



Reflect Reconciliation Action Plan

April 2025–March 2026



RECONCILIATION
ACTION PLAN

REFLECT

Westside
HOUSING

Creating homes &
connecting people

Acknowledgement of Country

Westside Housing Company Ltd (Westside Housing) acknowledges the Kurna people as the Traditional Owners of the Adelaide Plains and the Peramangk people of the Adelaide Hills in South Australia. We acknowledge their living cultures and unique role in the life of this region.



Artwork and Story

Our Reflect Reconciliation Action Plan proudly showcases commissioned artwork by a tenant of Westside Housing,

Casey Amos. Casey is a Proud Yankunytjara, Arabana, Kokatha man. He is also proud of having served in the Australian Army for many years.

The artwork represents the connection the artist, Casey, has with Aboriginal communities, Westside Housing, and the veteran's community. Westside Housing has supported Casey with stable accommodation and assistance for almost 10 years. He appreciates that Westside Housing has many different community projects, pathways, and opportunities for its tenants to get involved in the 'spirit' of being part of its community.

"Free Spirit Kangaroo" represents the artist, Casey, in this community and the connection between the Aboriginal community, Westside Housing, and the veteran's community, and how Westside Housing supports all of these communities under its banner. The three large circles with people sitting around the outside represent Aboriginal communities. The main big white circle with red and white lines represents the veteran's community. The big black circle represents Westside Housing with its opportunities and pathways heading out into the communities. The small circles are Westside Housing dwellings scattered in different locations, and the kangaroo represents in the artists words "me being able to move freely and feel free without a worry in the world."



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Safe and Secure Housing

A home is more than just a physical structure. It is the cornerstone of daily life and an entry point for engaging with the world.

Westside Housing is an independent, not-for-profit charity that provides discounted rental homes for people unable to access the private market.

Our Business

Established in 1984, Westside Housing Company Ltd (Westside Housing) is a small independent, not for profit community housing provider. Our main objective is to provide and manage secure, sustainable and affordable rental housing to a variety of people who otherwise would struggle to access housing in metropolitan Adelaide and the Adelaide Hills.

Our vision is to see that people in our community are appropriately housed and have access to opportunities and connections. We are a Tier 2 Community Housing Provider registered under the National Regulatory System for Community Housing Providers.

Currently our organisation has no known staff that identify as Aboriginal and/or Torres Strait Islander people.

Our Reflect Reconciliation Action Plan

The Reconciliation Action Plan (RAP) is about organisations from every sector turning good intentions into real actions and contributing to reconciling Australia.

We are commencing our reconciliation journey, and we seek to contribute to the journey of reconciliation with this Reflect – Reconciliation Action Plan (RAP).

As the first formal plan this RAP provides a framework for practical actions to help us to build our knowledge and understanding of the work we already do to create opportunities to build on existing relationships with Aboriginal and Torres Strait Islander tenants. We want to commit to delivering achievable and realistic goals and to also be outward-facing and build new relationships and create a platform for continued learning, celebration and service improvements for Aboriginal and Torres Strait Islander people.

At a staff team day in September 2023, staff were invited to provide feedback on the draft RAP and to nominate to join a RAP working group or to assist the RAP working group members to organise and run events such as NRW celebrations.

Our RAP Champion is Julie Blake, CEO, Westside Housing.

The draft RAP was endorsed by the board on 28 October 2024.



Statement from CEO of Reconciliation Australia

Inaugural Reflect RAP

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

Westside Housing joins a network of more than 2,500 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 Westside Housing 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 Westside Housing, 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

We believe that building strong relations with Aboriginal and Torres Strait Islander peoples will help us to better understand and meet the needs of Aboriginal and Torres Strait islander tenants, applicants, and communities.



Relationships

Action	Deliverable	Timeline	Responsible
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 to: - Identify the housing needs of Aboriginal and Torres Strait Islander peoples and communities. - Assist Westside Housing to sustain tenancies that are at risk by linking tenants and applicants to appropriate support services and agencies.	April 2025	HSM
	Research best practice and principles that support effective partnerships with Aboriginal and/or Torres Strait Islander stakeholders and organisations.	August 2025	CEO
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	POPP
	RAP Working Group members to participate in an external NRW event.	27 May to 3 June 2025	CEO
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2025	CEO
	Westside Housing will include NRW activities in our tenant newsletter and local events will be advertised online via website or socials.	27 May to 3 June 2025	POPP



Relationships cont...

Action	Deliverable	Timeline	Responsible
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	May 2025	CEO
	Westside Housing will include a statement of commitment to reconciliation in our Code of Conduct.	May 2025	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May 2025	CEO
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2025	CEO
	Westside Housing will provide our RAP in induction packs to demonstrate our commitment and outline what is expected of staff regarding promoting reconciliation.	May 2025	CSM
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	August 2025	CSM
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2025	CSM



Respect

Action	Deliverable	Timeline	Responsible
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander, histories, knowledges 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.	August 2025	CSM
	Conduct a review of cultural learning needs within our organisation.	July 2025	CSM
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	All staff to develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	July 2025	CSM
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2025	CSM
	Westside Housing will work to highlight the history and achievements of First Nations Peoples via art and information to create an office space that is welcoming and inclusive.	July 2025	CEO
	Westside Housing will continue to include an Acknowledgement of Country during events, including virtual meetings.	July 2025	CEO
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.	June 2025	CEO
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	CEO
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2025	CEO



Opportunities

Action	Deliverable	Timeline	Responsible
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.	August 2025	CSM
	Westside will update our Recruitment policy to ensure all job advertisements include a statement to encourage Aboriginal and Torres Strait Island peoples to apply for positions.	August 2025	CSM
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2025	CSM
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.	August 2025	CSM
	Investigate Supply Nation membership.	August 2025	CSM



Governance

Action	Deliverable	Timeline	Responsible
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP Implementation.	May 2025	CEO
	Draft a Terms of Reference for the RAP working group.	May 2025	CEO
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2025	CEO
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2025	CEO
	Engage senior leaders in the delivery of RAP commitments.	May 2025	CEO
	Appoint a senior leader to champion our RAP internally.	May 2025	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	April 2025	CEO
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.	April 2025	CEO
	Contact Reconciliation Australia to request our unique link to access the online RAP Impact Survey.	April 2025	EA
	Complete and submit the annual RAP impact Survey to Reconciliation Australia.	30 September 2025	CEO
	Westside Housing will provide an annual RAP report to the Board.	February 2026	CEO
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2026	CEO

Contact details for public enquiries about Westside Housings RAP

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List of Acronyms

CEO	Chief Executive Officer
EA	Executive Assistant
CSM	Corporate Services Manager
HSM	Housing Services Manager
POPP	Project Officer, People & Places



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ACTION PLAN

REFLECT

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HOUSING

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