

Innovate Reconciliation Action Plan

May 2025 – April 2027

Statement from CEO of Stroke Foundation



It is with deep respect and commitment that I present Stroke Foundation's Innovate Reconciliation Action Plan (RAP).

Aboriginal and Torres Strait Islander cultures embody wisdom, resilience and a strong connection to Country spanning tens of thousands of years. These enduring strengths enrich our shared Australian story and offer vital perspectives on health and wellbeing.

Building on the foundations of our inaugural Reflect RAP (October 2022–September 2023), this Innovate RAP represents a significant step in our reconciliation journey.

Our vision for reconciliation embraces an Australia where the deep knowledge and cultural strengths of Aboriginal and Torres Strait Islander peoples are respected, celebrated and central to building a more equitable and inclusive society.

Aboriginal and Torres Strait Islander peoples are disproportionately impacted by stroke, 2 to 3 times more likely to be hospitalised or die from stroke and experience stroke at a younger age compared to non-Indigenous Australians. Aboriginal and Torres Strait Islander peoples also face additional systemic barriers in receiving care and adequate supports throughout their recovery. We recognise addressing these health inequities requires genuine partnership that honours Aboriginal and Torres Strait Islander peoples' right to self-determination and builds upon the cultural knowledge and community strengths that have supported health and wellbeing for tens of thousands of years.

Our Reflect RAP established important foundations – building meaningful relationships with First Nations organisations, celebrating Indigenous leadership and excellence, and fostering greater cultural awareness throughout our organisation.

We were honoured when this commitment was recognised through the Australian Stroke Alliance Darak 'Ally of the Year – Walking the Talk' award in 2023.

This Innovate RAP marks a significant milestone for Stroke Foundation, as we strengthen our capacity as a culturally aware and inclusive organisation. We are committed to deepening partnerships with Aboriginal and Torres Strait Islander Elders, communities, and organisations, working together to end inequities in stroke outcomes through approaches that centre First Nations voices and leadership.

We are guided by the understanding that our vision – an Australia with fewer strokes, better outcomes, and support and care for all – can only be achieved when we listen to, learn from, and work alongside First Nations peoples.

Dr Lisa Murphy
Chief Executive Officer
Stroke Foundation

Statement from CEO of Reconciliation Australia



Reconciliation Australia commends Stroke Foundation on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

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

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

This Innovate RAP is both an opportunity and an invitation for Stroke Foundation to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Stroke Foundation will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitment. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Stroke Foundation is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Stroke Foundation's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Stroke Foundation on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Acknowledgement of Country

Stroke Foundation respectfully acknowledges the Traditional Owners and Custodians of Country throughout Australia and acknowledges their continuing connection to land, water, sky and community. We pay our respect to the peoples, cultures, and Elders past and present for they hold the memories, culture and hope of their peoples.

Acknowledgement of Lived Experience

Stroke Foundation acknowledges the individual and collective expertise of those with a living or lived experience of stroke and their carers. We recognise their vital contribution at all levels including advocacy, program design and research. We value the courage of those who share this unique perspective so we can learn and grow together to achieve better outcomes for people living with stroke.

Our vision for reconciliation

Our vision for reconciliation is an Australia that ever more strongly builds friendships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians, and a national culture that celebrates equality, equity and diversity.

Our vision for reconciliation also includes an Australia that actively builds understanding and acceptance of our shared history, removes negative race relations and embeds the wisdom and strengths of First Nations peoples.

For Stroke Foundation, this represents supporting the self-determination of Aboriginal and Torres Strait Islander communities to improve health equity and health outcomes, and an inclusive, diverse and anti-racist workplace that is not just culturally safe, but culturally rich and proud.

Our business

Stroke Foundation is a national charity that partners with the Australian community to prevent stroke, save lives and enhance recovery, with particular focus on communities who experience greater risk of stroke.

We stand alongside survivors of stroke and their families, health professionals and researchers. We build community awareness and foster new thinking and innovative treatments.

We support survivors on their journey to live the best possible life after stroke. We empower and amplify the voices of people impacted by stroke in Australia. We work to:

- › Raise awareness of the risk factors, signs of stroke and promote healthy lifestyles.
- › Improve treatment for stroke to save lives and reduce disability.
- › Improve life after stroke for survivors of stroke, their families, and carers.
- › Encourage and facilitate stroke research to advance our mission.
- › Advocate for initiatives to prevent stroke, improve treatment and enhance recovery.
- › Raise funds from the community, corporate sector, and government to continue our mission.

We have 95 employees and 200 volunteers in our workforce across Australia. We have four volunteers who identify as Aboriginal and/or Torres Strait Islander people. We have implemented a consistent process during recruitment for employees and volunteers who wish to voluntarily identify as Aboriginal and/or Torres Strait Islander people. We are a national organisation with employees and/or volunteers in most states. We have five offices located in Melbourne, Sydney, Brisbane, Perth, and Hobart. Our sphere of influence beyond our workforce, survivors of stroke, their families, health professionals and researchers includes the general public, our donors, our formal partners and alliances, other like not-for-profit organisations, funding bodies and government, both state and federal.

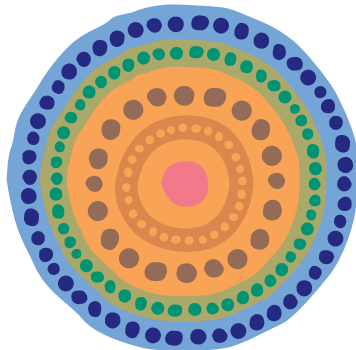




Our RAP

Stroke Foundation has committed to implementing our Innovate Reconciliation Action Plan (RAP), following the successful completion of our Reflect RAP.

We commenced the journey of reconciliation in 2021, with the support of our Board, Chief Executive Officer (CEO) and Executive team. We want to continue to build strong relationships between our organisation and First Nations peoples to support reconciliation, self-determination, and health equity. We want our organisation to demonstrate in this RAP the specific areas and activities we are undertaking with our workforce to develop and test innovative strategies for advancing reconciliation. We have whole of organisation support for our commitments, and our focus on Aboriginal and Torres Strait Islander engagement, participation, and opportunity at Stroke Foundation.



We recognise that, compared to non-Indigenous Australians, Aboriginal and Torres Strait Islander peoples:

- › **Are between two and three times more likely to experience a stroke.**
- › **Experience a stroke on average up to 17 years earlier.**
- › **Are 1.7 times as likely to be hospitalised after a stroke.**
- › **Are 1.5 times as likely to die from a stroke.**

We also recognise the great strengths and resilience of First Nations peoples with respect to their often-deep connections to Country, Culture and Community and the benefits these strengths can have in improving health outcomes.

We want to continue to build on our capacity to support First Nations peoples' self-determination to improve health equity and health outcomes. To do this, we need to improve our engagement, listening and acting on what First Nations peoples are telling us. We also need to support our workforce (employees and volunteers)

to be culturally aware and our workplaces to be diverse, culturally safe, culturally rich and proud. We want our RAP to demonstrate our commitment to working with Aboriginal and Torres Strait Islander peoples in inclusive, respectful, impactful, and culturally appropriate ways.

Through our organisational commitment, Innovate RAP and our RAP Working Group we hold ourselves accountable for delivering the RAP actions and supporting First Nations peoples to reduce the impact of stroke in their communities. Our Stroke Foundation policies and procedures will enable greater Aboriginal and Torres Strait Islander peoples' leadership, engagement, participation, partnership, empowerment and self-determination.

Our relationships and partnerships to date have focused on our mission to prevent stroke, save lives and enhance recovery and procurement activities. We continue to partner with a First Nations organisation to deliver mandatory cultural awareness training to our employees and volunteers. We are also a partner of the Australian Stroke Alliance (ASA). Darak, the Indigenous Leadership team and an integral part of the ASA, provide additional cultural awareness training to Stroke Foundation staff.

We remain committed to developing culturally appropriate Aboriginal and Torres Strait Islander stroke programs and resources utilising community led, self-determined and co-design approaches within organisations and communities.

In 2021, Stroke Foundation worked with Queensland Aboriginal and Islander Health Council (QAIHC), Aboriginal and Torres Strait Islander survivors of stroke and their families as well as researchers, Aboriginal health workers and health professionals to create Our Stroke Journey. It is a resource to support Aboriginal and Torres Strait Islander people and their families after stroke. We continue to provide Our Stroke Journey for free and promote it in communities and hospitals. Stroke Foundation's StrokeLine service is a free, confidential, national helpline, staffed by health professionals who provide information and advice on stroke prevention, treatment, and recovery. StrokeLine staff continue to participate in additional cultural awareness training and promote the service to Aboriginal and Torres Strait Islander communities.

In Queensland we continue to be part of a state-wide alliance with QAIHC in the 'My health for life' (MH4L) program. MH4L is a collaborative approach to identifying and reducing chronic condition risk factors.

Stroke Foundation have Aboriginal and Torres Strait Islander volunteers and advocates across Australia who support the work of Stroke Foundation.

In 2024, a one-year yarning project with four First Nations communities across Australia concluded. These communities included Alice Springs (NT), Kempsey (NSW), Cygnet (TAS), and Circular Head (TAS). A key outcome of the project was identifying community needs, developing a more culturally appropriate F.A.S.T. poster for Aboriginal and Torres Strait Islander communities and forming partnerships for future work.

In 2024, Stroke Foundation supported Mid North Coast Local Health District's 'Reimagining F.A.S.T.' project which co-designed culturally appropriate warning signs of stroke resources in Dunghutti language with local survivors of stroke and Durri Aboriginal Medical Service. Stroke Foundation will continue to support the translation of this work, guided by the project team.

Stroke Foundation partnered with Australian General Practice Accreditation Limited (AGPAL) with funding from the Australian Government's Department of Health to co-develop and implement culturally

appropriate microlearning resources to support heart and stroke healing for Aboriginal and Torres Strait Islander peoples.

In 2024, we launched the inaugural First Nations Stroke Excellence Award category at the Stroke Awards, highlighting the significant achievements of Aboriginal and Torres Strait Islanders peoples working tirelessly to improve stroke outcomes for their communities.

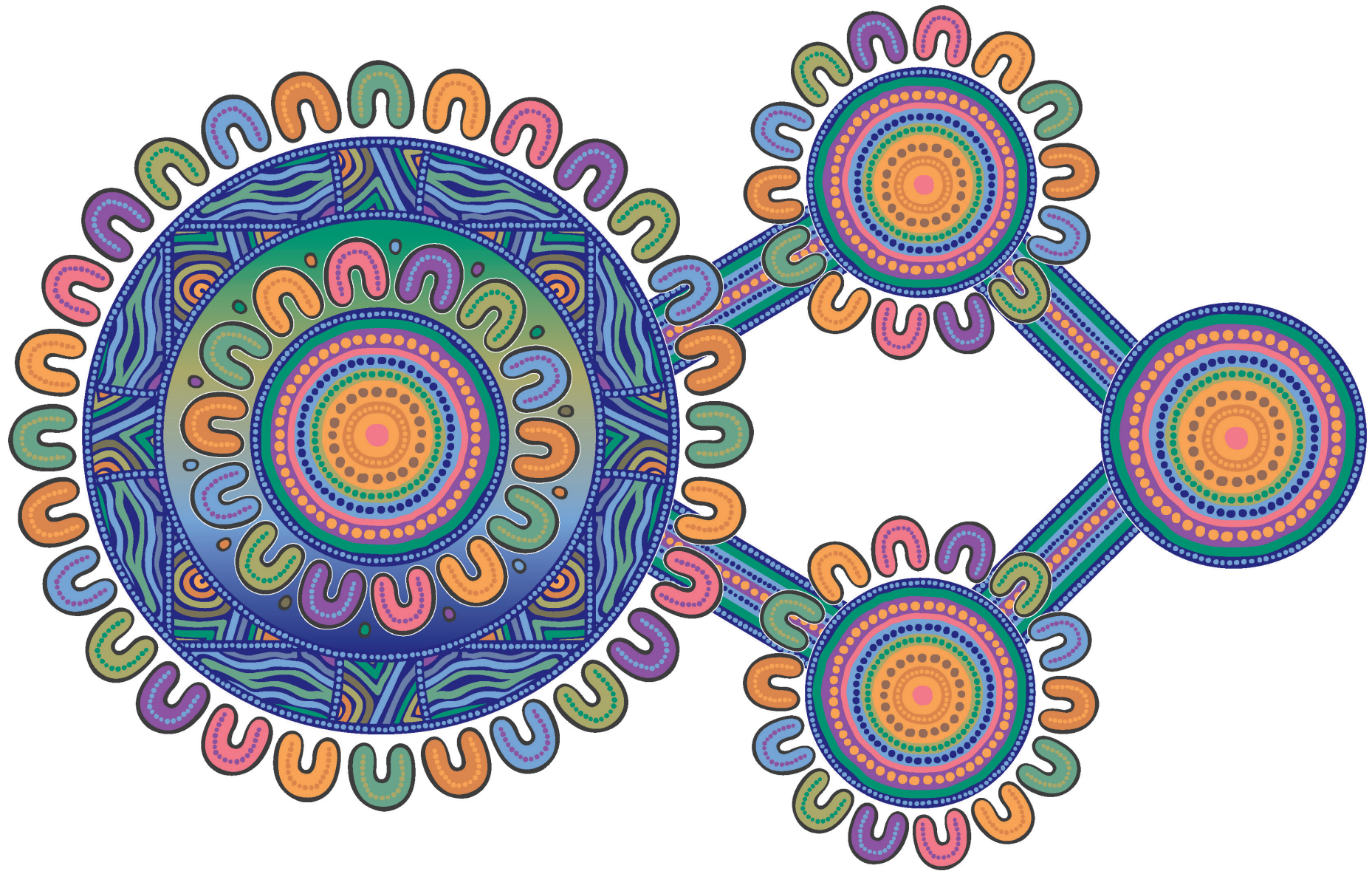
We continue to commit to the journey of reconciliation and implement this Innovate RAP with the support of our Board, Executive team and workforce. We have maintained our RAP Working Group, chaired by our CEO. Our RAP Working Group includes three Aboriginal and Torres Strait Islander members, and representatives from our Executive, senior and emerging managers, employees, and volunteers as members of our RAP Working Group from across the organisation.





Our Reconciliation Action Plan Working Group Members

Member	Position
Dr Lisa Murphy	Chief Executive Officer, RAP Working Group Chair and RAP Champion
Kelvin Hill	Executive Director Stroke Programs, Research and Innovation and RAP Sponsor
Gabrielle Ebsworth	Proud Wangkumara / Barkindji woman and healthcare professional
Joe Miller	Proud Kooma man, volunteer StrokeSafe Speaker NSW and survivor of stroke
Courtney Rubie	Proud Wiradjuri yinaa, and survivor of stroke
Simone Russell	National Manager Inclusion and Priority Communities and RAP Project Lead
Tony Finneran	Volunteer StrokeSafe Speaker NSW
Megan Werner	People and Culture Business Partner
Roman Serebrianik	National Manager Public Affairs and Media
Alice Cameron	My health for life Coordinator QLD
Diana Kerr	Digital Community Coordinator
Kim Dreaver	Executive Assistant





Relationships

Stroke Foundation's core business includes building strong relationships with the stroke and broader Australian communities to amplify the voices of survivors of stroke, carers, health professionals and researchers and advocate for better stroke outcomes in prevention, treatment and recovery.

Aboriginal and Torres Strait Islander peoples carry a disproportionate burden of stroke compared to non-Indigenous Australians. We are committed to support the community to achieve greater and more equitable stroke health outcomes by leveraging the existing strengths and resilience of First Nations peoples and organisations. We are committed to taking a community led approach and partnering with Aboriginal and Torres Strait Islander organisations where stroke is a priority.

Following the completion of Stroke Foundation's stroke strategy Empowering, Supporting, Connecting, 2024, the launch of the new three-year strategic plan Stronger Together, 2027 will build on the momentum

generated, to further emphasise the centrality for Stroke Foundation's work of relationship-building with First Nations peoples. Stronger Together, 2027 is a strategy focused on partnerships and collaboration as we strive towards our new vision of fewer strokes, better outcomes, support and care for all.

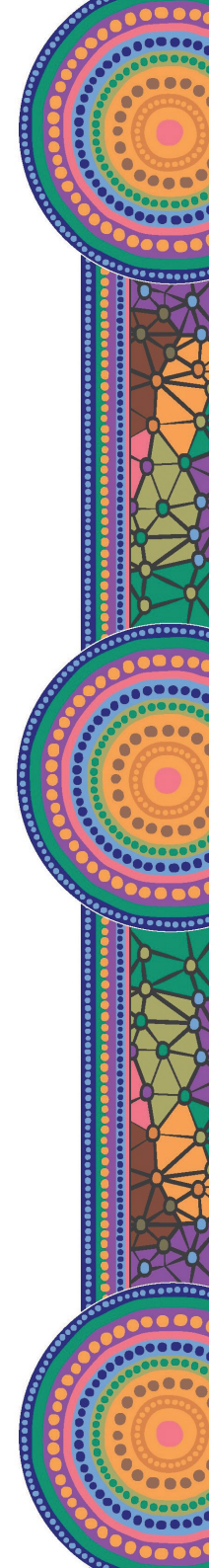
Appropriately prioritising procurement of goods and services from First Nations-owned/operated businesses will be crucial to support economic justice and further build relationships.

Stroke Foundation is committed to striving for allyship in the spirit of reconciliation and Aboriginal and Torres Strait Islander self-determination. We acknowledge the ongoing call for voice, treaty and truth in the Uluru Statement from the Heart and the need for non-Indigenous and Aboriginal and Torres Strait Islander Australians to walk together to create a better future. We commit to listening, learning and acting as we strive for a more just and equitable Australia.

Relationships

Focus area: Relationships with First Nations peoples align to Stroke Foundation's Strategy 2027 **Guiding Principles** of Lived Experience, Collaborative, Inclusive and Always improving.

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	› Identify, meet and collaborate with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. As needed based on relevance and adaptability for specific communities underpinned by the importance of self-determining strategies.	April 2027 Review: September 2025 September 2026	Lead: National Manager Inclusion and Priority Communities Support: Executive Director Stroke Programs, Research and Innovation
	› Review and implement an Aboriginal and Torres Strait Islander Engagement Framework to work with Aboriginal and Torres Strait Islander stakeholders and organisations in a culturally safe and self-determined way.	September 2025	Lead: Executive Director Stroke Programs, Research and Innovation Support: National Manager Inclusion and Priority Communities
2. Build relationships through celebrating National Reconciliation Week (NRW).	› Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025 May 2026	Lead: National Manager Public Affairs and Media Support: National Manager Inclusion and Priority Communities
	› RAP Working Group members to participate in an external NRW event.	27 May 2025– 3 June 2025 27 May 2026– 3 June 2026	Lead: National Manager Public Affairs and Media Support: National Manager Inclusion and Priority Communities





	› Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May 2025– 3 June 2025 27 May 2026– 3 June 2026	Lead: National Manager Public Affairs and Media Support: Executive Director, Stroke Programs, Research and Innovation
	› Organise at least one NRW event each year.	27 May 2025– 3 June 2025 27 May 2026– 3 June 2026	Lead: National Manager Public Affairs and Media
	› Register all our NRW events on Reconciliation Australia's NRW website .	May 2025 May 2026	Lead: National Manager Public Affairs and Media
3. Promote reconciliation through our sphere of influence.	› Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	Review: July 2026	Lead: People and Culture Business Partner Support: National Manager Inclusion and Priority Communities
	› Communicate our commitment to reconciliation publicly.	June 2025 June 2026	Lead: National Manager Public Affairs and Media
	› Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	June 2025 September 2025 December 2025 March 2026 June 2026 September 2026 December 2026	Lead: National Manager Inclusion and Priority Communities Support: Executive Director Stroke Programs, Research and Innovation
	› Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	April 2027 Review: December 2025 December 2026	Lead: National Manager Inclusion and Priority Communities Support: Executive Director Stroke Programs, Research and Innovation

4. Promote positive race relations through anti-discrimination strategies.	› Conduct a review of People and Culture policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2025	Lead: People and Culture Business Partner
	› Educate senior leaders on the effects of racism.	September 2025 September 2026	Lead: National Manager Inclusion and Priority Communities Support: Executive Director Stroke Programs, Research and Innovation
	› Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	September 2025	Lead: People and Culture Business Partner
	› Develop, implement, and communicate an anti-discrimination policy for our organisation.	November 2025	Lead: People and Culture Business Partner
5. Increase understanding and awareness of both strengths and health inequities experienced by Aboriginal and Torres Strait Islander peoples by acknowledging National Close the Gap Day.	› Consult with the RAP Working Group to develop an appropriate internal all-staff yarn or event to acknowledge National Close the Gap Day and celebrate the strength and resilience of Aboriginal and Torres Strait Islander peoples.	March 2027	Lead: National Manager Public Affairs and Media Support: National Manager Inclusion and Priority Communities
	› Increase staff understanding of specific Closing the Gap targets most relevant to the Stroke Foundation work and RAP.	March 2027 March 2026	Lead: National Manager Public Affairs and Media Support: National Manager Inclusion and Priority Communities
	› Reaffirm our commitment to striving for greater health equity by acknowledging National Close the Gap Day and sharing relevant information externally.	March 2026 March 2027	Lead: National Manager Public Affairs and Media Support: National Manager Inclusion and Priority Communities





Respect

Respect for First Nations cultures, histories, knowledge and rights is key to Stroke Foundation's engagement with First Nations peoples and to build the relationships to provide support around improving health equity and health outcomes. It is essential in enabling our workforce to fulfil their responsibilities.

This respect also enables Stroke Foundation to better understand, support and celebrate the strengths of First Nations peoples that underpin their self-determination and capacity to improve health equity.

Focus area: Respect for First Nations cultures, histories, knowledge and rights aligns to Stroke Foundation's Strategy 2027 **Guiding Principles:** Lived Experience, Collaborative, Inclusive and Always Improving. It also aligns to our Mission Goal: **Enhance Recovery** and our Enabling Goal: **Improving our people capability and performance.**

Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	› Conduct a review of cultural learning needs within our organisation.	June 2025	Lead: People and Culture Business Partner Support: National Manager Inclusion and Priority Communities
	› Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	September 2025	Lead: People and Culture Business Partner Support: National Manager Inclusion and Priority Communities
	› Develop, implement, and communicate a cultural learning strategy document for our staff, including additional training for specific roles as required, such as StrokeLine and Community Engagement Coordinators.	November 2025	Lead: People and Culture Business Partner Support: National Manager Inclusion and Priority Communities

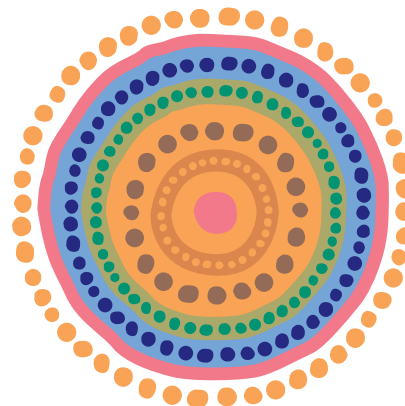
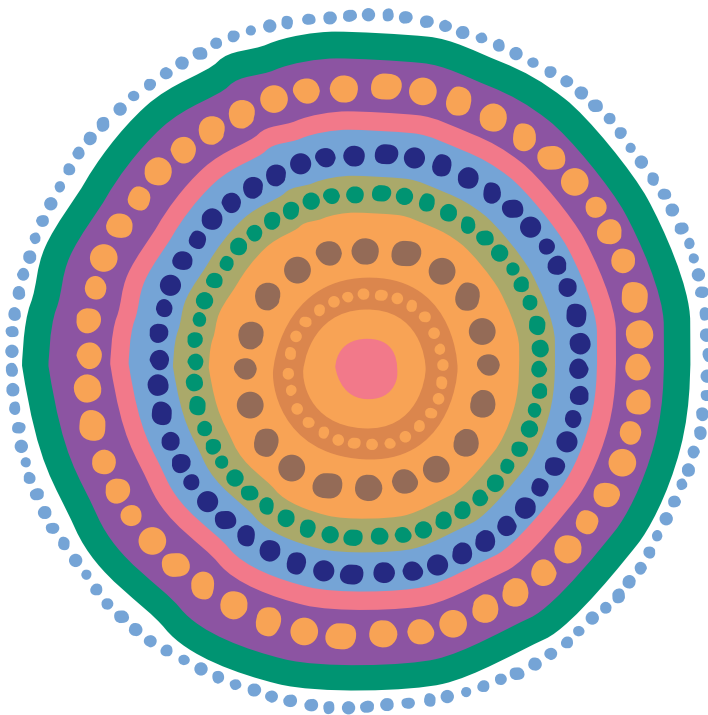
	<ul style="list-style-type: none"> › Provide opportunities for RAP Working Group members, People and Culture managers and other key leadership staff to participate in formal and structured cultural learning. 	November 2025 May 2026 November 2026	Lead: People and Culture Business Partner Support: National Manager Inclusion and Priority Communities
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> › Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country. 	December 2026 Review: June 2025 December 2025	Lead: People and Culture Business Partner Support: National Manager Inclusion and Priority Communities
	<ul style="list-style-type: none"> › Review, communicate and implement our cultural protocol document, that includes protocols for Welcome to Country and Acknowledgement of Country. 	June 2025	Lead: People and Culture Business Partner Support: National Manager Inclusion and Priority Communities
	<ul style="list-style-type: none"> › Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. This includes Stroke Awards. 	May 2025 October 2025 October 2026	Lead: National Manager Public Affairs and Media Support: Executive Director Stroke Programs, Research and Innovation
	<ul style="list-style-type: none"> › Include an Acknowledgement of Country and/or other appropriate protocols at the commencement of important meetings. 	February 2027	Lead: Executive Director Stroke Programs, Research and Innovation Support: National Manager Public Affairs and Media





8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

› Review People and Culture policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2025	Lead: People and Culture Business Partner
› Promote and encourage participation in external NAIDOC events to all staff.	6-13 July 2025 5-12 July 2026	Lead: National Manager Public Affairs and Media
› RAP Working Group to participate in an external NAIDOC Week event.	6-13 July 2025 5-12 July 2026	Lead: People and Culture Business Partner



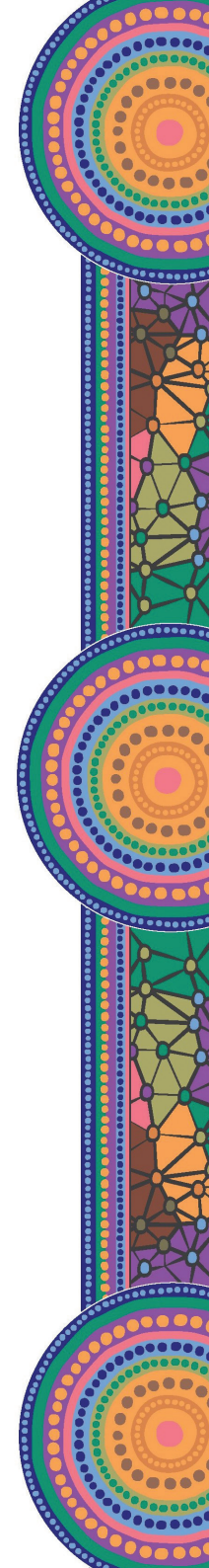
Opportunities

Opportunities for Aboriginal and Torres Strait Islander peoples are important within our workforce and will foster a more collaborative, accessible and inclusive environment. Ensuring our recruitment, retention and development processes promote diversity and celebrate the unique skills and qualities Aboriginal and Torres Strait Islander people bring will strengthen our capacity and capabilities.

Engaging with Aboriginal and Torres Strait Islander organisations and communities from a procurement perspective provides opportunities to foster economic development, support Aboriginal and Torres Strait Islander businesses and promote social equity.

Focus area: Opportunities aligns directly to our Strategy 2027 Enabling Goal, **Improving our people capability and performance.**

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	› Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2025 October 2026	Lead: People and Culture Business Partner Support: National Manager Inclusion and Priority Communities
	› Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	October 2025	Lead: People and Culture Business Partner
	› Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	October 2025	Lead: People and Culture Business Partner Support: National Manager Inclusion and Priority Communities
	› Review People and Culture and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	October 2025	Lead: People and Culture Business Partner Support: National Manager Inclusion and Priority Communities





	<ul style="list-style-type: none"> › Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. 	February 2027	Lead: People and Culture Business Partner
	<ul style="list-style-type: none"> › Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce. 	April 2027 Review: April 2026	Lead: People and Culture Business Partner
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> › Investigate Supply Nation membership. 	October 2025	Lead: People and Culture Business Partner
	<ul style="list-style-type: none"> › Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	November 2025	Lead: People and Culture Business Partner
	<ul style="list-style-type: none"> › Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	November 2025	Lead: People and Culture Business Partner Support: National Manager Inclusion and Priority Communities
	<ul style="list-style-type: none"> › Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	December 2025 March 2026 June 2026 September 2026 December 2026 March 2027	Lead: Chief Executive Officer
	<ul style="list-style-type: none"> › Develop commercial relationships with Aboriginal and Torres Strait Islander businesses. 	April 2027 Review: April 2026	Lead: Chief Executive Officer

11. Support community led initiatives that promote Aboriginal and Torres Strait Islander self-determination and two-way learning.	<ul style="list-style-type: none"> › Identify and communicate current and emerging community led projects that support self-determination and knowledge exchange with staff and external stakeholders (e.g. stroke resources project in Central Australia, 'Demystifying stroke care' project in Hunter New England). 	September 2025 September 2026	Lead: National Manager Inclusion and Priority Communities Support: Executive Director Stroke Programs, Research and Innovation
	<ul style="list-style-type: none"> › Ensure projects are resourced and supported with culturally safe practices and Aboriginal and Torres Strait Islander leadership is embedded in project design and delivery. 	September 2025 September 2026	Lead: National Manager Inclusion and Priority Communities
	<ul style="list-style-type: none"> › Develop an internal reflection process highlighting lessons learned from these initiatives to support organisational two-way learning. 	January 2026	Lead: National Manager Inclusion and Priority Communities
	<ul style="list-style-type: none"> › Explore opportunities to expand and support successful community led initiatives and research in collaboration with Aboriginal and Torres Strait Islander stakeholders. 	April 2026 April 2027	Lead: Executive Director Stroke Programs, Research and Innovation



Governance

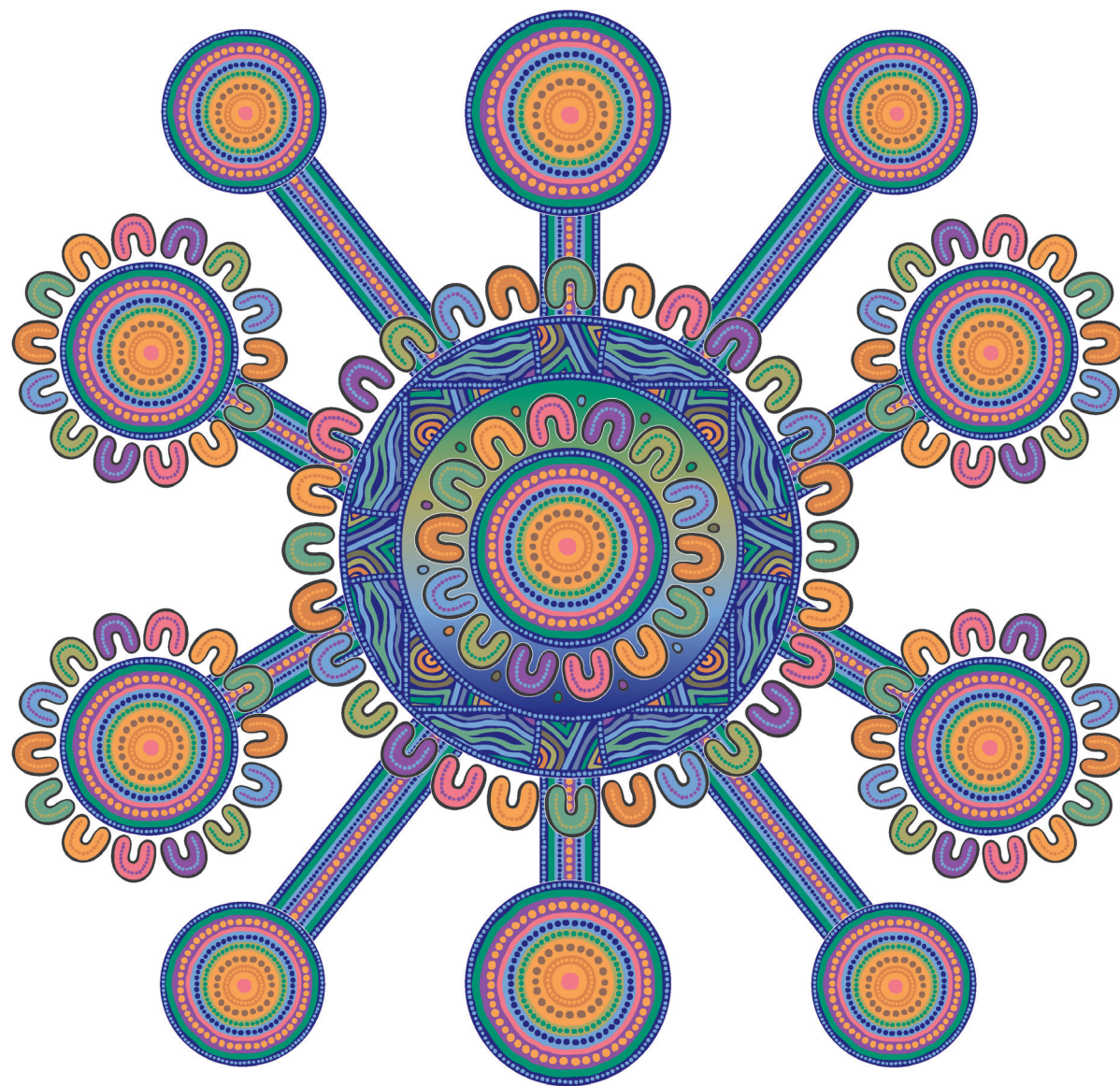
Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	› Maintain Aboriginal and Torres Strait Islander representation on the RWG.	April 2027 Review: June 2025 June 2026	Lead: National Manager Inclusion and Priority Communities
	› Review, endorse and apply a Terms of Reference for the RWG.	April 2027 Review: June 2025 June 2026	Lead: National Manager Inclusion and Priority Communities
	› Meet at least four times per year to drive and monitor RAP implementation.	June 2025 July2025 September 2025 October 2025 December 2025 March 2026 April 2026 June 2026 July2026 September 2026 October 2026 December 2026 March 2027 April 2027	Lead: Executive Assistant
13. Provide appropriate support for effective implementation of RAP commitments.	› Define resource needs for RAP implementation.	June 2025	Lead: National Manager Inclusion and Priority Communities Support: Executive Director Stroke Programs, Research and Innovation

	› Engage our senior leaders and other staff in the delivery of RAP commitments.	December 2026 Review: December 2025	Lead: National Manager Inclusion and Priority Communities Support: Executive Director Stroke Programs, Research and Innovation
	› Define and maintain appropriate systems to track, measure and report on RAP commitments.	June 2026 Review: June 2025	Lead: National Manager Inclusion and Priority Communities
	› Provide support to senior leaders to effectively champion our RAP internally.	December 2026 Review: December 2025	Lead: National Manager Inclusion and Priority Communities Support: Executive Director Stroke Programs, Research and Innovation
14. 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.	August 2025 August 2026	Lead: National Manager Inclusion and Priority Communities
	› Contact Reconciliation Australia to request our unique link to access the online RAP Impact Survey.	1 August 2025 1 August 2026	Lead: National Manager Inclusion and Priority Communities
	› Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2025 30 September 2026	Lead: National Manager Inclusion and Priority Communities





	<ul style="list-style-type: none">› Report RAP progress to all staff and senior leaders quarterly.	September 2025 December 2025 March 2026 June 2026 September 2026 December 2026 April 2027	Lead: National Manager Inclusion and Priority Communities Support: Executive Director Stroke Programs, Research and Innovation
	<ul style="list-style-type: none">› Publicly report our RAP achievements, challenges and learnings, annually.	May 2025 May 2026	Lead: National Manager Inclusion and Priority Communities Support: Executive Director Stroke Programs, Research and Innovation
	<ul style="list-style-type: none">› Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	February 2026	Lead: People and Culture Business Partner Support: National Manager Inclusion and Priority Communities
	<ul style="list-style-type: none">› Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	April 2027	Lead: National Manager Inclusion and Priority Communities
15. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none">› Register via Reconciliation Australia's website to begin developing our next RAP.	November 2026	Lead: National Manager Inclusion and Priority Communities Support: Executive Director Stroke Programs, Research and Innovation



Artist statement

Artist: Carissa Paglino



The artwork reflects the new Stronger Together vision of Stroke Foundation, which is to see an Australia with fewer strokes, better outcomes, support and care for all, and commits us to achieve meaningful change by working together.

The artwork also represents Stroke Foundation's mission, which is to prevent stroke, save lives and enhance recovery as well as these guiding principles; lived experience, inclusive, evidence-based, always improving, collaborative and national.

Themes of courage, excellence, compassion, integrity, leadership, empowering, supporting and connecting have been captured in the artwork with the overarching themes of partnership and collaboration.

Contact us

- 1300 194 196
- strokefoundation.org.au
- [/strokefoundation](https://www.facebook.com/strokefoundation)
- [@strokefdn](https://www.instagram.com/strokefdn)
- [@strokefdn](https://www.facebook.com/strokefdn)

Enquiries about this RAP should be directed to Simone Russell, National Manager Inclusion and Priority Communities

- +61 3 9918 7277
- srussell@strokefoundation.org.au

