RECONCILIATION ACTION PLAN

REFLECT

REFLECT RECONCILIATION ACTION PLAN

DIGNITY
NOVEMBER 2025 -
OCTOBER 2026

Dignity

OUR BUSINESS

At Dignity, we believe we can collaboratively end homelessness in Australia. To do this, we empower people who are at risk of or experiencing homelessness to prevent, respond to and end their homelessness.

Dignity currently provides supported temporary accommodation and longer-term housing, and employment programs for hundreds of people every night of the year and operates multiple programs to prevent homelessness including food relief and education across Australia.

Dignity employs a team of 70 employees. Our shared belief is that homelessness can be solved by empowering our guests with Dignity and this is at the heart of everything we do. Currently, 5 of our team members identify as Aboriginal and/or Torres Strait Islander peoples.

Dignity is a national charitable organisation. Dignity's supported temporary accommodation and longer-term housing are located in the Greater Sydney region however, people at risk of homelessness can access Dignity's food relief program across Australia with locations available in NSW, VIC, QLD and WA.

Cover artwork - Uncle Dave

OUR RAP

At the heart of Dignity lies a profound understanding of the diverse communities we serve. Our Reflect Reconciliation Action Plan is a testament to our unwavering commitment to ensuring Aboriginal and Torres Strait Islander voices are not only heard but celebrated. It's about acknowledging and respecting the rich cultures and histories of Aboriginal and Torres Strait Islander peoples and weaving them into the very fabric of our organisation.

Through the implementation of our RAP, we embark on a journey of discovery and understanding. We seek to deepen our knowledge of Aboriginal and Torres Strait Islander cultures, histories, and achievements, creating a space that is not just culturally safe, but profoundly inclusive.

The plan isn't just a document; it's a roadmap for change, guiding our vision and direction over the next 18 months. It's about strengthening our relationships, particularly with our Aboriginal and Torres Strait Islander guests, residents and communities. It's about fostering connections that go beyond mere words and actions. We are upholding our core values of Dignity, Care, Integrity and Innovation.

To ensure the success of our RAP, we've assembled our RAP, a dedicated team who will work tirelessly to execute the strategies and actions outlined in our plan, seeking guidance and wisdom from our First Nations stakeholders every step of the way.

Dignity's CEO is proud to act in the role of RAP Champion to drive engagement and awareness among our team.

OUR VISION

At Dignity we envision a future where reconciliation is not just a concept, but a lived reality. We acknowledge the Traditional Owners of the land, the Aboriginal and Torres Strait Islander Peoples, and honour their enduring connection to Country. We are committed to walking together in reconciliation, learning from each other with shared respect and understanding.

Our vision is one of unity and understanding, where the richness of Aboriginal and Torres Strait Islander cultures is celebrated and embraced by all Australians.

We recognise the strength and resilience of Aboriginal and Torres Strait Islander communities and understand the importance of self-determination in overcoming systemic challenges. By empowering communities to lead their own pathways toward healing and growth, we can support lasting change. Dignity is committed to taking the necessary steps towards achieving this, providing safe, culturally appropriate, and stable homes fostering security, well-being, and the opportunity for individuals and families to thrive.

When communities have the power to shape their own futures, it creates stronger foundations for overcoming barriers and building lasting connections to culture, community, and Country.

We aim to create homes, places, spaces and services that are welcoming, accessible, safe, and appropriate for Aboriginal and Torres Strait Islander people and their families. We strive to strengthen relationships between Aboriginal and Torres Strait Islander peoples and other Australians in the broader communities we serve.

Through collaboration and inclusivity, we seek to address these additional barriers and raise awareness of the rights and responsibilities of Aboriginal and Torres Strait Islander peoples. We support Aboriginal and Torres Strait Islander programs and initiatives and work to expand pathways to employment and education, both internally and within the broader community.

We understand that our employees and volunteers play a crucial role in overcoming these challenges. We provide ongoing training and support to ensure they are equipped with the knowledge and skills to deliver culturally responsive services and foster positive relationships with Aboriginal and Torres Strait Islander communities.

Furthermore, we recognise the importance of community partnerships in achieving our vision of reconciliation. We actively seek out opportunities to collaborate with First Nations organisations, community leaders, and other stakeholders to amplify our impact and drive positive change.

Together, with our employees, volunteers, and community partners, we are committed to fostering a future where all individuals, regardless of background, feel valued, respected, and included, contributing to a more connected and inclusive society for generations to come.

PARTNERSHIPS & CURRENT ACTIVITIES

Since Dignity's inception in 2015 we have been listening to the voices of Aboriginal and Torres Strait Islander people, organisations and communities. We recognise that there is more that we can be doing to support and take action towards reconciliation. This formal Reconciliation Action Plan is a step forward for us as individuals and as an organisation committed to positive change.

Community Partnerships

Through our work supporting people experiencing homelessness, Dignity has worked collaboratively with Aboriginal and Torres Strait Islander Peoples specialist support services and agencies to provide informed and culturally-appropriate support to First Nations People experiencing homelessness and staying with Dignity.

Specialist support services Dignity collaborates with include Birribee Housing and Tharawal Housing Aboriginal Corporation to ensure culturally appropriate pathways for improved housing outcomes for First Nations People.

Dignity has collaborated with the Gooboora Mens Group and others to hold community Days at Warwick Farm. We have been able to provide food, clothing and other items for the group to pass on to their community and in doing so have strengthened our relationship and our communities that we jointly support.

ACTIVITIES & INITIATIVES

Each year, Dignity harnesses the opportunity to raise awareness and share important messaging regarding reconciliation during National Reconciliation Week and to celebrate and recognise the histories, cultures and achievements of Aboriginal and Torres Strait Islander peoples during NAIDOC Week. This includes social media activity, internal team activities and senior management attending official community-based events.

At our last whole team gathering, we engaged the whole team in the process of developing our RAP and why it was so important. We called for nominations from all our employees to form our Reconciliation Working Group.

We are now developing our Reflect RAP under the guidance of Reconciliation Australia's RAP Program and in consultation with our employees, stakeholders and the Aboriginal and Torres Strait Islander Communities in which we work.

We are fortunate to have employees who identify as First Nations people who are willing to also share their knowledge and experiences with us.

STATEMENT FROM RECONCILIATION AUSTRALIA CEO

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

Dignity joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

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

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes. These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.
It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Dignity 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 Dignity, 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

RELATIONSHIPS

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 stakeholders and organisations within our local area or sphere of influence.	Feb, 2026	First Nations Specialist
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Feb 2026 ongoing	First Nations Specialist
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	June 2026, ongoing	First Nations Specialist
	• RAP Working Group members to participate in an external NRW event.	June 2026 ongoing	RAP Group
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	June 2026 – ongoing	First Nations Specialist
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all staff at Dignity's annual team training and development day	Nov 2025, ongoing	CEO and RAP Champion
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Dec, 2025 ongoing	CEO and RAP Champion
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Jan, 2026 ongoing	First Nations Specialist
4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	Sep, 2026 ongoing	People & Culture Business Partner
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Sep, 2026 ongoing	People & Culture Business Partner

RESPECT

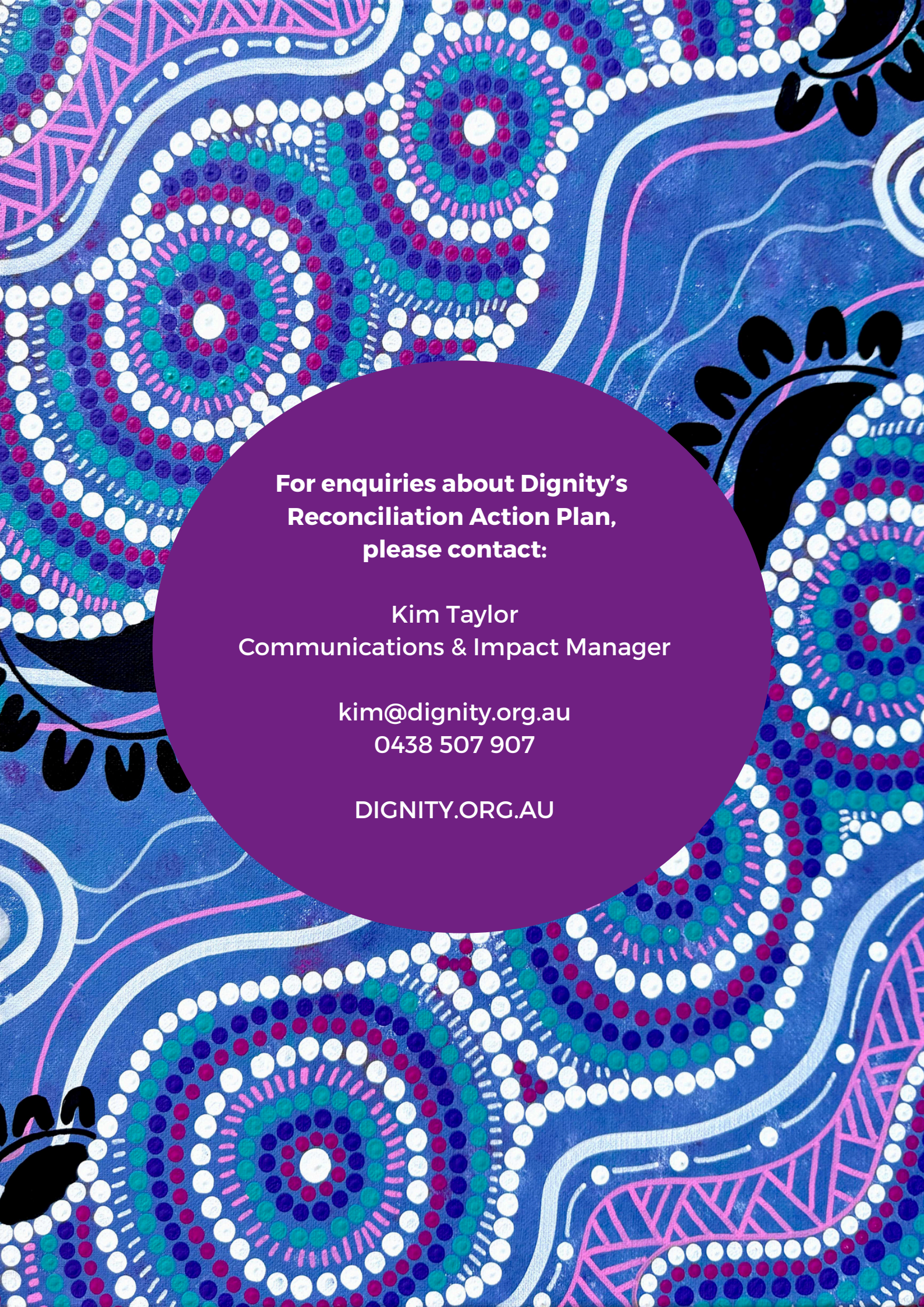
Respect			
Action	**Deliverable**	**Timeline**	**Responsibility**
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Aug, 2026	First Nations Specialist, General Manager
	• Conduct a review of cultural learning needs within our organisation.	Jan, 2026	People & Culture Business Partner, First Nations Specialist
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.	Mar, 2026	First Nations Specialist
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Feb, 2026	CEO and RAP Champion
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	Jun 2026	Communications Manager
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	Jun, 2026	Communications Manager
	• RAP Working Group to participate in an external NAIDOC Week event.	First week of July, 2026	RAP Group, First Nations Specialist

OPPORTUNITIES

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.	May, 2026	People & Culture Business Partner
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	May, 2026	People & Culture Business Partner
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.	Sep, 2026	National Operations Manager
	• Investigate Supply Nation membership.	Sep, 2026	National Operations Manager

GOVERNANCE

Governance			
Action	**Deliverable**	**Timeline**	**Responsibility**
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Maintain a RWG to govern RAP implementation.	Dec 2025 and ongoing	Communications Manager & First Nations Specialist
	• Draft a Terms of Reference for the RWG.	Jan, 2026	Communications Manger
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	Feb, 2026	People & Culture Business Partner, First Nations Specialist
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	Dec, 2025	People & Culture Business Partner, First Nations Specialist
	• Engage senior leaders in the delivery of RAP commitments	Jan, 2026	CEO and RAP Champion
	• Maintain a senior leader to champion our RAP internally	Nov 2025 and ongoing	CEO and RAP Champion
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	Jan, 2026	Head of Impact & Communications Manager
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• 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	Comms Manager & First Nations Specialist
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Communications Manager
	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, *annually*	Communications Manager
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	Oct, 2026	Communications Manager



For enquiries about Dignity's Reconciliation Action Plan, please contact:

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