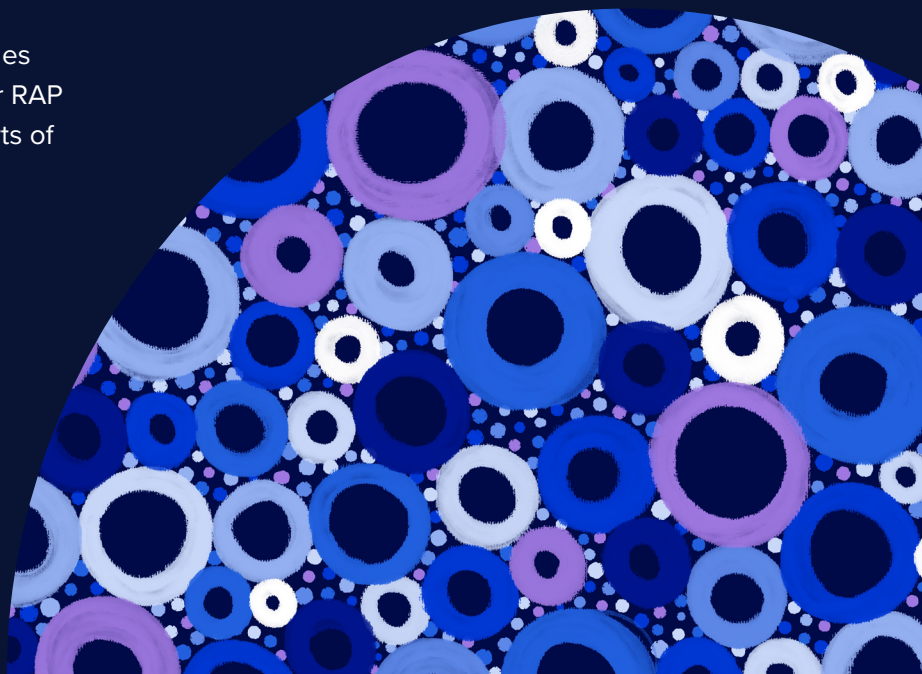
The Leukaemia Foundation implemented an Innovate RAP from 2022 – 2024. While the organisation met many core deliverables in this RAP, the working group has recognised that the way the organisation works with First Nations peoples is still formative. This, as well as unprecedented organisational changes, impacted our ambitions within the Innovate RAP.

The opportunity to reflect and consider next steps has prompted the RAP working group to reconsider our efforts, recalibrate and embark on a Reflect RAP. By doing so, we hope to build a better foundation to support more First Nations peoples living with blood cancer.

To ensure our Reconciliation Action Plan is effectively embedded into the organisation's activities, we have aligned our RAP deliverables with our organisational strategy and plan. Our RAP working group represents people from all parts of the organisation.

## RAP Working Group members:

- **Chris Tanti** – Chief Executive Officer (RAP Champion)
- **Alice Macfarlane** – General Manager, People and Culture (RAP Champion)
- **Danielle Langelaar** – Office Manager and RAP Project Management Officer
- **Maryanne Skarparis** – Blood Cancer Support Coordinator
- **Matt Eby** – Consumer Engagement Coordinator
- **Julie Tovey** – Blood Cancer Support Coordinator
- **Caterina Hrysonmallis** – Brand and Content Manager
- **Sharron Ellis** – Accommodation and Transport Coordinator
- **Radwan Talukder** – Head of Regional Service Program
- **Michael Yare** – Digital Experience Manager
- **Emma Stublely** – Individual Giving Retention Manager
- **Cameron Pope** – Financial Accountant



# Our partnerships and current activities

Over the last few years, the Leukaemia Foundation has reached some key milestones on its reconciliation journey.

To strengthen cultural competence across the entire organisation, all team members have undertaken organisation-wide Cultural Awareness Training facilitated by National Indigenous Training Employment Solutions (NITES).

We are passionate about developing resources to support First Nations peoples living with blood cancer. A recent achievement has been the production and publication of blood cancer information booklets specifically for First Nations peoples and their families.

The Leukaemia Foundation has been honoured to unite with First Nations leaders in several ways. We consider ourselves incredibly lucky that Matthew Doyle, member of the Muruwari and Eora Nations, joined the Leukaemia Foundation as an ambassador. He has shared his story, insights and guidance to help us better assist First Nations peoples impacted by blood cancer.

Funding research is a key pillar of the Leukaemia Foundation's work and impact. Perhaps one of our largest projects is Australia's first ever First Nations Epidemiological Study, focused on addressing evidence and knowledge gaps. The study is being spearheaded by Professor Gail Garvey (AM), a Kamilaroi woman and Professor of Indigenous Health Research in the Faculty of Medicine at the University of Queensland.

Findings from this study will help prioritise actions to improve outcomes for First Nations peoples diagnosed with blood cancer, to be presented at a National Roundtable in 2025.

A major part of the Leukaemia Foundation's organisational strategy is to address the needs of people affected by blood cancer in regional, rural, and remote areas, in particular for First Nations Australians we are guided by the certain Closing the Gap targets. These include:

- Everyone enjoying long and healthy lives
- Strong economic participation and development of people and their communities
- People enjoying high levels of social and emotional wellbeing
- And having access to information and services enabling participation in informed decision-making regarding their own lives



**Kerry Boyenga**, a teacher, blood cancer survivor and Brinja-Yuin woman living in regional New South Wales. Kerry was diagnosed with Australia's most common form of blood cancer, but it wasn't on her GP's radar. It was six months before she was diagnosed.

# Relationships

People are at the heart of what we do and why we do it. We are committed to strengthening our relationships with First Nations individuals, communities and other healthcare organisations. We hope this increases the comfort and safety First Nations peoples feel when seeking support and working with our organisation. There is much to understand about the incidence, prevalence and mortality of blood cancer in First Nations communities. We will discover this together with First Nations people.

## Action

### 1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverable	Timeline	Functional responsibility	Working group lead
<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence</li> </ul>	May 2025	Executive Leadership Team	General Manager People and Culture
<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations</li> </ul>	December 2025	Executive Leadership Team	General Manager People and Culture
<ul style="list-style-type: none"> <li>Create systems and processes to better understand First Nations Peoples including data capturing governance</li> </ul>	December 2025	Head of Data and Analytics	Financial Accountant Corporate Services
<ul style="list-style-type: none"> <li>Actively engage for Aboriginal and Torres Strait Islander schools, businesses, and community groups in fundraising campaigns</li> </ul>	December 2025	General Manager Fundraising and Growth	Individual Giving Retention Manager  Fundraising and Growth
<ul style="list-style-type: none"> <li>Continue to develop, enhance, and maintain referral list of First Nations health partners such as Aboriginal and/or Torres Strait Islander Community Controlled Health Organisations, Aboriginal and/or Torres Strait Islander Liaison Officers in health services, and other relevant First Nations Services, eg counselling</li> </ul>	June 2025	Lead: General Manager Health Services  Support: Supportive Care Case Managers	Supportive Care Case Managers

- Conduct consultations with First Nations blood cancer survivors to understand how they would like to be involved in improving care for First Nations patients. Use their feedback to guide initial steps in improving how we incorporate First Nations perspectives in service co-design, review and governance opportunities

December  
2025

General Manager  
Health Services

Consumer  
Engagement  
Coordinator

## 2. Build relationships through celebrating National Reconciliation Week (NRW).

Deliverable	Timeline	Functional responsibility	Working group lead
• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May 2025 & 2026	Project Management Officer RWT	Project Management Officer RWT
• RAP Working Group members to participate in an external NRW event	27 May - 3 June 2025 & 2026	Project Management Officer RWT	Project Management Officer RWT
• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	27 May - 3 June 2025 & 2026	Project Management Officer RWT	Project Management Officer RWT
• Use National Reconciliation Week and NAIDOC Week as an opportunity to promote reconciliation and our commitment to improving outcomes for First Nations Peoples with blood cancer	27 May - 3 June 2025 & 2026	RAP Working Team	General Manager People and Culture

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## 3. Promote reconciliation through our sphere of influence.

Deliverable	Timeline	Functional responsibility	Working group lead
• Communicate our commitment to reconciliation to all staff	June 2025	Lead: General Manager People and Culture  Support: People and Culture Team	General Manager People and Culture
• Identify external stakeholders that our organisation can engage with on our reconciliation journey	July 2025	Lead: General Manager People and Culture  Support: General Manager Corporate Affairs	General Manager People and Culture

### 3. Promote reconciliation through our sphere of influence.

Deliverable	Timeline	Functional responsibility	Working group lead
<ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey</li> </ul>	July 2025	Lead: Executive Leadership Team  Support: General Manager People and Culture	General Manager People and Culture
<ul style="list-style-type: none"> <li>We will continue our commitment to always look (where possible) for opportunities to represent First Nations voices and faces in our communications and marketing</li> </ul>	December 2025	Head of Brand and Content	Brand and Content Manager
<ul style="list-style-type: none"> <li>Integrate RAP information and updates into regular newsletters distributed to Healthcare Professionals</li> </ul>	December 2025	Lifecycle Lead Health Services	Consumer Engagement Coordinator Health Services
<ul style="list-style-type: none"> <li>Identify corporate partners, government funding and funding bodies that our organisation can engage with on our reconciliation journey</li> </ul>	December 2025	Lead: Head of Government Relations and Policy  Support: General Manager Fundraising and Growth	Chief Executive Officer

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### 4. Promote positive race relations through anti-discrimination strategies.

Deliverable	Timeline	Functional responsibility	Working group lead
<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination</li> </ul>	December 2025	General Manager People and Culture	General Manager People and Culture
<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 2025	General Manager People and Culture	General Manager People and Culture
<ul style="list-style-type: none"> <li>Embed RAP deliverables into the Equity, Inclusion and Diversity strategy and plan</li> </ul>	July 2025	General Manager People and Culture	General Manager People and Culture
<ul style="list-style-type: none"> <li>Incorporate First Nations Perspectives in the ReACH project service co-design, review and governance</li> </ul>	December 2025	Head Of Regional Services Program	Head Of Regional Services Program

**5. Partner with First Nations organisations to increase understanding of blood cancer incidence, prevalence and mortality in Aboriginal and Torres Strait Islander communities.**

Deliverable	Timeline	Functional responsibility	Working group lead
<ul style="list-style-type: none"> <li>Identify existing First Nations research partners, or researchers the Leukaemia Foundation has or is currently funding whose work can inform current and future Leukaemia Foundation activities</li> </ul>	December 2025	Head of Research Clinical Information and Education	Head of Regional Services Program
<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 or joint initiatives</li> </ul>	December 2025	Head of Research Clinical Information and Education	Head of Regional Services Program
<ul style="list-style-type: none"> <li>Action an epidemiological study of blood cancers in First Nations populations</li> </ul>	December 2025	Head of Research Clinical Information and Education	Head of Regional Services Program
<ul style="list-style-type: none"> <li>Include First Nations disease burden evidence, taken from the above epidemiological study, in future State of the Nation Reports</li> </ul>	December 2025	Head of Research Clinical Information and Education	Head of Regional Services Program
<ul style="list-style-type: none"> <li>Use evidence to advocate for policy changes for First Nations peoples dealing with blood cancer to the Government, DOHAC, Cancer Australia and NACCHO</li> </ul>	December 2025	Head Of Government Relations and Policy	Head of Regional Services Program



# Respect

Respect is the foundation on which we can develop meaningful and lasting relationships. We acknowledge to achieve reconciliation, we must deepen our understanding of and respect for the rich histories, cultures and connection to Country First Nations peoples hold. We are committed to collaboratively building safe, inclusive, informed and respectful working environments. We want to deliver the best possible information, support and care for First Nations peoples accessing our services.

## 6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Deliverable	Timeline	Functional responsibility	Working group lead
<ul style="list-style-type: none"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation</li> </ul>	December 2025	General Manager People and Culture	General Manager People and Culture
<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation</li> </ul>	March 2026	General Manager People and Culture	General Manager People and Culture

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## 7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverable	Timeline	Functional responsibility	Working group lead
<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area</li> </ul>	June 2025	Lead: General Manager People and Culture  Support: RAP Working Group	General Manager People and Culture
<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 2026	General Manager People and Culture	General Manager People and Culture

## 8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverable	Timeline	Functional responsibility	Working group lead
<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week</li> </ul>	June 2025 & 2026	Project Management Officer	Project Management Officer
<ul style="list-style-type: none"> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area</li> </ul>	June 2025 & 2026	Project Management Officer	Project Management Officer
<ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event</li> </ul>	First week in July 2025	General Manager People and Culture	Project Management Officer

# Opportunities

We want to foster opportunities to help close the divides between First Nations peoples and the broader Australian community. This means developing and strengthening respectful relationships and acknowledging the harm caused to First Nations peoples. We're committed to engaging a diverse workforce, furthering our cultural leaning practices, improving our support services and being mindful of the suppliers we use.

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## 9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.

Deliverable	Timeline	Functional responsibility	Working group lead
<ul style="list-style-type: none"> <li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation</li> </ul>	October 2025	General Manager People and Culture	General Manager People and Culture
<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities</li> </ul>	October 2025	General Manager People and Culture	General Manager People and Culture

**10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.**

Deliverable	Timeline	Functional responsibility	Working group lead
<ul style="list-style-type: none"> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses</li> </ul>	December 2025	Head of Finance	Financial Accountant
<ul style="list-style-type: none"> <li>Assess our current suppliers and make switches where possible/available to use First Nations businesses, use Supply Nation as a resource</li> </ul>	June 2025	Head of Finance	Financial Accountant
<ul style="list-style-type: none"> <li>Partner with like-minded stakeholders (like WINC) to develop joint programs that support the growth of First Nations businesses</li> </ul>	December 2025	Head of Finance	Financial Accountant
<ul style="list-style-type: none"> <li>Create internal awareness about our Foundations decision to introduce a social procurement strategy focussing on supporting Indigenous communities</li> </ul>	September 2025	Head of Finance	Financial Accountant
<ul style="list-style-type: none"> <li>Investigate Supply Nation membership</li> </ul>	June 2025	Financial Accountant	Financial Accountant
<ul style="list-style-type: none"> <li>Develop a list of preferred supplies for procurement from Aboriginal and Torres Strait Islander owned businesses using Supply Nation directory</li> </ul>	December 2025	Head of Finance	Financial Accountant



# Governance

## 11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

Deliverable	Timeline	Functional responsibility	Working group lead
<ul style="list-style-type: none"> <li>Maintain a RWG to govern RAP implementation</li> </ul>	December 2025	Chief Executive Officer	General Manager People and Culture
<ul style="list-style-type: none"> <li>Review, update as required and continue to apply the Terms of Reference for the RWG</li> </ul>	December 2025	General Manager People and Culture	General Manager People and Culture
<ul style="list-style-type: none"> <li>Maintain and strengthen Aboriginal and Torres Strait Islander representation on the RWG</li> </ul>	December 2025	General Manager People and Culture	General Manager People and Culture

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## 12. Provide appropriate support for effective implementation of RAP commitments.

Deliverable	Timeline	Functional responsibility	Working group lead
<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation</li> </ul>	April 2025	Lead: General Manager People and Culture  Support: RAP Working Group	General Manager People and Culture
<ul style="list-style-type: none"> <li>Engage senior leaders in the delivery of RAP commitments</li> </ul>	April 2025	General Manager People and Culture	General Manager People and Culture
<ul style="list-style-type: none"> <li>Maintain a senior leader to champion our RAP internally</li> </ul>	December 2025	Chief Executive Officer	General Manager People and Culture
<ul style="list-style-type: none"> <li>Define appropriate systems and capability to track, measure and report on RAP commitments</li> </ul>	April 2025	General Manager People and Culture	Project Management Officer

**13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.**

Deliverable	Timeline	Functional responsibility	Working group lead
<ul style="list-style-type: none"> <li>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</li> </ul>	June annually	Project Management Officer	Project Management Officer
<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey</li> </ul>	1 August annually	Project Management Officer	Project Management Officer
<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Survey to Reconciliation Australia</li> </ul>	30 September annually	Project Management Officer	Project Management Officer

**14. Continue our reconciliation journey by developing our next RAP.**

Deliverable	Timeline	Functional responsibility	Working group lead
<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's website to begin developing our next RAP</li> </ul>	March 2026	Project Management Officer	Project Management Officer



# Contact details

**Name:** Alice Macfarlane

**Position:** General Manager, People and Culture

**Phone:** 1800 620 420

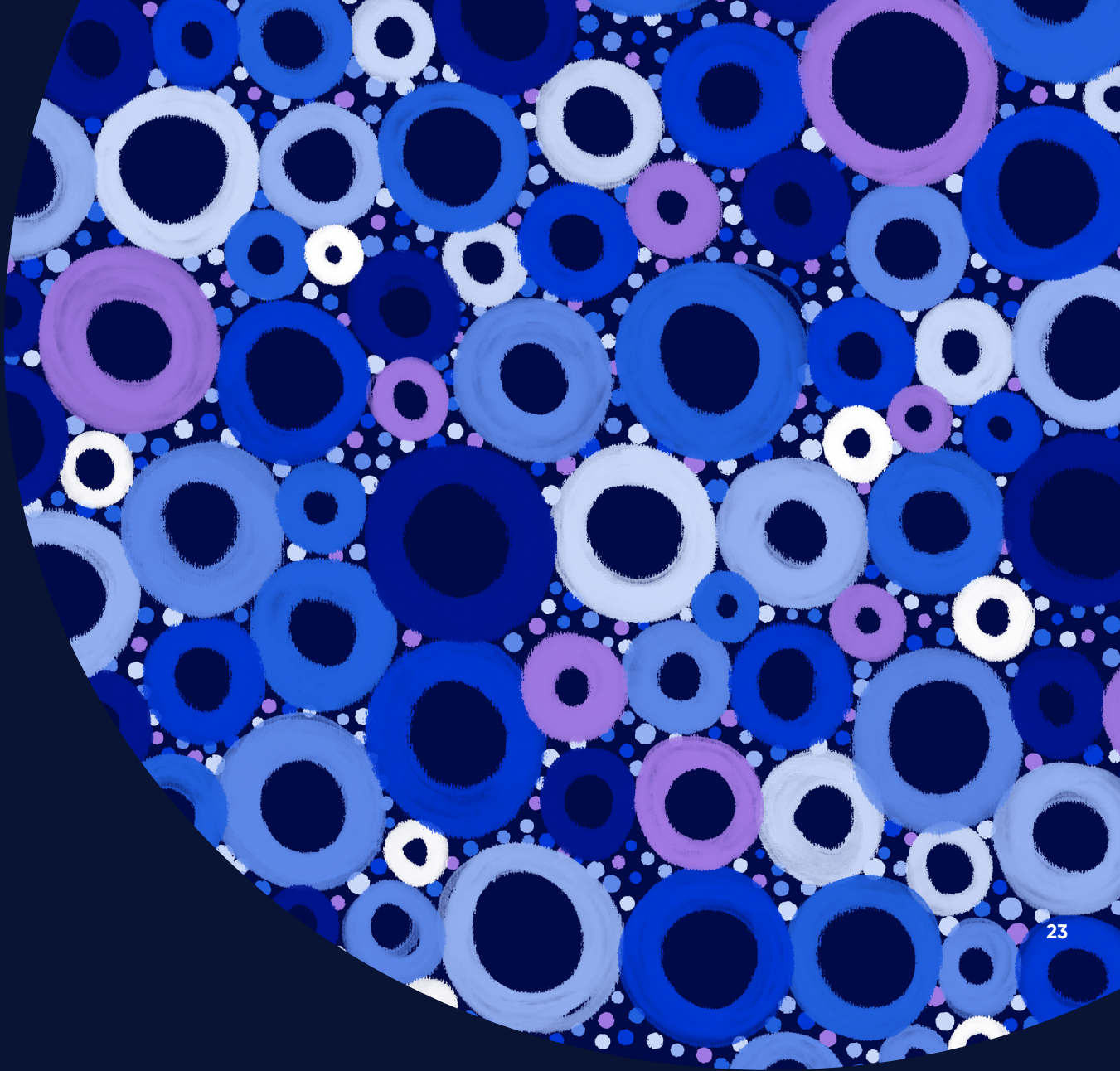
**Email:** [amacfarlane@leukaemia.org.au](mailto:amacfarlane@leukaemia.org.au)

# Featured artwork

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This artwork was created by Navada Currie, Muninjali woman and a former Graphic Designer at the Leukaemia Foundation.



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These are her words:

This 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 the Leukaemia Foundation's work and commitment to better outcomes, and a brighter future for First Nations peoples living with blood cancer. The circles and dots are tightly bound to one another to bring a feeling of connection, collaboration, and community.

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