



RECONCILIATION
AUSTRALIA

Reflect Reconciliation Action Plan

Habitat for Humanity Australia

AUGUST 2025 – FEBRUARY 2027



Habitat
for Humanity®
Australia

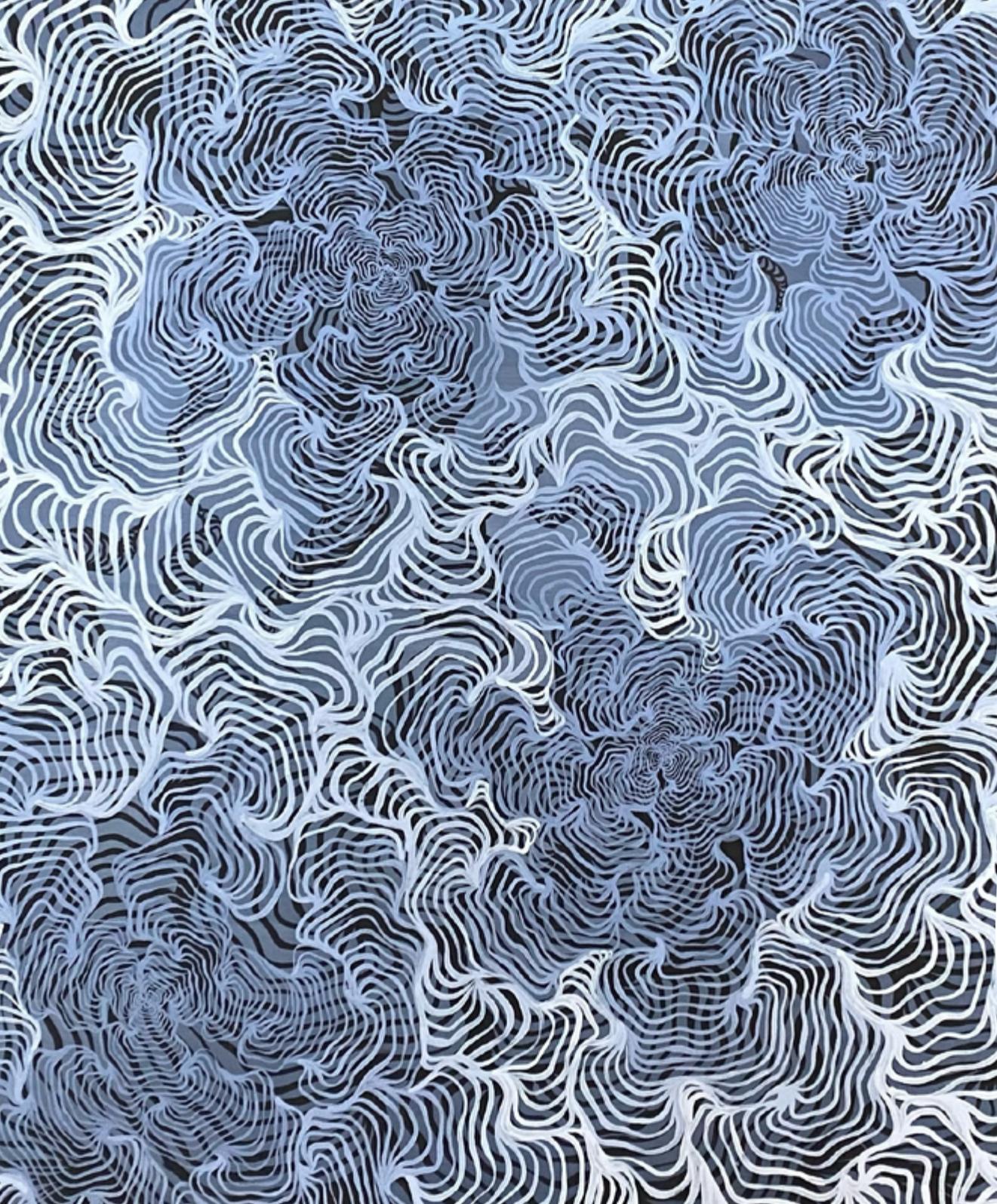


Table of Contents

Acknowledgement of Country	3
Statement from CEO of Reconciliation Australia	4
Our Business	5
Our RAP	6
HFHA RAP Working Group members	7
Our partnerships and current activities	8
Relationships	10
Respect	11
Opportunities	12
Governance	13
Contact details	14

Acknowledgement of Country

Habitat for Humanity Australia acknowledges the Traditional Owners and Custodians of Country on which we work throughout Australia. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples. We recognise their continuing connection to land, water and culture. We acknowledge Aboriginal and Torres Strait Islander peoples as Australia's First Peoples and recognise their lands and sovereignty were never ceded.



Inaugural Reflect RAP

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

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

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

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

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

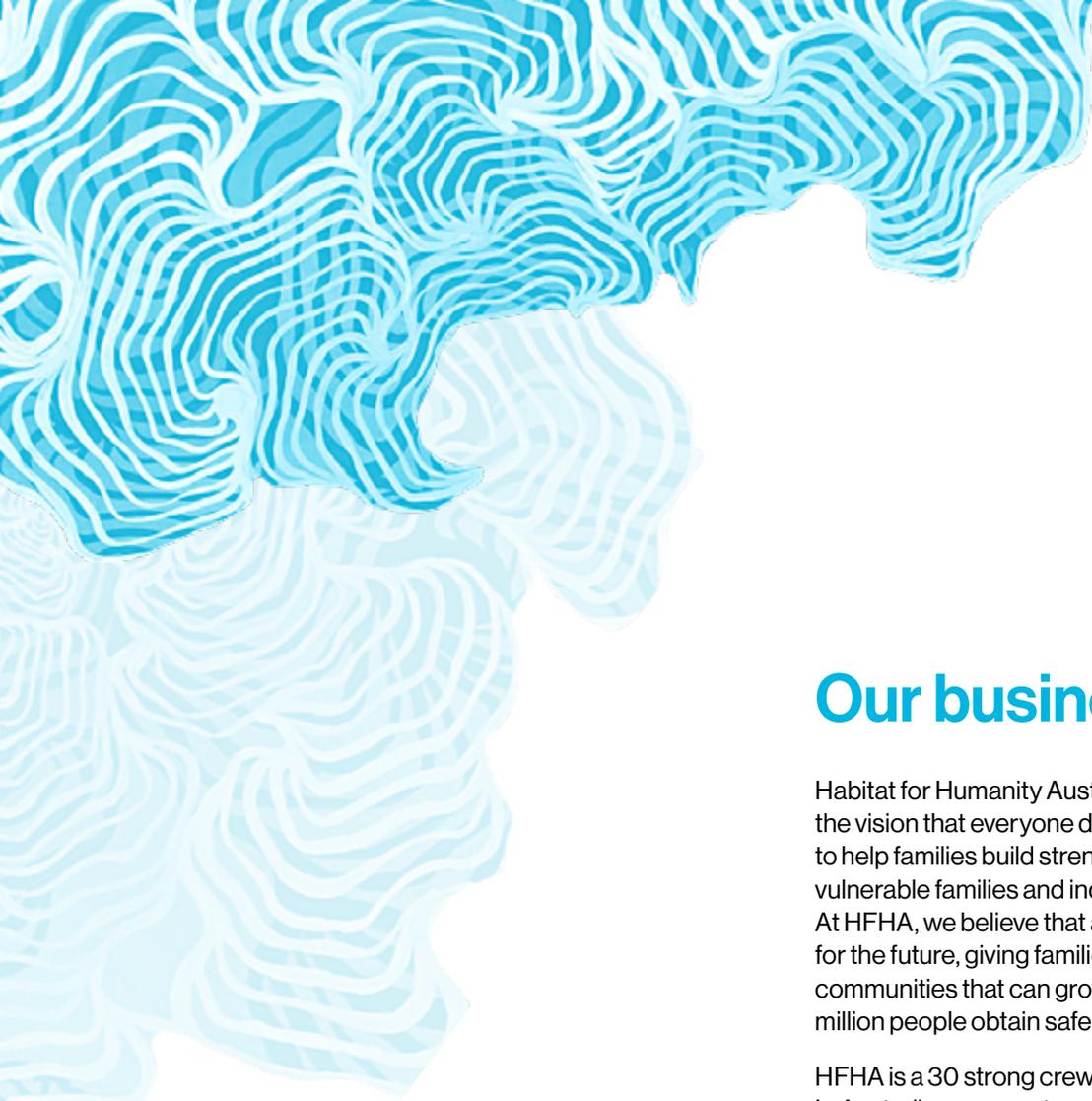
It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Habitat for Humanity Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Habitat for Humanity Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine

Chief Executive Officer
Reconciliation Australia



Our business

Habitat for Humanity Australia (HFHA) is a not-for-profit organisation that is part of a global network driven by the vision that everyone deserves a safe and decent place to live. Our mission is to bring communities together to help families build strength, stability and self-reliance through shelter. We achieve this by working alongside vulnerable families and individuals to access safe shelter, water, sanitation and hygiene and livelihood training. At HFHA, we believe that a decent home provides much more than bricks and mortar. It is the foundation for the future, giving families the opportunity to be healthier, happier and more secure, and leads to stronger communities that can grow and sustain themselves. Globally, Habitat for Humanity has helped more than 62 million people obtain safe and decent housing. Through shelter, we empower.

HFHA is a 30 strong crew of staff members based in our head office on Gadigal land in Haymarket, Sydney. In Australia we operate on Gadigal, Wangal, Gundungurra, Dharug, and Awabakal land in NSW, and Turrbal, Yuggera and Ugurapul land in Queensland. Our Habitat affiliate partners operate on Kurna country in South Australia and Wurundjeri country in Victoria. Internationally we have programs in Asia and the Pacific.

While our number of First Nations staff is not currently known, our RAP will help us to determine culturally appropriate ways to understand this.

Our RAP

HFHA is committed to reconciliation and the recognition of First Nations rights and sovereignty. We are embarking on our Reflect Reconciliation Action Plan (RAP) journey to make a structured and relevant contribution to reconciliation. Diversity, equity and inclusion is central and imperative for all operations of HFHA. We believe in a world where everyone — no matter who they are or where they come from — deserves a decent place to live. As part of this, HFHA has a responsibility to foster an inclusive, culturally aware workplace that strengthens our engagement with First Nations communities in Australia. Our Reflect RAP presents an opportunity to deepen our team's understanding of First Nations cultures, histories, and contemporary issues.

Our mission is to empower people, and our Reflect RAP will demonstrate our recognition and respect for the world's longest continuous cultures and actively support First Nations self-determination. We are committed to promoting and standing in solidarity with First Nations people in the ongoing work of justice, healing and reconciliation. As part of this commitment, we will deepen our engagement with First Nations-led organisations, ensuring our work providing safe and decent shelter is guided by their leadership. We recognise that we work on lands that were never ceded and understand that we have a responsibility to listen and learn. Our RAP is intended to foster cultural awareness and strengthen reconciliation among our staff, volunteers, members and broader stakeholders. We will build on our existing reconciliation initiatives and ensure that staff, board members and other stakeholders are engaged in its implementation.

HFHA has established a RAP Working Group with representation at Board and Leadership Team level. We are grateful that our Working Group also benefits from the participation of not-for-profit and NSW state government stakeholders, including First Nations members.

HFHA RAP Working Group members:

Champion

Queenie Tran

Head of Australian Programs and Habitat Women, Habitat for Humanity Australia

Chair

Paul Mulrone

Board Director
Habitat for Humanity Australia,
Chair of Australian Programs Advisory Committee

Michael Arman

Board Director
Habitat for Humanity Australia,
Australian Programs Advisory Committee

Ally Corkhill

Former Corporate Engagement Manager, Habitat for Humanity Australia

Lualhati Hopkins

Direct Marketing Manager, Habitat for Humanity Australia

Kate Fenton

Chief of Client Empowerment and Home Ownership Success, Head Start Homes

Pam Jackson

First Nations Collaboration and Liaison Officer, Head Start Homes

Chantelle Green

Chairperson, Aboriginal Connection eHealth NSW

HFHA's reconciliation journey includes a proud history of more than 15 years of partnering with First Nations controlled and led community organisations and supporting their important work. Our Brush with Kindness corporate volunteering program runs NAIDOC Week activities annually, delivering volunteer teams the opportunity to work in solidarity with these organisations. We are working to expand these activities to include Reconciliation Week.

We joined Allies for Uluru in endorsing the Uluru Statement from the Heart and publicly supported a Yes vote in the 2023 referendum for an Aboriginal and Torres Strait Islander Voice to Parliament.

We have developed Cultural Brand Guidelines for internal use to provide staff with the confidence to appropriately and respectfully communicate when talking with or about First Nations people and culture.

We have implemented an Acknowledgement of Country at the beginning of all staff meetings, board meetings and public meetings. We have incorporated an Acknowledgement of Country onto our website and in our Annual Report. Our organisation email signatures acknowledge and pay respects to Traditional Owners and Custodians of the land on which we live, work and travel.

We look forward to further strengthening our commitment to reconciliation.

Our partnerships and current activities

DV West – Wirrawee Gunya Domestic Violence Services for Aboriginal Women and Children

We are proud to have completed the construction of a 9 bedroom Domestic Violence refuge in partnership with DV West on Dharug land in Sydney's West. This centre opened in early 2022, and we are grateful to continue our work with DV West in the construction of a second centre, due to commence in 2025.

Aboriginal Women and Children's Crisis Service

In 2024 volunteers and Habitat Women participants worked together to create a sensory garden at the AWCCS refuge on Wangal land in Sydney's Inner West. This garden provides a natural space to foster healing for women and children who have endured trauma.

We have also partnered with the following First Nations controlled community organisations, working with volunteer teams to provide repair and maintenance work on their properties, enabling them to focus funding on their program work.

- **Awabakal**
- **Kambu Aboriginal and Torres Strait Islander Corporation for Health**
- **Umpi Korumba Aboriginal and Torres Strait Islanders Corporation for Housing**

Wagana Aboriginal Dancers

In 2024 we have partnered with Jo Clancy and Paul Glass to deliver First Nations cultural education and activities to local and international volunteers and staff. Activities have included learning Cleansing dance and song, a cultural walk and site interpretation, painting and Yidaki Story, Song and Dance. Our volunteers and staff have gained a deeper understanding of First Nations cultures and the history of reconciliation through these activities.

Throughout 2024 staff have had the opportunity to take up First Nations Cultural Awareness Training with Mirri Mirri Training. This course helps staff to improve understanding and awareness of First Nations cultures and the First Nations history of Australia.

During National Reconciliation Week, NAIDOC Week and at other significant dates, Working Group HFHA staff members have shared Reconciliation Australia and other First Nations resources to facilitate staff learning.





Relationships

Action	Deliverable	Timeline	Responsibility
1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	February 2026	Business Development Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2026	Program Effectiveness Coordinator
2 Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May annually	Direct Marketing Manager
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2026	Direct Marketing Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2026	Direct Marketing Manager
	Encourage Australian Programs team to include Acknowledgement of Country for NRW Brush with Kindness Activities	27 May- 3 June, 2026	Direct Marketing Manager
3 Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	May annually	Chief Executive Officer
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	February 2026	Business Development Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	February 2026	Direct Marketing Manager
4 Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December 2026	Head of Human Resources
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2026	Head of Human Resources



Respect

Action	Deliverable	Timeline	Responsibility
5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2026	Head of Australian Programs and Habitat Women
	Conduct a review of cultural learning needs within our organisation.	March 2027	Head of Innovation and Growth
6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	November 2025	Program Manager, Habitat Women
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2025	Head of International Programs
7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2026 and subsequent NAIDOC Weeks	Direct Marketing Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2026 and subsequent NAIDOC Weeks	Direct Marketing Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2026	Direct Marketing Manager

Opportunities

Action	Deliverable	Timeline	Responsibility
8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	October 2026	Chief Executive Officer
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2026	Head of Human Resources
9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2026	Direct Marketing Manager
	Identify room for growth with existing Aboriginal and Torres Strait Islander suppliers.	February 2027	Direct Marketing Manager

Governance

Action	Deliverable	Timeline	Responsibility
10 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	August 2025	Corporate Engagement Manager
	Draft a Terms of Reference for the RWG.	August 2025	Chair of Australian Programs Advisory Committee
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	August 2025	Corporate Engagement Manager
11 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	February 2026	Chief Executive Officer
	Engage senior leaders in the delivery of RAP commitments.	October 2025	Head of Australian Programs and Habitat Women
	Maintain a senior leader to champion our RAP internally. (Head of Australian Programs)	March 2026	Chief Executive Officer
	Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2025	Direct Marketing Manager
12 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Direct Marketing Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Direct Marketing Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September annually	Direct Marketing Manager
13 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2026	Direct Marketing Manager



ABOUT THE ARTIST

Rubyrose Bancroft

Rubyrose Bancroft is a Bundjalung woman from Northern New South Wales. Rubyrose completed her Bachelor of Fine Arts from the National Art School in 2020. Her final work “The 7 Deadly Sins” was acquired for the NAS Collection. Rubyrose is a multidisciplinary artist who operates across many mediums such as painting, ceramics and claymation.

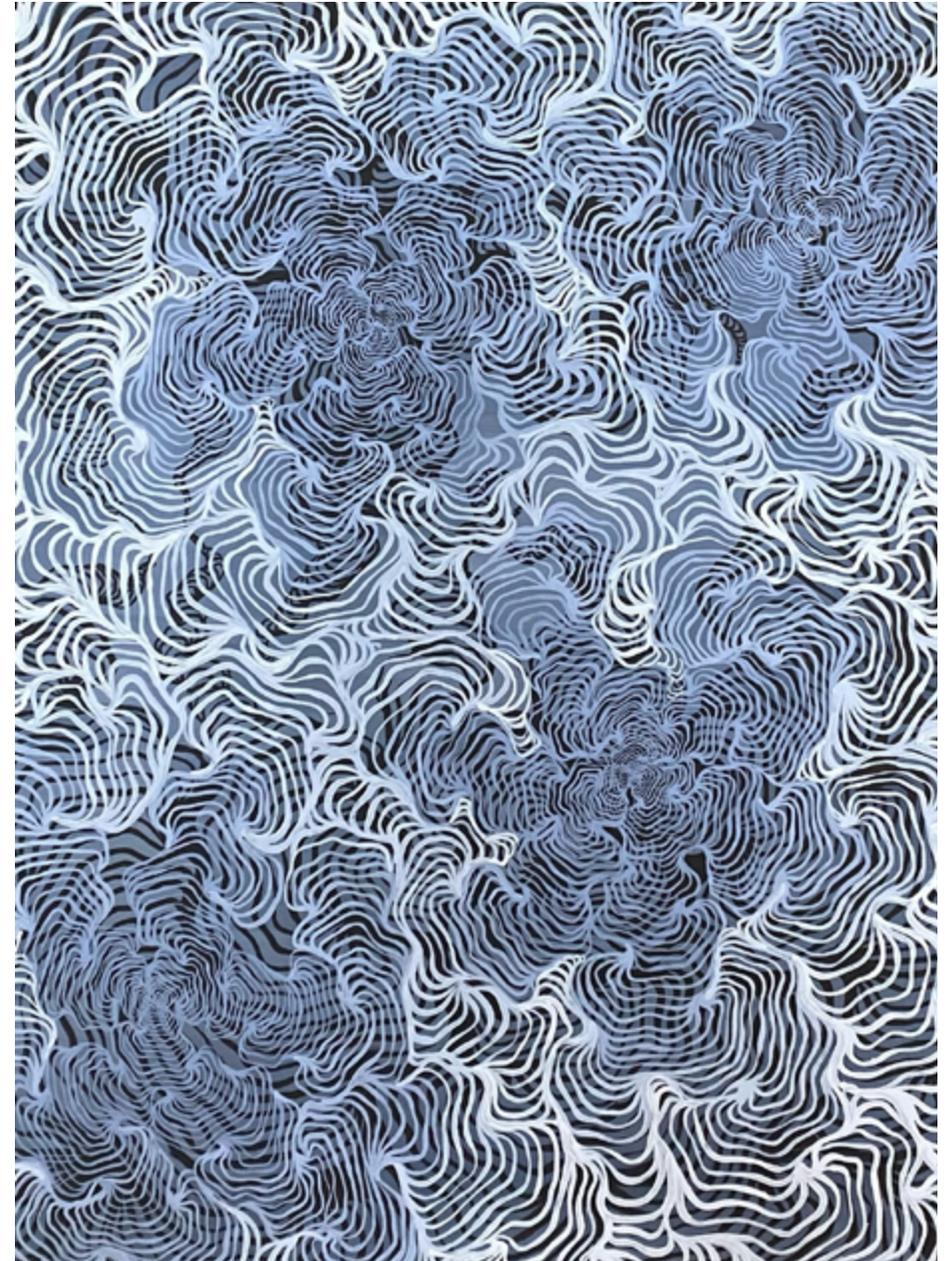
For more, visit Rubyrose's instagram here:
www.instagram.com/rubyrosebancroft

About the Art

“Beneath the Water.”

This piece is deeply connected to the Washpool Creek, located up home where my family is from. The ever-changing currents and patterns of this creek were a primary source of inspiration.

I wanted to highlight the mesmerizing way light reflects off the different parts of the running water, capturing that dynamic interplay. The artwork evokes the feeling of protection and tranquility one experiences when fully submerged in water.



Contact details

Name

Lualhati Hopkins

Phone

0421 862 466

Position

Direct Marketing Manager

Email

lhopkins@habitat.org.au