



# Our Watch

Preventing violence  
against women

## Commitment to Action



**Reconciliation Action Plan (RAP)**  
July 2025 - June 2028

## Acknowledgement of Country

Our Watch acknowledges the Traditional Owners of the land across Australia on which we work and live. We pay respects to Elders past and present and recognise the continuing connection Aboriginal and Torres Strait Islander people have to land, culture, knowledge and language for over 65,000 years.

As a non-Indigenous organisation, Our Watch understands that violence against Aboriginal and Torres Strait Islander women and children is not an 'Aboriginal and Torres Strait Islander problem.' As highlighted in Our Watch's national resource *Changing the picture*, there is an intersection between racism, sexism and violence against Aboriginal and Torres Strait Islander women.

Our Watch has an ongoing commitment to the prevention of violence against Aboriginal and Torres Strait Islander women and children, who continue to experience violence at a significantly higher rate than non-Indigenous women. We acknowledge all Aboriginal and Torres Strait Islander people who continue to lead the work of sharing knowledge with non-Indigenous people and relentlessly advocate for an equitable, violence-free future in Australia.





# About the artist

## Karla McGrady

### Violence against women and girls is a serious and widespread national problem.

I am a Gamilaraay/Kamilaroi woman born in Tenterfield NSW, now residing in Magan-Djin/Brisbane, Queensland, I am the second eldest of seven siblings, and a mother of two.

I was encouraged to pursue my interest in art with the influence of an artistic family, in particular my uncle and father, and my broader cultural connections to art as an expression of life and storytelling for Aboriginal people. My art is a mix of styles and ideas that have developed over the years. The focus of my work is on nature, connection to Country and native foods as a means of keeping and sharing knowledge as well as sharing stories from my mother, father and Elders. More recently I have been commissioned to develop Aboriginal Art design for tattooing, murals, logos, businesses, sporting team uniforms, collaborating with an Indigenous owned business to design clothing, and products to celebrate NAIDOC Week.

I have been painting professionally for the last fifteen years and involved in exhibiting, selling, curating and promoting art since 2008.

My formal qualification is in Arts Administration, Business, and Business Administration.

My experience as a visual artist has led me to facilitating exhibitions, arts retail and commissions, curating art exhibitions with philanthropic bodies, government institutions and various other forms of art and artist promotion

I have been asked by Our Watch to commission pieces that speak to the importance of leadership and knowledge of Aboriginal and Torres Strait Islander people, particularly focusing on the strength and wisdom of Aboriginal and Torres Strait Islander women, acknowledging their wisdom and experience in working toward solutions that are grounded in self-determination and healing.

Instagram: [karlamac\\_art](#)

Facebook: [karlamcgradyarts](#)



*Journey of growth (2025), Karla McGrady*

## About the artwork

### Journey of growth

Journey of growth, the leaves represent nourishment, knowledge, medicine, connection to Country for Aboriginal women.

Certain types of native plants situate us within our own Country, 'those trees remind me of home.' They're often used for trade with other mob for food or tool making, many native plants can be used for medicine or healing.

Having and sharing this knowledge is part of cultural practice and brings people together.

## Message from the CEO

### We are pleased to launch the Our Watch Stretch Reconciliation Action Plan (RAP) 2025-2028.

The Stretch RAP is the third Reconciliation Action Plan that we have committed to, and we are privileged to have Reconciliation Australia's support to strengthen our work addressing the ongoing impacts of colonisation by embedding this commitment into everything we do at Our Watch.

We consider this work to be a core part of our remit and explicitly recognise the disproportionate impact of violence on Aboriginal and Torres Strait Islander women, children and communities, covered in *Changing the picture: A national resource to support the prevention of violence against Aboriginal and Torres Strait Islander women and their children*.

The Stretch RAP complements our broader Aboriginal and Torres Strait Islander strategy and establishes a clear framework for our reconciliation actions over the next three years. It is specifically focused on implementing long term, collaboratively designed strategies within our sphere of influence to promote reconciliation, internally and externally.

It will help us stay on course, be accountable, and maintain focus by providing the structure and framework needed to accomplish our objectives.

Our progress towards reconciliation is supported by the Aboriginal and Torres Strait Islander Steering Committee, an internal committee comprised of Aboriginal and Torres Strait Islander staff and Board members, as well as the RAP Working Group comprised of key staff members and two Board champions.

I offer my thanks and deep gratitude to the members of the Steering Committee and the RAP Working Group for their expertise, thoughtfulness and deep commitment to preventing violence against Aboriginal and Torres Strait Islander women and children. In particular, I thank the Aboriginal and Torres Strait Islander members of these groups. Without their leadership, our progress in reconciliation to date would not have been possible.

**Patty Kinnersly**  
Chief Executive Officer  
Our Watch



## Message from the Director of Aboriginal and Torres Strait Islander Strategy

### This Stretch RAP is an important step in Our Watch's journey of reconciliation and working towards preventing violence against Aboriginal and Torres Strait Islander women and their children.

As a non-Indigenous organisation, we have a role and responsibility to embed reconciliation, anti-racism, self-determination, and cultural safety in all our work and make it business as usual. That means listening to and valuing Aboriginal and Torres Strait Islander women's voices and actively seeking opportunities to collaborate with Aboriginal and Torres Strait Islander people and organisations to develop policies, practices and long-term strategies to ensure our women and children's safety.

To achieve Our Watch's vision of a violence-free future for all women, we need Aboriginal and Torres Strait Islander women and communities to be valued, celebrated and respected on the same level as other Australians. That means amplifying Aboriginal and Torres Strait Islander women's voices, making genuine connections and decolonising our work, both internally and across our sphere of influence.

**Regan Mitchell**  
Director of Aboriginal and  
Torres Strait Islander Strategy  
Our Watch





## **Message from the Board Chair Moo Baulch, Co-Deputy Chair, Vicky Welgraven AM, and the Board RAP Working Group Member, Desmond Campbell (Jangala/Gajok)**

**Reconciliation and healing are ongoing processes that are essential for us in realising Our Watch's vision to stop violence against women and children before it starts.**

Addressing the disproportionate and high rates of violence against Aboriginal and Torres Strait Islander women, children and communities can only be achieved by centering the diverse voices, cultural knowledges and experience of Aboriginal and Torres Strait Islander people. We will continue to work purposefully with our national reach and alongside our partners to ensure that these voices are embedded in primary prevention work across the country.

The extensive experience and deep knowledge of Aboriginal and Torres Strait Islander staff and Board members are crucial to this work. The Board's commitment to deep listening, strengths-based approaches and ongoing learning in this space has been bolstered by changes to our governance, which means that Our Watch is now committed to always having at least one Aboriginal or Torres Strait Islander as our Chair or Co-Deputy Chair.

To date, Aboriginal and Torres Strait Islander women, men, Elders, leaders and communities have led the work to prevent violence in their own communities, often with very little support, formal recognition or resources. By continuing to work in line with the evidence in *Changing the picture* and developing the evidence base so that primary prevention is responsive to the needs of communities, we will work to elevate, amplify and support these self-determined solutions to end this violence, which is a devastating ongoing consequence of colonialism.

The Stretch RAP provides us with a framework to challenge ourselves and stay accountable in our actions towards reconciliation, truth telling and justice. We look forward to sharing our platform to promote the leadership of Aboriginal and Torres Strait Islander peoples in primary prevention work, and to working alongside other non-Indigenous partners and organisations to support them to prevent violence against Aboriginal and Torres Strait Islander women and progress reconciliation.

**Moo Baulch OAM**  
Chair  
Our Watch



**Vicky Welgraven AM**  
A proud Adnyamathanha woman  
Co-Deputy Chair  
Our Watch



**Desmond Campbell (Jangala/Gajok)**  
A proud Gurindji and Ngalakan man  
Board Member and member of the  
RAP Working Group  
Our Watch



## Stretch RAP CEO Statement

**On behalf of Reconciliation Australia, I congratulate Our Watch on its formal commitment to reconciliation, as it implements its first Stretch Reconciliation Action Plan (RAP), its third RAP overall.**

Formed around the pillars of relationships, respect and opportunities, the RAP program helps organisations realise the critical role they can play in driving reconciliation across their work and area of expertise. As the national leader in the primary prevention of violence against women and their children, Our Watch's capacity to help address the disproportionate impacts of violence against Aboriginal and Torres Strait Islander women, children and communities is substantial.

Our Watch's previous RAPs established pathways to address the ongoing impacts of racism and colonisation on Aboriginal and Torres Strait Islander women, children and communities. These actions were and are grounded in its *Changing the picture* resource which confirms the disproportionate violence against Aboriginal and Torres Strait Islander women is not a problem unique to First Nations communities, but a result of colonisation that requires action from all people, organisations and governments across Australia. Internally, this decolonisation work included mitigating the cultural load on First Nations staff by developing the Cultural Knowledge Recognition Package which offers various forms of monetary and non-monetary remuneration to Aboriginal and Torres Strait Islander employees in recognition of their cultural contributions and the colonial load they carry.

Our Watch continues this work in this new Stretch RAP with a continued focus on the diverse needs and priorities of Aboriginal and Torres Strait Islander communities. Understanding that self-determined, strengths-based approaches are the most effective ways to drive change, Our Watch is providing resources and training to staff on how to apply Indigenous data governance and sovereignty in their work and working relationships, and further embedding Aboriginal and Torres Strait Islander-led governance mechanisms in its work.

Our Watch's prioritisation of First Nations led strategies demonstrates its deep understanding of the knowledge and strength that the Aboriginal and Torres Strait Islander lived experience provides. This thoughtful and self-reflective approach to its reconciliation journey ensures Our Watch will drive considerable reconciliation outcomes across its sphere of influence. On behalf of Reconciliation Australia, I commend Our Watch on this Stretch RAP and look forward to following its ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia





*Participants weaving during Ngumpie Weaving workshop at Yarning Circle with Aboriginal media professionals*





# Our vision for reconciliation

## **Our Watch's vision for reconciliation is an Australia where Aboriginal and Torres Strait Islander women and their children live safe, equitable, happy lives, free from all forms of violence.**

Our work, underpinned by *Changing the picture: A national resource to support the prevention of violence against Aboriginal and Torres Strait Islander women and their children*, specifically acknowledges that Aboriginal and Torres Strait Islander women experience disproportionately high rates of violence due to the combined impacts of racism, ongoing colonisation and gender inequality. Violence against Aboriginal and Torres Strait Islander women is not an 'Aboriginal and Torres Strait Islander problem', it is a legacy of colonisation that requires action from all people, organisations and governments across Australia.

We are committed to ensuring that primary prevention work is responsive to the diverse needs and priorities of Aboriginal and Torres Strait Islander communities. We aim to exemplify the important role that non-Indigenous organisations need to play in preventing violence against Aboriginal and Torres Strait Islander women and their children by demonstrating allyship, prioritising self-determined, strengths-based approaches and engaging in long-term, meaningful relationships with Aboriginal and Torres Strait Islander organisations, communities and individuals.

This Stretch Reconciliation Action Plan is designed to challenge us as an organisation to be brave in truth telling and creating social change to advance national reconciliation. It will enable us to continue to systematically improve the cultural safety and security of our workplace, reduce risks associated with everyday micro-aggressions, embed self-determining practices in all our policies and resources, and leverage our role as a national organisation to advocate for Aboriginal and Torres Strait Islander people, organisations and communities.

*Changing the picture* is a central framework that applies to all our work. We recognise the leadership and important work of Aboriginal and Torres Strait Islander Community Controlled Organisations, Aboriginal and Torres Strait Islander women and broader Community in shaping this framework. The *Changing the picture* resource will equip Aboriginal and Torres Strait Islander people and non-Indigenous people to work together under the framework to prevent violence, raise awareness of the enduring impacts of colonisation and foster a deeper national commitment to reconciliation and healing.

**We are committed to embedding the principles and actions in *Changing the picture* to our Reconciliation Action Plan to ensure our vision for reconciliation remains deeply connected to our organisational purpose to prevent violence against all women in Australia.**

Our Watch is in a unique position as a national organisation to promote reconciliation efforts across the country. Under this RAP, we will continue to advocate for actions towards reconciliation as a critical part of our role as a national leader in the prevention of violence against women.



*Our Watch Chair, Moo Baulch OAM and Our Watch Co-Deputy Chair, Vicky Welgraven AM.*

## Case Study: Strong Women for Healthy Country

Our Watch has attended and supported the 'Strong Women for Healthy Country' forums since they were first held in 2019, where staff member, co-author of *Changing the picture* and artist Karla McGrady, worked with rangers to design artworks that represented their work and shared the *Changing the picture* framework with the network.

The Strong Women for Healthy Country is a professional network for Northern Territory Aboriginal and Torres Strait Islander women caring for Country and sea. Established in 2019, the network holds annual Forums attended by up to 400 Aboriginal and Torres Strait Islander and non-Indigenous women to strengthen and develop the network from their original shared vision that states:

**We are strong Indigenous women of the Northern Territory. We stand united as one strong voice. We commit to a network that gives equal power to the rights of all our women. Strong Women means Healthy Country.**

At the 2022 forum, two Our Watch staff delivered sessions on the drivers of violence against Aboriginal and Torres Strait Islander women. In 2023, four Our Watch staff attended and supported the forum by acting as scribes to capture the knowledge and stories shared on violence against women in remote communities. Discussion included what needs to be considered to make spaces safe including cultural safety, healing and strengths-based approaches that focus on enabling culture and kinship systems through two-way learning and resource sharing from non-Indigenous organisations and institutions. The forum participants planned to share these reflections with the Government as part of their advocacy for the investment in Aboriginal and Torres Strait Islander women's safety in remote communities, in their workplaces, and on Country. At the 2024 forum, the group began to move towards incorporation, beginning the next step as the Strong Women for Healthy Country Corporation.



Participants at the Strong Women For Healthy Country forum in 2019.



## Case Study: Personal Reflection on the Cultural Knowledge Recognition Package

"Prior to joining Our Watch I was working for about 10 years in the response sector as a Domestic and Family Violence caseworker providing long term intensive casework to women and children in the thick of violence and abuse. When I started in my new role at Our Watch, I was feeling severe burn out.

I approached my manager who is also the CEO and shared how I was feeling. This was very hard for me as I was excited to be in the new role. The CEO offered for me to take 2 weeks of paid Wellbeing Leave by accessing the Cultural Knowledge Recognition Package for Aboriginal and Torres Strait Islander staff which includes additional wellbeing and cultural leave entitlements and other initiatives which recognise colonial load and remunerates Aboriginal staff for their cultural expertise. I was very grateful to have this as an option.

In my role I am also required to regularly present at conferences and forums about preventing violence against Aboriginal and Torres Strait Islander women and what drives the violence to occur. Often, I speak about the realities around systemic racism, discrimination and the ongoing impacts of colonisation in Australia to a mostly non-Indigenous audience. This can make people feel uncomfortable and defensive and is often difficult to present on.

I felt I needed to receive support from an experienced and qualified person to assist me with confidence and cultural mentoring. I used the Cultural Supervision fund as part of my Cultural Knowledge Recognition package to reach out to a Torres Strait Islander woman who is a highly experienced, respected speaker and a leader in this space to provide Cultural Mentoring. Her mentorship has been incredibly beneficial, and my confidence continues to improve."

### Regan Mitchell

Director of Aboriginal and Torres Strait Islander Strategy





# Our business

Our Watch is a national leader in the primary prevention of violence against women and their children. Our organisation's vision is for an Australia where women and their children live free from all forms of violence.

Primary prevention means stopping violence against women before it starts. Primary prevention strategies address the drivers of violence – the underlying social structures and behaviours that enable violence against women to occur.

Primary prevention strategies require action in all the places we live, work, learn and socialise. As such, Our Watch's sphere of influence is broad, including all levels of government, and in settings such as universities, TAFEs, schools, workplaces, sporting codes, the media and the violence prevention sector.

Our role is to equip governments, communities, organisations and people with the knowledge, tools and resources to engage in prevention work.

In 2024, research shows that 91% of people living in Australia agree that violence against women in Australia is a problem. This means Our Watch's vision is shared across the nation. Alongside our work to change the systems and structures that underpin violence against women, a crucial part of our work is raising awareness of the different actions individuals, organisations and communities can all take to prevent this violence from occurring.

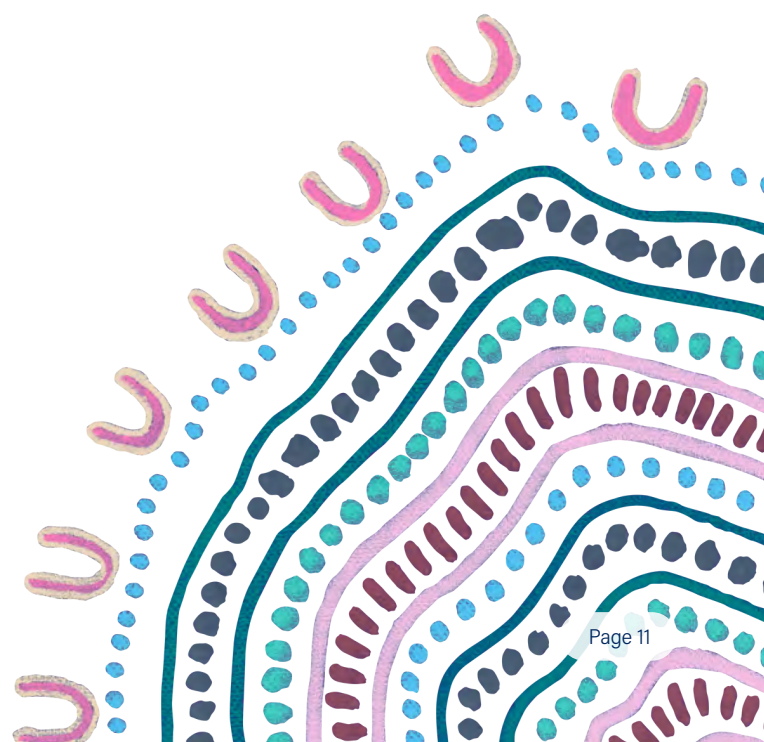
Our Watch is a national organisation supported by funding from all state, territory and commonwealth governments, as well as private philanthropy.

Our Watch employs around 135 people located across Australia — with office space in Naarm/Melbourne. In 2024, Our Watch has four Aboriginal and Torres Strait Islander staff members, including three in identified roles, and three Aboriginal Board members.

Aboriginal and Torres Strait Islander women experience violence at rates that are significantly higher than non-Indigenous women due to the combined impacts of ongoing colonisation, racism and gender inequality. Some Aboriginal and Torres Strait Islander women, including those from rural and remote communities, LGBTIQ+ women, and those living with a disability, experience compounding types of discrimination that often results in violence that is more frequent, severe and complex in nature. Ending this violence is a national responsibility that every person has a role to play in.

Our Watch has developed a relationship framework to guide and support the work we undertake with a range of stakeholders, including partners, steering groups, critical friends, funders and in our procurement. Each of these partners has expertise in their settings or specialisations, which is complementary to Our Watch's role as an expert organisation in primary prevention of violence against women.

"[Reconciliation!] It's everyone's business. We own that in the organisation loud and clear [and] the Aboriginal Board members as well."  
Innovate RAP Evaluation participant



# Our RAP

## Our Stretch Reconciliation Action Plan (RAP) 2025-2028 is a public commitment to our vision for reconciliation.

The actions in this RAP are underpinned and informed by the wisdom, guidance and cultural expertise of the Our Watch Aboriginal and Torres Strait Islander Steering Committee, the Our Watch Director of Aboriginal and Torres Strait Islander Strategy, and independent consultations with four external Aboriginal and Torres Strait Islander stakeholders who Our Watch have engaged with previously. First Nations consultancy firm Murawin facilitated the stakeholder engagement, where organisational partners were invited to share their priorities for shaping Our Watch's future reconciliation activities.

Through collaboration and consultation with Our Watch's RAP Working Group, Aboriginal and Torres Strait Islander staff, the CEO and Executive team, and Board we have developed a set of actions with measurable targets that are aimed to stretch and challenge us. Most actions in this RAP are intentionally designed to be led by non-Indigenous staff members to strengthen non-Indigenous engagement and confidence in reconciliation, mitigate colonial load on Aboriginal and Torres Strait Islander employees and encourage whole-of-organisation engagement and leadership in reconciliation. This aligns with key recommendations from the external evaluation of our previous Innovate RAP.



Our Watch staff, Regan Mitchell and Lisa Dietrich with Shaleena Musk NT Children's Commissioner October 2024.

We will continue to embed our RAP actions as business as usual and look for opportunities to strengthen our approach by being adaptive and receptive to the diverse priorities of Aboriginal and Torres Strait Islander communities. In support of our vision and the five dimensions of reconciliation articulated by Reconciliation Australia we will:

1. **Build genuine and sustainable relationships** with Aboriginal and Torres Strait Islander stakeholders based on power-sharing and mutual benefit (*race relations*).
2. **Demonstrate authentic leadership** among non-Indigenous organisations to progress reconciliation by modelling authentic reconciliation actions, encouraging truth-telling and being vulnerable and open in sharing our continual learnings (*historical acceptance*).
3. **Create systems and processes to embed self-determination** in all our work (*institutional integrity*).
4. **Empower Aboriginal and Torres Strait Islander staff** by fostering a culturally safe environment, deconstructing whiteness, and celebrating Indigenous knowledge, Community and Country (*equality and equity*).
5. **Create a workforce who are capable, unified and engaged** about reconciliation, racial justice and decolonisation (*unity*).

"...we have a lot of passionate staff members, that works to your advantage in actually getting things done because it's not just Directors holding staff to account, but the other way around as well."  
Innovate RAP Evaluation participant

## Our RAP journey

### This Stretch RAP will be the third RAP that Our Watch has developed, with the first RAP endorsed in 2017.

Across this time, we have engaged in deep listening and learning from Aboriginal and Torres Strait Islander people and communities, and we are grateful for their generosity, stewardship and truth-telling which has significantly shaped our reconciliation journey to date.

Along the way as an organisation we have faced key learnings and challenges that included the COVID-19 pandemic and a rapid expansion of our workforce, including the recruitment of staff in all states and territories, as well as valuable critiques made by Aboriginal and Torres Strait Islander academics in an Open Letter in 2021. This letter was a critical catalyst for Our Watch to reflect on our reconciliation efforts and a call to action to amplify Aboriginal and Torres Strait Islander women's leadership and to deepen our commitment to prevent violence against Aboriginal and Torres Strait Islander women using our role and reach as a national leader in the prevention of violence against women.

Across the life of our previous Innovate RAP and in the development of our Stretch RAP, we have committed to challenging ourselves and publicly demonstrating our commitment to reconciliation. Whether it be through our public statement on the Referendum on the Voice to Parliament (2023), our public statements on 26 January (2022, 2023 and 2024), or spotlighting

Aboriginal and Torres Strait Islander led organisations and recognising significant Awareness Days in our external communications and media, we are embracing our role in reconciliation and have embedded our previous RAP actions as business as usual.

Between 2020-2022 Our Watch funded, collaborated with and supported Aboriginal and Torres Strait Islander-led violence prevention initiatives through two projects, *From understanding to action* and *Connected communities*. Our Watch worked with community organisations such as Thursday Island Community Justice Group, Gamang Ngambaa Jiinda's Women's Group, Strong Women Talking and South East Tasmanian Aboriginal Corporation to support and promote self-determined, community-led primary prevention work in Aboriginal and Torres Strait Islander communities.

Internally, we have also prioritised the engagement of Aboriginal and Torres Strait Islander owned businesses in our procurement. In 2023-2024, Our Watch spent \$82,090 on procurement from Aboriginal and/or Torres Strait Islander-owned businesses to support the economic empowerment and development of Aboriginal and Torres Strait Islander communities.

Strong leadership from the CEO, Board, Executive team and the Aboriginal and Torres Strait Islander Steering Committee, have been pivotal in strengthening our confidence in RAP leadership. However, this journey remains ongoing, with continuous learning and reflection.











## Case Study: Partnership with Batchelor Institute and Charles Darwin University to prevent gender-based violence in TAFE

Our Watch has been collaborating with TAFEs in Victoria for over five years, supporting them to contribute to the prevention of gender-based violence and by co-developing the Respect and Equality in TAFE framework. Our Watch broadened this work to a national approach in 2022 and now supports five TAFEs across the country, including two in the Northern Territory.

Working with leaders at Charles Darwin University (CDU) and Batchelor Institute of Indigenous Tertiary Education, Our Watch staff travelled to Darwin and Alice Springs to co-design a local approach that connected with existing cultural safety initiatives at each campus. Through this work non-Indigenous Our Watch staff extended their understanding of the importance and practical application of community ownership and healing focused work. Charles Darwin University launched their partnership with Our Watch at their Alice Springs campus on International Women's Day 2024. In August, Our Watch signed a Memorandum of Understanding with Batchelor Institute during their 50-year celebration week. Since the launch of these partnerships, Our Watch has delivered twelve workshops, with six at CDU and six at Batchelor Institute to support them to conduct a gender equality self-assessment to understand what the institutions are already doing well and what gaps exist, to inform the development and implementation of a gender equality action plan.



*Vice Chancellor Professor Scott Bowman and Karla McGrady from Our Watch celebrate the 2024 partnership with Charles Darwin University to develop a Gender Equality Action Plan.*



## Key milestones in our RAP journey

### The development and application of *Changing the picture* framework

In recognition of the importance of developing a specific national resource dedicated to the prevention of violence against Aboriginal and Torres Strait Islander women, between 2016 and 2018, Our Watch engaged with Aboriginal and Torres Strait Islander stakeholders across Australia to listen to the needs and priorities of individuals, organisations and communities interested in the prevention of violence against Aboriginal and Torres Strait Islander women. The development of the national resource was guided by an Advisory Group comprising eleven Aboriginal and Torres Strait Islander women, and by the expertise and advice of Aboriginal and Torres Strait Islander academics and practitioners. It was also informed by an extensive literature review that prioritised work by First Nations authors and organisations.

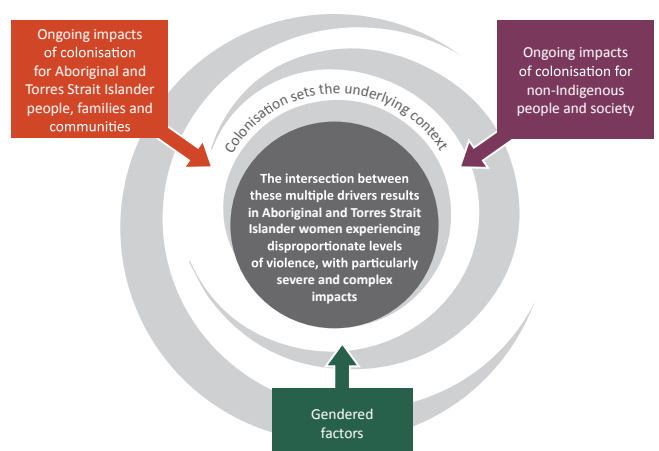


*Changing the picture* framework.

In 2018, Our Watch published *Changing the picture: A resource to support primary prevention of violence against Aboriginal and Torres Strait Islander women and their children*, as well as a detailed Background Paper summarising the research and consultation evidence. Through collaborative processes, stakeholders identified the ongoing impacts of colonisation as the underlying driver of violence against Aboriginal and Torres Strait Islander women. *Changing the picture* sets out a detailed suite of actions that are needed to address these underlying drivers and prevent this violence. Ranging across 23 focus areas, these actions address the legacies and ongoing impacts of colonisation for Aboriginal and Torres Strait Islander people, particularly through healing, strengthening cultural approaches and by increasing access to justice. They also outline critical anti-racism work that non-Indigenous people and organisations need to undertake, as well as actions to address the harm caused by colonial gender norms and roles imposed on Aboriginal and Torres Strait Islander communities.

In *Changing the picture*, Our Watch reflects on our role as a non-Indigenous organisation and makes a commitment to playing our part in addressing racism, power inequalities and other social, economic, cultural and environmental impacts of colonisation, and to working in solidarity with Aboriginal and Torres Strait Islander people to support culturally safe, community-owned and led solutions.

In 2023, Our Watch developed and delivered two training packages underpinned by the evidence in the framework, reaching 576 people across the nation.



*An explanatory model of the drivers of violence against Aboriginal and Torres Strait Islander women.*

## Aboriginal and Torres Strait Islander Steering Committee

Co-chaired by the CEO and Director of Aboriginal and Torres Strait Islander Strategy, the Aboriginal and Torres Strait Islander Steering Committee is currently comprised of seven Aboriginal and Torres Strait Islander staff and Board members, as well as four non-Indigenous staff and Board members.

The Steering Committee strengthens our work to prevent violence against Aboriginal and Torres Strait Islander women and their children by providing guidance, expertise and identifying areas for improvement across the organisation. It responds to formal requests for assistance from Our Watch staff on any projects, documents and protocols related to Aboriginal and Torres Strait Islander peoples, as well as its own priorities.

It is crucial that the Steering Committee operates under the principle of self-determination and provides a safe and collegial space for Aboriginal and Torres Strait Islander Board and staff members.



*Aboriginal and Torres Strait Islander Staff retreat 2024 on Gadigal Country.*

Some of the key outcomes from the Aboriginal and Torres Strait Islander Steering Committee over the past year include:

- Endorsing the Cultural Knowledge Recognition package for Aboriginal and Torres Strait Islander employees.
- Supported and advised on the development of work related to ethics, Indigenous Data Sovereignty, and Indigenous Cultural and Intellectual Property.
- Advising the CEO ahead of their appearance at the inquest into the deaths of four Aboriginal women killed by their partners in the Northern Territory.
- Critical guidance in the development of the Director of Aboriginal and Torres Strait Islander Strategy role.
- Support and feedback on projects to deepen cultural competency of managers working with Aboriginal and Torres Strait Islander team members.
- Advice to Our Watch on media, policy and organisational positions on national issues such as 26 January, the Reconciliation Action Plan and policy and document advice.
- Provided advice to strengthen coordination of all work at Our Watch related to Aboriginal and Torres Strait Islander women, communities and organisations.

“When I came into this role, I was worried about it being tokenistic. I just left a grassroots organisation with an incredible CEO, so that was something I was really looking for, you know, to see that authenticity... and anything I’ve bought to the CEO, or the Board has literally been taken on... So, I had fear around that and that hasn’t been the case.”

Innovate RAP Evaluation participant



## Cultural Knowledge Recognition Package

In 2023, Our Watch introduced a series of both financial and non-financial initiatives to remunerate Aboriginal and Torres Strait Islander employees in recognition of their cultural contributions and the colonial load - the additional and often invisible workload Aboriginal and Torres Strait Islander employees carry. This package was co-designed by our Aboriginal and Torres Strait Islander Steering Committee and includes Cultural Knowledge Contribution Allowance, Clinical and Cultural Supervision and additional entitlements to paid leave and superannuation. While it is difficult to assign a financial value to determine the rich cultural knowledge and contributions Aboriginal and Torres Strait Islanders hold, or the impacts of colonial load, we are proud of this set of initiatives that makes allowances for the Aboriginal and Torres Strait Islander employees for the extra work they undertake.

## Internal learning and reflection activities

In 2023 and 2024, Our Watch held several organisation-wide learning and reflection sessions to strengthen non-Indigenous staff members knowledge and understanding of the histories, perspectives, and cultures of Aboriginal and Torres Strait Islander peoples. These sessions also aimed to build the staffs confidence in engaging with anti-racism and decolonising approaches. The sessions were developed and facilitated by non-Indigenous staff with guidance from Aboriginal and Torres Strait Islander staff.



Comedian, Janty Blair with Regan Mitchell and Samantha Mileto from Our Watch celebrating NAIDOC Week.

In 2023, we hosted a series of sessions based on the “Voice, Treaty, Truth” pillars from the Uluru Statement from the Heart. Three external Aboriginal and Torres Strait Islander speakers presented to the entire organisation. The speakers were:

- **Voice:** Jade Ritchie, a Gooreng Gooreng woman and Director at the National Indigenous Australians Agency. She was an official spokesperson for the ‘Yes to a Voice in 2023’.
- **Truth:** Professor Juanita Sherwood, a Wiradjuri woman and specialist in Aboriginal women’s health and cultural safety in the healthcare system.
- **Treaty:** James Thompson, a Yorta Yorta man from the First Peoples Assembly of Victoria.

Though listening is an important way to engage in cultural learning, it was imperative these sessions were not solely a listening space. After each presentation, colleagues shared an action for all staff to consider embedding the knowledge shared in our practices. Evaluation of these sessions found that overall staff had deepened their knowledge and felt more confident to act and commit to self-directed learning.

In 2024, a series of whole of organisation events for National Reconciliation Week and NAIDOC Week were held, including:

- Inviting Nornie Bero, Meriam Mir woman and CEO of Mabu Mabu, to share her personal story to highlight the significance of Mabo Day, and to teach our team about native ingredients.
- Developing and facilitating a workshop on how to write a personalised Acknowledgement of Country and creating a personalised reconciliation commitment card for staff.
- Inviting Janty Blair, Butchulla, Mununjhali and Woppaburra woman and comedian, to host a comedy set and talk about comedy as a tool for social change.
- Inviting Goorlil Consulting to host an anti-racism and decolonising workshop for our national team.



Vicky Welgraven AM, Karen Iles, Desmond Campbell and Regan Mitchell.

## Indigenous Governance Mechanisms and Leadership

- In 2022, The Our Watch Aboriginal and Torres Strait Islander Steering Committee was established. Many of the reconciliation achievements since 2022 are a result of the knowledge and expertise within the Steering Committee.
- In 2023, Karen Iles, Dharug woman, was appointed to the Our Watch Board. Alongside Vicky Welgraven AM and Desmond Campbell, Karen Iles is the third Aboriginal Director currently on the Our Watch Board.
- In 2023, the Our Watch Board made an ongoing commitment that at least one Chair or Co-Deputy Chair will always be an Aboriginal or Torres Strait Islander person, with Adnyamathanha woman, Vicky Welgraven as the current Co-Deputy Chair.
- In 2023, Our Watch appointed its first Director of Aboriginal and Torres Strait Islander Strategy, Wiradjuri-Ngunnawal woman, Regan Mitchell.

## As of February 2025, the Our Watch Reconciliation Action Plan Working Group membership is:

- **Desmond Campbell (Jangala/Gojok)** – Our Watch Board Member
- **Victor Sojo** – Our Watch Board Member
- **Cara Gleeson** – RAP Champion, Director of Prevention in Action and the Our Watch Institute
- **Samantha Mileto** – Senior Advisor, Aboriginal and Torres Strait Islander Strategy
- **Heidi Lipson** – Partnership Lead
- **Renata Field** – Policy Manager
- **Jordan Vu-Abouzeid** – Senior Communications and Engagement Advisor
- **Chantal McCrae** – Director of Corporate Services
- **Jane Torney** – Manager Prevention Sector Engagement

## RAP 2025-2028 Strategic Alignment

Our Watch is guided by our Strategic Plan (2024-2029). The Stretch Reconciliation Action Plan aligns to all four goals in the Strategic Plan and corresponding objectives, including but not limited to:

- **Growing knowledge** - Objective 3: We share and translate the evidence and knowledge to make it accessible and impactful.
- **Inspiring action** - Objective 4: We lead a national conversation that inspires changes in attitudes and behaviours.
- **Leading for impact** - Objective 9: We partner and learn from Aboriginal and Torres Strait Islander, LGBTIQ+, migrant and refugee and disability organisations and communities in our collective prevention efforts.
- **Strengthening performance** - Objective 11: We invest in, support, celebrate and create a culturally safe workplace for our people.

### Our Watch Strategic Plan 2024-2029

**OUR VISION** An Australia where women and their children live free from all forms of violence.

**OUR ROLE** To stop violence before it starts.

**WHERE WE ARE GOING**

#### SUCCESS BY 2029

- We have increased the percentage of people we engage with who are confident to take action to prevent violence against women.
- All nine governments have a Prevention Strategy with investment.
- We publish an annual 'Prevention Knowledge' report.
- We see a year-on-year increase in community awareness of Our Watch.
- We have increased our external stakeholder Net Promoter Score.
- We achieve an A+ on our organisational health dashboard.

**Our Watch** preventing violence against women

#### HOW WE WILL GET THERE

##### Goal 1: Growing knowledge

We build, share, and connect organisations, communities and governments to knowledge and evidence to support change.

**OBJECTIVE 1** We build and strengthen prevention evidence and knowledge.

**OBJECTIVE 2** We test, evaluate, and monitor prevention evidence, activity and impact.

**OBJECTIVE 3** We share and translate evidence and knowledge to make it accessible and impactful.

##### Goal 2: Inspiring action

We create transformation by inspiring organisations, communities and governments to act.

**OBJECTIVE 4** We lead a national conversation that inspires change in attitudes and behaviours.

**OBJECTIVE 5** We motivate more people to take action across settings including workplaces, tertiary education, sport and media.

**OBJECTIVE 6** We work to increase the skill, size, diversity and connection of the prevention sector.

##### Goal 3: Leading for impact

We lead, coordinate, and collaborate with organisations, communities and governments to amplify impact.

**OBJECTIVE 7** We contribute to and support effective prevention infrastructure.

**OBJECTIVE 8** We provide governments with the evidence and support they need to lead prevention and address the drivers of violence against women.

**OBJECTIVE 9** We partner with and learn from Aboriginal and Torres Strait Islander, LGBTIQ+, migrant and refugee and disability organisations and communities in our collective prevention efforts.

##### Goal 4: Strengthening performance

We are a thriving, high-performing, values-led organisation.

**OBJECTIVE 10** We continuously improve our systems and processes to support the quality of our work and allow our people to excel.

**OBJECTIVE 11** We invest in, support, celebrate and create a culturally safe workplace for our people.

**OBJECTIVE 12** We have robust financial approaches and governance systems that support our work into the future.

Our Watch Strategic Plan 2024-2029.

The Stretch Reconciliation Action Plan will sit alongside complementary and reinforcing organisational strategies including the Aboriginal and Torres Strait Islander Strategy, strategies related to People, Culture and Learning and the Evidence and Impact Strategy with clear lines of responsibility, monitoring and reporting.



## Case Study: Tangentyere and Our Watch Opinion Piece

Tangentyere Women's Family Safety Group was established through Tangentyere Council Aboriginal Corporation by women living in Town Camps in and around Mparntwe (Alice Springs) who wanted to have a voice and take action on domestic and family violence. The Women's Family Safety Group is linked with and expanded into Tangentyere Council's broader Family Violence Prevention Programs that aim to empower and educate men, women and children to understand the drivers of violence and how to generate change for safer, healthier and stronger futures. Our Watch and Tangentyere Women's Family Safety Group have a longstanding relationship through our shared priorities to prevent violence against Aboriginal and Torres Strait Islander women.

In late 2023, Our Watch contacted Maree Corbo, Community Safety Manager of Tangentyere Council, to propose a co-authored opinion piece for publication on January 26, 2024. This initiative aimed to highlight the ongoing impacts of colonisation and systemic

racism in the Northern Territory which contribute to the disproportionately high rates of violence and murder of Aboriginal and Torres Strait Islander women. By collaborating with Tangentyere Council, Our Watch sought to not only advocate for these critical issues but also to showcase nationally the valuable work and advocacy of Tangentyere Family Violence Prevention Programs in the Northern Territory and reinforce publicly our stance that January 26 is not a day to celebrate. It was also an opportunity for Our Watch as a national organisation, to share our resources and reach with a critical Aboriginal grassroots organisation, which like so many other Aboriginal and Torres Strait Islander organisations, are severely under resourced and underfunded.

The collaborative opinion piece was published in the Guardian and with permission from Tangentyere Council, Our Watch published and shared the opinion piece on all our social media platforms.



*This image is by Jesse Tyssen, provided by Tangentyere Women's Family Safety Group. Taken on the Day of Action against Domestic and Family Violence in response to the coronial inquest into the deaths of four Aboriginal women in the Northern Territory. September 2023 in Mparntwe Alice Springs.*



# Relationships

Our Watch understands that building strong, authentic relationships between Aboriginal and Torres Strait Islander people and communities across Australia is essential for reconciliation. These relationships must be genuine, meaningful and underpinned by the principles of respect, self-determination, data sovereignty, and community ownership, control and leadership as outlined in our *Relationship Framework*. A power analysis of the dynamics within all our working relationships is embedded throughout our *Relationship Framework* and is integral to the processes we use when working collaboratively. This power lens is vital to our working relationships with Aboriginal and Torres Strait Islander Communities and organisations. Our Watch commits to continuous development and growth of its partnerships with Aboriginal and Torres Strait Islander organisations including supporting our staff with the tools and guidance on effective relationship building.



Action	Deliverable	Timeline	Responsibility
<b>1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Meet with Aboriginal and Torres Strait Islander stakeholders in the jurisdictions that we work, underpinned by the Relationship Framework, for the purpose of continuously improving guiding principles for engagement.	Ongoing reported August [2025, 2026, 2027]	Lead(s): Chief Executive Officer Director of Aboriginal and Torres Strait Islander Strategy
	Review, update and implement an engagement plan as part of the broader Our Watch Aboriginal and Torres Strait Islander Strategy to work with Aboriginal and Torres Strait Islander stakeholders.	June [2026, 2027, 2028]	Lead(s): Senior Advisor, Aboriginal and Torres Strait Islander Strategy Executive Sponsor: Director of Aboriginal and Torres Strait Islander Strategy
	Establish and maintain at minimum <b>four</b> formal two-way partnerships with Aboriginal and Torres Strait Islander people, communities and/or organisations.	June 2028 Monitor July [2025, 2026, 2027]	Lead(s): Directors Executive Sponsors: Chief Executive Officer Director of Aboriginal and Torres Strait Islander Strategy
	Develop partnership practice guidance in line with Our Watch key principles for working with Aboriginal and Torres Strait Islander peoples.	August 2025	Lead: Partnership Lead, Innovation Executive Sponsor: Director, Innovation
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff.	13 May - 3 June, [2026, 2027, 2028]	Lead: RAP Cultural Engagement Group Executive Sponsor: RAP Champion
	RAP Working Group members to participate in <b>one</b> external NRW events and <b>one</b> external NAIDOC week event.	27 May - 3 June, [2026, 2027, 2028]	Lead: RAP Working Group Members
	Encourage and support staff and senior leaders to participate in at least <b>one</b> external event to recognise and celebrate NRW.	27 May - 3 June, [2026, 2027, 2028]	Lead: RAP Working Group Executive Sponsor: RAP Champion
	Organise at least <b>one</b> organisation-wide NRW event, each year that includes an external Aboriginal and Torres Strait Islander speaker, truth-telling and an anti-racism activity for all staff to commit to reconciliation action.	27 May - 3 June, [2026, 2027, 2028]	Lead: RAP Cultural Engagement Group Executive Sponsor: RAP Champion
	Register all our NRW events on Reconciliation Australia's <a href="#">NRW website</a> .	May [2026, 2027, 2028]	Lead: RAP Working Group Chair Executive Sponsor: RAP Champion

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Update and implement a staff engagement strategy to raise awareness of reconciliation across our workforce including a dedicated launch of the Stretch RAP and ongoing reconciliation awareness raising via internal channels.	July 2025 Review January [2026, 2027, 2028]	Lead: RAP Chair Executive Sponsor: RAP Champion
	Continue to communicate our commitment to reconciliation publicly by elevating external Aboriginal and Torres Strait Islander organisations and voices in our external communication channels and sharing <i>Changing the picture</i> evidence widely.	Ongoing Review January [2026, 2027, 2028]	Lead: Director, Marketing and Communications Executive Sponsor: Chief Executive Officer
	Strengthen the presence of Our Watch's Aboriginal and Torres Strait Islander-related training, resources and documents on the website.	Ongoing Review April [2026, 2028]	Lead: Director, Marketing and Communications Executive Sponsor: Chief Executive Officer
	Continue to implement strategies to positively influence our external stakeholders to drive reconciliation outcomes by embedding <i>Changing the picture</i> Essential Actions and Principles and any Aboriginal and Torres Strait Islander Strategy priorities into our communications and campaign activity, policy development, government engagement plans, resources and training.	Ongoing Review June [2026, 2027]	Lead: Executive Team Executive Sponsor: Chief Executive Officer
	Collaborate with <b>three</b> RAP and other like-minded organisations to implement innovative approaches to advance reconciliation over the life of the RAP.	Ongoing Review July [2025, 2026, 2027]	Lead: RAP Chair Executive Sponsor: RAP Champion
	Create and distribute resources, tools, and educational materials for the leadership team to support their engagement with Our Watch's reconciliation journey. These resources will aim to build confidence in reconciliation and cultural safety practices for individuals and teams.	Ongoing Review January [2026, 2027, 2028]	Lead: RAP Chair Executive Sponsor: RAP Champion
	Actively seek out opportunities to publicly promote and share internal learnings from our reconciliation journey such as the Cultural Knowledge Recognition package, establishing an Aboriginal and Torres Strait Islander Steering Committee, and <i>Changing the picture</i> drivers and actions at relevant external conferences, meetings, events.	Ongoing Review January [2026, 2027, 2028]	Lead: Director of Aboriginal and Torres Strait Islander Strategy Executive Sponsors: Chief Executive Officer

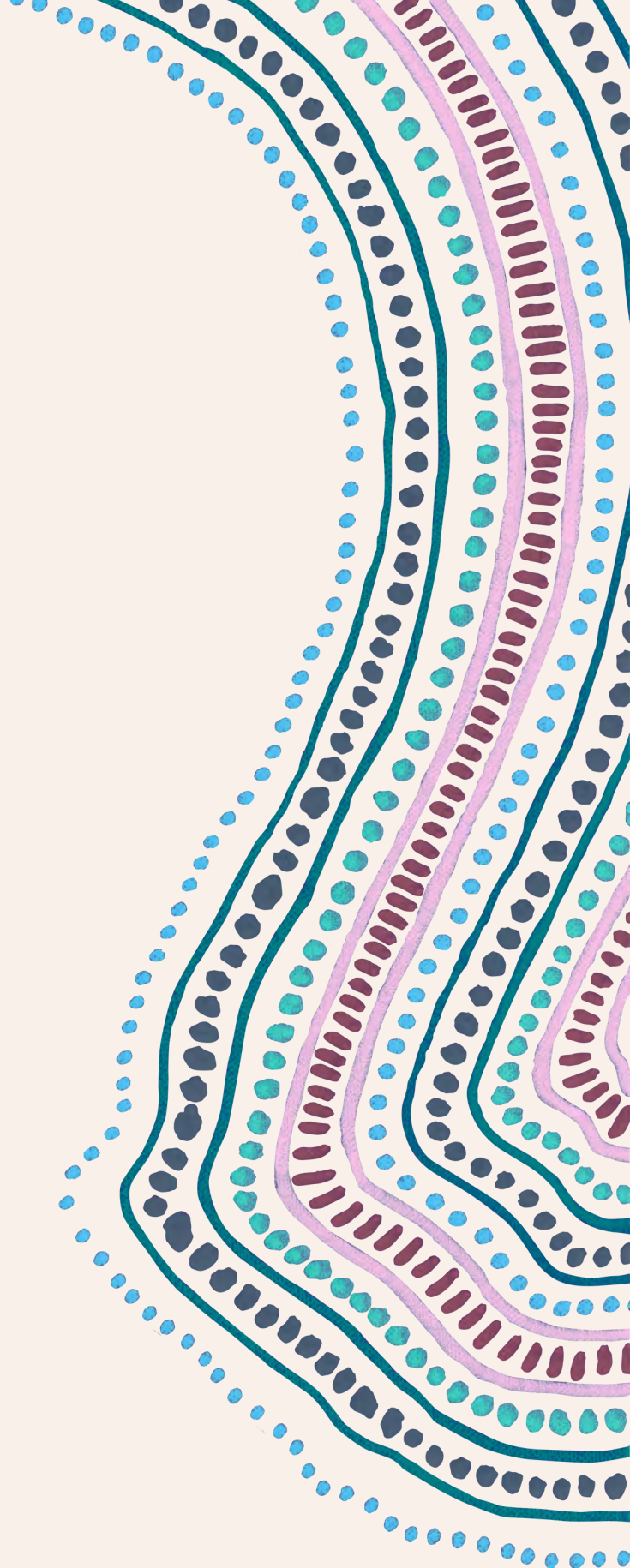


Action	Deliverable	Timeline	Responsibility
<b>4. Recognise and remunerate Aboriginal and Torres Strait Islander staff for their cultural contributions and imposed colonial load via Our Watch's Cultural Recognition Package.</b>	Continue to implement the Cultural Knowledge Recognition Package.	Ongoing Review March [2026, 2027, 2028]	Lead: Director of Corporate Services Executive Sponsors: Director of Aboriginal and Torres Strait Islander Strategy Chief Executive Officer
	Track, measure and review uptake of the Cultural Knowledge Recognition package and develop strategies to increase the utilisation of the package.	Ongoing Review March [2026, 2027, 2028]	Lead: Director of Corporate Services Executive Sponsors: Director of Aboriginal and Torres Strait Islander Strategy Chief Executive Officer
<b>5. Promote positive race relations through anti-discrimination strategies.</b>	Continuously improve People and Culture policies and procedures concerned with anti-discrimination and anti-racism using an intersectional lens.	Ongoing Review December [2025, 2026, 2027]	Lead: Manager, People and Culture Executive Sponsor: Director, Corporate Services
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy and practice.	Ongoing Reported December [2025, 2026, 2027]	Lead: Manager, People and Culture Executive Sponsor: Director, Corporate Services
	Update, implement, and communicate Our Watch's anti-discrimination policy.	August 2025	Lead: Manager, People and Culture Executive Sponsor: Director, Corporate Services
	Provide ongoing education to senior leaders and managers about the impacts of racism, using an intersectional approach.	Ongoing Monitor January [2026, 2027, 2028]	Lead: Manager, People and Culture Executive Sponsor: Director, Corporate Services
	Senior leaders to publicly support anti-discrimination campaigns, initiatives, and stances against racism.	Ongoing Monitor January [2026, 2027, 2028]	Lead: Director of Marketing and Communications Executive Sponsor: Chief Executive Officer

# Respect

As a non-Indigenous organisation, Our Watch commits to taking responsibility for our part in a collective effort to prevent violence against all women and to work as allies in culturally safe ways. We deeply respect culture, Country, Aboriginal and Torres Strait Islander knowledges, aspirations and solutions. Respect is fundamental to our organisation, as it strengthens the relationships we build and enhances our capacity to engage meaningfully with communities.

Our Watch is committed to broadening opportunities, internally and externally, to respectfully engage with Aboriginal and Torres Strait Islander peoples, experiences, cultures, histories, knowledges and rights in our work and working relationships. Our cultural governance and practice frameworks are underpinned by an intersectional approach, ensuring that our work addresses the multiple and intersecting forms of inequality, discrimination and disadvantage, including colonisation, racism, ableism and homophobia, and the role that these play in driving violence against women.





Action	Deliverable	Timeline	Responsibility
<b>6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Conduct a review of cultural learning needs within our organisation.	September [2025, 2027]	Lead: Manager, People and Culture Executive Sponsor: Director, Corporate Services
	Consult Traditional Owners and/or Aboriginal and Torres Strait Islander leaders and advisors on the implementation of a cultural learning strategy.	April [2026, 2027]	Lead: Manager, People and Culture Executive Sponsor: Director, Corporate Services
	Review cultural learning strategy for our staff.	December 2025	Lead: Manager, People and Culture Executive Sponsor: Director, Corporate Services
	Commit all RAP Working Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning.	Ongoing Reported December [2025, 2026, 2027]	Lead: Manager, People and Culture Executive Sponsor: Director, Corporate Services
	<b>95%</b> all staff to undertake formal and structured cultural learning over the life of this Stretch RAP and the Executive Team to participate in one in-person cultural learning activity annually.	Ongoing Review 2027	Lead: Manager, People and Culture Executive Sponsor: Director, Corporate Services
<b>7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Ongoing Review July 2026	Lead: RAP Cultural Engagement Group Executive Sponsor: RAP Champion
	Implement and communicate the <i>Acknowledgement of Country protocols guide</i> , including protocols for Welcome to Country and Acknowledgement of Country.	July 2025	Lead: RAP Chair Executive Sponsor: RAP Champion
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol for at least <b>three</b> significant events each year, including <i>Our Watch Day, NRW, NAIDOC week events and all formal events hosted by Our Watch.</i>	NRW – May [2026, 2027, 2028] NAIDOC Week – July [2025, 2026, 2027] Our Watch Day – May [2026, 2027, 2028]	Lead: RAP Chair Executive Sponsor: RAP Champion

Action	Deliverable	Timeline	Responsibility
	Continue to include an Acknowledgement of Country and recognition of the contribution and leadership of Aboriginal and Torres Strait Islander peoples, communities and organisations in internal and external formal meetings, training, events, publications and other important forums.	Ongoing Monitor July [2025, 2026, 2027]	Lead: RAP Chair Executive Sponsor: RAP Champion
	Staff and senior leaders will continue to provide an Acknowledgement of Country or other appropriate protocols at all public events.	Ongoing Monitor July [2025, 2026, 2027]	Lead: RAP Chair Executive Sponsor: RAP Champion
	Display <b>one</b> Acknowledgment of Country plaques in our office made by an Aboriginal and/or Torres Strait Islander designer.	July 2025	Lead: Manager, Technology and Facilities Executive Sponsor: RAP Champion
<b>8. Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	RAP Working Group and Executive Team to participate in at least <b>one</b> external NAIDOC Week event.	First week in July [2025, 2026, 2027]	Lead: RAP Working Group and Executive Team
	Review and update People & Culture policies and procedures to remove barriers to staff participating in NAIDOC Week.	Ongoing Review April [2026, 2027, 2028]	Lead: Manager, People and Culture Executive Sponsor: Director of Corporate Services
	Support all staff to participate in at least <b>one</b> NAIDOC Week event.	First week in July [2025, 2026, 2027]	Lead: Managers Executive Sponsor: RAP Champion
	In consultation with Aboriginal and Torres Strait Islander stakeholders, support <b>two</b> external NAIDOC Week events each year.	First week in July [2025, 2026, 2027]	Lead: Director of Marketing and Communications Executive Sponsor: Director of Aboriginal and Torres Strait Islander Strategy
	Organise at least <b>one</b> organisation-wide NAIDOC week event each year that includes an external Aboriginal and Torres Strait Islander speaker, truth-telling and an anti-racism activity for all staff to commit to reconciliation action.	First week in July [2025, 2026, 2027]	Lead: RAP Cultural Engagement Group Executive Sponsor: RAP Champion



Action	Deliverable	Timeline	Responsibility
9. Enable and promote Indigenous Data Governance and Sovereignty.	Provide resources and training to relevant staff working with Aboriginal and Torres Strait Islander organisations and communities on how to talk about and apply Indigenous data governance and sovereignty in their work and working relationships.	August [2025, 2026, 2027]	Lead: Design, Impact and Evaluation Manager, Innovation Executive Sponsor: Director, Innovation
	Consolidate existing work on Data Sovereignty and Indigenous Cultural and Intellectual Property and integrate it into relevant plans, frameworks and policies including the <i>Relationships Framework</i> , <i>Ethics Committee</i> and <i>internal Cultural learning framework</i> .	August [2025, 2026, 2027]	Lead: Portfolio Manager, Innovation Executive Sponsor: Director, Innovation
	Continue and extend work with First Nations consultancy to develop robust collaboration agreements and Terms of Engagement for working with Aboriginal and Torres Strait Islander people, organisations and communities.	August [2025, 2026, 2027]	Lead: Portfolio Manager, Innovation Executive Sponsor: Director, Innovation

# Opportunities

Our Watch values the diverse experiences and backgrounds of our staff and Board. These experiences strengthen and improve our work. We understand that the ongoing impacts of colonisation and racism in Australia severely limit Aboriginal and Torres Strait Islander people, organisations and communities' access to opportunities, and that the ongoing impact of colonisation is the underlying driver of violence against Aboriginal and Torres Strait Islander women. As a non-Indigenous organisation, Our Watch is committed to building on our existing initiatives, systems and processes to strengthen our organisation's cultural safety, leadership opportunities, decision-making structures and recruitment of Aboriginal and Torres Strait Islander staff members. This will continue to occur through co-designing strategies and seeking out opportunities to redistribute the unfair balance of power and access to opportunities that non-Indigenous people and organisations benefit from due to colonisation, including through our Cultural Knowledge Recognition package.



Action	Deliverable	Timeline	Responsibility
<b>10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	Engage with Aboriginal and Torres Strait Islander staff to consult on the effectiveness of our recruitment, retention and professional development strategy.	July 2025	Lead: Manager, People and Culture Executive Sponsor: Director of Corporate Services
	Review and update an Aboriginal and Torres Strait Islander attraction, recruitment, retention, and professional development strategy.	Review November [2025, 2027]	Lead: Manager, People and Culture Executive Sponsor: Director of Corporate Services
	Advertise culturally-friendly job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Ongoing [as Job opportunities become available] Reported annually June [2026, 2027, 2028]	Lead: Manager, People and Culture Executive Sponsor: Director of Corporate Services
	Review HR and recruitment procedures and policies to strengthen our commitment to Aboriginal and Torres Strait Islander participation in our workplace.	Ongoing Review July [2025, 2026, 2027]	Lead: Manager, People and Culture Executive Sponsor: Director of Corporate Services
	Director of Aboriginal and Torres Strait Islander Strategy and/or Aboriginal and Torres Strait Islander Steering Committee to review all People and Culture policies.	Ongoing Review March [2026, 2027, 2028]	Lead: Director of Corporate Services Executive Sponsor: Chief Executive Officer
	Aboriginal and Torres Strait Islander employees to be supported to take on management and senior level positions including by regularly monitoring Aboriginal and Torres Strait Islander employee uptake of the Aboriginal & Torres Strait Islander Leadership Development Fund.	Ongoing Reported July [2025, 2026, 2027]	Lead: Managers of Aboriginal & Torres Strait Islander Staff Executive Sponsor: Director of Corporate Services
	Support Aboriginal and Torres Strait Islander employees to access external cultural supervision.	Ongoing July [2025, 2026, 2027]	Lead: Managers of Aboriginal & Torres Strait Islander Staff Executive Sponsor: Director of Corporate Services
	Increase Aboriginal & Torres Strait Islander Employees by three Full Time Equivalent (FTE), from four employees in 2025 to six in 2028.	February 2028 Monitor February [2026, 2027]	Lead: Director of Corporate Services Executive Sponsor: Chief Executive Officer

Action	Deliverable	Timeline	Responsibility
<b>11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Update our procurement strategy to include an Aboriginal and Torres Strait Islander specific procurement approach.	September 2025	Lead: Director of Corporate Services Executive Sponsor: Chief Executive Officer
	Investigate Supply Nation membership.	November 2025	Lead: Director of Corporate Services Executive Sponsor: Chief Executive Officer
	Develop opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses and communicate to staff.	November 2025	Lead: Procurements and Contracts Officer Executive Sponsor: Director of Corporate Services
	Review and update procurement practices to remove internal barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	November 2025	Lead: Director of Corporate Services Executive Sponsor: Chief Executive Officer
	Maintain commercial relationships with a minimum of <b>ten</b> Aboriginal and/or Torres Strait Islander businesses across the life of the RAP.	Ongoing Review July [2025, 2026, 2027]	Lead: All Directors Executive Sponsor: Chief Executive Officer
	<b>Maintain a 1%</b> annual target for procurement from Aboriginal and Torres Strait Islander businesses.	Report July [2025, 2026, 2027]	Lead: Director of Corporate Services Executive Sponsor: Chief Executive Officer
	Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses.	December Monitor [2026, 2027]	Lead: Procurements and Contracts Officer Executive Sponsor: Director of Corporate Services
<b>12. Maintain and continuously improve Aboriginal and Torres Strait Islander team networking opportunities.</b>	Continue to hold at least <b>one</b> in-person cultural connection day for all Aboriginal and Torres Strait Islander staff annually.	Annually Monitor January [2026, 2027, 2028]	Lead: Director of Aboriginal and Torres Strait Islander Strategy
	Hold <b>one</b> annual specialised learning opportunity for Aboriginal and Torres Strait Islander staff.	Annually Monitor July [2025, 2026, 2027]	Lead: Manager, People and Culture Executive Sponsor: Director of Corporate Services





## Governance

Our Watch is committed to embedding best practice governance through Indigenous Voice structures that will work alongside existing organisational structures. We are also committed to tracking and evaluating our progress towards our reconciliation goals in alignment with the Our Watch Strategic Plan which outlines the organisation's goal of building evidence through evaluation and measuring approaches to prevent violence against women.

Action	Deliverable	Timeline	Responsibility
<b>13. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.</b>	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Review October [2025, 2026, 2027]	Lead: RAP Chair Executive Sponsor: RAP Champion
	Review and update the Terms of Reference for our RWG.	Review September [2025, 2026, 2027]	Lead: RAP Working Group Executive Sponsor: RAP Champion
	Meet at least four times per year to drive and monitor RAP implementation.	February, June, September, November [2025, 2026, 2027, 2028]	Lead: RAP Working Group Executive Sponsor: RAP Champion
<b>14. Provide appropriate support for effective implementation of RAP commitments.</b>	Embed resource needs for RAP implementation.	July [2025, 2026, 2027]	Lead: RAP Chair Executive Sponsor: RAP Champion
	Embed key RAP actions in performance expectations of senior management and all staff.	July [2025, 2026 2027]	Lead: Manager, People and Culture Executive Sponsor: Director, Corporate Services
	Embed appropriate systems and capability to track, measure and report on RAP commitments.	July [2025, 2026, 2027]	Lead: RAP Chair Executive Sponsor: RAP Champion
	Maintain an internal RAP Champion from senior management.	Ongoing Monitor July [2025, 2026 2027]	Lead: Director, Executive Sponsor: Chief Executive Officer
	Include our RAP as a standing agenda item at Executive Team meetings, All Staff meetings, Aboriginal and Torres Strait Islander Steering Committee meetings, and Board meetings.	Ongoing Monitor July [2025, 2026, 2027]	Lead: RAP Champion Executive Sponsor: Chief Executive Officer
<b>15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	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.	July [2025, 2026, 2027]	Lead: RAP Chair Executive Sponsor: RAP Champion
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August, annually	Lead: RAP Chair Executive Sponsor: RAP Champion



Action	Deliverable	Timeline	Responsibility
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Lead: Manager, People and Culture Executive Sponsor: Director of Corporate Services
	Report RAP progress to all staff and senior leaders via all staff meetings, board meetings and a dedicated quarterly RAP newsletter.	February, August, October, December [2025, 2026, 2027, 2028]	Lead: RAP Chair Executive Sponsor: RAP Champion
	Continue to publicly report our commitment to reconciliation and the prevention of violence against Aboriginal and Torres Strait Islander women annually, outlining achievements, challenges and learnings. Share with our key external stakeholders annually and via our internal and external communication channels.	August [2025, 2026, 2027]	Lead: Senior Advisor, Communications and Engagement Executive Sponsor: Director, Marketing and Communications
	Continue to participate in Reconciliation Australia's biennial Workplace RAP Barometer.	August 2026	Lead: Manager, People and Culture Executive Sponsor: Director, Corporate Services
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	2028	Lead: RAP Chair Executive Sponsor: RAP Champion
<b>16. Continue our reconciliation journey by developing our next RAP.</b>	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	July 2026	Lead: RAP Chair Executive Sponsor: RAP Champion
<b>17. Continue to maintain Aboriginal and Torres Strait Islander-led governance mechanisms and scope further opportunities to embed Aboriginal and Torres Strait Islander voices in our work.</b>	Continue the Aboriginal and Torres Strait Islander Steering Committee mechanism operating under the <i>Changing the picture</i> principles.	Ongoing Review Terms of Reference July [2025, 2026, 2027]	Lead: Co-Chairs - Director of Aboriginal and Torres Strait Islander Strategy and Chief Executive Officer
	We will ensure that at least one Board Chair or Co-Deputy Chair will always be an Aboriginal and/or Torres Strait Islander person.	Ongoing Monitor July [2025, 2026, 2027]	Lead: Board Chair
	Establish a Board subcommittee focussed on the governance of Aboriginal and Torres Strait Islander related strategies within the organisation.	July 2025	Lead: Board Chair
	Scope further opportunities to embed Aboriginal and Torres Strait Islander voices in all our operations as an organisation.	Ongoing Review February 2028	Lead: Executive Team Executive Sponsor: Chief Executive Officer



## Contact details

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