



Innovate Reconciliation Action Plan

January 2026 to December 2027

About the artwork

Artwork commissioned by
Ability Options, February 2020.

Artist
Thomas Sullivan –
Gamilaroi man from Walgett.

Tribal meetings
This is a meeting place for Aboriginal men and women, who have travelled from many different tribes.
From walking many different tracks to travelling through the rivers.



Story of the painting

The circles in the middle represent tribes coming together in a meeting place.

The tribe men and women are sitting around the circles.

All the lines represent tracks of which the tribes have travelled.

The top right corner and bottom left corner represent the rivers and waterholes.

Introduction

At Ability Options, we acknowledge and honour the Traditional Custodians of the lands and waters upon which we work and live. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander Australians. Our commitment to reconciliation is an essential and enduring aspect of our organisation's purpose.

In acknowledging the past, we recognise the historical injustices, inequities, and traumas experienced by the Aboriginal and Torres Strait Islander peoples of this land. We acknowledge that this history continues to impact lives and communities today. Reconciliation requires us to actively address the injustices of the past, to listen and learn, and to work collaboratively towards a future of unity, understanding, and equality.

This Reconciliation Action Plan (RAP) is our commitment and roadmap outlining our intentions, actions, and accountability as we strive for a more just, inclusive, and harmonious society.

Eora Dharug Dharawal
Awabakal
Kuring-gai Worimi
Country
Dainggatti Darkinung
Wonnarua Tharawal
Biripi Gumbainggir

The traditional owners of the land on-which our Ability Options offices, sites, accommodation homes and room hires reside.

Statement from CEO of Reconciliation Australia

Reconciliation Australia commends Ability Options 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 Ability Options 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, Ability Options 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 close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Ability Options is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Ability Options 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 Ability Options on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

Message from our CEO and Board Chair

Ability Options' commitment to building Respect, Reconciliation, Relationships and Opportunities with Aboriginal and Torres Strait Islander communities continues unabated. We were disappointed in the response to the 2023 referendum and we are determined as an organisation to continue to actively support reconciliation.

We feel strongly that reconciliation is important leading to inclusive communities and aligns closely with our mission to support people who need assistance to achieve their aspirations and inclusion in the community.

Our second Reconciliation Action Plan for the period January 2026 to December 2027 reinforces our continued commitment to reconciliation.

We commit to:

- Engage with Aboriginal and Torres Strait Islander staff and participants
- Develop a deeper understanding within our organisation to enable true reconciliation
- Create opportunities for Aboriginal and Torres Strait Islander peoples to work in our services
- Create opportunities for Aboriginal and Torres Strait Islander peoples to be supported by our services and to find work through our Employment and Specialist Programs
- Engage with Aboriginal and Torres Strait Islander businesses and suppliers

We recognise that economic participation and development are central to enhancing the wellbeing of Aboriginal and Torres Strait Islander peoples and that opportunities have been and remain unequal. We believe that workplaces and services that are inclusive and focused on reconciliation will better attract and deliver on the career aspirations of Aboriginal and Torres Strait Islander peoples, thereby benefiting generations to come. We will ensure cultural perspectives become embedded in Ability Options as a community and inclusion organisation. We are challenging ourselves to grow from being culturally capable in 2024 to being culturally proficient in the future building a workplace that values diversity, improving our staff engagement and provides benefits for participants such as opportunities, support and a more inclusive environment.

Signed off by our CEO and Board Chair



Julia Squire
CEO



Robert Lang
Board Chair



Our vision for reconciliation

Ability Options' stated vision is to inspire and lead communities, creating opportunity and services for people to participate fully in society and our Reconciliation Action Plan is aligned with that long-standing commitment.

Our vision for our second RAP continues our journey towards reconciliation — ensuring Aboriginal and Torres Strait Islander peoples have a voice and equal opportunities and where their unique cultures, knowledge, and contributions are celebrated and valued.

We will work with our staff, our participants and our communities in our collective effort to achieve Reconciliation with Aboriginal and Torres Strait Islander peoples. Through this genuine collaboration, education, and action, we believe we can create a better tomorrow, where respect, equity, and cultural diversity are at the heart of all that we do.

Our organisation

We are a large, experienced not-for-profit organisation founded in 1976, with a vibrant and diverse culture. As of late 2023, our 1253 staff assist more than 7,000 people with community inclusion, living/accommodation solutions as well as employment and support. With 103 sites in NSW, our geographic footprint runs along the NSW coast from North and Western Sydney, the Central Coast and the Hunter Region to the Mid North Coast, extending north to Yamba.

Our most recent RAP, which has now concluded, had a focus on increasing participation by Aboriginal and Torres Strait Islander peoples in Employment Services with some success. Over the period of that RAP, Ability Options transferred its Aboriginal and Torres Strait Islander focussed VTEC program to the NSW Aboriginal Land Council, which was best placed to provide this program. From then our focus has been to ensure our Employment Services are welcoming, open and culturally appropriate for Aboriginal and Torres Strait Islander peoples to choose and to be referred to. This new RAP will leverage our success in Employment Services and embrace the progress we have also made in our Disability Services, which support a wider range of people in our communities in their own homes and through services that we provide. All our teams are committed to building our capability to deliver programs attuned to the specific needs of Aboriginal and Torres Strait Islander participants.

At the time of writing, Ability Options employs 47 Aboriginal and/or Torres Strait Islander peoples (about 4% of our workforce) and we have been implementing strategies to encourage Aboriginal and Torres Strait Islander peoples to join our team, as covered below in the Opportunities section of our RAP.

Commitment to Reconciliation

As a leading provider of community services, we are committed to reconciliation. We understand that true reconciliation requires acknowledging past wrongs, addressing present disparities, and actively participating in building a better future. We commit to fostering a culture of respect, openness, and inclusivity within our organisation and beyond, where diverse cultures and contributions of Aboriginal and Torres Strait Islander Australians are honoured and celebrated. Our commitment extends to:

- **Actively listening** to the stories and experiences of Aboriginal and Torres Strait Islander peoples, seek to understand their perspectives, and educate us.
- Working to forge genuine, **meaningful relationships** with Aboriginal and Torres Strait Islander communities, built on trust, respect, and collaboration.
- Improving our **cultural awareness** by investing in programs, training, and initiatives to ensure our team members possess a deep understanding of Aboriginal and Torres Strait Islander cultures, traditions, and protocols.
- Commit to **increasing the representation** of Aboriginal and Torres Strait Islander peoples within our organisation and provide fair and equal employment opportunities.
- Seek to **engage** with Aboriginal and Torres Strait Islander businesses and suppliers.
- **Support** Aboriginal and Torres Strait Islander community initiatives, events, and projects, aligning with our core values.
- **Advocate** for policies and practices that promote Aboriginal and Torres Strait Islander rights, social justice, and equality.
- Maintain **transparency** in our actions and regularly report on our progress, holding ourselves accountable.

Through our actions, we strive for positive change, working hand in hand with Aboriginal and Torres Strait Islander communities honouring their resilience, amplifying their voices, and creating a future where reconciliation is a reality for all.



Our RAP

At Ability Options, we acknowledge and honour the Traditional Custodians of the lands and waters upon which we work and live. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander Australians. Our commitment to reconciliation is an essential and enduring aspect of our organisation's purpose.

In acknowledging the past, we recognise the historical injustices, inequities, and traumas experienced by Aboriginal and Torres Strait Islander peoples. We acknowledge that this history continues to impact lives and communities today. Reconciliation requires us to actively address the injustices of the past, to listen and learn, and to work collaboratively towards a future of unity, understanding, and equality.

This Reconciliation Action Plan is our commitment and roadmap outlining our intentions, actions, and accountability as we strive for a more just, inclusive, and harmonious society. We are committed to bridging gaps and creating a more inclusive organisation. Currently, some key gaps include:

- **Cultural Awareness:** Limited understanding of Aboriginal and Torres Strait Islander cultures across the organisation.
- **Representation:** Under representation of Aboriginal and Torres Strait Islander employees, especially in leadership roles.
- **Policy Inclusion:** Policies do not fully consider Aboriginal and Torres Strait Islander perspectives and needs.
- **Community Engagement:** Improve connections and partnerships with Aboriginal and Torres Strait Islander communities.
- **Employee Voice:** Increase opportunities for Aboriginal and Torres Strait Islander employees to share experiences and provide feedback.
- **Participant Voice:** Strengthen avenues for Aboriginal and Torres Strait Islander participants to express their aspirations, share lived experiences and shape the supports they receive.
- **Recognition:** Acknowledgment of Aboriginal and Torres Strait Islander contributions and achievements.

Addressing these gaps will help us build a more respectful, inclusive workplace by fostering connections between employees and our community and encouraging active engagement in reconciliation efforts.

Our RAP internally is championed by the organisation's Senior Leadership Team, led by Ability Options' Chief Quality, Practice, Assurance & Accommodation and Executive team member, Michelle Hodge (Executive RAP Champion) (Wandandian Country).

Our RAP Lead is supported by our RAP Working group. The working group is made up of volunteer members from a range of geographic and cross-divisional representatives and two Board members.



A staff member shares cultural face painting during our NAIDOC Week event. This activity supports our RAP Action Plan by building cultural understanding and a respectful, culturally safe workplace.

Our Achievement to-date

Ability Options has partnered with specialist organisations to enhance our staff's cultural awareness and understanding of the rich heritage, strengths, and perspectives of Aboriginal and Torres Strait Islander communities. In 2021, a partnership with Evolve Communities was established. Evolve delivers online training sessions for our staff and our overall compliance rate is stable at around 88%.

We have 47 Aboriginal and/or Torres Strait Islander staff, employed across the organisation, which is about 4% of our workforce. We believe that there are other staff who may not currently choose to identify as Aboriginal and / or Torres Strait Islander peoples. We will work within this RAP to find culturally appropriate ways to understand this.

Ability Options has 250 Aboriginal and Torres Strait Islander NDIS participants (about 10% of our total 2,500 participants), and we have a long-standing commitment to assisting Aboriginal and Torres Strait Islander peoples to find meaningful work. Our employment services have about 1200 participants (about 12% of the total of 10,000 participants), but we have found it challenging to achieve sustainable employment outcomes for Aboriginal and Torres Strait Islander peoples, with around 8% of our 340 Aboriginal and Torres Strait Islander participants maintaining long-term employment. We are now part of an employment services partnership through an organisation called CoAct which

gives us the opportunity to work with all CoAct partners to improve employment outcomes for Aboriginal and Torres Strait Islander peoples.

We participate in Aboriginal and Torres Strait Islander cultural activities and events throughout the year. Staff have expressed that attending these events has helped them gain valuable insights into the challenges faced by Aboriginal and Torres Strait Islander communities, as well as a deeper understanding of historical injustices and future aspirations. They feel that this increased awareness helps them build stronger connections with colleagues and participants, enriching their day-to-day interactions.

As our organisation has evolved, we made the decision to step away from delivering Vocational Education and Training (VET) employment contracts and have concluded our partnership with the Aboriginal and Torres Strait Islander organisation that co-created our Reconciliation Action Plan (RAP). While not related to each other, these changes mark the end of a significant chapter in our reconciliation efforts.

While this shift meant a departure from some of our earlier activities, it also provided us with the opportunity to refocus and explore new ways to advance reconciliation. Without the operational focus on VET contracts or the specific partnership, we can direct our efforts toward initiatives that align more closely with our current goals and priorities.

The experience and insights gained through our partnership and previous RAP activities remain invaluable. They provide a strong base for us to build upon as we look to develop innovative and impactful strategies for fostering reconciliation.

This change allows us to realign with fresh opportunities, ensuring our actions continue to reflect our commitment to meaningful engagement and progress.



Cecilia is an Aboriginal and Torres Strait Islander woman from Nambucca Heads. She identifies as an artist and has some works in local galleries for sale. Cecilia lives in one of Ability Options' Supported Independent Living homes.



When the Ability Options Toukley office opened, it was officially welcomed to the community under a traditional Smoking Ceremony, performed by Senior Education and Tourism Officer Kevin Duncan.

A Culturally Safe Workplace

We are committed to fostering a culturally safe workplace where every individual, regardless of their background, feels valued, respected and understood.

We understand that cultural safety is pivotal to achieving genuine reconciliation and creating an inclusive environment. A core component of our commitment to cultural safety is our online cultural awareness training module, which is designed to educate and empower our staff, ensuring they have the knowledge and tools to interact respectfully with Aboriginal and Torres Strait Islander colleagues, clients and communities.

Our training provides essential insights into Aboriginal and Torres Strait Islander histories, cultures and protocols, enabling team members to navigate conversations and interactions with cultural sensitivity. It encourages open dialogue, promotes active listening, and emphasises the importance of acknowledging and respecting Aboriginal and Torres Strait Islander perspectives.

Our demonstrated commitment to educating staff represents a proactive step to enhance cultural awareness and improve cultural competence and understanding, thereby ensuring Ability Options is a place where everyone can thrive, knowing their unique cultural identity is valued and celebrated.

We believe that a culturally safe workplace not only benefits our team but also strengthens our commitment to reconciliation and contributes to a more harmonious and equitable society.

The Three Pillars

It is clear a Reconciliation Action Plan serves, guides and empowers an organisation to take meaningful steps towards building a more inclusive and equitable society. Our RAP is based on Reconciliation Australia's model, which has three foundational pillars – Relationships, Respect and Opportunities.

These pillars underpin our reconciliation journey

- **Respect** embodies our acknowledgement of historical injustices;
- **Relationships** emphasise our commitment to building genuine partnerships; and
- **Opportunities** reflect our dedication to creating pathways for meaningful change.

Together, these three pillars establish a sure footing upon which we can build an organisation that embraces diversity and celebrates Aboriginal and Torres Strait Islander cultures.

Relationships



We recognise engaging and building authentic, meaningful connections with our Aboriginal and Torres Strait Islander staff, participants and communities is not only a fundamental aspect of reconciliation but is also the cornerstone on which our ongoing journey is built. Through these relationships, we aim to build trust and deepen our understanding to create a sense of shared purpose.

Key Priority - Strengthen respectful relationships and promote reconciliation through engagement, celebration, influence, and inclusion

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2026	Executive Team
	• Working with stakeholders, develop ongoing relationships with three to five Aboriginal and Torres Strait Islander organisations.	October 2026	Executive
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2026 & 2027	General Manager - Marketing & Communications (GMMC)
	• RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2026 & 2027	RAP Lead
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2026 & 2027	Executives
	• Organise at least one NRW event each year.	27 May - 3 June 2026 & 2027	RAP Lead & GMMC
	• Register all our NRW events with Reconciliation Australia .	27 May - 3 June 2026 & 2027	General Manager - People Services (GMPS)

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. 	May 2026	RAP Lead
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly. 	July 2026	GMMC
	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	January 2027	GMMC
	<ul style="list-style-type: none"> Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation. 	January 2027	GM - Employment Services (GMES)
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	September 2026	GMPS
	<ul style="list-style-type: none"> Develop, implement, and communicate an anti-discrimination policy for our organisation. 	Complete	GM – People Services (GMPS)
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on the effectiveness of our anti-discrimination policy. 	May 2026	GMPS
	<ul style="list-style-type: none"> Educate senior leaders on the effects of racism. 	October 2026	GMPS

Respect



Respect is an acknowledgment of the injustices and inequities endured by Aboriginal and Torres Strait Islander peoples. It is respectful to recognise the profound impact these experiences continue to impart on their lives and in their communities.

Respect represents our commitment to understanding, empathy and cultural sensitivity.

Respect encourages us to listen, learn and reflect on the histories of our Aboriginal and Torres Strait Islander staff, participants and communities. Respect asks us to honour the knowledge, customs and wisdom of Aboriginal and Torres Strait Islander peoples.

Through respect, we aim to create a workplace and society where diversity is embraced, voices are valued, and cultural identity is celebrated. Respect is the foundation upon which we will build a future of unity, equity and reconciliation for our organisation.

Key Priority – Building organisation awareness, understanding and respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Continue to implement the Aboriginal and Torres Strait Islander cultural learning strategy for our staff. 	June 2026	Senior Manager – Employee Engagement (SMEE)
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	March – September 2026	RAP Lead & SMEE
	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy. 	March – September 2026	RAP Lead & GMs
	<ul style="list-style-type: none"> Develop a program of structured cultural learning updates for all staff at least every two years. 	March 2027	RAP Lead & SMEE
	<ul style="list-style-type: none"> Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. 	March 2027	RAP Lead & GMPS

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. (cont)	<ul style="list-style-type: none"> Strengthening two-way dialogue between the RAP Working Group and all staff by holding yarning circles on regular basis Including consulting with Aboriginal and Torres Strait Islander staff to identify suitable topics. 	July 2026 & 2027	RAP Lead
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Review existing cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. 	April 2026	GMPS GMMC
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	September 2026	GMMC
	<ul style="list-style-type: none"> Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year, including the STAR awards. 	October 2026 & 2027	GMMC

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols. (cont)	<ul style="list-style-type: none"> Identify the Aboriginal and Torres Strait Islander Traditional Lands or Countries that AO offices and premises are located on and explore ways to incorporate this into everyday business as usual for the organisation e.g., email addresses, geographical area references. 	August 2026	GMPS, GMMC & GM ICT
	<ul style="list-style-type: none"> Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. 	Ongoing and review March 2026	CEO & GMMC
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	First week in July 2026 & 2027	GMPS
	<ul style="list-style-type: none"> Encourage RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2026 & 2027	RAP Lead
	<ul style="list-style-type: none"> Plan and participate internal NAIDOC Week events. 	First week in July 2026 & 2027	GMMC
	<ul style="list-style-type: none"> Promote and encourage participation in external NAIDOC events to all staff. 	First week in July 2026 & 2027	CEO & GMMC



Opportunities



Opportunities represent our commitment to creating pathways for positive change and growth, especially for our Aboriginal and Torres Strait Islander staff, participants and communities. We are dedicated to providing opportunities to support Aboriginal and Torres Strait Islander peoples and communities to thrive.

Opportunity encompasses initiatives such as increasing Aboriginal and Torres Strait Islander representation in our workforce, supporting Aboriginal and Torres Strait Islander owned businesses, investing in education and training and contributing to community development.

Through opportunities that encourage and empower, we aspire to continue to improve the organisation's cultural competence in relation to reconciliation which includes improving cultural awareness, representation policy inclusion, community engagement, employee voice, recognition and working towards a just, inclusive and harmonious workplace.

Key Priority – Creating opportunities for inclusion and service delivery

Action	Deliverable	Timeline	Responsibility
8. Clearly establish our Aboriginal and Torres Strait Islander service offers to both community and accommodation service participants.	<ul style="list-style-type: none"> Consult with current Aboriginal and Torres Strait Islander participants and staff on what we do well and where we can improve. 	March 2027	Executives
	<ul style="list-style-type: none"> Develop service offer communication documents for Aboriginal and Torres Strait Islander participants. 	June 2027	Executives & GMMC
	<ul style="list-style-type: none"> Explore identified and targeted recruitment for Aboriginal and Torres Strait Islander staff to provide appropriate support. 	February 2027	Executives & GMPS
9. Establish relationships to enable an accelerated number of Aboriginal and Torres Strait Islander peoples to work for the organisation.	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander talent acquisition and retention strategy. 	February 2027	GMPS
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff to consult on our talent acquisition and retention strategy. 	November and December 2026	GMPS

Action	Deliverable	Timeline	Responsibility
9. Establish relationships to enable an accelerated number of Aboriginal and Torres Strait Islander peoples to work for the organisation. (cont)	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	June 2026	GMPS
	<ul style="list-style-type: none"> Explore where identified and targeted roles can be established for Aboriginal and Torres Strait Islander candidates. 	November 2026 and ongoing	Executives & GMPS
10. Partner with CoAct to broaden engagement with Aboriginal and Torres Strait Islander peoples in our employment programs.	<ul style="list-style-type: none"> Work with Employment team Executive and Senior Leaders to set targets for the RAP duration to support the employment of Aboriginal and Torres Strait Islander peoples through our employment programs. 	May 2026	GMES
	<ul style="list-style-type: none"> Partner with CoAct on Reconciliation activities and employment target initiatives. 	March 2026	GMES
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic outcomes.	<ul style="list-style-type: none"> Prioritise procurement from Aboriginal and Torres Strait Islander owned businesses where it aligns with project needs, budget and organisational goals. 	Ongoing January 2026	GM Property Assets & Administration (GMPAA)
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	May 2026	Executives & GM PAA

Action	Deliverable	Timeline	Responsibility
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic outcomes. (cont)	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	June 2026 and ongoing	GMPAA
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	August 2026	GMPAA
	<ul style="list-style-type: none"> Communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	August 2026	GMPAA

Governance



Key Priority – Organisation Commitment – Executive Ownership

The CEO and Senior Leadership Team of Ability Options took collective ownership of the previous RAP as a clear indication of their commitment to the long-term success of the programs. The Board and current Executive team will do likewise.

Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain commitment to supporting Aboriginal and Torres Strait Islander representation on the RWG providing the support, development and time to succeed in their roles. 	January 2026 and ongoing	CEO
	<ul style="list-style-type: none"> Refresh RWG membership at least every two years to ensure all staff have the opportunity to be involved and engaged. 	March 2026 & 2027 and October 2026 & 2027	GMPS
	<ul style="list-style-type: none"> Establish and apply a Terms of Reference for the RWG and review annually. 	March 2026 and March 2027	RAP Lead and GMPS
	<ul style="list-style-type: none"> Meet at least four times per year to drive and monitor RAP implementation. 	February, May, August and November of 2026 and 2027	GMPS
13. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	February 2026	GMPS
	<ul style="list-style-type: none"> Engage our senior leaders and other staff in the delivery of RAP commitments. 	January 2026 onwards	Executives
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments. 	March 2026	GMPS

Action	Deliverable	Timeline	Responsibility
13. Provide appropriate support for effective implementation of RAP commitments. (cont)	<ul style="list-style-type: none"> Provide support to senior leaders to effectively champion our RAP internally. 	June 2026	GMPS & GMMC
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. 	June annually	GMPS
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey. 	1 August annually	GMPS
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Survey to Reconciliation Australia. 	30 September, annually	GMPS
	<ul style="list-style-type: none"> Report RAP progress to all staff and senior leaders bi-annually. 	June and December 2026 and 2027	RAP Lead, GMPS & GMMC
	<ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 	December 2027	RAP Lead & GMPS
	<ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	February 2026	GMPS
	<ul style="list-style-type: none"> Include RAP progress in annual report. 	November 2026 and 2027	RAP Lead, GMPS & GMMC
15. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	June 2027	GMPS

Conclusion

Our updated Reconciliation Action Plan for the period 2026 -2027 outlines our unwavering commitment to reconciliation with Aboriginal and Torres Strait Islander communities and to building an inclusive and equitable society. We have set a comprehensive roadmap emphasising building respectful relationships, increasing cultural awareness, and supporting our Aboriginal and Torres Strait Islander colleagues, participants and communities.

As an inclusion organisation, our mission places the rights and wellbeing of individuals, irrespective of their background, at the forefront of our efforts. Our dedication to reconciliation is linked to our commitment to empowering all voices and to improving inclusion for people with disabilities. Through implementation of our RAP, we envisage a future where reconciliation and inclusivity are a guiding force, creating a society that truly leaves no one behind.

Together, we will work towards a just society, where the principles of respect, trust, courage and inclusion are at the core of our mission the cornerstone of our work.

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AbilityOptions



Ability Options Reconciliation Action Plan 2026-2027

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