



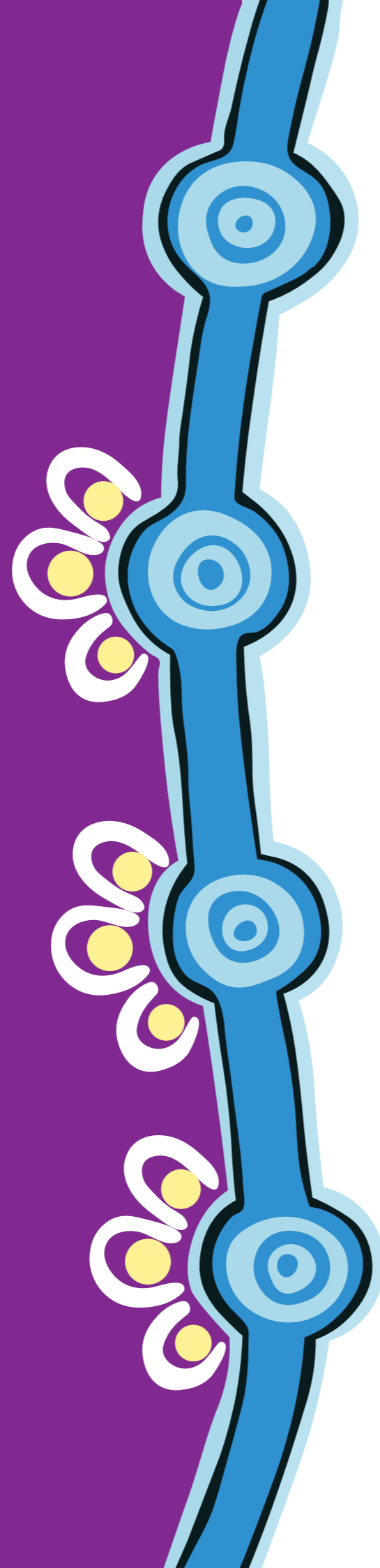
Reflect Reconciliation Action Plan

April 2022 — April 2023

The Disability Trust respectfully advises First Nations readers that this document may contain the names and images of people who have passed away.

The Disability Trust
www.disabilitytrust.org.au
ABN: 29 001 260 153

Front cover artwork 'United Journey' by LaToya Hall commissioned by The Disability Trust



ABOUT THE ARTIST LATOYA HALL

Proud Aboriginal woman and artist, a descendant of the Ngunnawal and Wiradjuri people LaToya was born in the town of Cowra and grew up in Canberra, now residing on Dharawal Country. LaToya has a close personal connection with The Disability Trust.

The artwork 'United Journey' tells a story about community and coming together to support, empower and encourage each other.

The design shows multiple meeting places linking with each other representing pathways to communities and access to the vital services that The Disability Trust provides across NSW, Victoria, and ACT. The meeting place symbols representing different communities depict the connections and unique relationships that Aboriginal and Torres Strait Islander people have with the Country and land, and the importance of balance between good health and respect for our traditions and culture.

Symbols representing the waterways and mountains signify the surrounding escarpment of the Illawarra, respectfully acknowledging the Dharawal people as the custodians of the land on which The Disability Trust operates. Handprints and other symbols represent people, culture, and Country. Animal tracks and footprints represent us on our journey to health and healing, keeping song, dance, and culture alive with a spiritual connection to our ancestors and The Dreaming. It demonstrates inclusive traditional ceremonies and celebrations.

You can find out more about the artist @:

www.kalariart.com.au/
www.indigenousartcode.org/member/latoya-hall/
www.facebook.com/toys.designs

ABOUT THE GRAPHIC DESIGNER LANI BALZAN



Proud Aboriginal woman from the Wiradjuri people of the three-river tribe. Lani's family originates from Mudgee but she grew up all over Australia and lived in many different towns, now calling Dharawal/Tharawal Country home.

Lani is a nationally recognised Aboriginal Artist and designer; her career started in 2014 when she designed a painting for the Cultural Season Art Competition and was announced as the winner. Lani is a multi award winning artist and designer.

Find out more about the graphic designer @:

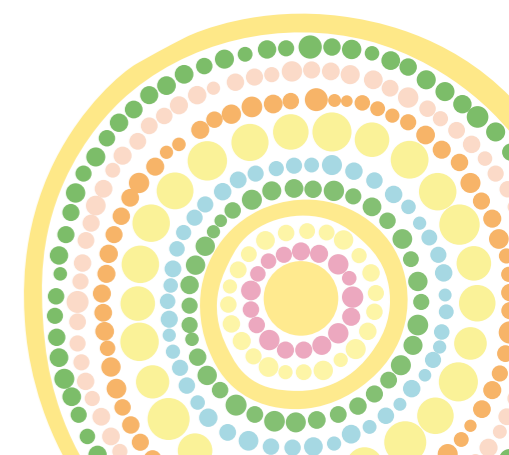
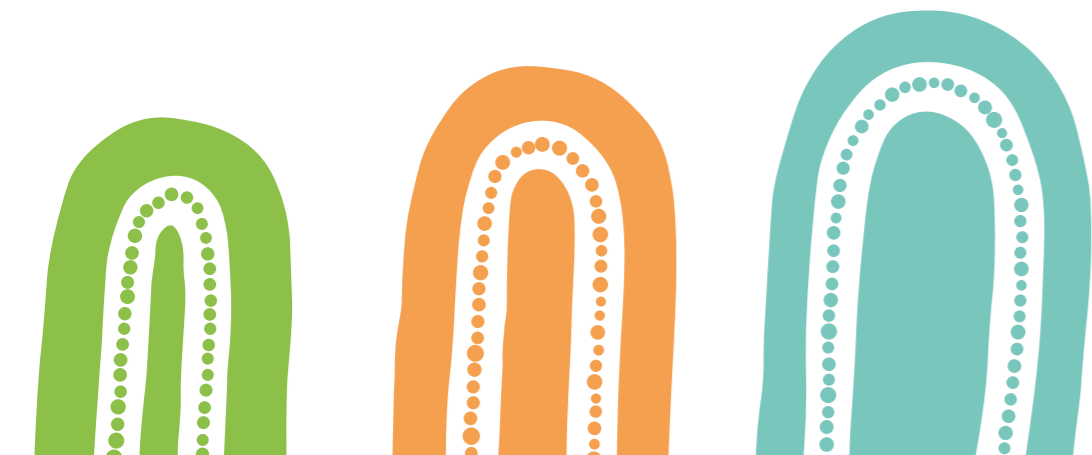
www.lanibart.com.au/

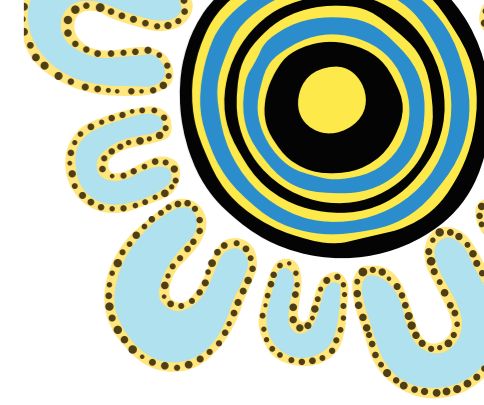


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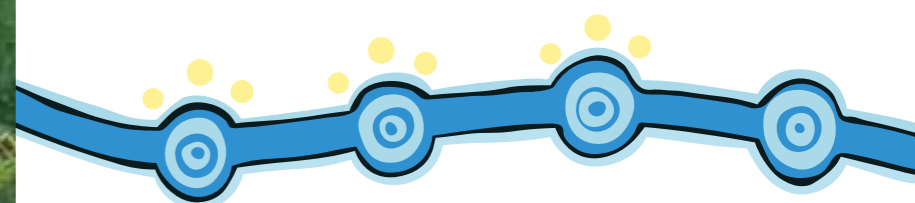




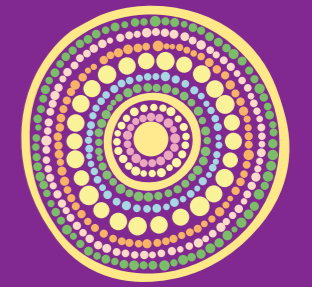
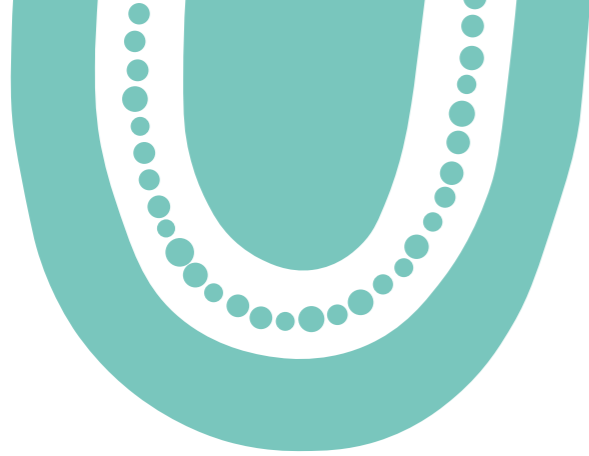
Acknowledgement of Country

The Disability Trust respects the unique cultures and languages of the continuing Custodians of the unceded Countries and Nations on which we provide services, including Ngunnawal, Ngambri/Kamberri, Yuggera, Turrbal, Yugambah, Yuin, Ngarigo, Worimi, Awabakal, Dharawal/Tharawal, Gundungurra/Gandangara/Gundungura, Gadigal, Bidjigal/Bedegal, Wurundjeri Woi Wurrung, Bunurong/Buun Wurrung, Wadawurrung and Dja Dja Wurrung countries.

With a commitment to reconciliation, we acknowledge the profound injustice, displacement and disadvantage that First Nations peoples have experienced as a result of European settlement, and the continuing experience of colonisation. We recognise the strength and intergenerational resilience of Aboriginal and Torres Strait Islander peoples, and honour the culture and wisdom that Elders have passed down to current and emerging community leaders.



Refer to appendix for a list of First Nations-informed resources that guided our knowledge of traditional place names.



Joint Foreword from Chief Executive Officer Margaret Bowen and Director of the Board Ian McClintock



Margaret Bowen, Chief Executive Officer



Ian McClintock, Director

It is with great pleasure that we present our Reflect Reconciliation Action Plan (RAP) for 2022-2023.

The Disability Trust respects the inter-generational resilience and strength that First Nations people have shown in caring for vulnerable community members throughout the eons, and the positives of living within a collectivist culture.

As a leader in disability services, it is important for us to show the way forward in shaping the sector and transforming the way that disability services are designed, with comprehensive consultation and collaboration with First Nations organisations and community members. We are very proud to have embarked on our reconciliation journey. We are committed to creating meaningful and respectful relationships with First Nations communities in all our service regions to promote social justice, autonomy of choice and self-determination for the people that we work with. We intend to continue striving towards being a culturally responsive disability supports provider and a culturally safe employer, while providing

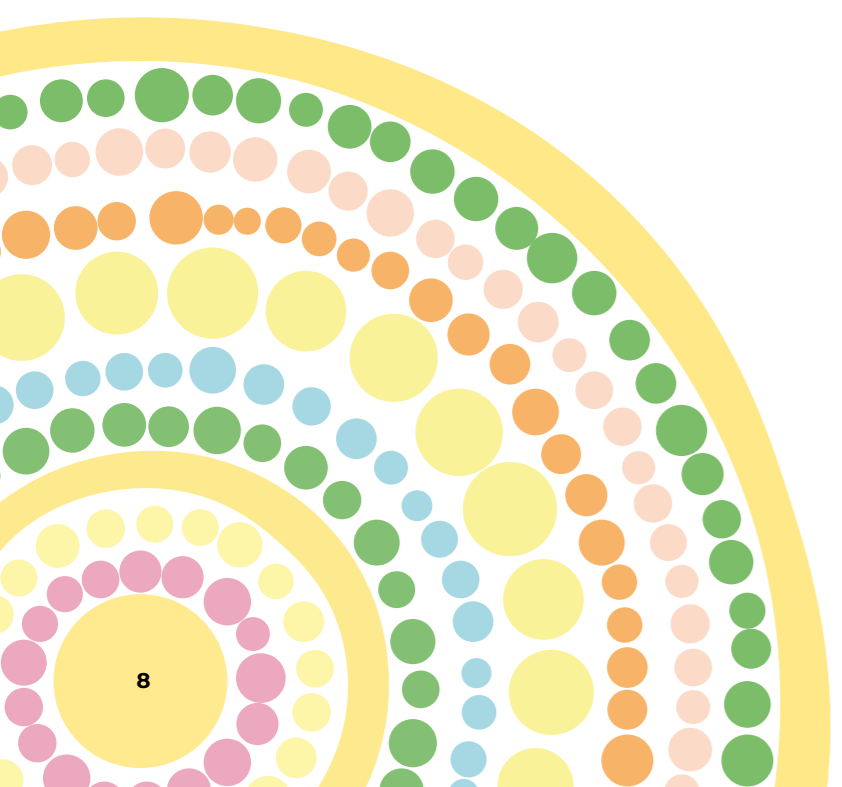
economic opportunities for First Nations business at every opportunity.

The development of our inaugural Reflect Reconciliation Action Plan was a process that involved the creation of a RAP Working Group, the appointment of a Project Manager, engagement with community leaders and cultural groups, and consultation with our workforce.

This document is a key pillar in the foundations that will drive cultural change within our organisation by helping us to reflect on our practice framework. Over the next year, we will be examining the way that we do things across our entire organisation, and identifying ways to improve relations with First Nations communities.

We are determined for this to be more than a document. We are committed to driving meaningful cultural change across our organisation, and moving forward with First Nations communities towards a better future.

Margaret Bowen, Chief Executive Officer
Ian McClintock, Director on behalf of the Board





Message from Karen Mundine, Reconciliation Australia

Reconciliation Australia welcomes The Disability Trust to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

The Disability Trust joins a network of more than 1,100 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 Disability Trust 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 The Disability Trust, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





Our Organisation

The Disability Trust is a not-for-profit disability organisation, established in the Illawarra in 1974. We are committed to providing highly professional care and support to people with disabilities and their families. With the rollout of the National Disability Insurance Scheme (NDIS), we have seen a substantial growth in our services and operational footprint, employing approximately 1800 staff to service communities throughout South Eastern NSW and ACT, the Riverina, Hunter, Melbourne and South East Queensland. While the number of Aboriginal and Torres Strait Islander staff is currently not known, we will work within this RAP to determine culturally appropriate ways to understand this.

The Disability Trust's services and supports include home and community supports, employment services, clinical and early intervention services, plan management and support coordination.

The Disability Trust's vision is to create an inclusive world built on trust, respect and equality, where people with a disability live the life they choose. Our commitment to inclusion and choice is built and sustained by the following values:

- **Respect and Equality**
- **Trust and Honesty**
- **Creativity and Innovation**
- **Adaptability and Flexibility**
- **Tenacity and Resilience**
- **Partnership and Collaboration**



Developing our Reflect Reconciliation Action Plan (RAP)

Reconciliation is about building the relationship between First Nations people and non-Indigenous Australians, working towards a society where everyone is respected, and improving opportunities and outcomes for First Nations communities. A Reconciliation Action Plan (RAP) is a document that an organisation develops to support and inform its reconciliation journey, and it sets out key steps and tasks to work through during the plan period.

In July 2020, The Disability Trust extended an invitation to First Nations and non-Indigenous employees to form a RAP Working Group. We also engaged consultancy firm Two Point Co. to assist with the ideation and initial stages of our RAP journey. As a group, we made the decision to go ahead with developing with a Reflect RAP, which will give us 12 months to explore the way we do things, and the relationships we have with First Nations communities across our service area. We want to find out whether First Nations peoples feel culturally safe, respected and included within our

organisation, and also where we can provide opportunities for First Nations people.

Reconciliation Australia is the organisation that gives us the approval to go ahead with our RAP. They help us on this journey by setting tasks and giving us feedback. Then we will have to report back to them to say how we have been going with what we have promised to do.

There are mandatory actions and deliverables that are set by Reconciliation Australia, and an organisation can also add in other actions and deliverables that may be important to them, or may be appropriate for their particular industry. The Disability Trust has a vision of creating an inclusive world, upholding the values of respect, equality, trust and honesty. The Uluru Statement From The Heart campaign asks for a Voice to Parliament that is enshrined in the Constitution, and a truth-telling and treaty process via the establishment of a Makarrata Commission. These are systemic changes that would help to improve the lives of all First Nations

peoples, and align with the Disability Trust's core values. The RAP Working Group thought it was important to include a deliverable in our RAP confirming our intention to learn about and support this important campaign.

The Disability Trust appointed a First Nations Project Manager who aided the RAP Working Group in developing our Reflect RAP for endorsement by Reconciliation Australia. A Workforce Diversity and Inclusion Lead will now support the organisation in its journey towards reconciliation, by making sure that the tasks and actions in the Reflect RAP are carried out, while supporting the management team to develop relationships with local Elders and community members across our service areas, as we work towards our Innovate RAP.

Our RAP Working Group

"It has been my absolute privilege to lead the RAP Working Group in creating our Reflect RAP, and beginning the journey of exploration and reflection of our practices within the organisation. Thank you to this amazing group of people for your hard work and dedication to this project."

– *Rachael McPhail, Project Manager RAP*



Our Partnerships and Current Activities



MORUYA CULTURAL GROUP

Participants on Yuin Country have enjoyed being able to link in with the Moruya cultural group, which was started by Uncle Tom Butler and The Disability Trust disability support worker Angelo DiBella. Uncle Tom shares his knowledge and wisdom about Aboriginal art, sign language, cultural walks, fishing, bush foods and medicine, as well as the history of the area, combined with literacy and numeracy skills building. The program also fosters relationships between the group and the community, such as the local First Nations commercial fishing team, who invited the group to join in and crate a haul of fish. The Disability Trust is very proud of Uncle Tom, who won an NDS Excellence in Indigenous Programs award, recognising his outstanding work in promoting the needs of First Nations people with disability, and building their capacity to exercise choice and control.

Go to the link below to see more:
<https://vimeo.com/465239978>



SUPPORTING FIRST NATIONS EMPLOYMENT

The Disability Trust's WorkAbility team is collaborating with local Aboriginal Land Councils, schools and Aboriginal corporations across the Far South Coast of NSW to develop an Employment Strategy for First Nations people with a disability.



Theresa Gordon, WorkAbility services recipient

WorkAbility have supported Theresa Gordon to gain employment with Katungul Aboriginal Medical Service.

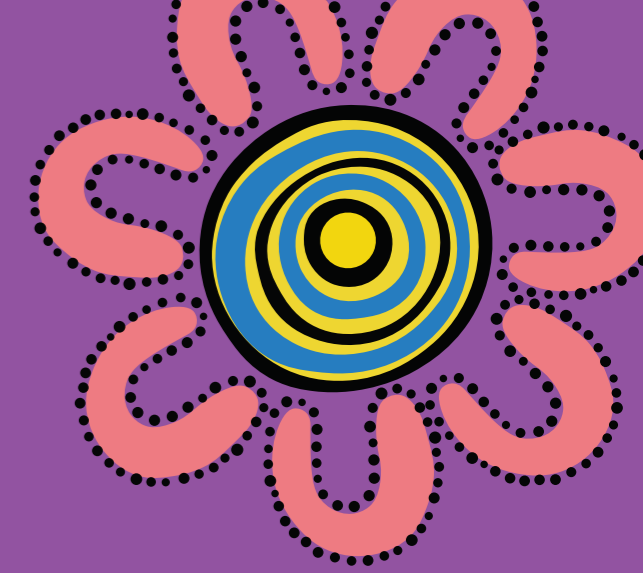


Thomas Butler (Uncle Tom), Moruya Cultural Group (Founder)

CONNECT TO COUNTRY RUN FOR NAIDOC WEEK 2020 SPONSERSHIP

The Disability Trust sponsored the 2020 Connect to Country fun run/walk, to celebrate NAIDOC week. The event was run by Clothing the Gap, an Aboriginal owned and led social enterprise, who want to influence social change by starting conversations about the gap in social determinants of health for First Nations people. All monies raised went towards supporting the important work that they do.

The theme of NAIDOC last year was "Always Was, Always Will Be", which recognised that First Nations people have occupied and cared for this continent for over 65,000 years. The event was virtual due to COVID, so participants could take part in the fun run from wherever they were located that weekend. To honour the theme of NAIDOC week, The Disability Trust asked participants to research the traditional place name of the Country or Nation on which they were doing the walk, and tag it on social media.



The Disability Trust is proud of the respectful relationships that we currently have with members of First Nations communities within our service areas, and we look forward to building on these.



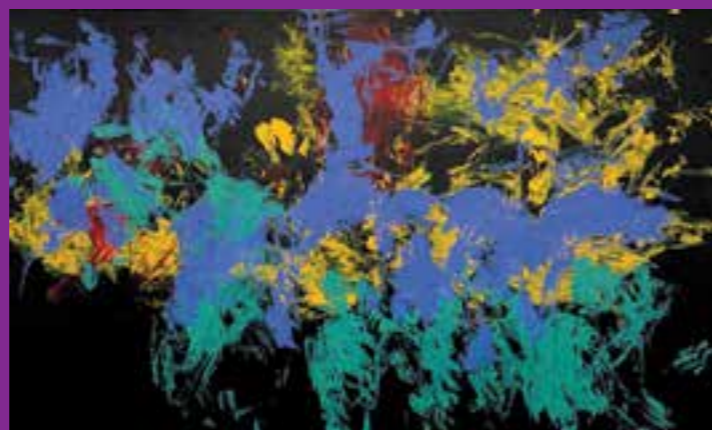


Engaging Aboriginal and Torres Strait Islander Artists



ASH PENGELLY, ACKNOWLEDGEMENT OF WIRADJURI COUNTRY

The Trusted Support Coordination team in Wagga Wagga engaged with a local Wiradjuri artist and print designer, Little Black Duck Aus, to create an Acknowledgement of Wiradjuri Country for the office.



BRAE TYE, WILDFLOWERS

The Trusted Support Coordination team in Wagga Wagga also commissioned Brae Tye, who is a Wiradjuri artist with a profound disability, to create a piece that he titled "Wildflowers".



Cultural Events

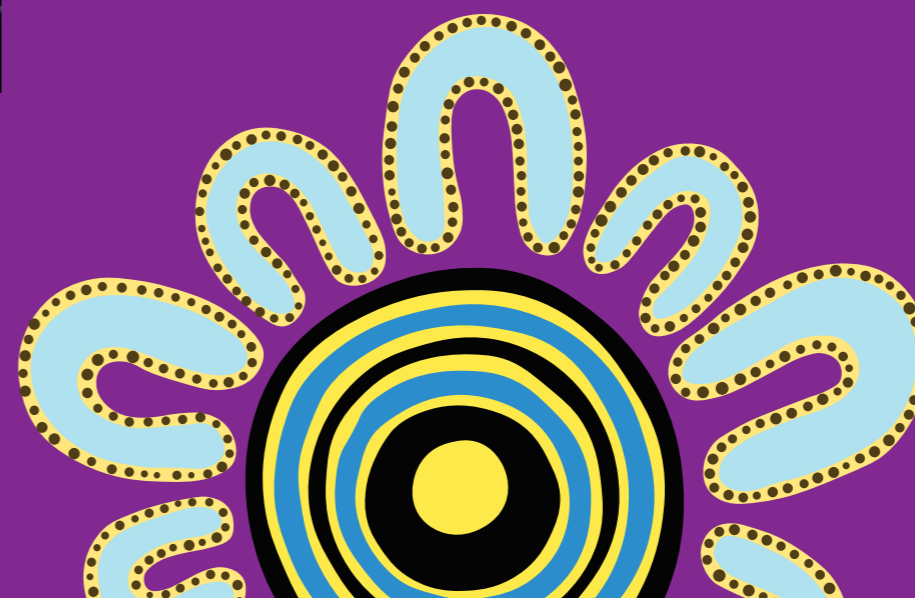
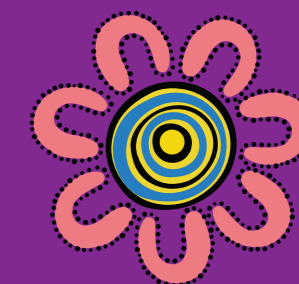
SARETTA FIELDING, WITMA KONARA MALANG – BUILDING COMMUNITY TOGETHER

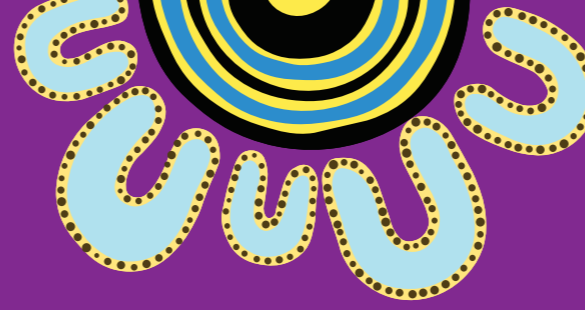
The Disability Trust's office on Awabakal Country commissioned artist Saretta Fielding to create a piece called "Witma Konara Malang – Building Community Together". The work represents the story of The Disability Trust and their vision to create an inclusive world built on trust, respect and equality, where people with disability live the life they choose. It offers a welcome to all through traditional symbolism and storytelling and acknowledges the Awabakal people as the Custodians of the land upon which the organisation operates.



CULTURAL EVENT AT HEAD OFFICE

The Disability Trust was honoured to have Uncle Richard Davis Welcome us to Dharawal Country and Uncle Richard Campbell from Gumaraa perform a smoking ceremony for our first cultural event at Head Office, to signify the start of our reconciliation journey. We also shared a delicious lunch prepared by Mark Olive from Black Olive Catering.





CULTURAL AWARENESS TRAINING

Members of the Board, the Executive Leadership Team and Managers from across The Disability Trust participated in cultural awareness training conducted by Mirri Mirri, an Aboriginal owned company that provides culturally-focused services and education programs.



NATIONAL RECONCILIATION WEEK 2021

We were honoured to welcome Dr Anita Heiss to join us for an online author talk, to tell us all about her latest historical fiction novel, *Bila Yarrudhanggalangdhuray*, set on Wiradjuri Country, Gundagai at the time of the 1852 flood.

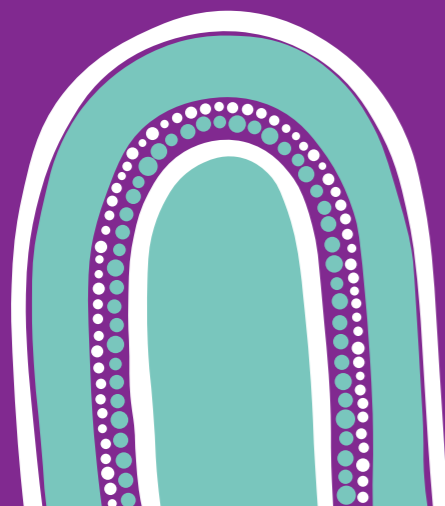


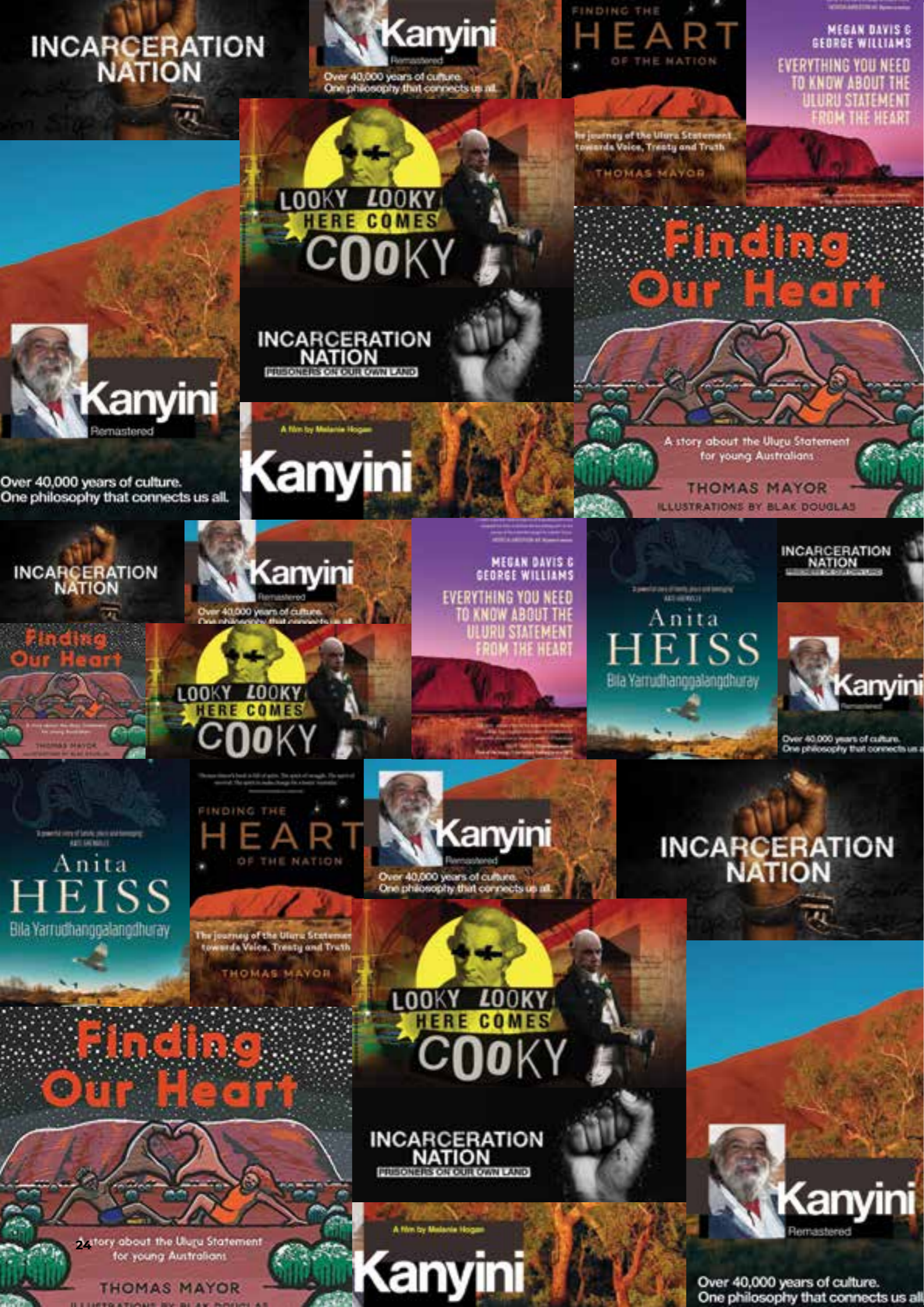
NAIDOC WEEK 2021

COVID lockdowns didn't stop us celebrating NAIDOC. Raglan Road participants connected with Dreaming stories, while Station Street enjoyed a NAIDOC cooking challenge using native foods that included recipes using lemon myrtle, pepperberry and a kangaroo pie.



Paul Sinclair, Mirri Mirri Indigenous Cultural Awareness Training





INK Club — Inclusive Knowledge Club

As part of our National Reconciliation Week celebrations, we launched the INK Club, which is an initiative where a First Nations resource (book, film/ documentary, podcast, TED Talk, media article, etc) is shared by the RAP Working Group on a monthly basis, to amplify First Nations voices.

Anita Heiss's historical fiction, *Bila Yarrudhanggalangdhuray* was the first resource that we shared as part of the launch. More recently Thomas Mayor's books *Finding Our Heart* and *Finding the Heart of the Nation*, together with Megan Davis and George Williams' *Everything You Need to Know about the Uluru Statement from the Heart* have been shared as background for the current broader community discussion.

We also held a competition to name the club, and the winning entry came from Alessandra Pellegrini, a Disability Support Worker who lives on Yuin Country:



INK: INCLUSIVE KNOWLEDGE

Inclusion is both in the Vision and the Purpose of The Disability Trust.

Inclusion is at the heart of what we do, by eliminating physical and social barriers, while providing a positive, constructive social model for the community.

As we extend the concept from people with disability to First Nation Australians, we should recognise that one of the greatest social barriers to inclusion and reconciliation is fear: fear of the different and the unknown, fear of change and giving up control over an established way of viewing the world.

Inclusion is a revolution that challenges all these fears, by using knowledge over ignorance.

Knowledge comes from listening, learning and understanding with empathy and beyond the boundaries of prejudice.

Thus... INK is a space and a place where listening and understanding is open to different narratives, perceptions and points of view. A dimension where the recognition of Aboriginal and Torres Strait Islander voices, histories, cultures and rights contributes to nurture a model of peaceful and enriching dialogue and coexistence.





Relationships

It is important to The Disability Trust to build respectful relationships with First Nations communities within all the Countries and Nations on which we provide services. We would like to use a collaborative approach with community, to ensure that we are being culturally responsive.

Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander businesses and organisations in our local area or sphere of influence.	April 2022	Workforce Diversity & Inclusion Lead
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	January 2023	Workforce Diversity & Inclusion Lead
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022	Communications Coordinator
	RWG members to take part in an external NRW event within their local community.	27 May – 3 Jun 2022	Workforce Diversity & Inclusion Lead
	Encourage and support The Disability Trust employees and senior leaders to take part in at least one external NRW event within their local communities to recognise and celebrate NRW.	May 2022	Internal Communications Manager, Communications Coordinator
	RWG to organise and run internal events for NRW.	27 May – 3 Jun 2022	Workforce Diversity & Inclusion Lead
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	April 2022	Communications Coordinator
	Raise awareness about the Uluru Statement from the Heart to all Disability Trust employees.	December 2022	Workforce Diversity & Inclusion Lead
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	October 2022	Workforce Diversity & Inclusion Lead
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	October 2022	Workforce Diversity & Inclusion Lead
	Explore the possibility of linking in with a RAP Community of Practice, to collaborate with and learn from similar organisations working on their reconciliation commitments, sharing ideas and best practice.	September 2022	Workforce Diversity & Inclusion Lead
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	November 2022	Policy and Safeguards Lead
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2022	Policy and Safeguards Lead / Head of People, Learning and Culture

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.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	April 2022	Workforce Diversity & Inclusion Lead
	Conduct a review of cultural learning needs within our organisation.	September 2022	Manager Training and Development
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	August 2022	Workforce Diversity & Inclusion Lead
	Encourage all staff to find out the traditional name of the Country/Nation on which they are based, the language group, and information about culture and history.	September 2022	Workforce Diversity & Inclusion Lead
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2022	Workforce Diversity & Inclusion Lead / Manager Training Development
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information with The Disability Trust employees about the meaning of NAIDOC Week.	June 2022	Workforce Diversity & Inclusion Lead / Communications Coordinator
	Introduce The Disability Trust employees to NAIDOC Week by promoting external events local to our service areas.	June 2022	Workforce Diversity & Inclusion Lead / Communications Coordinator
	RWG members to participate in an external NAIDOC Week event within their local community.	3-10 July 2022	Workforce Diversity & Inclusion Lead
	RWG to organise and run internal events for NAIDOC week.	3-10 July 2022	Workforce Diversity & Inclusion Lead / RWG

Respect

It is important to The Disability Trust that our organisation is inclusive and respectful of First Nations people. We want to become stronger supporters of the Aboriginal and Torres Strait Islander communities to which we provide services and supports.





Opportunities

It is important to The Disability Trust to increase opportunities for First Nations communities within all the Countries and Nations on which we provide services. We commit to establishing relationships with First Nations businesses and stakeholders, as well as creating a workforce that is inclusive and culturally responsive.

Opportunities			
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	October 2022	Head of People, Learning and Culture
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2022	Workforce Diversity & Inclusion Lead
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	February 2023	Chief Financial Officer / Financial Accounting Manager
	Investigate Supply Nation Membership.	February 2023	Workforce Diversity & Inclusion Lead
10. Strengthen our Employment Services to build employment opportunities within the community for First Nations peoples.	Explore the Indigenous Employment Strategy that has been developed in the Far South Coast with Disability Trust Employment Services and local Aboriginal community groups, and develop a case study to look at how this could be adapted across the organisation.	July 2022	Head of Employment Services
	Develop a business case for a First Nations Identified Mentor within The Disability Trust's Employment Services team.	November 2022	Head of Employment Services

Governance			
Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation, and promote the aims of the RAP across The Disability Trust.	April 2022	General Manager
	RWG to meet regularly to coordinate on RAP implementation.	April 2022	Workforce Diversity & Inclusion Lead
	Maintain a Terms of Reference document for the RWG.	April 2022	Workforce Diversity & Inclusion Lead
	Maintain First Nations representation in the RWG.	April 2022	Workforce Diversity & Inclusion Lead
12. Provide appropriate support for effective implementation of RAP commitments.	Define resourcing needs for RAP implementation.	April 2022	Workforce Diversity & Inclusion Lead
	Engage senior leaders in the delivery of RAP commitments.	May 2022	Workforce Diversity & Inclusion Lead
	Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2022	Senior Business Analyst
	Engage with disability accessibility consultants to discuss measures needed to ensure that the RAP information and goals are accessible for all.	April 2022	Workforce Diversity & Inclusion Lead
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September annually	Workforce Diversity & Inclusion Lead
	Contact Reconciliation Australia to request our unique link to access the online RAP Impact Measurement Questionnaire.	August annually	Workforce Diversity & Inclusion Lead
14. Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2022	Workforce Diversity & Inclusion Lead

Governance

It is important to The Disability Trust that we undertake our journey towards reconciliation in a respectful manner, with due diligence and appropriate actions.



Appendix

Traditional Place Names of Service Regions – with sources

Region	Traditional Place Names	Sources
ACT/Queanbeyan	The Canberra office is located on Country that is known as both Ngunnawal and Ngambri/Kamberri	Ngambri Local Aboriginal Lands Council: http://ngambri.com.au/ The History of Ngambri Country: http://www.ngambri.org/about.html#where United Ngunnawal Elders Council: https://www.communityservices.act.gov.au/atsia/committees/ngunnawal_issues
	The Queanbeyan office is located on Country that is known as both Ngunnawal and Ngambri/Kamberri	ACT Government Genealogy Project: https://www.communityservices.act.gov.au/_data/assets/pdf_file/0005/394385/CSD_GSR_web.pdf NSW Aboriginal Lands Council: https://alc.org.au/wp-content/uploads/2020/04/state-alc-2013.jpg AIATSIS map: https://aiatsis.gov.au/explore/map-indigenous-australia
Brisbane/Gold Coast	Providing services across Country that is known as both Yuggera and Turrbal , and the Yugambeh region of the Bundjalung Nation .	Yugambeh Museum: https://www.yugambeh.com/ Turrbal Traditional Owners and Custodians of Brisbane: https://www.turrbal.com.au/our-story NSW Aboriginal Lands Council: https://alc.org.au/wp-content/uploads/2020/04/state-alc-2013.jpg AIATSIS map: https://aiatsis.gov.au/explore/map-indigenous-australia
Far South Coast and Snowy Monaro	The Batemans Bay office is located on Yuin Country	Wagonga Local Aboriginal Land Council: https://www.wlalc.com.au/our-culture-and-heritage/ Snowy Monaro Regional Council: https://www.snowymonaro.nsw.gov.au/763/Aboriginal-Communities
	The Cooma office is located on Ngarigo Country	NSW Aboriginal Lands Council: https://alc.org.au/wp-content/uploads/2020/04/state-alc-2013.jpg AIATSIS map: https://aiatsis.gov.au/explore/map-indigenous-australia
	The Bega office is located on Yuin Country	
Hunter	The Charlestown office is located on Awabakal Country	Awabakal LALC: https://www.awabakallalc.com.au/ Worimi Conservation Lands https://worimiconservationlands.com/the-worimi-warrimay-have-always-been-and-remain-today-the-traditional-custodians-of-a-large-area-of-land-the-worimi-nation-oral-history-passed-down-by-the-elders-record-that-the-w/ Darkinjung LALC: https://www.darkinjung.com.au/culture-and-heritage/ Wonnarua Nation Aboriginal Corporation: https://wonnarua.org.au/wp-content/uploads/2021/06/Boundaries-of-the-hunter-valley-aboriginal-people.pdf NSW Aboriginal Lands Council: https://alc.org.au/wp-content/uploads/2020/04/state-alc-2013.jpg AIATSIS map: https://aiatsis.gov.au/explore/map-indigenous-australia
Illawarra	Head Office (Edney Lane, Springhill) is located on Dharawal/Tharawal Country	Coomaditchie United Aboriginal Corporation: https://www.coomaditchie.org.au/resources NSW Aboriginal Lands Council: https://alc.org.au/wp-content/uploads/2020/04/state-alc-2013.jpg AIATSIS map: https://aiatsis.gov.au/explore/map-indigenous-australia
	The Shellharbour office is located on Dharawal/Tharawal Country	

Region	Traditional Place Names	Sources
Melbourne	Providing services across Country that is known as Wurundjeri Woi Wurrung Country	Victorian Aboriginal Heritage Council: https://www.aboriginalheritagecouncil.vic.gov.au/boundary-variations-consideration-june-2021 Kinaway Chamber of Commerce: https://kinaway.com.au/ NSW Aboriginal Lands Council: https://alc.org.au/wp-content/uploads/2020/04/state-alc-2013.jpg AIATSIS map: https://aiatsis.gov.au/explore/map-indigenous-australia
Riverina	Providing services across Country that is known as Wiradjuri Country	Wagga Wiradjuri Heritage Study: https://wagga.nsw.gov.au/_data/assets/pdf_file/0020/4646/Wiradjuri_Heritage_Study2.pdf Murray Lower Darling Rivers Indigenous Nations: https://www.mldrin.org.au/membership/nations/wiradjuri-nation/ Charles Sturt University Wiradjuri Language and Cultural Heritage Recovery Project: https://about.csu.edu.au/community/initiatives/wiradjuri-language-and-cultural-heritage-recovery-project
Shoalhaven	The Nowra office is located on Yuin Country	Djiriba Waagura: https://www.djiribawaagura.com/who-we-are ANU – verified by Yuin Elders: https://livingknowledge.anu.edu.au/learningsites/kooricoast/05_map.htm Wagonga Local Aboriginal Land Council: https://www.wlalc.com.au/our-culture-and-heritage/ NSW Aboriginal Lands Council: https://alc.org.au/wp-content/uploads/2020/04/state-alc-2013.jpg AIATSIS map: https://aiatsis.gov.au/explore/map-indigenous-australia
Southern Highlands and Goulburn	The Mittagong office is located on Gundungurra/Gandangara/Gundungura Country	Songlines – Moss Vale, Bowral, Mittagong Community Site: https://mossvale.storylines.com.au/2015/07/08/goals-goal-setting/ Goulburn Mulwaree Aboriginal Heritage Study: https://www.goulburn.nsw.gov.au/files/content/public/development/environment-heritage/heritage/aboriginal-heritage-study.pdf
	The Goulburn office is located on Country that is known as both Gundungurra/Gandangara/Gundungura and Ngunnawal	NSW Aboriginal Lands Council: https://alc.org.au/wp-content/uploads/2020/04/state-alc-2013.jpg AIATSIS map: https://aiatsis.gov.au/explore/map-indigenous-australia
Sydney	The Canterbury office is located on Country that is known as both Gadigal and Bidjigal/Bedegal lands of the Eora Nation	Tharawal Aboriginal Corporation: https://tacams.com.au/about/welcometocountry/ Kurranulla Aboriginal Corp: https://kurranulla.org.au/ Barani: Sydney's Aboriginal History: https://www.sydneybarani.com.au/sites/aboriginal-people-and-place/
	The Miranda office is located on Dharawal/Tharawal Country	NSW Aboriginal Lands Council: https://alc.org.au/wp-content/uploads/2020/04/state-alc-2013.jpg
	The Campbelltown office is located on Dharawal/Tharawal Country	AIATSIS map: https://aiatsis.gov.au/explore/map-indigenous-australia



Reflect Reconciliation Action Plan
April 2022 — April 2023

Contact details for public enquiries about our RAP:
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