



RECONCILIATION
ACTION PLAN

INNOVATE

Hume Community Housing

Innovate Reconciliation Action Plan

July 2023 – June 2025



About our cover artwork

Our Innovate RAP cover artwork was created by Jakeob Watson, a proud Gomeri man and talented Hunter Valley artist.

Jakeob grew up on Wonnarua land and has painted professionally since 2009. His work can be seen as murals in local streets, as paintings in businesses across the Hunter region, and even on jerseys in the NRL.

Watson is passionate about creating art and teaching culture. His work hangs in local schools and Early Childhood Centres, and he actively encourages his children to contribute to his designs.

Customers and visitors to Hume Community Housing's Maitland Office can see the featured painting in the reception area.

Hume Community Housing acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of this land including the Dharawal, Cabrogal, Wonnarua, Worimi and Awabakal peoples, and the Dharug Nation, within whose lands Hume operates. We pay our deep respect to Elders past, present and emerging, and acknowledge their continuing connection and contribution to the lands and waters.

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Our RAP

At Hume we exist to provide opportunities for all people to prosper. We do this by developing and providing a wide range of housing options and supporting customers to secure and maintain their rental tenancy.

To achieve this, we must recognise inequality and injustice and be proactive in what we can do to support Aboriginal and Torres Strait Islander people to succeed and prosper on their terms. Progressing to an Innovate Reconciliation Action Plan will contribute to national reconciliation.

Through our Innovate RAP, we aim to further strengthen our relationships - not only with Aboriginal and Torres Strait Islander communities, but with their Elders and representative organisations who share our goal of reconciliation, respect and opportunities for all. The Innovate RAP will support our strategic plan and guiding principles, and include practical actions that will drive our contribution to reconciliation, both internally and in the communities in which we operate.

Hume's Senior Leadership is highly engaged in the development and delivery of the RAP. The RAP Committee includes Executive sponsorship, while the General Manager (Specialist Housing and Impact) is the RAP Champion.

Hume invites all Aboriginal and Torres Strait Islander employees to sit on our RAP Committee. Most have elected to be involved, with six actively participating. Hume implemented its Reflect RAP in 2021. This plan was our first vision for an informed appreciation and understanding of the rich history and deep spiritual connection that Australia's First Peoples have with Country.



We have built the foundations through good governance, leadership and employee engagement along our Reconciliation journey. We introduced cultural awareness training and the celebration of key cultural events, which has lifted our shared understanding of Aboriginal and Torres Strait Islander peoples' culture, traditions, and world view.

The RAP Development Group advanced to become a RAP Committee, with smaller working groups established to focus on specific initiatives.

Hume has developed and maintained strong engagement with our Aboriginal and Torres Strait Islander employees. RAP activities were regularly reported to the wider organisation and every effort is made to engage all employees in culturally significant events and dates on the Aboriginal and Torres Strait Islander calendar.

Brad Braithwaite

Chief Executive Officer,
Hume Community Housing

Hume's RAP Committee

Name	Position
Victor Prasad	Chief Operating Officer
Lucy Andrews	Project Specialist
Karlie Cook	Manager Housing & Impact
Samantha Fenton	Manager Communications and Marketing
Judith Langham	Housing Options Officer
Kimberley McAllister	Program Officer
Mattea McIntosh	Senior Housing Options Officer
Jenna Nadiotis	Housing Options Manager
Sally Regan	General Manager, Specialist Housing and Impact
Rebecca Savage	Customer Support Coordinator
Nigel Woudsma	Customer Support Coordinator
Maddison Goodridge	Housing Independence Officer
Stephanie Campbell	Senior Manager, Legal Risk and Compliance
Louise Cowan	Senior Business Partner, People and Culture
Pauline Coxon	Neighbourhood Officer

Reconciliation Australia

Reconciliation Australia commends Hume Community Housing 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 Hume Community Housing 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, Hume Community Housing 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. Hume Community Housing is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Hume Community Housing's 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 Hume Community Housing on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine,

Chief Executive Officer,
Reconciliation Australia



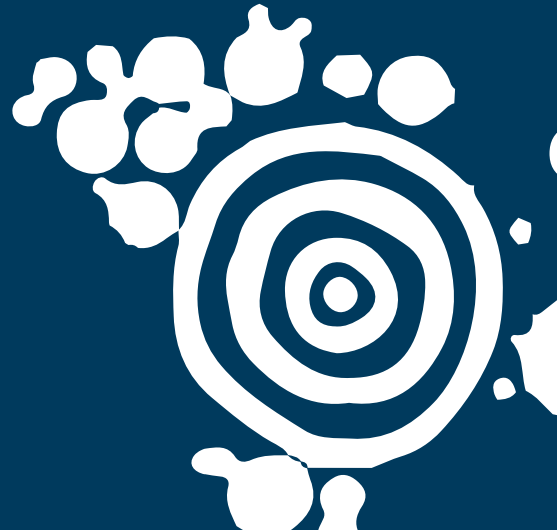
Our vision

Reconciliation

Our vision for reconciliation is to empower and build social and financial equality.

We will achieve this goal by working in partnership with our NSW communities to create opportunities for Aboriginal and Torres Strait Islander peoples to thrive on their own terms. We aspire to help heal Country and work collectively as a nation where we all have opportunities to prosper.

As a leading provider of housing services, Hume Community Housing is dedicated to inclusion and equity for all people. Through listening and walking alongside our Aboriginal and Torres Strait Islander customers and employees we will strive to achieve equality through purposeful relationships, safe and secure housing, employment, and support programs.



Our business

Hume is a Tier One Community Housing Provider regulated by the National Regulatory Scheme for Community Housing. Hume is also a regulatory provider under the National Disability Insurance Scheme (NDIS).

With more than 30 years' experience in the sector, Hume provides a continuum of housing options – from temporary and transitional housing through to community and affordable housing, and specialist disability accommodation (SDA). We build new properties and are experts in tenancy sustainment and management services.

We take a housing-first approach, providing safe, secure, and sustainable housing in the first instance. We then work with our customers to determine their housing options and support them to secure and maintain their rental tenancy.

Hume is strategic in its approach to delivering and growing its housing services and programs. Hume abides by three strategic pillars to ensure this goal will be a success: consolidating and deepening our footprint; maximising social impact through neighbourhood planning and customer-driven services;

and, delivering value-for-money through a thriving organisation.

We create real solutions that change peoples' lives.

Hume employs one hundred and sixty people of whom seven identify as Aboriginal or Torres Strait Islander.

Hume's footprint covers regional NSW, and West and South Western Sydney.

Hume Community Housing's sphere of influence is wide-ranging and culturally diverse. It includes our employees, Board of Directors, community partners, our customers and their families, commercial partners (including investors and developers), industry peak bodies, and elected representatives in all levels of government.

Hume's three offices are located in NSW at Fairfield, Maitland and Raymond Terrace.

Our Purpose

We create opportunities for people to prosper by building vibrant and connected communities.

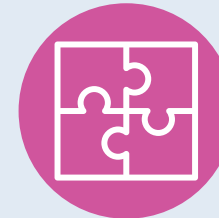
Our Values

We are:



Champions of change

- We advocate for those who are marginalised, creating freedom through choice.
- We drive continuous improvement and develop through self-reflection.
- We inspire others to take action and change.



Determined to succeed

- We are dynamic, resourceful and efficient, always striving to do what is right.
- We deliver positive social, environmental and financial outcomes.
- We rigorously deliver value for money and get results.
- We make decisions that ensure longevity.



Creators of connectivity

- We are passionate about people, families and communities.
- We bring people together, supporting and encouraging community empowerment.
- We practice social justice and enable social inclusion.
- We celebrate diversity.



Builders of resilience

- We step up to the challenge and make a positive impact in the lives of our customers.
- We strive for balance and perspective, while also enjoying a laugh every so often.
- We always take time to be grateful.

Relationships

Providing opportunities for people to engage, connect, participate, collaborate and develop shared experiences is essential to Hume's vision of developing vibrant and connected communities. That is why building strong, respectful and meaningful relationships with Aboriginal and Torres Strait Islander communities, our employees, our customers and stakeholders is important to Hume in ensuring people we work effectively together to achieve mutual goals.



Action	Deliverable	Timeline	Responsibility
1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	July 2024	Communications Manager
	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations and incorporate it into Hume's Stakeholder Engagement Strategy.	September 2024	Communications Manager
	• Consult with Aboriginal and Torres Strait Islander stakeholders on the draft Best Practice Principles for working with Aboriginal and Torres Strait Islander and their representative organisations.	September 2024	Communications Manager
2 Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	May 2024 May 2025	Communications Manager
	• RAP Committee members to participate in an external NRW event.	27 May- 3 June, 2024, 2025	General Manager Specialist Housing and Impact
	• Encourage and support employees and leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2024, 2025	General Manager Specialist Housing and Impact
	• Organise at least one NRW event each year.	27 May- 3 June, 2024, 2025	Communications Manager
	• Register all our NRW events on Reconciliation Australia's NRW website.	May 2024, 2025	Communications Manager
3 Promote reconciliation through our sphere of influence.	• Develop and implement an employee engagement strategy to raise awareness of reconciliation across Hume.	June 2024	Exec. People and Culture and Communications
	• Communicate our commitment to reconciliation publicly.	June 2024	Communications Manager
	• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	November 2024	Communications Manager
	• Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	March 2025	General Manager Specialist Housing and Impact

Action	Deliverable	Timeline	Responsibility
4 Promote positive race relations through anti-discrimination strategies.	• Continue to conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	March 2024	Senior Business Partner People and Culture
	• Continue to communicate existing anti-discrimination provisions in policy for our organisation.	April 2024	Senior Business Partner People and Culture
	• Continue to engage with Aboriginal and Torres Strait Islander employees and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	March 2024	Senior Business Partner People and Culture
	• Educate senior leaders on the effects of racism	Feb 2024	Senior Business Partner People and Culture
5 Strengthen Hume's relationships with Aboriginal and Torres Strait Islander customers.	• Explore culturally appropriate welcome and practice for new Aboriginal and Torres Strait Islander customers and obtain feedback from Aboriginal and Torres Strait Islander customers.	Jan 2024	General Manager Housing and Impact
	• Identify and support Aboriginal and Torres Strait Islander employees to be customer advocates.	March 2024	General Manager Housing and Impact

Tribal Warriors cruise

On Friday, May 6, we took over 90 customers, their friends and carers on a Tribal Warriors cruise around Sydney Harbour to learn about the culture and history of the First Nations' people.

The cruise was an opportunity to talk about the upcoming Reconciliation Week, our RAP and the Uluru Statement from the Heart. The participants were treated to lively curated Aboriginal cultural performances, spectacular views and delicious food catered by the Tribal Warriors.

Funded by the Australian Government through National Australia Day, it was a hugely successful event, with the participants rating their experience as either 'satisfied' (10%) or 'very satisfied' (90%).



“ This day has given me an outstanding appreciation for Australian Aboriginal traditions. This was my first ever smoking ceremony, I was moved by the storytelling in the dances and especially enjoyed the Didgeridoo instrument and learning words relevant to Aboriginal language”

“ Thanks to those who organised the cruise, everything was very good. I really enjoyed the Aboriginal dances, the food and the people who were welcoming to us on the boat.”

Respect

Hume believes that respect is central to developing strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians. We will do this by providing opportunities for our employees, customers and other stakeholders to understand and have pride in cultures and histories, acknowledge the impact of history and share learnings, and celebrate culture and the successes of communities working together.



Action	Deliverable	Timeline	Responsibility
6 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Implement, review and update Hume's Cultural Learning Plan.	July 2024 & July 2025	Senior Business Partner People and Culture
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to enhance our Cultural Learning Plan especially to better understand local communities.	March 2024	Senior Business Partner People and Culture
	Develop, implement, and communicate a cultural learning strategy document for our employees.	April 2024	Senior Business Partner People and Culture
	Provide opportunities for RAP Committee members, People and Culture managers and other key leaders to participate in formal and structured cultural learning.	July 2024 & July 2025	Senior Business Partner People and Culture
7 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Feb 2025	Senior Business Partner People and Culture
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	July 2023	Communications Manager
	Invite a local Traditional Owner or Custodian to deliver a Welcome to Country or other appropriate cultural protocol at significant events each year.	Nov 2024 & Nov 2025	Communications Manager
	Include Hume's Acknowledgement of Country at the commencement of important meetings.	July 2023	Communications Manager
8 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Hume's RAP Committee to participate in an external NAIDOC Week event.	First week in July, 2023, 2024, 2025	General Manager Specialist Housing and Impact
	Review HR policies and procedures to remove barriers to employees participating in NAIDOC Week.	March 2024	Senior Business Partner People and Culture
	Promote and encourage participation in external NAIDOC events to all employees.	First week in July, 2023, 2024, 2025	Senior Business Partner People and Culture

Action	Deliverable	Timeline	Responsibility
9 Improve Hume's cultural responsiveness in housing management and the delivery of services.	Ensure services are demonstrably accessible and result in positive outcomes through the capture and analysis of relevant data and reports at least annually for Aboriginal and Torres Strait Islander customers.	Dec 2023 December 2024	General Manager Housing and Impact
	Strengthen our consultative capability with Aboriginal and Torres Strait Islander customers regarding customer experience and inclusion in developing culturally appropriate materials and activities.	June 2025	Manager Housing Options
	Review and enhance Hume's tenancy management procedures to ensure they respect the choices and preferences, and offer culturally supportive practices, while adhering to the Residential Tenancies Act.	July 2024	General Manager Housing and Impact
	Demonstrate our support for the Uluru Statement from the Heart through networks, social media and other communications.	August 2023	General Manager Specialist Housing and Impact
10 Hume to use our voice to support the Uluru Statement from the Heart	Facilitate learning lunches to increase understanding of the Voice Referendum and Uluru Statement among employees.	Oct 2023	General Manager Specialist Housing and Impact





Local community engagement

Hume worked in partnership with Mindaribba Local Aboriginal Land Council (LALC) on the Tenambit Mural Project.

Significantly, we had Aboriginal Customers play a key part in delivering an Acknowledgement to Country and designing an eagle totem to add to the mural, which has special significance to local Aboriginal people.

The Family Worker from Mindaribba provided valuable and constructive feedback on the project and their CEO participated in the mural painting day activities. The project was a significant event for the community and everyone involved.

In total, 125 customers attended the two events. While this was a standalone project, by working together with Mindaribba we have begun what we hope will be a key relationship to improve outcomes for our Aboriginal and Torres Strait Islander customers and influence how we develop the Tenambit Neighbourhood Plan.

Having worked with Mindaribba on this initial project we have more confidence that we can strengthen the partnership and work together on future projects, including the Aboriginal Go 4 Fun Program at Mindaribba. We have learnt that when opportunities to work together arise, however small, they can be the catalyst for a stronger, enduring partnership.

We recognise that collaborating on activities such as these helps to drive Hume's RAP aspirations.

Opportunities

Hume understands that access to safe and secure housing and the ability to access culturally appropriate tenancy sustainment services is essential for our customers to prosper. We also acknowledge the contribution our Aboriginal and Torres Strait Islander employees make to a thriving organisation. Hume will further build opportunities by:

- establishing identified positions and increasing our efforts to improve access to Hume vacancies by Aboriginal and Torres Strait Islander communities.
- leveraging Hume's Social Procurement Policy.
- understanding the needs of our Aboriginal and Torres Strait Islander employees and fostering their professional development.
- ensuring employees have the tools to perform their roles effectively.

We will work locally to build upon the existing relationships with our knowledgeable community partners, who understand the unique challenges and opportunities in each of the communities in which we operate.

We respect our partners' expertise, while leveraging our own in-house skills and housing knowledge to always deliver impactful, culturally appropriate, efficient, and responsive services to ensure our Aboriginal and Torres Strait Islander customers have equal opportunities to prosper.



Action	Deliverable	Timeline	Responsibility
11 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build an understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities.	June 2025	Senior Business Partner People and Culture
	Engage with Aboriginal and Torres Strait Islander employees to consult on our recruitment, retention and professional development strategy.	Feb 2024	Senior Business Partner People and Culture
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Feb 2024	Senior Business Partner People and Culture
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Feb 2024	Senior Business Partner People and Culture
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	March 2024	Senior Business Partner People and Culture



Action	Deliverable	Timeline	Responsibility
12 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Amend Hume's existing Procurement Strategy to include a specific, standalone section on Aboriginal and Torres Strait Islander contract and business procurement.	November 2023	Senior Manager Legal, Risk and Compliance
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander-owned and -operated businesses to employees, such as utilising Supply Nation to source supplies of goods and services.	September 2024	General Manager Assets; Office Manager; Communications Manager
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander-owned and -operated businesses.	July 2024	Senior Manager Legal, Risk and Compliance
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander-owned and -operated businesses.	March 2025	General Manager Assets; Office Manager; Communications Manager
13 Investigate ways to increase social outcomes for Aboriginal and Torres Strait Islander customers.	Explore ways to enhance recognition of family, kinship and cultural responsibilities in service decisions and practices.	March 2024	General Manager Housing and Impact
	Strengthen referral pathways to culturally responsive services and networks that respond to Aboriginal and Torres Strait Islander customer needs and include these in the Stakeholder Engagement Plan.	January 2024	General Manager Housing and Impact
	Facilitate and support Aboriginal and Torres Strait Islander customers to obtain employment through Hume's Employment and Training Program.	June 2024 June 2025	General Manager Specialist Housing and Impact

Partnering for success

Hume's success is only possible thanks to the calibre of partnerships we maintain. We seek out organisations who share our ethos and commitment to social justice. We work local, identifying community partners who are knowledgeable and understand the unique challenges and opportunities within each of the communities we operate in.

We respect our partners expertise, while leveraging our own in-house skills and social housing knowledge to always deliver impactful, efficient, and responsive services. Together we change peoples' lives.

Our long-standing partnership with Tharawal Aboriginal Corporation is a good example of how we seek to support mutually beneficial opportunities aligned with our vision of creating opportunities to prosper.

The partnership recently won a prestigious ZEST Award 2022 for Outstanding Project working with Aboriginal Communities in Greater Western Sydney in June this year.

The partnership delivers on the Aboriginal Outcomes Strategy with NSW Department of Communities and Justice (DCJ) and first commenced with the signing of a MOU between our two organisations back in 2019 with the aim of improving economic and social outcomes for Aboriginal people living in social housing. Under the MOU we supported Tharawal to secure registration as

a Tier 3 community housing provider, making Tharawal the first NRSCH approved provider in South-Western Sydney for the Aboriginal Housing Organisation.

Hume also delivers repairs and maintenance services to Tharawal's properties. Hume is actively assisting Tharawal to grow their housing portfolio with a specific focus on sharing our expertise in asset management.

The partnership ensures effective collaboration and culturally appropriate service delivery, a direct link to Aboriginal health checks and ongoing care through the Aboriginal Medical Service at Tharawal and the ability to access appropriate support to connect Aboriginal and Torres Strait Islander customers with their communities.

In return, Tharawal has supported Hume to deliver culturally safe services to our customers and Cultural Awareness Training to Hume's employees. The mutually respectful and beneficial partnership highlights the aligned values of both organisation and commitment to serving South-West Sydney.

The partnership has enabled Hume to make significant progress on our Aboriginal Outcomes strategy. During 2021 we recorded a 20% increase in positive exits from social housing (Tenant initiated exit to affordable, private rental or home ownership and a 20% reduction in negative exits for social housing (breaches of tenancy agreements). This is a positive step in the right direction in us providing our Aboriginal and Torres Strait Islander customers with opportunities to prosper.



Hume's General Manager Specialist Housing and Impact, Sally Regan (left) and Tharawal's Housing Manager, Alison Croall, accept their Zest Award for Outstanding Project collaborating with Aboriginal Communities in Western Sydney.

Governance



Action	Deliverable	Timeline	Responsibility
14 Establish and maintain an effective RAP Committee to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RAP Committee and continue to review and develop membership.	June 2024	Chief Operating Officer
	Review the RAP Committee's Terms of Reference.	July 2024	Chief Operating Officer
	Establish and continue bimonthly RAP Committee meetings to drive and monitor RAP implementation and review progress annually.	June 2024, June 2025	General Manager Specialist Housing and Impact
15 Provide appropriate support for effective implementation of RAP commitments.	Continue to ensure RAP commitments have adequate resources for RAP implementation.	July 2023 July 2024	General Manager Specialist Housing and Impact
	Continue to engage our senior leaders and other employees in the delivery of RAP commitments.	July 2023	General Manager Specialist Housing and Impact
	Continue to maintain appropriate systems to track, measure and report on RAP commitments.	June 2024	General Manager Specialist Housing and Impact
	Maintain an internal RAP Champion from the Leadership Team.	July 2024	General Manager Specialist Housing and Impact
16 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 that we receive important RAP correspondence.	June 2024	General Manager Specialist Housing and Impact
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	General Manager Specialist Housing and Impact
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	General Manager Specialist Housing and Impact
	Report RAP progress to all employees and senior leaders quarterly.	Oct, January April, July 2023, 2024, 2025	General Manager Specialist Housing and Impact
	Publicly report our RAP achievements, challenges and learnings, annually.	September 2023, 2024	Communications Manager
	Participate in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	General Manager Specialist Housing and Impact
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	June 2025	General Manager Specialist Housing and Impact

Action	Deliverable	Timeline	Responsibility
17 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2025	General Manager Specialist Housing and Impact
	Consult internally and externally on a draft RAP before submitting to the Executive Team for endorsement.	March 2025	General Manager Specialist Housing and Impact
	•Submit draft RAP to Executive and RA for endorsement.	April 2025	General Manager Specialist Housing and Impact
18 Explore ways in which the Board can take a lead in Aboriginal and Torres Strait Islander inclusion and strategic direction.	Assess impacts on Aboriginal and Torres Strait Islander inclusion and service delivery through strategic planning.	December 2024	Chief Operating Officer
	Engage the Board in regular reporting of Aboriginal and Torres Strait Islander outcomes.	August 2023 and August 2024	Chief Operating Officer



Reconciliation Week 2023: A Journey Towards Healing

On Friday June 2nd, in the heart of Maitland Park, an important gathering unfolded to commemorate Reconciliation Week—a time to reflect on Aboriginal histories and cultures and work towards reconciliation in Australia.

At Hume we have many values, including champions of change and creators of connectivity. Committed to these values, we organised a thought-provoking event that aimed to foster unity and understanding.

Approximately 40 individuals from diverse backgrounds arrived, each carrying their unique perspectives and stories. Gathered as one to enjoy a BBQ lunch, a sense of community filled the air. People were eager to connect and engage in meaningful discussions, all driven by a common purpose: to listen, learn, and take steps towards reconciliation.

The event's highlight was the words and Acknowledgement to Country spoken by an Aboriginal elder, Michael Chenery. With wisdom and pride, he shared his insights and spoke on behalf of the Aboriginal people. He painted a vivid picture of their struggles, resilience, and the enduring effects of a painful history. His words carried the weight of generations, urging listeners to recognise and understand the experiences of the First Nations.

Creating a safe and respectful space, Hume led a yarning circle—a form of open conversation. Everyone was encouraged to share their thoughts, emotions, and experiences. This circle became a platform for meaningful discussions, where participants explored the complexities of reconciliation, the healing that was needed, and the shared responsibility to create a more inclusive society.

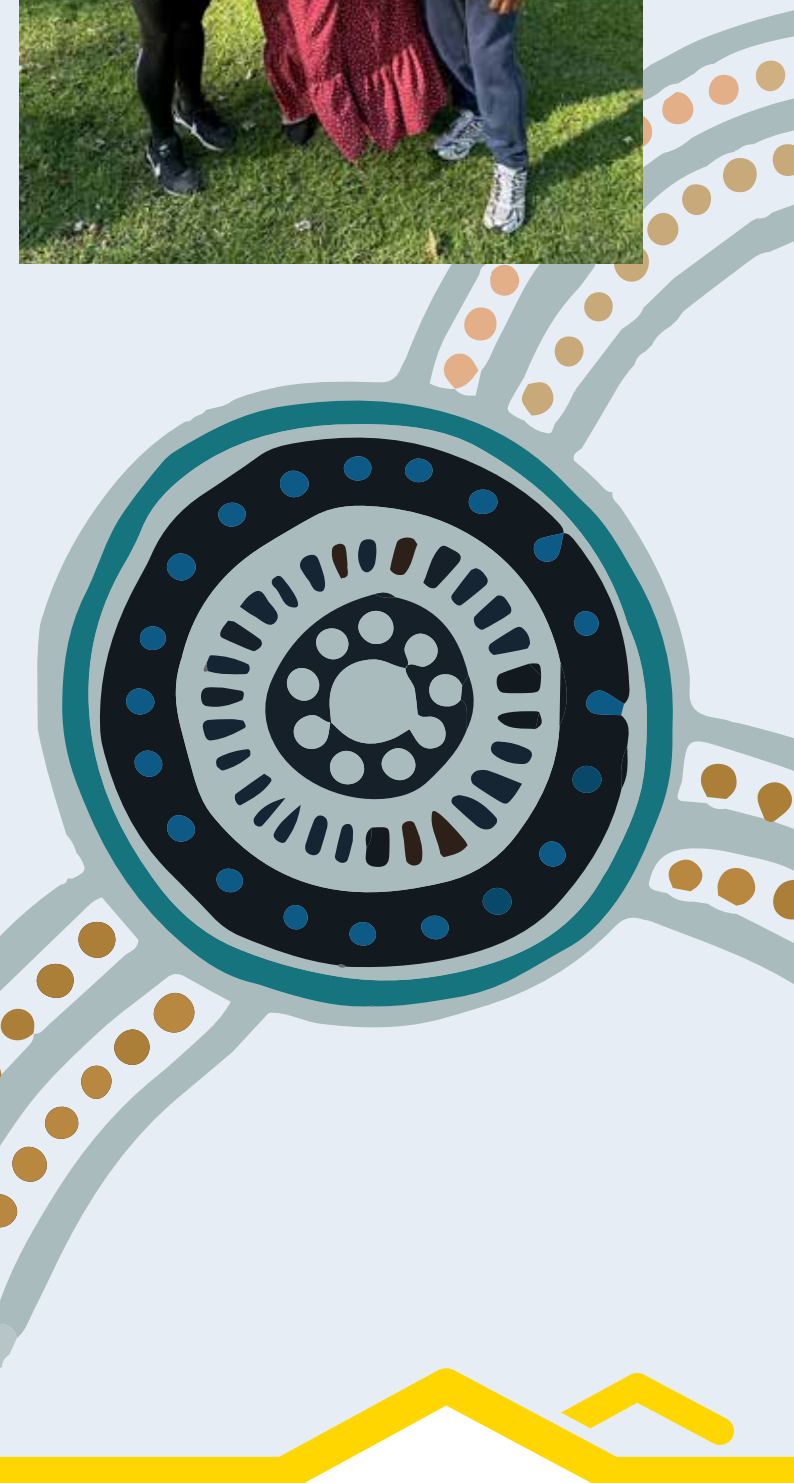
During the significant reflections, it was a time to reflect on the milestones that shaped the reconciliation journey, such as the 1967 referendum and the Mabo decision in

1992. These pivotal events recognised the rights and contributions of Aboriginal and Torres Strait Islander peoples, challenging the notion of 'terra nullius' and laying the foundation for reconciliation.

This brought on the discussion that in late 2023, Australians will have the opportunity to participate in another referendum aimed at amending the Constitution to establish an Aboriginal and Torres Strait Islander Voice, an independent and permanent advisory body. This Voice would provide valuable advice to the Australian Parliament and Government on matters affecting the lives of Aboriginal and Torres Strait Islander peoples. Empowering, community-led, inclusive, respectful, and culturally informed, the Voice seeks to shape a future where Aboriginal and Torres Strait Islander voices are heard and valued in decision-making processes.

During the event, Tara Dever, CEO of Mindaribba Local Aboriginal Land Council (LALC), approached one of our organisers and expressed her appreciation of Hume's effort in providing a secure and safe environment, which allowed the Elders to gather and share their stories with the community.

Everyone engaged in activities that fostered their understanding of Indigenous cultures, promoting respect and appreciation. While enjoying a well-cooked BBQ and the kids had fun with some organised activities. As the event concluded, a heartfelt thanks were extended to all who attended the Reconciliation Week BBQ to acknowledge the past, embrace diversity, and foster unity.



Hume Community Housing



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There's now even more ways to contact us:



Messenger



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Customer Service
Centre