



AASW
Australian Association
of Social Workers



Reconciliation
ACTION PLAN
INNOVATE RAP

Reconciliation Action Plan (RAP)



November 2013 - June 2015

Acknowledgements

The AASW Board of Directors would like to particularly acknowledge the work of Dr Christine Fejo-King. Dr Fejo-King is an Aboriginal woman from the Northern Territory, an active AASW member and a proud and passionate social worker who mentors other Indigenous social workers and students. Dr Fejo-King was appointed by the AASW as a consultant in 2011/12 to undertake an extensive RAP consultation process across all Branches of the AASW, the outcomes of which have been used to guide and inform the development of this RAP.

We would also like to acknowledge all the Aboriginal and Torres Strait Islander AASW members and non-Aboriginal and Torres Strait Islander members who contributed to these consultations and the development of this plan.

We also acknowledge the RAP Taskforce which has drawn on Dr Fejo-King's work and consultation process to progress this plan into actions, timelines and measurable targets. The RAP Taskforce comprises Josephine Lee (AASW Aboriginal Director), Karen Healy (AASW National President), Jeanne Lorraine (AASW NT Branch President) and Kym Daly (AASW Senior Manager Ethics and Standards), with additional advice gratefully received from Andre Zonn (AASW National Social Policy Committee member) and AASW staff.

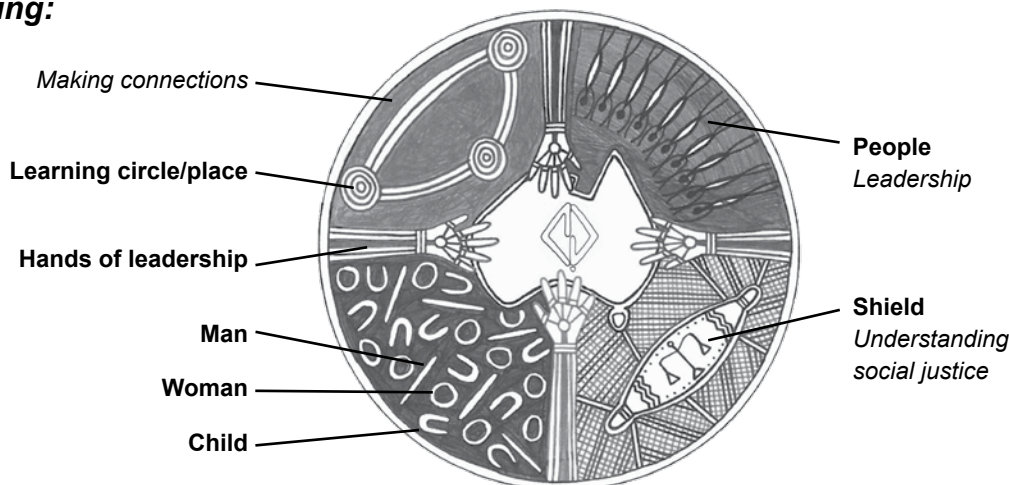
Front cover illustration

Original artwork: Jason Lee, Larrakia/Wadaman/Karajarri peoples. Born 1967 Darwin, Northern Territory, Australia.

Jason Lee is from the Larrakia and Wadaman people on his mother's side and Karajarri on his father's side. He is based in Darwin all his life and has been painting since his 20's. His Larrakia name is Ngarran, meaning goanna is his dreaming.

The AASW warmly and gratefully acknowledges Jason Lee for his beautiful front cover illustration, depicting our celebration of reconciliation.

Meaning:



Together they symbolise community building, new and stronger relationships

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Contents

- Reconciliation Australia endorsement 4
- Message from AASW National President 5
- Our vision 6
- Our vision for Reconciliation 6
- Our mission 7
- Our objectives 7
- Purpose of the AASW RAP 7
- Our Reconciliation Action Plan: 8
 - Goal 1: Relationships: Developing meaningful relationships built on trust 8
 - Goal 2: Respect: Engendering respect and enhancing skill amongst social workers 10
 - Goal 3: Creating opportunities 15
 - Goal 4: Tracking our progress and reporting 17



Reconciliation Australia endorsement



On behalf of Reconciliation Australia I welcome the Australian Association of Social Workers (AASW) to the RAP community.

As one of around 500 organisations to adopt a RAP since the program was launched in 2006, the AASW has become an essential part of a community who, are working together, creating positive social change and building better relationships between Aboriginal and Torres Strait Islander peoples and other Australians.

The AASW has a strong voice on important matters that affect the quality of life of all Australians and as such is uniquely placed to make a real difference to the lives of Aboriginal and Torres Strait Islander peoples.

The proposed actions in the AASW's inaugural Innovate RAP demonstrate a solid commitment to creating meaningful relationships with Aboriginal and Torres Strait Islander colleagues—both inside and outside the AASW. Working in collaboration with other education, government and community groups will also help to spread the reconciliation message within the AASW's sphere of influence.

As well as celebrating the achievements and resilience of Aboriginal and Torres Strait Islander Australians—the AASW's RAP will also help to educate and build a better understanding of the histories and cultures of the First Australians to those working in the profession.

An Innovate RAP will ensure the AASW builds the right foundations for positive and sustainable long-term outcomes. We look forward to working with you as the AASW implements the RAP and build its contribution to Australia's reconciliation.

A handwritten signature in cursive script that reads "Leah Armstrong".

Leah Armstrong
CEO Reconciliation Australia



Message from AASW National President



It is my great privilege as National President to present the Australian Association of Social Workers' (AASW) first Reconciliation Action Plan (RAP).

The AASW Board is deeply committed to the AASW's reconciliation journey, and this RAP is a real opportunity to turn our good intentions into action. It also provides the social work profession with a powerful reminder of the continuing impact of history on our profession and the communities our profession serves.

Our reconciliation journey has now developed into this action plan which we hope will enable the AASW to improve relationships with, show respect for, and increase opportunities for Aboriginal and Torres Strait Islander peoples as colleagues, community members and people who use our services.

It is the AASW's intention, through this RAP, to engage as much as possible within our sphere of influence in the national effort to close the gaps between Aboriginal and Torres Strait Islanders peoples and other Australians, and to achieve equality in this country.

This RAP is also an important opportunity to acknowledge the strength and resilience of our Aboriginal and Torres Strait Islander colleagues, community members and people who use our services.

It is my great hope that through this RAP we move forward together in the spirit of reconciliation and solidarity, for a more just Australia.

A handwritten signature in cursive script that reads "K Healy".

Professor Karen Healy
AASW National President



Our vision:

The Australian Association of Social Workers (AASW) is the lead national Association for Australian Professional Social Workers. We set the benchmarks for professional education and practice in Social Work. We have a strong voice on matters of social inclusion, social justice, human rights and issues that impact upon the quality of life of all Australians. We seek a close and collaborative relationship with educational institutions, industry, government, client associations, and the community. The AASW acknowledges the critical importance of the contribution made by Aboriginal and Torres Strait Islander members.

Our vision for Reconciliation:

The AASW is committed to leading and supporting reconciliation within our sphere of influence.

The AASW's vision for Reconciliation is to increase understanding across the Australian social work profession and more broadly, about the histories and culture of the First Australians, to celebrate their achievement and resilience and to develop meaningful relationships founded on respect.

Other strategies and documents of the AASW which are intended to promote Reconciliation and embed the principles of Reconciliation within the AASW are:

- A designated Aboriginal or Torres Strait Islander Director position on the AASW Board.
- Adoption of a formal Aboriginal and Torres Strait Islander acknowledgement, now enshrined in key documents, such as our *Code of Ethics* and education standards which states:
 - Social workers acknowledge the Aboriginal and Torres Strait Islander peoples, the First Australians, whose lands, winds and waters we all now share, and pay respect to their unique values, and their continuing and enduring cultures which deepen and enrich the life of our nation and communities.
 - Social workers commit to acknowledge and understand the historical and contemporary disadvantage experienced by Aboriginal and Torres Strait Islander peoples and the implications of this for social work practice.

- Social workers are responsible for ensuring that their practice is culturally competent, safe and sensitive.
- *Code of Ethics 2010*.
- *Australian Social Work Education and Accreditation Standards (ASWEAS)*, including specific Aboriginal and Torres Strait Islander curriculum content requirements for all AASW accredited social work education programs in Australia.
- AASW statement of apology to Aboriginal and Torres Strait Islander Peoples
<http://www.aasw.asn.au/document/item/618>
- Cultural awareness training and development for AASW staff, officeholders and members.
- AASW Position Statements on Indigenous Health and Indigenous Education and Employment.
- Engagement in a range of social policy issues to promote reconciliation, respect and understanding.
- Maintenance of a Reconciliation webpage on the AASW website.
- To work closely with our Indigenous partner organisations, such as, the National Coalition of Aboriginal and Torres Strait Islander Social Workers Association (NCATSIWA) and Indigenous Allied Health Australia (IAHA) in the achievement of Reconciliation.

Our mission:

The AASW has corporate responsibility for promoting and regulating the Social Work profession in Australia. The AASW represents Social Workers by ensuring the sustainable development of the profession, the maintenance of accountability and compliance with the benchmark standards, and the promotion of Professional identity. Membership offers Social Workers the opportunity to work collectively to contribute to Australian Society, its communities and institutions, in a way that is dedicated to improving social inclusion and social well-being.

To assist in achieving our Vision and Mission, the AASW employs approximately 32 staff nationally across its two National offices and nine Branch offices combined. These staff are based across the country, with the National Offices located in Canberra and Melbourne and a Branch office located in each capital city, as well as a regional Branch in North Queensland. The AASW staff group represents many cultural and ethnic backgrounds, however to date no staff identify as an Aboriginal or Torres Strait Islander person. The AASW welcomes the opportunity to change this and identifies strategies in relation to this within the RAP.

Our objectives:

The AASW's objectives are to:

- Promote the profession of social work.
- Establish, monitor and improve practice and ethical standards.
- Contribute to the development of social work knowledge and research.
- Develop, review and accredit the education standards for social workers.
- Advocate for the pursuit of social justice and changes to social structures and policies in order to promote social inclusion and redress social disadvantage.
- Promote and facilitate members' professional development and life-long learning.
- Represent and advocate for the interests of members as a group.

Purpose of the AASW RAP:

Reconciliation Australia identifies four types of Reconciliation Action Plan (RAP): Reflect RAP; Innovate RAP; Stretch RAP; and Elevate RAP. All RAPs receiving Reconciliation Australia endorsement commit to one of the four types of RAPs which best suit their organisation at that point in time. Of the four types of RAPs supported by Reconciliation Australia, the AASW identifies with the Innovate RAP, at this point in our history and development. As we progress reconciliation, this may be reviewed and our RAP may change to one of the other RAP types, as appropriate over time.

Innovate RAP

An Innovate RAP will involve the AASW working with our Aboriginal and Torres Strait Islander stakeholders to test and trial approaches that build relationships, show respect and improve opportunities. An Innovate RAP will enable us to continue to build the right foundations for long-term outcomes.

The purpose of the AASW's RAP is:

- To describe the strategy of the Board to achieve reconciliation and promote understanding.
- To recognise the special place of Aboriginal and Torres Strait Islander Peoples as the First Australians.
- To demonstrate respect for Aboriginal and Torres Strait Islander ways of knowing, being and doing through incorporation into social work theory and practice.
- To facilitate social workers becoming better informed about working with First Australians to achieve the provision of culturally competent, safe and sensitive practice.

The National RAP will be complemented by Branch based Reconciliation activities to further the achievement of these goals.

The National RAP will continue to be lead and monitored by the RAP Taskforce, which will be a Committee of the Board. The tenure of the RAP Taskforce will be until June 2015, in line with the timeframe for this RAP, at which time progress and achievements will be reviewed and the RAP and Taskforce updated accordingly.

Our Reconciliation Action Plan

Goal 1: Relationships: Developing meaningful relationships built on trust

Strategy	Actions	Responsibility	Timeline	Measurable target
To establish a Reconciliation Action Plan (RAP) Taskforce made up of Aboriginal and Torres Strait Islander stakeholders and other staff/ stakeholders to build relationships and drive Reconciliation within the AASW.	AASW Board of Directors appointed a RAP Taskforce at its 23 August 2013 meeting, for the purposes of leading Reconciliation within the AASW and overseeing the implementation of this RAP.	AASW Board of Directors	23 August 2013	Reconciliation high on the AASW agenda.
	Expand RAP Taskforce to include additional staff and Aboriginal and Torres Strait Islander members.	Aboriginal Board Director and Senior Manager	September – October 2013	Aboriginal and Torres Strait Islander perspectives, influences and voices are included in the RAP.
To develop Branch RAPs, informed by the National RAP.	Branches to develop local RAP strategies and actions to complement the National RAP.	CEO to work with Branch Presidents	Interim progress report by June 2014, with full implementation by December 2014	Branch reconciliation actions and timeframes identified.
To explore and progress the appointment of both Aboriginal and/or Torres Strait Islander and non-Indigenous National RAP Ambassadors and/or Champions.	Commence conversations with potential Champions.	Aboriginal Director	Champion in place by March 2014	Champion appointed and actively engaged.

Goal 1: Relationships: Developing meaningful relationships built on trust

Strategy	Actions	Responsibility	Timeline	Measurable target
To gather, share and publish stories about Aboriginal and Torres Strait Islander social workers involvement with the AASW.	Invite Aboriginal and Torres Strait Islander AASW members and non-members to share their social work practice histories, stories, knowledge and experience through requests in e-Bulletins, <i>National Bulletin</i> and other strategies, as well as AASW and taskforce members personally approaching Aboriginal and Torres Strait Islander members to invite them to share these histories.	To be lead by Senior Manager Communications & Social Policy and the National Social Policy Committee	By end December 2013	Histories/stories from Aboriginal and Torres Strait Islander AASW members published on the AASW website and other relevant publications.
	Publish histories/stories on the AASW website and in a special Reconciliation <i>National Bulletin</i> edition.	Senior Manager Communications & Social Policy	Autumn 2014 <i>National Bulletin</i>	Histories/stories published in a special Reconciliation edition of the <i>National Bulletin</i> .
To participate in National Reconciliation Week.	To develop national and branch strategies in line with the annual National Reconciliation Week theme.	RAP Taskforce, Senior Manager Social Policy, Communications Officer, AASW Branches	27 May and 3 June 2014 (and annually thereafter)	The anniversaries of the successful 1967 referendum and the High Court Mabo decision recognised and celebrated annually.
To develop and/or strengthen AASW's working relationships and partnerships with Aboriginal and Torres Strait Islander organisations and services.	To write to the National Coalition of Aboriginal and Torres Strait Islander Social Workers Association (NCATSISWA), Indigenous Allied Health Australia (IAHA) and other peak Aboriginal organisations and services to advise of launch of AASW RAP, and to seek their advice about further services and strategies for communication.	National President	September 2013 (or following completion of national RAP)	New relationships formed with Aboriginal and Torres Strait Islanders organisations.

Goal 2: Respect: Engendering respect and enhancing skill amongst social workers

Strategy	Actions	Responsibility	Timeline	Measurable target
To embed the RAP within the AASW, in order to ensure that all work of the AASW is culturally competent, safe and sensitive.	All senior managers and Branch Presidents to work with their respective national committees, staff and Branch Management Committees to ensure that RAP strategies are embedded in all areas of their work.	Senior Managers & Branch Presidents	By end December 2013 (for strategies to be embedded, but recognising that meaningful engagement and actual progress will take much longer and will be ongoing)	RAP integrated across all areas of the AASW.
	To create a Reconciliation page on the AASW website and update any Aboriginal and Torres Strait Islanders resources and position statements on our website, as required.	Senior Manager Social Policy and Communications Officer	November 2013 (by time of launch of RAP)	Website updated and Reconciliation page created.
	All national and branch staff to undertake a workshop on the AASW's RAP and ethical and practice guideline regarding culturally competent, safe and sensitive organisations.	Senior Manager Ethics & Standards and National Ethics & Practice Standards Officer	April 2014	All national and branch staff have undertaken a workshop on the AASW's RAP and ethical and practice guideline regarding culturally competent, safe and sensitive organisations. Branch and national documentation, processes and practice reflect ethical and practice guidelines.
	Explore the establishment of a working group to advise on cultural considerations and/or appropriateness of all AASW major policy and funding decisions. Eg. applying the question to every decision: how is this going to advantage or disadvantage Aboriginal and Torres Strait Islander peoples?	RAP Taskforce	June 2014	Aboriginal and Torres Strait Islander perspectives, influences and voices are considered in all key AASW decisions.

Goal 2: Respect: Engendering respect and enhancing skill amongst social workers

Strategy	Actions	Responsibility	Timeline	Measurable target
To develop Aboriginal and Torres Strait Islander cultural protocols.	To continue to commence all AASW meetings and events with an Acknowledgement of Country or Welcome to Country.	All Board members, staff and committee members	Commenced in 2011 and will continue until June 2015, and then reviewed as part of the RAP review.	Aboriginal and Torres Strait Islander peoples recognised as the First Australians, and awareness of Aboriginal and Torres Strait Islander Australians' ongoing connection to place promoted at all AASW events.
To actively promote culturally competent, safe and sensitive practice, as described in the <i>Code of Ethics 2010</i> and <i>Practice Standards 2013</i> .	All senior managers and Branch Presidents to work with their respective national committees, staff and Branch Management Committees to ensure that RAP strategies are embedded in all areas of their work.	Senior Managers and Branch Presidents	From November 2013 (launch) to June 2015 (review)	Culturally competent practice promoted at all opportunities.
	Publish articles on culturally competent, safe and sensitive practice, as described in the <i>Code</i> and <i>Practice Standards</i> .	National Ethics & Practice Standards Officer, in consultation with cultural advisor/s, both nationally and internationally, and other members and non-members	Autumn 2014 <i>National Bulletin</i>	Article published for all members promoting culturally competent practice.
	Develop ethical/practice guidelines in relation to culturally competent practice, informed by the Bulletin article, to publish on the website.	National Ethics & Practice Standards Officer, in consultation with cultural advisor/s	March 2014	Ethical/practice guidelines available for all members in relation to culturally competent practice.

Goal 2: Respect: Engendering respect and enhancing skill amongst social workers

Strategy	Actions	Responsibility	Timeline	Measurable target
To uphold the <i>Code of Ethics</i> by investigating allegations of breaches relating to racist, discriminatory or culturally incompetent practice.	Respond to complaints relating to culturally incompetent practice received through the Ethics Complaints Management Process (ECMP).	Senior Manager Ethics & Standards	Commenced in November 2010 and will continue until RAP review in June 2015.	<p><i>Code of Ethics</i> and ECMP is used to uphold and enforce AASW's commitment to culturally competent practice.</p> <p>Complainants provided with a culturally safe and confidential process for lodging complaints.</p> <p>AASW to implement and monitor any recommendations for development of culturally competent practice, which may be identified by the Ethics Complaints Management process.</p>
To inform the international social work community about the Australian RAP.	Write to the International Federation of Social Workers (IFSW) advising of the launch of the Australian RAP.	National President	November 2013 (or following completion of national RAP)	International social work community informed about the Australian RAP.
	Write to the International Association of Schools of Social Work (IASSW) advising of the launch of the Australian RAP.	National President	November 2013 (or following completion of national RAP)	International social work community informed about the Australian RAP.
	Submit an article (eg. a first progress report) in an IFSW e-newsletter when we have progress to report.	National President	Following first annual progress report to AASW members in 2013/14 Annual Report	International social work community informed about the progress of the Australian RAP.

Goal 2: Respect: Engendering respect and enhancing skill amongst social workers

Strategy	Actions	Responsibility	Timeline	Measurable target
To promote and support the attendance of AASW Aboriginal Director and/or other AASW representatives at relevant national and international Indigenous events.	AASW to fund Aboriginal Director to attend Second International Indigenous Voices in Social Work Conference in Canada in July 2013.	AASW Board	July 2013 (completed)	Aboriginal Director's attendance at conference supported and funded by AASW.
	Announce conference attendance in e-Bulletins in the lead up to the event.	Senior Manager Communications	June/July 2013 (completed)	Aboriginal Director's attendance at conference promoted to members.
	Write article for e-Bulletin or <i>National Bulletin</i> about the conference.	Aboriginal Director	September 2013 (completed)	Conference outcomes promoted to members.
	Continue to identify relevant Indigenous events for AASW representation.	Aboriginal Director & relevant others	Commenced in April 2013 and will continue until RAP review in June 2015.	AASW represented at relevant Indigenous events.
	Promote such representations to AASW members via social media, as appropriate.	Senior Manager Communications	Commenced in April 2013 and will continue until RAP review in June 2015.	AASW representation at relevant Indigenous events promoted to members.

Goal 2: Respect: Engendering respect and enhancing skill amongst social workers

Strategy	Actions	Responsibility	Timeline	Measurable target
To develop national continuing professional development (CPD) curriculum focusing on Aboriginal or Torres Strait Islander specific content (eg. Through the inclusion and delivery of National CPD programs developed by the CPD Program Officer).	Develop and launch an online CPD session focusing on culturally competent practice in Australia. (target audience to be both Australian social workers and internationally qualified social workers newly arrived in Australia).	CPD Program Officer, in collaboration with International Qualifications Assessment (IQA) Professional Officer, and cultural advisor/s.	June 2014	CPD session on culturally competent practice launched and available online for members and newly arrived social workers in Australia.
	Education and Knowledge Development team to advise on the possibility of making this activity a requirement for all non-Indigenous AASW members.	Senior Manager Education and Knowledge Development	December 2013	Decision made regarding feasibility of mandatory training.
To ensure that discussion and comment on social justice matters specifically considers the effects on Aboriginal and Torres Strait Islander people.	All social justice advocacies to specifically consider effects on Aboriginal and Torres Strait Islander peoples and seek input from Indigenous members.	Senior Manager Communications; Social Policy Officer; Media & Communications Officer	From November 2013 (launch of RAP) until review of RAP in June 2015.	All AASW social justice advocacy considers effects on Aboriginal and Torres Strait Islander peoples.
To promote and participate in NAIDOC Week celebrations.	To develop National and Branch actions in line with the NAIDOC Week theme to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples.	RAP Taskforce, Senior Manager Social Policy, Communications Officer, AASW Branches	July 2014 (and annually thereafter)	Aboriginal and Torres Strait Islander history, culture and achievements celebrated.

Goal 3: Creating opportunities

Strategy	Actions	Responsibility	Timeline	Measurable target
To actively promote and support opportunities for First Australians to take up leadership positions within the Association and/or the profession (eg. appointments to AASW committees and employment within Schools of Social Work).	All EOIs for appointments to AASW positions to encourage Aboriginal and Torres Strait Islander people to apply.	Board and CEO	To commence November 2013 (RAP launch) until June 2015 (RAP review)	Aboriginal and Torres Strait Islander people represented on AASW committees.
	Investigate the creation of AASW observer positions enabling people considering a leadership position within the AASW to attend Board, Branch Management or national committee meetings as an observer.	Board, Branch Management Committees	By March 2014	Advice received and decision made regarding the feasibility of observer positions.
To continue to ensure that the Aboriginal or Torres Strait Islander Director position is filled and promoted.	To actively recruit and fill this position whenever it becomes vacant or an incumbent's tenure expires.	Board	Commenced in January 2013 and will continue until RAP review in June 2015.	Aboriginal or Torres Strait Islander Director position continually filled and promoted.
	To identify how this role has contact with and is relevant to Aboriginal and Torres Strait Islander members.	Aboriginal Director	By March 2014	Aboriginal Director role understood by and engaged with members.
	To explore strategies such as a regular column from Aboriginal Director in the <i>National Bulletin</i> , regular posts on Twitter or Facebook on behalf of Aboriginal Director commenting on social justice issues as they relate to Aboriginal and Torres Strait Islander peoples.	Aboriginal Director; Senior Manager Communications; Social Policy Officer	From November 2013 to June 2015	

Goal 3: Creating opportunities

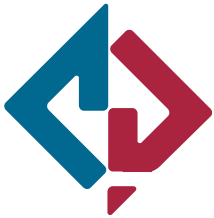
Strategy	Actions	Responsibility	Timeline	Measurable target
To promote opportunities for Aboriginal and Torres Strait Islander social workers to participate in leadership opportunities within the profession.	To advise Aboriginal and Torres Strait Islander services whenever we are recruiting to fill the AASW Aboriginal Director position and encourage circulation of this info to their members or EOIs from within these organisations.	National President	From November 2013 (RAP launch) until June 2015 (RAP review)	Relationships with Aboriginal and Torres Strait Islanders organisations strengthened.
To support supplier diversity and Aboriginal and Torres Strait Islander businesses.	To identify and act on opportunities to support Aboriginal and Torres Strait Islander businesses, through support, promotion or direct contracting of such businesses.	Board, CEO, Senior Manager Communications, Communications Officer	From November 2013 (RAP launch) until June 2015 (RAP review)	Aboriginal and Torres Strait Islander supplier opportunities in many different sectors supported and improved.

Goal 4: Tracking our progress and reporting

Strategy	Actions	Responsibility	Timeline	Measurable target
To launch the National RAP, following the completion of the work of the taskforce.	Launch the RAP.	Board	By November 2013	AASW RAP launched.
To promote the RAP to all members via our publications and social media.	Promote the launch of the RAP via posts on Twitter, and Facebook.	Senior Manager Communications	November 2013 (or immediately prior and following RAP launch)	AASW RAP promoted to members.
	Promote the launch of the RAP on the AASW website.	Senior Manager Communications	November 2013 (or immediately prior and following RAP launch)	
	Promote the launch of the RAP in e-Bulletins and <i>National Bulletin</i> .	Senior Manager Communications	November 2013 (or immediately prior and following RAP launch)	
Senior management to monitor the implementation of the RAP and provide biannual progress reports to the Board.	RAP progress updates to be incorporated into the Senior Managers' quarterly report template.	Senior Manager Ethics & Standards to add this to template	September 2013 (completed)	RAP progress reported to Board quarterly.
The Board to review progress and update the RAP annually.	Add an annual RAP review item to ongoing Board agenda.	CEO/Board	End June 2014 (and then annually thereafter)	RAP reviewed annually.

Goal 4: Tracking our progress and reporting

Strategy	Actions	Responsibility	Timeline	Measurable target
The Association to report on RAP progress to members annually.	RAP progress reports to be included in every Annual Report.	Senior Manager Communications	Progress report (to extent possible) to be included in 2013/14 Annual Report, with full progress reports to be included annually thereafter	RAP progress reported annually to members.
The Association to report to Reconciliation Australia annually.	AASW RAP progress reports to be provided to Reconciliation Australia, including completion of the RA Impact Measurement Questionnaire.	CEO	After June 2014 (and then annually thereafter)	Reconciliation Australia aware of AASW progress, achievements and challenges, and can use this to inform good practice and RAP developments. Completion of RA Impact Measurement Questionnaire.
The Association to review and update RAP.	Review the progress and achievements of the RAP 2013-2015 and update future targets and actions accordingly.	Board and RAP Taskforce	June 2015	RAP reviewed and updated with new targets for 2015 and beyond.



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