



Saltwater Freshwater Festival

INNOVATE RECONCILIATION ACTION PLAN

January 2024 to January 2026





A MESSAGE

FROM BLUE SKY COMMUNITY SERVICES' CEO

Ruth Thompson
CEO, Blue Sky
Community Services

Blue Sky Community Services has been delivering services in Northern NSW for almost 50 years. Our organisation works to foster more inclusive communities, and support people to thrive. Throughout our history we have worked in close partnership with Aboriginal and Torres Strait Islander peoples and communities in our region to support positive outcomes, and we continue to do so. We greatly value these partnerships and acknowledge the tremendous strengths that Aboriginal and Torres Strait Islander peoples bring to the communities we work in.

We acknowledge the unique history of Aboriginal and Torres Strait Islander peoples and the challenges they have faced. We acknowledge that while there have been some positive steps forward, there is a great deal of work still to be done to achieve reconciliation between Australia's First Peoples and non-Indigenous Australians. Blue Sky Community Services has put in place a number of initiatives towards reconciliation and has developed this Reconciliation Action Plan (RAP) to articulate and strengthen our organisation's commitment to reconciliation, building on the progress made in our previous RAP. We greatly look forward to working collaboratively with our Aboriginal and Torres Strait Islander staff and local communities as we work towards achievement of the RAP's goals.

We acknowledge the Traditional Owners of the land where we live and work and their continuing connection to land, water, sea and community. We pay respects to Australia's First Peoples, to their unique and diverse cultures, and to Elders past, present and future.

Artwork: "Better Together" by Lachlan Skinner (Gumbaynggirr)





A MESSAGE

FROM RECONCILIATION AUSTRALIA CEO

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

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. Blue Sky Community Services continues to be part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Blue Sky Community Services will continuously draw upon to create RAP commitments

rooted in experience and maturity. These learnings extend to Blue Sky Community Services using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Blue Sky Community Services to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Blue Sky Community Services will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Blue Sky Community Services' future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Blue Sky Community Services on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.





OUR VISION FOR RECONCILIATION

Blue Sky Community Services' vision is for communities where everyone belongs. Reconciliation is essential for creating places where all people can thrive, and everyone is included. Our vision for reconciliation is:

INCLUSION AND BELONGING:

- Where inclusion means every person is valued, has the opportunity to develop their strengths and make their own choices, and fulfil their cultural responsibilities.

RECOGNITION:

- Of the importance of connection to Country, culture, language and connection between people.
- Of the importance of walking alongside each other, supporting, bridging gaps and appreciating each other's differences, strengths and gifts.

PARTNERSHIP:

- Accountability and transparency in the work we do, including the implementation of reconciliation activities.
- Ensuring culturally safe practices with individuals, families, services and communities in an inclusive, respectful and effective manner.
- Aboriginal and Torres Strait Islander peoples are supported to achieve their goals and dreams in a way that recognises their rich history and cultures, unique strengths and unique challenges.
- Working in partnership with local Aboriginal Services and organisations to create opportunities to collaborate and develop local reconciliation activities.

OUR BUSINESS

Blue Sky Community Services has its headquarters on Gumbaynggirr Country in Coffs Harbour, and delivers services and projects across the Mid and North Coast of NSW. We deliver programs that support sector development, youth, families, people with disability, older people and other people who are experiencing vulnerability. We also deliver projects that build strong and inclusive communities. All our services work to increase opportunities for reconciliation, working with and in partnership with Aboriginal and Torres Strait Islander Peoples wherever possible. Blue Sky Community Services has a long-standing commitment to reconciliation, and employs Aboriginal and Torres Strait Islander staff working on Gumbaynggirr, Dunghutti, Biripi, Worimi, Bundjalung and Yaegl homelands. At the time of commencement of this RAP we had a staff of 72, with 4.2% of our workforce being Aboriginal and/or Torres Strait Islander people.



OUR RAP

As a non-Indigenous organisation, Blue Sky Community Services is a strong proponent of reconciliation. We recognise the importance of not speaking on behalf of Aboriginal and Torres Strait Islander peoples. We value, respect and learn from our Aboriginal and Torres Strait Islander partners, staff, participants and communities. It is their voices that we have listened to, and made every effort to reflect, throughout our Reconciliation Action Plan. Blue Sky Community Services seeks to work in a way that ensures opportunity for reconciliation within the organisation. Blue Sky Community Services also seeks to work under the leadership and direction of local Aboriginal and Torres Strait Islander peoples, and Aboriginal and Torres Strait Islander staff members, to create opportunities for reconciliation in the communities where it operates. Blue Sky Community Services has enacted strategies to work appropriately and successfully with Aboriginal and Torres Strait Islander peoples. We recognise and appreciate the importance of cultural humility and are committed to continued self-evaluation and self-critique, allowing staff to not only learn about one another's culture but also examine their own individual beliefs and cultural identities. This RAP has created an opportunity for Aboriginal and Torres Strait Islander Elders, community members and staff to reflect on what we do and how we do it, and to contribute ideas and strategies to further strengthen our approach to reconciliation.

The working group that developed this Reconciliation Action Plan includes Aboriginal and Torres Strait Islander staff members as well as non-Indigenous staff from across the NSW Mid North Coast. This RAP has been developed by the following staff members:

- Melanie Jacobs - Inclusive Communities Manager, RAP Working Group Lead and Champion
- Chontelle Mallie - Youth and Family Facilitator
- Aaron Tzannes - Case Manager: Momentum Youth Housing
- Sue Currie - Program Manager: Families, Young People and Communities
- Katie Clark - Team Leader: Families, Young People and Communities
- Terry Robb - Executive Manager: Service Delivery and Quality

The RAP working group reviewed our previous Reconciliation Action Plan, collated new ideas and provided additions and feedback. Once the RAP group developed the first draft of the new RAP, members then met with local Aboriginal Elders, community members and leaders to collate further feedback on our first draft. The RAP working group then incorporated those suggestions and ideas to develop this current Reconciliation Action Plan.



OUR RAP (CONT.)

Blue Sky Community Services would like to acknowledge the following community members who provided suggestions and feedback to assist with the development of the RAP. We thank you for your support and look forward to continuing to work together.

- Tamara Dobson (Biripai country)
- Aunty Noeline Skinner (Gumbaynggirr country)
- Lachlan Skinner (Gumbaynggirr country)
- Aunty Yvette Pacey (Dunghutti/Gumbaynggirr country)

Examples of actions Blue Sky Community Services has already implemented towards reconciliation through our previous RAP, and development of this RAP, include:

CREATING A WELCOMING AND INCLUSIVE ORGANISATION:

- Employment of Aboriginal and Torres Strait Islander staff, including traineeships
- A flexible approach to staff management that recognises the unique needs and commitments of Aboriginal and Torres Strait Islander staff
- Cultural training for all staff
- Trauma-informed practice training for relevant staff
- Encouragement of Aboriginal and Torres Strait Islander people to apply for all positions
- Welcome to Country conducted by Elders at events
- Acknowledgement of Country at all meetings
- Acknowledgement of Country and display of Aboriginal and Torres Strait Islander flags on all emails
- Welcome in local Aboriginal language on the door of all offices
- Display of locally-bought Aboriginal artwork in our offices
- Creation of an Aboriginal version of the Blue Sky Community Services logo by an Aboriginal artist, which is regularly displayed on signs and promotional material

ESTABLISHING NETWORKS AND COLLABORATIONS:

- Development of extensive networks with Aboriginal services and community members
- The delivery of a wide range of collaborative projects including ones with Aboriginal service providers
- Projects with a specific focus on outcomes for Aboriginal people
- Design and implementation of projects with Aboriginal community members
- Relationships built with local Indigenous leaders in all areas we work across
- Assistance of Aboriginal leaders to enact grassroots projects and collaboration on social and cultural gatherings
- Facilitating cultural competency training for the community sector in collaboration with Aboriginal organisations



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OUR RAP (CONT.)

SUPPORTING ABORIGINAL-LED PROGRAMS AND PROJECTS:

- Participation in Aboriginal events such as NAIDOC and the Bowraville Memorial Cup

PROGRAMS REFLECTING BOTH PARTICIPATION AND CULTURAL SAFETY FOR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES:

- Identifying the number of Aboriginal and Torres Strait Islander participants in programs in relation to population data to ensure we are effectively engaging with the Aboriginal community
- Achieving a higher proportion of Aboriginal and Torres Strait Islander participation in programs than the proportion of population indicated from census data

COLLABORATIONS:

- Working party member of the Mid North Coast District Homelessness Implementation Subgroup to develop an Aboriginal Outcomes Strategy
- Working party member of the NAIDOC working group committee
- Working with a range of providers to ensure Aboriginal and Torres Strait Islander community members know about, and are able to access the National Disability Insurance Scheme effectively
- Continuing to foster the existing mutually beneficial partnership with One Mob Media, including Blue Sky's provision of a space for One Mob's studio on Blue Sky premises, as well as a venue for workshops and other community activities they deliver

ON REFLECTION, SOME OF THE CHALLENGES WE FACED, AND LESSONS LEARNED, DURING OUR PREVIOUS RAP INCLUDE:

- COVID-19 and associated restrictions affected face-to-face consultation, relationship building and collaboration. This directly impacted the development and implementation of our engagement plan.
- Additional resourcing was required in our People and Culture team to support the development of our cultural learning strategy and Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. Now that we have increased resources in this team, we are positive that we can progress these actions.
- Balancing the importance of engagement and consultation with Elders, key stakeholders and community members, whilst being mindful of the many demands on their time, and being respectful of not over-consulting.
- Developing RAP deliverables to ensure that the RAP is integrated into everything we do in our day-to-day work rather than through standalone initiatives.
- Continuing to explore ways to increase First Nations representation in our RAP working group.

RELATIONSHIPS

Blue Sky values strong relationships with Aboriginal and Torres Strait Islander peoples. Blue Sky acknowledges that relationships with Aboriginal and Torres Strait Islander peoples are essential to understand, appreciate and connect appropriately to the many and varied groups, organisations, businesses and communities. Blue Sky also acknowledges the importance of kinship systems, protocols and family connections to Aboriginal and Torres Strait Islander peoples, and the relationship to Country. Blue Sky is committed to improving relationships with Aboriginal and Torres Strait Islander peoples and respecting the relationships that are important to them.



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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> • Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. • Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. • Actively participate in all Aboriginal and Torres Strait Islander networks or interagency groups across the Mid North Coast. • Expand relationships with a minimum of six groups in the community to raise awareness of Blue Sky Community Services and the range of services and locations available. 	<p>March 2024</p> <p>March 2024</p> <p>January 2026</p> <p>June 2025</p>	<p>Executive Manager: Service Delivery & Quality</p> <p>Executive Manager: Service Delivery & Quality</p> <p>Executive Manager: Service Delivery & Quality</p> <p>Executive Manager: Service Delivery & Quality</p>
2 Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> • Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. • RAP Working Group members to participate in an external NRW event. • Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. • Organise at least one NRW event each year. • Register all our NRW events on Reconciliation Australia's NRW website. 	<p>May/June 2024 & 2025</p> <p>May/June 2024 & 2025</p> <p>May/June 2024 & 2025</p> <p>May/June 2024 & 2025</p> <p>May 2024 & 2025</p>	<p>Executive Manager: Service Delivery & Quality</p> <p>Executive Manager: Service Delivery & Quality</p> <p>Executive Manager: Service Delivery & Quality</p> <p>Inclusive Communities Manager</p> <p>Inclusive Communities Manager</p>



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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. • Communicate our commitment to reconciliation publicly. • Explore opportunities to encourage our external stakeholders in a positive way to drive reconciliation outcomes. • Promote the RAP and make the RAP available to all staff and Board members. • Launch the RAP publicly and promote the existence of the RAP via our newsletter and social media. • Include the RAP on the Blue Sky Community Services website. • Create a brief flyer that includes information about the RAP. • Collaborate with organisations to develop innovative approaches to advance reconciliation. 	<p>March 2024</p> <p>January 2026</p> <p>January 2026</p> <p>March 2024</p> <p>March 2024</p> <p>March 2024</p> <p>March 2024</p> <p>January 2026</p>	<p>Executive Manager: Service Delivery & Quality</p> <p>Executive Manager: Communications</p> <p>Executive Manager: Service Delivery & Quality</p> <p>Executive Manager: Communications</p> <p>Executive Manager: Communications</p> <p>Executive Manager: Communications</p> <p>Executive Manager: Communications</p> <p>Executive Manager: Service Delivery & Quality</p>
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. • Develop, implement, and communicate an anti-discrimination policy for our organisation. • Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. • Educate senior leaders on the effects of racism. 	<p>June 2024</p> <p>In place – review October 2024 – then annually each October</p> <p>January 2024 & June 2025</p> <p>January 2024 & June 2025</p>	<p>People and Culture Manager</p> <p>Inclusive Communities Manager</p> <p>Inclusive Communities Manager</p> <p>Inclusive Communities Manager</p>

RESPECT

Blue Sky Community Services is committed to showing respect for Country, including Aboriginal and Torres Strait Islander peoples, ancestors, Elders past, present and future, land and waters. Respect for Aboriginal and Torres Strait Islander peoples is essential for delivering services that are person-centred and that recognise the strengths of every person.

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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"> • Conduct a review of cultural learning needs within our organisation. • Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy. • Develop, implement, and communicate a cultural learning strategy document for our staff. • Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. • Ensure that cultural awareness and safety remains an identified area of competency for all positions. • Ensure all staff undertake annual face-to-face cultural learnings facilitated by a local Elder. • Ensure all staff undertake online cultural learning activities within the first week of commencement. 	March 2024 March 2024 March 2024 March 2024 Review July annually January 2026 Review July annually	Inclusive Communities Manager Inclusive Communities Manager Inclusive Communities Manager Inclusive Communities Manager People & Culture Manager Executive Manager: Service Delivery & Quality People & Culture Manager
6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> • Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. • Ensure that all staff are familiar with our cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. • Invite a recognised local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. • Create and display an Acknowledgement of Country sign in all our offices. • Provide cultural training opportunities for Board and Executive Team to attend. • Include an Acknowledgement of Country or other appropriate protocols at the commencement of formal meetings. 	Review July annually Review July annually Review July annually Review July annually January 2026 In place. Review July annually	Program Manager: Families, Young People & Communities Program Manager: Families, Young People & Communities Program Manager: Families, Young People & Communities Program Manager: Families, Young People & Communities Chief Executive Officer Inclusive Communities Manager



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> • RAP Working Group to participate in an external NAIDOC Week event. • Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. • Promote and encourage participation in external NAIDOC events to all staff. • Acknowledge the importance of NAIDOC week in our community newsletter and social media channels. • Actively promote NAIDOC week events through our communication channels. • Actively contribute towards, and support, NAIDOC events on the Mid North Coast. 	<p>First week in June 2024/2025</p> <p>First week in June 2024/2025</p> <p>First week in June 2024/2025</p> <p>First week in June 2024/2025</p> <p>First week in June 2024/2025</p> <p>First week in June 2024/2025</p>	<p>Executive Manager: Service Delivery & Quality</p> <p>People and Culture Manager</p> <p>Executive Manager: Service Delivery & Quality</p> <p>Executive Manager: Communications</p> <p>Executive Manager: Communications</p> <p>Executive Manager: Service Delivery & Quality</p>
8 Show respect to local communities through office decorations and publications	<ul style="list-style-type: none"> • Check all artwork and displays annually to ensure the story of the artwork and information about the artist is on display near the artwork. • Use Aboriginal and Torres Strait Islander artwork in the design of a new Diversity and Inclusion brochure; include the story in the artwork and information about the artist on display near the artwork. • Showcase Aboriginal and Torres Strait Islander artwork and images through Blue Sky publications. 	<p>Review July annually</p> <p>March 2024</p> <p>March 2024</p>	<p>Executive Manager: Operations</p> <p>Executive Manager: Communications</p> <p>Executive Manager: Communications</p>

OPPORTUNITIES

Blue Sky Community Services employs and develops staff in a way that optimises opportunities for reconciliation in our team. Blue Sky Community Services has a target to increase our Aboriginal and Torres Strait Islander workforce to a minimum of 7.3% by 2026. We believe that the makeup of our workplace should reflect the diversity of the communities we work within. When choosing suppliers, Blue Sky Community Services supports Aboriginal and Torres Strait Islander owned and operated businesses wherever possible. We recognise the importance of supporting Aboriginal and Torres Strait Islander owned businesses with a view to increasing opportunities and empowerment of Aboriginal and Torres Strait Islander peoples.



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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> • Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. • Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. • Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. • Advertise job vacancies in order to reach Aboriginal and Torres Strait Islander stakeholders. • Review HR and recruitment policies and procedures to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. • Advertise all positions using language that welcomes applications from Aboriginal and Torres Strait Islander peoples. • Increase Aboriginal and Torres Strait Islander employment to a minimum of 7.3% of our workforce by 2026, to ensure our workforce is representative of the communities we work within. Track progress towards this goal every six months via our internal management and Board reports. 	March 2024	People & Culture Manager
		March 2024	People & Culture Manager
		March 2024	People & Culture Manager
		Review July, annually	People & Culture Manager
		Review July, annually	People & Culture Manager
		January 2026	People & Culture Manager
10 Increase usage of Aboriginal and Torres Strait Islander suppliers.	<ul style="list-style-type: none"> • Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. • Investigate Supply Nation membership. • Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. • Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. • Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	March 2024	Executive Manager: Operations
		March 2024 December 2024	Executive Manager: Operations Executive Manager: Operations
		December 2024	Executive Manager: Operations
		January 2026	Executive Manager: Operations

GOVERNANCE

The Blue Sky Community Services Board of Directors, Executive and Leadership Teams are committed to the successful implementation of our Reconciliation Action Plan. Communication on the progress of the implementation and associated learnings is also a high priority to continue to lead reconciliation within our sector.



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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> • Maintain Aboriginal and Torres Strait Islander representation on the RWG. • Review and update Terms of Reference for the RWG. • Meet at least four times per year to drive and monitor RAP implementation. 	Review July annually Review July annually End of each quarter (Sep, Dec, Mar, Jun) 2024-2026	Executive Manager: Service Delivery & Quality Executive Manager: Service Delivery & Quality Executive Manager: Service Delivery & Quality
12 Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> • Define resource needs for RAP implementation. • Engage our senior leaders and other staff in the delivery of RAP commitments. • Define and maintain appropriate systems to track, measure and report on RAP commitments. • Appoint and maintain an internal RAP Champion from senior management. 	January 2024 January 2024 January 2024 January 2024	Executive Manager: Service Delivery & Quality Executive Manager: Service Delivery & Quality Executive Manager: Service Delivery & Quality Executive Manager: Service Delivery & Quality
13 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 important RAP correspondence. • Contact Reconciliation Australia to request our unique link to access the online RAP Impact Survey. • Complete and submit the annual RAP Impact Survey to Reconciliation Australia. • Report RAP progress to staff and senior leaders. • Publicly report our RAP achievements, challenges and learnings, annually. • Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. • Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 	July annually 1 August annually 30 September annually End of each quarter (Sep, Dec, Mar, Jun) 2024-2026 July 2024 and 2025 May 2024 January 2026	Inclusive Communities Manager Executive Manager: Service Delivery & Quality Executive Manager: Service Delivery & Quality Executive Manager: Service Delivery & Quality Executive Manager: Service Delivery & Quality Executive Manager: Service Delivery & Quality



All One Under the Sun project

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
14 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. • Provide a six-monthly update on RAP implementation to the Board of Management via Board papers. 	January 2025 January 2025	Executive Manager: Service Delivery & Quality Executive Manager: Service Delivery & Quality
15 Ensure that the Blue Sky Community Services Board of Governance and Executive Team have a connection with Aboriginal and Torres Strait Islander peoples.	<ul style="list-style-type: none"> • Explore recruitment of an Aboriginal or Torres Strait Islander person to the Board of Governance when vacancies arise 	January 2026	Chief Executive Officer

For more information please contact Melanie Jacobs,
Inclusive Communities Manager/RAP Working Group Lead,
via: melaniejacobs@bluesky.org.au or 0428 329 226.

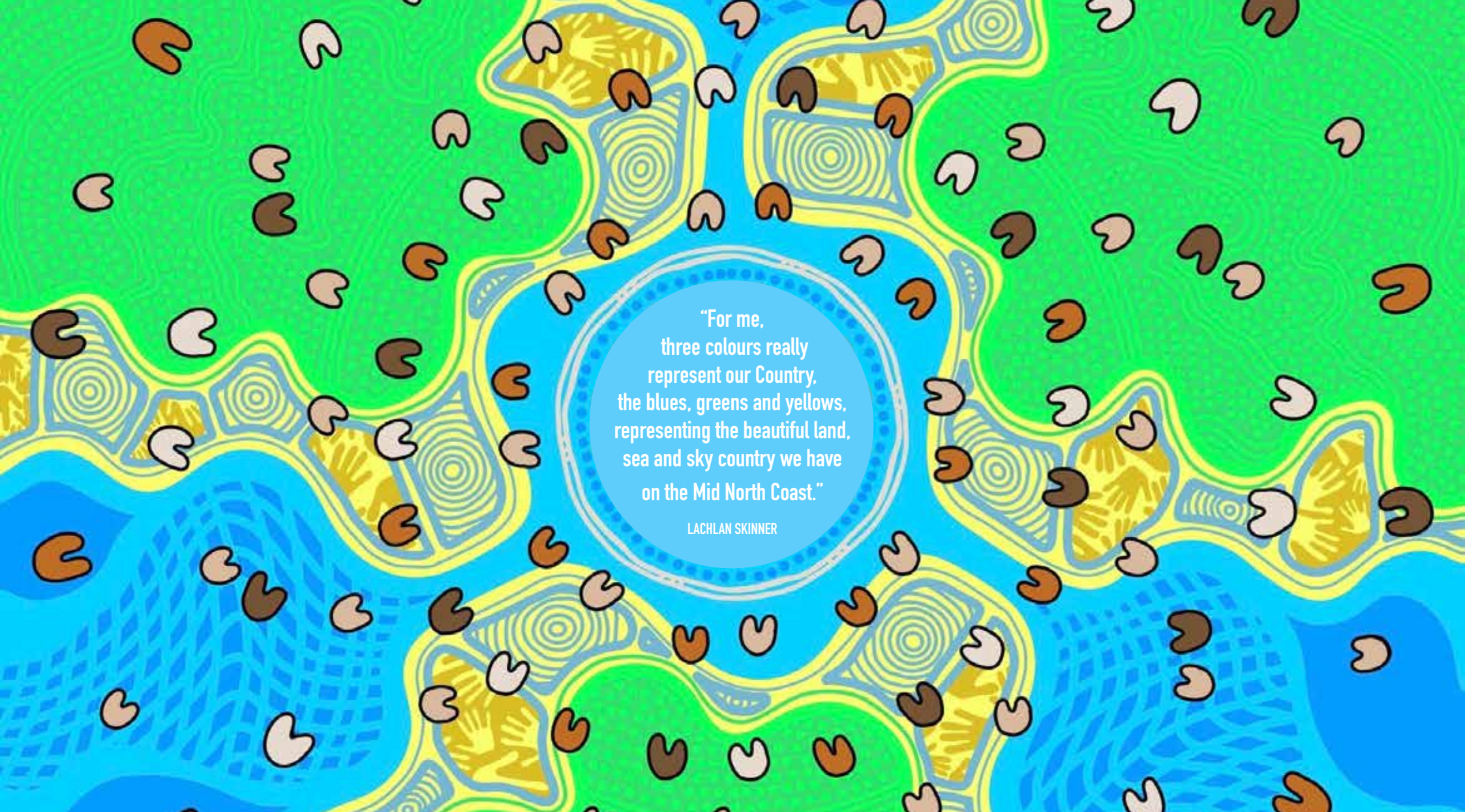


Blue Sky Community Services

Shop 21, 20 Gordon Street, Coffs Harbour, NSW 2450

PO Box 799, Coffs Harbour, NSW 2450

Tel: (02) 6651 1788 Email: contact@bluesky.org.au Web: www.bluesky.org.au



"For me,
three colours really
represent our Country,
the blues, greens and yellows,
representing the beautiful land,
sea and sky country we have
on the Mid North Coast."

LACHLAN SKINNER

BETTER TOGETHER

A profound representation of reconciliation, encapsulating the profound journey towards understanding and respecting of differences. The artwork features symbols representing people of all colours living, working and playing; these symbols span across the entire artwork, reminding us of the communities we serve. The circle of people in the centre of the artwork represents the reconciliation journey, ensuring both Aboriginal and Non-Aboriginal people are included in this process and that this journey is not solely on Aboriginal and/or Torres Strait Islander Communities. The colours in the artwork represent the Mid North Coast.

LACHLAN SKINNER