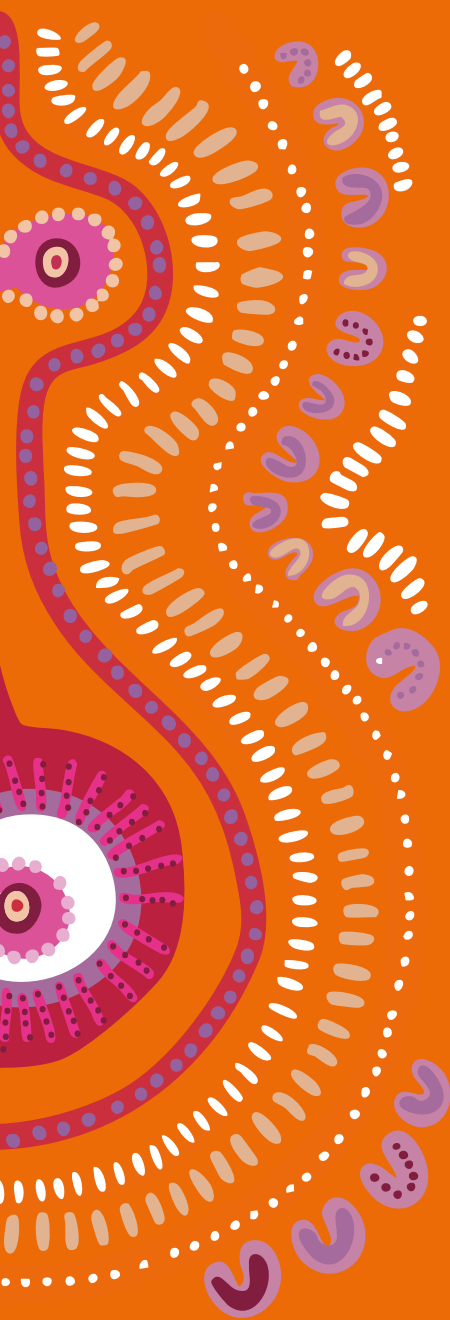




World Vision Australia
**RECONCILIATION
ACTION PLAN**

April 2025 – April 2027

ACKNOWLEDGEMENT OF COUNTRY



World Vision Australia is deeply committed to working with Aboriginal and Torres Strait Islander peoples and deeply values their connection to community, Country and to creation, as Australia's first peoples.

We acknowledge the Creator God, maker of all peoples. We acknowledge Aboriginal and Torres Strait Islander peoples as the Custodians of his creation, the lands we work on across Australia.

We recognise Aboriginal and Torres Strait Islander peoples as having the oldest living cultures in the world and pay our respects to Elders both past and present. We recognise their resilience and strength, and support their right to self-determination, self-management and self-governance. We also recognise the diverse languages, customs, deep knowledge and connections that define their continuing relationships and responsibilities to lands, waters and communities.

As a child-focussed organisation, we extend our respect to all Aboriginal and Torres Strait Islander children for they all carry the hopes, dreams, traditions and cultures of Australian First Nations peoples. World Vision Australia is committed to maintaining and strengthening our partnerships and our respectful relationships with Australian First Nations peoples through our work, so that together we can inspire greater opportunities for transformation, equity, truth-telling and knowing our Country.

We acknowledge the lands on which World Vision Australia offices and field programs are located:



Wurundjeri of the Kulin Nation

in Melbourne, VIC

Dharug and Gadigal of the Eora Nation

in Sydney, NSW

Arernte Nation

in Alice Springs, NT

Warlpiri Nation

in Lajamanu, Willowra, Nyirippi and Yuendumu, NT

Wonnarua Nation

in the Hunter Valley, NSW

Nyikina Nation and Warrwa Nation

in Derby, WA

Nyikina Nation, Worora Nation,

Wunambul Nation and Ngarinyin Nation

in Mowanjum, WA

Nyikina Nation and Mangala Nation

in Jarlmadangah, WA

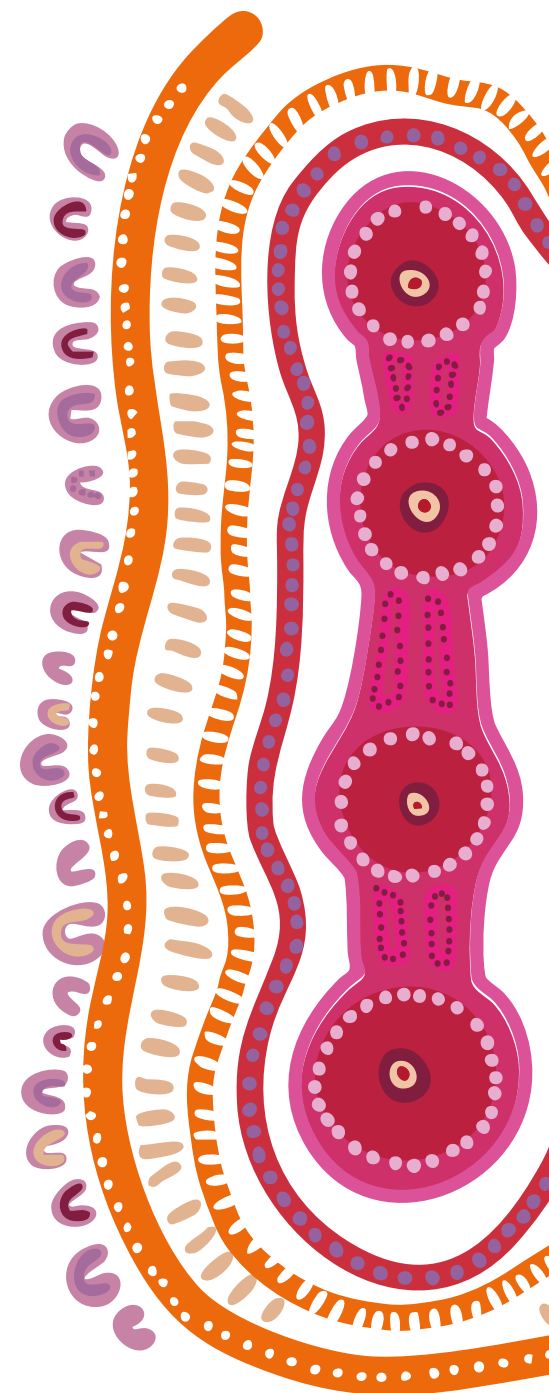
Nyikina Nation and Walmatjarri Nation

in Yungngora, WA

CONTENTS

Acknowledgement of Country	2
Artwork Story	6
Message from the World Vision Australia Board	8
Message from our Chief Executive Officer	10
Message from Our Head of Australian First Nations Program	12
Message from Reconciliation Australia	14
Our Vision	16
Our Goal	18
Our Approach	
Our Core Principles	
Our Business	20
What we do	
Our Scale	
Our First Nations Programs	
Our Mission, Motivation and Values	22
Our Mission	
Our Motivation	
Our Values	

Our Partners	26
Our RAP	27
Reflections on developing the RAP	
Our Governance Structure	
Our Reconciliation Action Plan Working Group	
Our Ongoing Commitment	30
Our Work in Action	
Early Childhood	
Unlock Literacy	
Young Mob	
IMPACT Club	
Channels of Hope for Gender	
Pillars of Reconciliation	41
Relationships	
Respect	
Opportunities	
Governance	



ABOUT THE ARTWORK AND ARTIST



My name is Bayley Mifsud and I am a proud Peek Whurrong woman of the Maar nation, from south west Victoria (Warrnambool). My Aboriginal name is Merindah-Gunya which means 'Beautiful Spirit' in Peek Whurrong language, chosen by my parents and Elders. I got my Aboriginal name at the age of 16, when I went through my naming ceremony.

I was born in Warrnambool and began doing Aboriginal art at a very young age. I was first introduced to the traditional symbols when I was five years old, when we were doing our family's possum skin cloak at the Brambuk Aboriginal Cultural Centre in the Grampians. My family would often go there on weekends, where we would immerse ourselves in culture through art, music and dance.

I now live on Wurundjeri Country in Naarm (Melbourne) and have lived a large portion of my life here. My great granny Mary Clarke was a proud Bunurong and Yorta Yorta woman.

I had a particular interest and talent in art and continued to learn through the guidance and encouragement of my Elders. Creating stories using sacred symbols is something I have always had a strong connection with.

Bayley Mifsud



MESSAGE FROM THE WORLD VISION AUSTRALIA BOARD



'Life in all its fullness' and 'the will to make it so' are not just words at World Vision Australia - they are the heart of Jesus' mission and the hope that drives us.

This Reconciliation Action Plan (RAP) embodies a 'will to make it so,' bringing our vision of 'life in all its fullness' into action. It is a declaration of our belief in the equality of all people, reflecting God's love for all and our commitment to express His love through everything that we do.

Through this RAP, we hope to bring this belief into reality and commit to ensuring respect and true equity in all that we do.

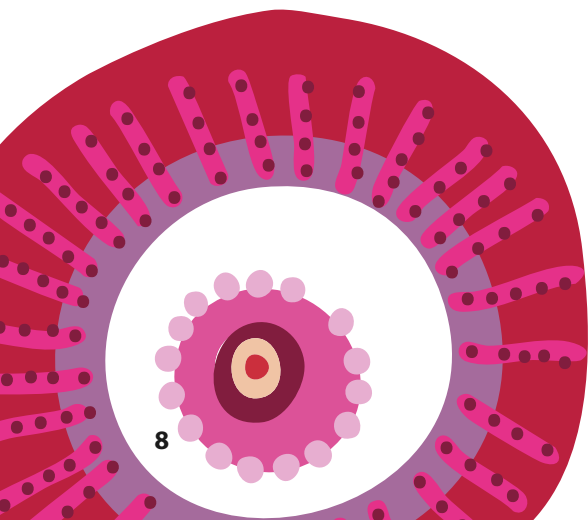
We honour the ancient and enduring connection of First Nations peoples to this land. This rich heritage, along with the leadership of First Nations peoples today, invigorates our communities, organisations and economies.

World Vision Australia is dedicated to expanding representation, employment, leadership and decision-making opportunities for First Nations staff across our organisation. We are committed to amplifying First Nations voices and celebrating the cultural diversity that reflects our shared history and evolving journey as one people.

We commend this RAP, which represents our organisation's commitment of standing in solidarity with First Nations people for the last 50 years, and are excited for the next 50 and beyond.

Yours faithfully,

Peter Trent
Board Chair





Gathering together on country to deepen our connection to community.

MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER



Reflecting on World Vision Australia's 50-year commitment to standing in solidarity with First Nations people, I am proud to present our new Innovate Reconciliation Action Plan 2025–2027 (RAP). This plan is about integrating a reconciliation lens and program of tangible actions into our daily work as a Christian, child-focused aid and development charity.

Our staff continue to champion reconciliation, challenging ourselves to pursue real and lasting change for our First Nations colleagues and communities.

Non-First Nations staff have answered the call of their First Nations peers, taking collective action to build an organisation committed to the empowerment, equality and justice of First Nations children, families and communities. This RAP is the latest stage of that ongoing work.

This RAP is not just words on a page - it is our commitment to real change. To achieve this, we have set clear targets, anchored in Reconciliation Australia's framework, against the RAP three pillars; Relationships, Respect and Opportunity, and borne on a foundation of governance. Our reflection on what these pillars mean to us and the work that we do is outlined below.

RELATIONSHIPS

Trust is foundational in First Nations communities. On our journey to embed reconciliation in everything that we do, we are committed to building relationships founded on trust, honesty and integrity at every level - national, state and local.

This means fostering humility and a willingness to learn about First Nations histories, cultures and beliefs. Strong, respectful relationships are essential for success and align with World Vision's core values.

RESPECT

One of our core values at World Vision Australia is 'We value people.' This means treating everyone with respect and celebrating their culture and humanity. We recognise the cultural richness of our First Nations colleagues, children and communities.

Our vision is a future where First Nations cultures are fully embraced and celebrated, relationships are healed, and social inequalities are eliminated. We aspire to see the world's oldest living culture cherished as a source of national pride.

OPPORTUNITIES

World Vision Australia values innovation and creativity and knows that opportunities for Aboriginal and Torres Strait Islander peoples are crucial for our growth.

Diverse perspectives fuel our creativity. By promoting employment, procurement and professional development opportunities, we strengthen our team and enrich our culture, tapping into invaluable knowledge and skills that drive new ideas and solutions.

GOVERNANCE

Strong governance is essential for driving the success of our RAP and holding ourselves accountable. We are committed to establishing a RAP Working Group that will oversee the plan's implementation and ensure it stays on track.

Supporting the effective roll-out of what we commit to under this RAP is a priority. And consistent with being good stewards and our deeply grounded practice of being open and honest in our dealings with our donors, project communities, governments, the public at large and with each other, we shall be open on our progress in this RAP by regular reporting of our achievements, challenges and lessons.

World Vision Australia's decades-long partnership with First Nations people has been guided by the goal that every First Nations child and youth achieves self-determination and experiences life in all its fullness.

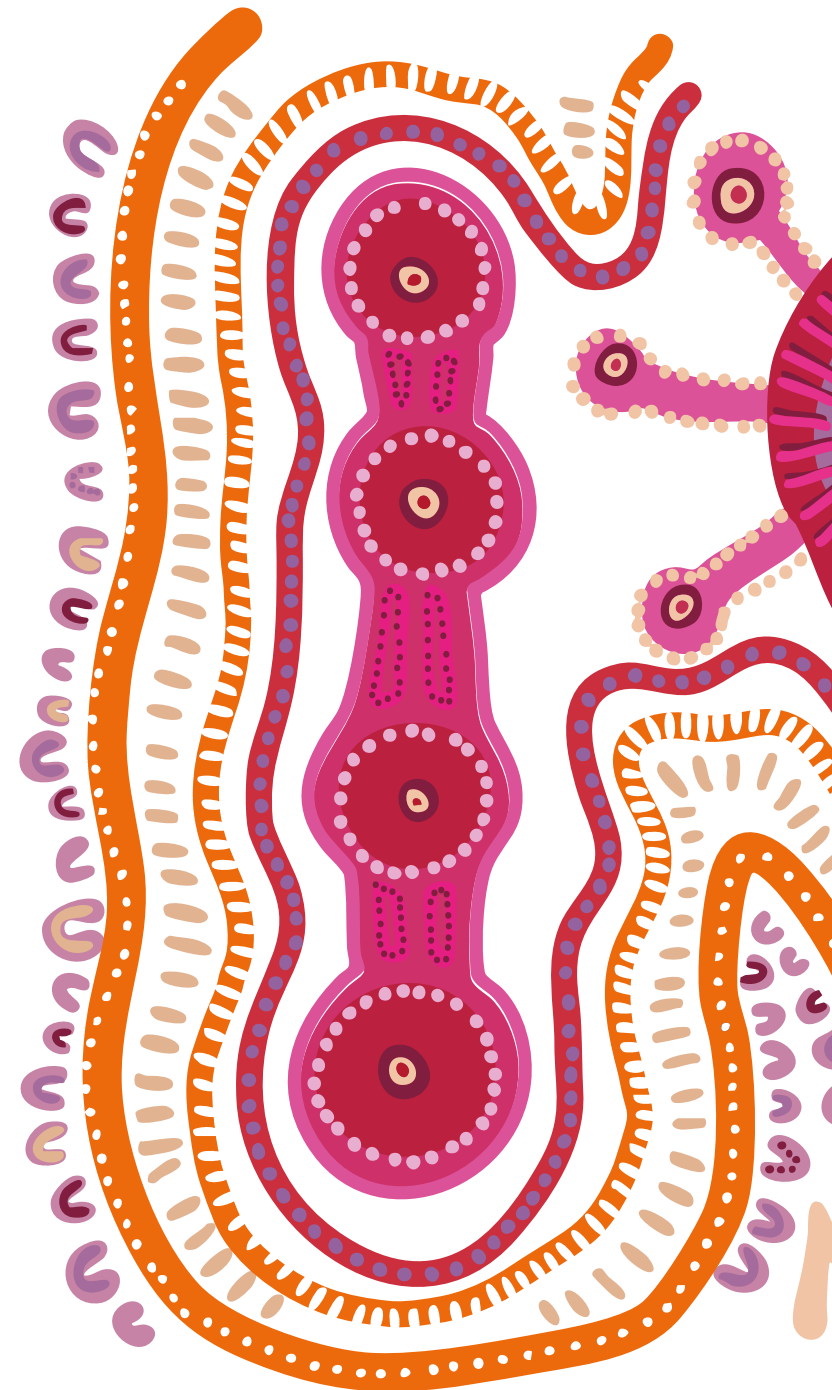
We value a community-led approach. We also understand that while we won't always get it right, we will keep moving forward together, learning, and addressing systemic disadvantage – and its root causes – as we see it.

As we continue this important journey, I endorse the objectives and actions outlined in our Innovate RAP 2024–2027 and wish our entire organisation success in bringing this plan to life.

Yours faithfully,

Daniel Wordsworth

Chief Executive Officer



MESSAGE FROM OUR HEAD OF AUSTRALIA FIRST NATIONS PROGRAM



I'm excited to endorse this Reconciliation Action Plan as it represents our whole of organisation approach to life in the fullness for First Nations children in Australia and in the sphere of where we work.

World Vision Australia has been operating in Australia for some 50 years, partnering globally for community development and lasting change. Our stance walking alongside our First Nations communities is life giving for First Nations workers in this space.

It's affirming to know our organisation has our back and that the First Nations program is not just adjunct on the side of World Vision Australia, but integral to everything we do.

We are more than service provision. We're active partners. We're moving into a space where we use our long-term relationships and partnerships to leave capacity in communities when the time is right for us to move on. We also seek to work in a way which draws on the sacred drivers for social change.

Our Strong Spirit approach acknowledges and celebrates our cultural drivers and sacred drivers for social change and our continued connection to and responsibilities to our Country. This is integrated into everything we do in supporting communities to lead their own development.

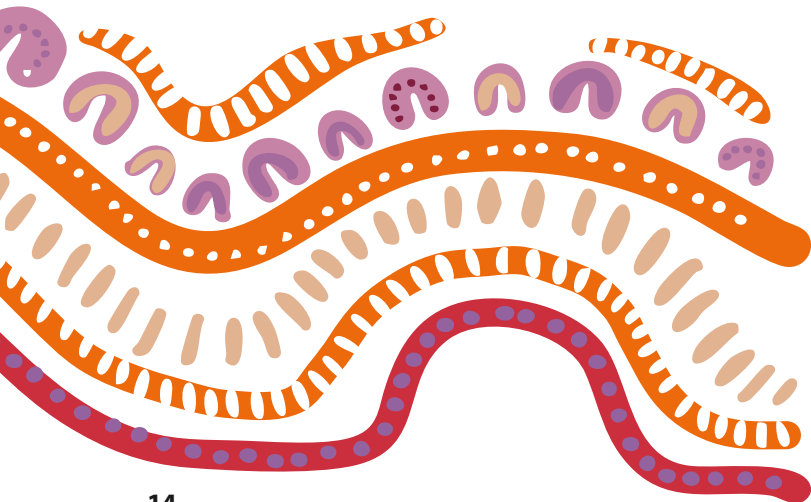
This RAP is the organisation's commitment to an engaging strategy to stand with First Nations people and continue the legacy of the last 50 years.

Grant Paulson

Head of Australia First Nations Program



MESSAGE FROM RECONCILIATION AUSTRALIA



Reconciliation Australia commends World Vision Australia on the formal endorsement of its third Innovate Reconciliation Action Plan (RAP).

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

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. World Vision Australia continues to be part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that World Vision Australia will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to World Vision Australia using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for World Vision Australia to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, World Vision Australia will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of World Vision Australia's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations World Vision Australia on your third Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia



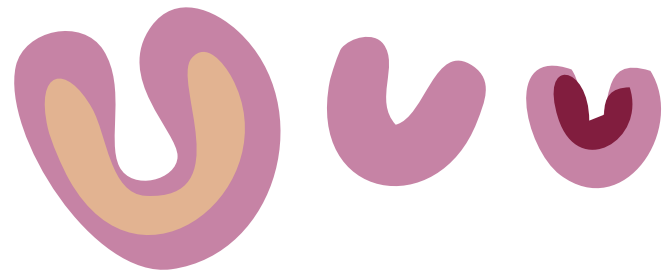
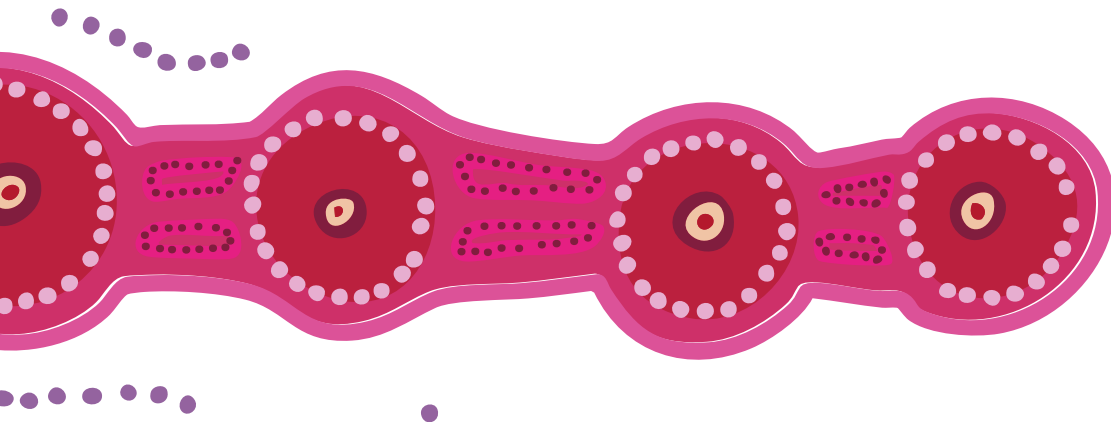
Continuing to honour and celebrate cultural practices on country is critical to our work with community

OUR VISION

Our vision is life in all its fullness for every child; our prayer for every heart, the will to make it so.

Children are at the heart of everything we do and, as an organisation that exists to reflect the compassion of the Australian people, our Australia First Nations work is critical for current and future generations of children.

Our vision for reconciliation is that we walk alongside First Nations communities as they seek to realise life in all its fullness for their children. World Vision Australia also recognises that as well as requiring practical responses, reconciliation is a spiritual process which involves justice, recognition and healing. It is about helping all Australians move forward with a better understanding of the past and how the past affects the lives of First Nations people today.





World Vision supports early learning in remote Aboriginal communities to help set up children for fullness of life. *Photo by World Vision Australia*

OUR GOAL

Our goal is to Partner with Australian First Nations people to empower generations of children with the cultural identity and life skills they need to live a full life in Indigenous and non-Indigenous society.

Our ambition for this Reconciliation Action Plan is to enable our organisation to bring this goal to life.

OUR APPROACH

Our approach is guided by the following core principles:



OUR CORE PRINCIPLES

Community-led

We understand that community ownership, support and leadership are critical to the realisation of community aspirations. We take time to get things right in partnership.

Partnerships

We support First Nations communities and organisations to deliver on their own aspirations. This includes identifying available resources and facilitating partnerships with potential funders, as well as with organisations that can deliver on the ground.

Place-based

We focus on issues, strengths and solutions in local contexts and recognise that the unique context of each community is key to addressing complex problems.

Strengths-based

We recognise the existing array of local knowledge and skills of First Nations communities and organisations and collaborate in ways to grow them.

Relationships

Strong relationships and partnerships are fundamental to long-term change. We know that local partners are the key to sustainability and we play a supportive role to their lead.

Strong Spirit

We know and apply the importance of Aboriginal and Torres Strait Islander spirituality through connection to language, land, law, kinship and ceremony in how we work.

Both ways learning and doing

We support community priorities that children, as well as adults, can learn 'both ways'. Projects integrate 'mainstream' learning alongside culture.

Technical support

We bring our development expertise, sector-based experience (i.e. early childhood and youth development) and technical knowledge to our partnerships.

Telling the story

We amplify the voice of First Nations organisations and communities. We place high importance on telling the story of our shared work to a variety of audiences.

OUR ORGANISATION

World Vision Australia is a Christian organisation empowering everyday Australians to help vulnerable children around the world live life to the fullest. We are part of the global World Vision Partnership that has more than 33,000 staff in nearly 100 countries. For over 70 years, World Vision has worked alongside communities, donors, partners and governments to create opportunities for children and their families to change their futures.

WHAT WE DO

Transformational development focused especially on the needs of children. We guide communities to set and achieve their own goals and equip them so that progress made is sustained long after we've left.

Emergency relief that assists people affected by conflict or disaster. When disaster strikes we are on the ground quickly to provide immediate support – and we stay, helping people to rebuild their lives and communities.

Promoting justice to change attitudes and practices that deny human rights and create inequality. We equip children, their communities and local partners with tools to address the root causes of violence and exploitation against children.

Engaging Australians to help make a lasting difference in the lives of vulnerable children. Generous individuals, families, schools, churches, companies, philanthropists, governments and institutions make our work possible.

OUR SCALE

World Vision Australia is at the heart of the World Vision International Partnership which unites people from all walks of life across almost 100 countries.

Australian sponsors and donors provide funds for World Vision field offices to run relief and development projects in their countries, with technical support from the World Vision Australia team.

For projects in Australia, we work directly with First Nations communities to run activities and ensure they are the ones driving their own development.

OUR FIRST NATIONS PROGRAM

World Vision's Australia First Nations Program has been partnering with First Nations communities, leaders and organisations for 50 years – from metropolitan areas to some of the most remote communities in the country.

Our work with First Nations communities focuses on:

- early years education and development;
- literacy during primary school;
- building resilience and confidence through connecting to culture in secondary school;
- developing skills and knowledge to transition strongly into post-secondary school study and the workforce; and
- supporting faith and community leaders in violence prevention work, creating safer communities for growing kids up strong.

Our holistic approach to partnering with Australian First Nations communities is guided by our nine core principles, outlined above.



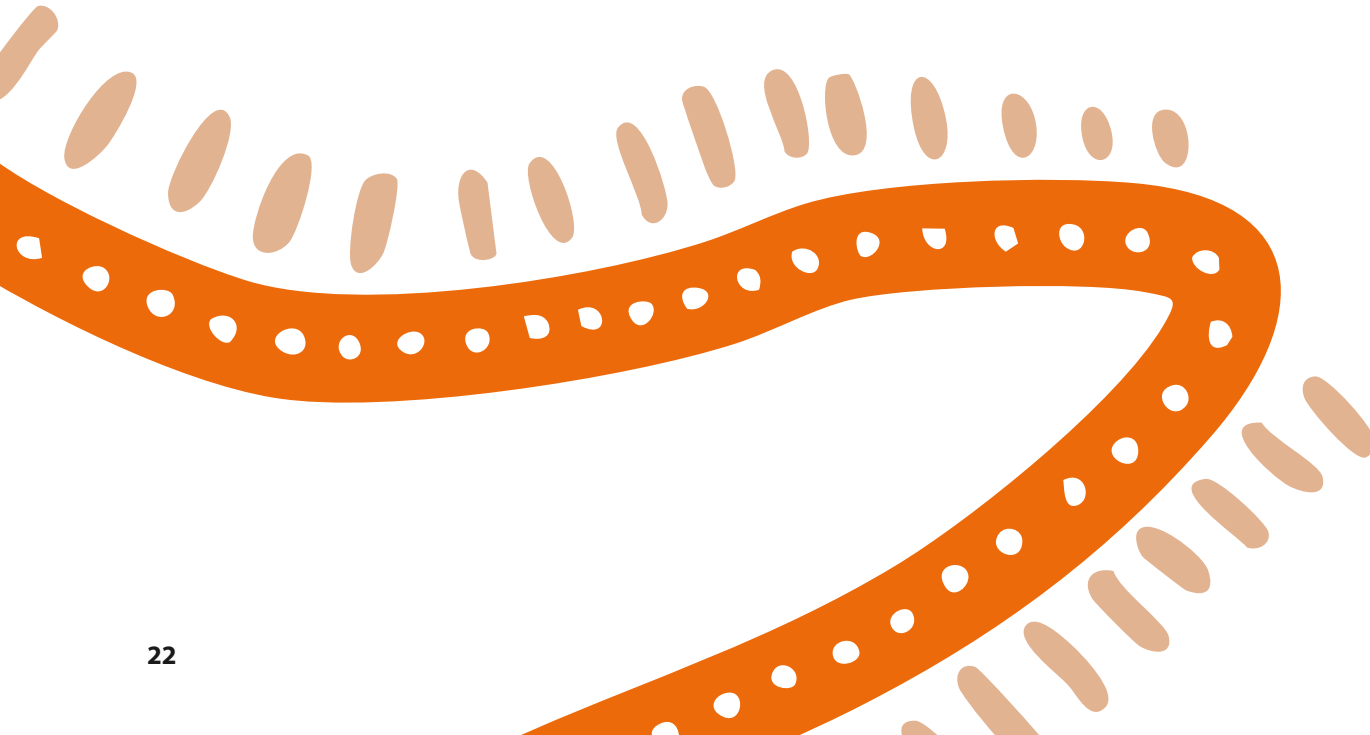
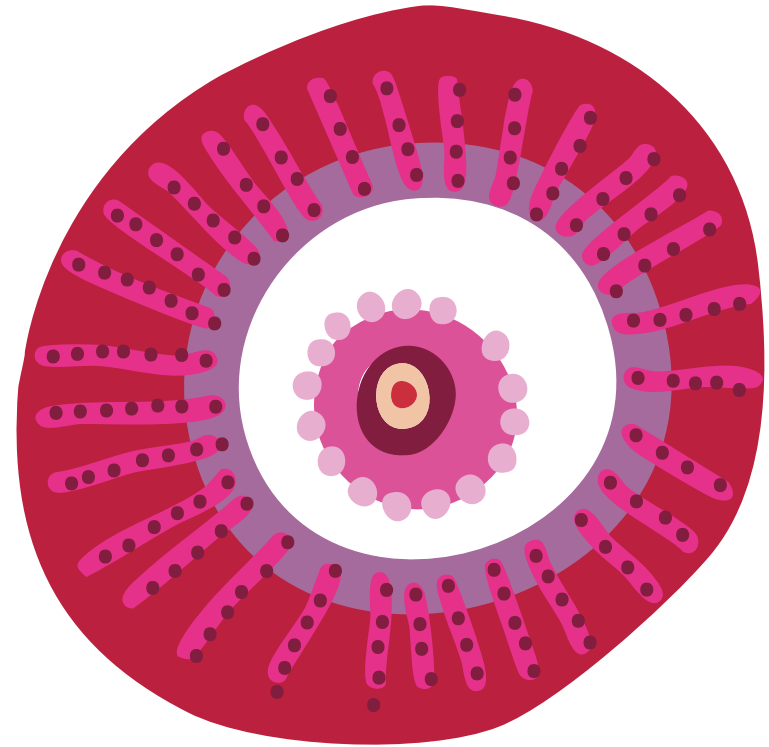
OUR MOTIVATION OUR MISSION

OUR MOTIVATION

World Vision is committed to the poor because we are Christian. We work with people of all cultures, faiths and genders to achieve transformation.

OUR MISSION

Our mission is to be a Christian organisation that engages people to eliminate poverty and its causes.





Learning can be a joy on Country. Mums and bubs join with Elders for intergenerational learning and play. *Photo by World Vision Australia*

OUR VALUES

World Vision's values are shared across our global partnership and guide all that we do. Our corporate values are published on our website. The following statements articulate how we reflect our values in the context of our commitment to reconciliation.

We are Christian

Our work is shaped and informed through the grace of Christ's ministry and work. Through these we see the sacred in all: in people, in place and in Country. We value the spirit in all people and its aspiration for justice.

We hear Christ's call to servanthood. We commit ourselves to the servant spirit running through the organisation. We know this means facing honestly our own pride, sin and failure. We maintain our identity as Christian, while being sensitive to the diverse contexts in which we express identity.

We are Committed to the Poor

We are called to serve the neediest people of the earth; to relieve their suffering and to promote the transformation of their condition of life.

In Australia, we stand in solidarity in a common search for justice for all Aboriginal and Torres Strait Islander communities. Together we share a quest for justice, peace, reconciliation and healing. We seek to learn from and share with communities in order to walk together towards fullness of life for children, families and communities.

We seek to facilitate an engagement between First Nations and non-First Nations people that opens both to transformation and reconciliation.

We respect communities as active, resilient partners in pursuit of self-determination with their own their own goals and aspirations. We recognise that communities are the Custodians of their Country, lore and traditions and they are people from whom others may learn and receive. This is vital to a both ways approach to community-led development.

We Value People

We regard all people as created and loved by God. We give priority to people before money, structure, systems and other institutional machinery.

We act in ways that respect the dignity, uniqueness and intrinsic worth of every person. We celebrate the richness of diversity in human personality, spirituality, culture and contribution.

We practise a participative, open, enabling style in working relationships. We encourage the professional, personal and spiritual development of our staff. We support each other to be the best we can be and value people equally in the communities in which we work.

We are Stewards

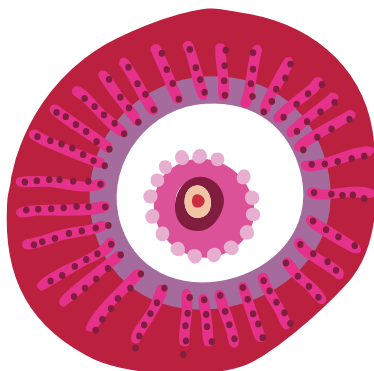
The resources at our disposal are not our own. These resources may include money, time, culture, relationships, lived experience and the land on which we work. We respect the purpose for which those resources are provided and manage them in a manner that brings maximum benefit to all those we work with in community.

We speak and act honestly with all those we work with: communities, service providers, stakeholders, governments, donors, the public and with each other.

We strive for consistency between what we say and what we do and we try not to build expectations that cannot be met.

We demand of ourselves high standards of professional competence. We hold ourselves to account and provide avenues for communities to hold us to account in both our programming and the relationships we develop. We share our experience and knowledge with others where it can assist them.

We are stewards of God's creation, and we respect that First Nations people are the stewards of land and culture. We care for the Earth and act in ways that will restore and protect the environment.



We are Partners

We are partners with Aboriginal and Torres Strait Islander people and with donors in a shared ministry.

By ensuring we communicate transparently about our work and act with integrity and honesty, we build trust with our partners. We are willing to receive and consider honest opinions from others about our work.

We are Responsive

We encourage innovation, creativity and flexibility. We maintain an attitude of learning, reflection and discovery to grow in understanding and skill.

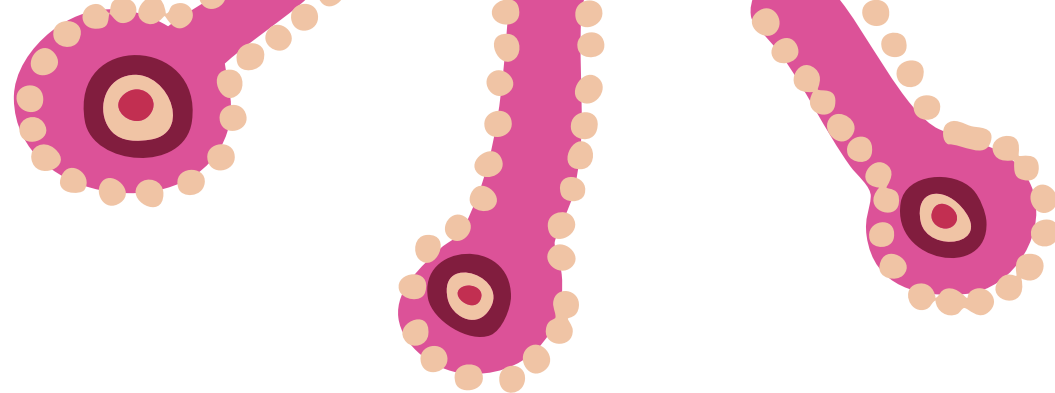
We are willing to take intelligent risks and act quickly. We do this from a foundation of experience and sensitivity to what the situation requires.

We are responsive to new and unusual opportunities and to the needs and situations of individuals, including community members, our partners and our colleagues.

We seek out the wisdom, knowledge and experience of our partners in community which informs our both-ways practice. We are responsive to the local context through the adaptation of project models and continually respond to community feedback through regular monitoring and reflection activities.

We are responsive in a different sense where deep-seated and often complex economic and social deprivation calls for sustainable, long-term development. We maintain the commitments necessary for this to occur.

OUR PARTNERS



Warlpiri Education and Training Trust (WETT)

Yapa (Warlpiri for Aboriginal people) teachers and Traditional Owners of the Newmont Tanami Granites goldmine complex set up the Warlpiri Education and Training Trust (WETT) in 2005. They wanted to use mine royalties to improve education and training outcomes in Yuendumu, Nyirripi, Willowra and Lajamanu.

WETT has partnered with World Vision Australia on a number of projects, including the delivery of a playgroup in Willowra and out-of-school literacy programs for school-age children.

Donors – The Brian M. Davis Foundation

The Brian M. Davis Foundation champions community-driven effort, supporting innovative approaches that bring people, resources and ideas together. Their partnership with World Vision has funded IMPACT Clubs in the West Kimberley for three years.

Young First Nations people in the Kimberley region have extremely high rates of unemployment. In some communities, 100 percent of young people aged 15-24 are not engaged in any form of work. Low levels of numeracy and literacy, often due to intergenerational unemployment, chaotic and often violent family environments and poor school attendance, are major barriers to employment.

The IMPACT Club model fosters the development of confident, self-aware and resilient young people who can contribute positively to their communities via youth-led community projects.



Members of the Warlpiri Education and Training Trust sign a visual partnership agreement with World Vision Australia. Photo by World Vision Australia

OUR RECONCILIATION ACTION PLAN

World Vision Australia is committed to reconciliation. We have worked together with First Nations communities since the 1970s and have an ongoing commitment to continue this work.

World Vision Australia has had many Reconciliation Action Plans and strategies to advance reconciliation over its history, however in recent years our strategies have not been in line with the Reconciliation Australia framework.

Over the past two years, we have doubled down on our commitment to First Nations communities, elevating this work to a core strategic priority. We see the development of our Reconciliation Action Plan as a way to articulate our commitment to reconciliation, both through our domestic programming in Australia and through our actions to embed reconciliation across our business practices.

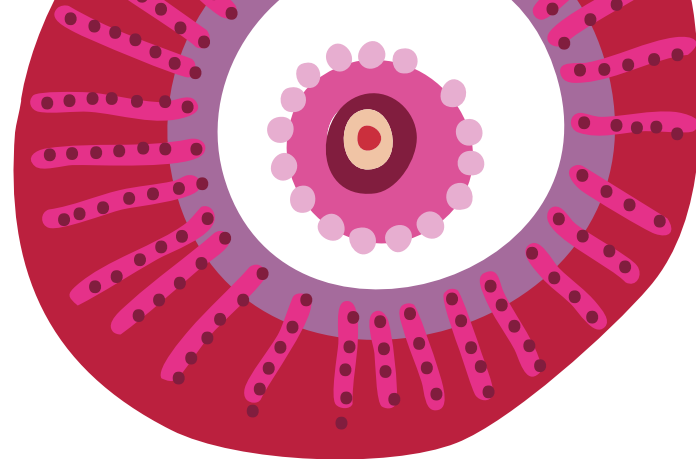


REFLECTIONS ON DEVELOPING THE RECONCILIATION ACTION PLAN

Our Reconciliation Action Plan Working Group has been on a journey over the past couple of years.

Initially, our Reconciliation Action Plan Working Group was chaired by the Head of our Australia First Nations Program with members heavily drawn from this team. The Working Group at this stage developed a detailed action plan, however it did not align with the Reconciliation Australia framework and was not an endorsed Reconciliation Action Plan.

Over the following period, our Australia First Nations Program underwent significant renewal to prepare for its next phase of growth. During this time, our Working Group decided that the focus of reconciliation within World Vision Australia needed to be driven by our non-First Nations staff, but with advice and guidance from our First Nations colleagues. The Working Group expanded to include representatives from across all World Vision departments. This helped to ensure that the actions committed to are meaningful in a 'business as usual' context, but with a clear First Nations lens providing helpful challenge to make sure actions were framed in a way to best support reconciliation across our teams and in the communities we serve.



As we progressed the development of a Reconciliation Action Plan that aligned to the Reconciliation Australia framework, we realised that it did not accurately represent our commitment to reconciliation. We were drafting the Reconciliation Action Plan without including our domestic programming in Australia.

Our journey as an organisation through the 2023 referendum on the Voice to Parliament was another learning experience. Our First Nations staff generously shared their stories with the whole organisation to help build understanding of the significance of a Voice to Parliament. World Vision attended the Garma Festival to hear directly from community. Internally the campaign to support a yes vote was very active however this same activity wasn't reflected externally. The impact of the unsuccessful referendum has been felt deeply amongst staff both First Nations and non-First Nations who had passionately supported the campaign.

Our shift in focus to showcase the work of our Australia First Nations Program as the heart of our Reconciliation Action Plan document has provided us with a key basis for collaboration across all teams. This has been a source of healing and motivation after the outcome of the Voice to Parliament referendum.

Our Governance Structure

As our Reconciliation Action Plan has evolved, so too has the governance structure that supports it.

Once our Reconciliation Action Plan is launched, we will shift gears again in terms of our governance framework. Our Working Group will consist of our Reconciliation Action Plan 'action owners' who will attend the Reconciliation Action Plan Working Group meetings to provide progress updates on their Reconciliation Action Plan actions. They will be supported by 2-3 Australia First Nations Program (AFNP) colleagues who will also attend the Reconciliation Action Plan Working Group meetings to provide advice and guidance on the implementation of Reconciliation Action Plan actions to bring about the best reconciliation outcomes.

Our Reconciliation Action Plan Working Group reports bi-monthly to the Executive Leadership Team.

OUR RECONCILIATION ACTION PLAN WORKING GROUP

Chief Sponsor: Nathan Callaghan, Chief of People & Culture

Chair: Shannan Scott, Head of Risk

There are two members of our RAP WG who identify as being Aboriginal or Torres Strait Islander persons.

Current members:

- Sophia Romano, Partnering and Program Manager – Youth, AFNP
- Zana Bowen, Partnering and Programming Transition Lead, AFNP
- Alex Edney, Head of Culture and Diversity, People and Culture
- and Reconciliation Action Plan action owners

The Working Group met on a monthly basis to develop our Reconciliation Action Plan. In addition, specific ideation sessions were held with Working Group members to document the types of commitments they wanted to see each department consider. Working Group members then facilitated workshops within their departments to turn those ambitions into more considered actions. These actions have been evolving over time in line with our change in focus for the Reconciliation Action Plan as a whole.



**Our ongoing commitment to
Aboriginal and Torres Strait
Islander children and youth,
and their families.**

OUR WORK IN ACTION

World Vision practices transformational development, focused especially on the needs of children. We support communities to set and achieve their own goals, aiming to address the root causes of violence and exploitation against children.

For over 45 years, our Australia First Nations Program has partnered with Aboriginal and Torres Strait Islander communities and organisations, drawing on our international development experience to implement long-term, place-based community development initiatives.

“As a proud descendant of the Birriah, Bundjalung and Kamilaroi peoples, I hold deeply that at World Vision Australia we choose to take the long journey with community partners. Our approach is to walk alongside, using our strong development experience, models and evidence base to adapt approaches and build robust local governance that ensures communities are setting the agenda. This approach is unique and one that World Vision has refined in partnership with communities over the past 45-plus years.”

Grant Paulson, Head of Australia First Nations Program

EARLY CHILDHOOD

In remote communities, First Nations families face significant barriers to accessing culturally relevant early learning services.

Our experience in early childhood development means we are well placed to respond to the gaps that exist, particularly in remote First Nations communities, recognising its importance in determining later school attendance and lifelong educational outcomes.

Our early childhood projects consider how disabilities impact on children's development and learning and we work with the parents and caregivers of children with varying needs to build their knowledge and skills in supporting their children's development.

This strong learning focus for parents also includes increasing their awareness and understanding of the risk factors in pregnancy that can lead to developmental and learning impairments in children and the steps they can take to prevent or minimise them.

The Abecedarian Approach (3a) is an evidence-based approach that aims to improve language development and high-quality adult-child interactions to stimulate child development and growth. We use this approach in our early childhood learning centres to help bond mother and child.



Children participating in an on-Country literacy activity with a local Community Facilitator. Photo by World Vision Australia



Children in the Wirliyatjarrayi Playgroup take a break while on a bush trip to Panma Parnta traditional lands. *Photo by World Vision Australia*

UNLOCK LITERACY

The Unlock Literacy program is used around the world to improve literacy skills in children aged 5-9. In Central Australia, we're adapting the program specifically for the Australian First Nations context.

Unlock Literacy promotes five core reading skills: alphabet knowledge, phonemic awareness, fluency, vocabulary and comprehension. It encourages children, parents and community members to embrace reading in school, at home and in the community.

First Nations culture is built into the program. Children take part in weekly after-school activities, bush trips and community events. The focus on community action supports 'both-ways learning', balancing mainstream and cultural content to provide the best possible response to community and individual needs.

While some literacy programs work with families, Unlock Literacy reflects the need to develop a positive literacy culture beyond the school environment that mobilises both families and community members.

As facilitators of literacy activities, community members are at the forefront and have opportunities to make a real difference in the lives of local children and their families. Taking part in the project also provides them with learning, training and future employment opportunities.



Children in the Unlock Literacy program celebrate the Ninu Kurlu book launch in Nyirripi. Photo by World Vision Australia



Children participate in an Unlock Literacy program on Country. *Photo by World Vision Australia*



A Young Mob participant receives instruction from a facilitator on how to correctly throw a returning boomerang during camp at Murrock Cultural Centre. *Photo by World Vision Australia*

YOUNG MOB

Developed by First Nations youth for First Nations youth in Australia, Young Mob is a positive youth development program, focussing on the strengths of young people.

Young people are connecting with culture and taking charge of their futures through the Young Mob Program in Sydney and the Hunter Valley.

Young Mob equips First Nations young people with cultural knowledge and values so they can stand tall. We support them to develop a stronger, positive self-identity and essential life skills such as teamwork, goal setting and public speaking.

Empowering young people aged from 10 to 20, the program features learning activities in school, in community and on Country, led by First Nations facilitators using a First Nations approach to learning. Young people involved in the program are referred to as leaders, and some participate in on-Country activities such as camps, road trips and cultural exchanges. In an exciting development, the Young Mob Program successfully piloted a community-based implementation model in NSW's Hunter Valley. Branching out from schools and into the community opened up 'both-ways' learning opportunities to a wider cross-section of First Nations children and young people and their families in a region where there are few such opportunities. The pilot's success has set the stage for future community-based iterations of Young Mob.



A Young Mob participant proudly shows off the coolamon that they cut from the bark of a tree during camp at Murrock Cultural Centre. Photo by Yvonne Dunn, World Vision Australia

IMPACT CLUB

In the West Kimberley region of Western Australia, First Nations young people can take charge of their futures and connect with their communities by taking part in IMPACT Clubs.

IMPACT Clubs comprise 10-15 young people aged 8-18 who meet each week for 2-3 hours to learn about a topic under four learning areas: Working Together, Stand-Up Step-Up Speak-Up, Work Ready, and Strong Business. Clubs are facilitated by adult role models from the local community.

Club activities focus on building participants' 'soft skills', including teamwork, communication, decision making, problem solving and conflict resolution. The aim is for them to develop the behaviours and attitudes needed to make positive contributions to their communities and find pathways to education and employment.

In Derby, IMPACT Club is part of the curriculum at the local high school, with recognition by the school that local IMPACT Club members are demonstrating greater confidence, positive self and cultural identity, and a stronger future focus. Four club members who have been out of school for some time have re-enrolled in school. And one club member took the initiative of seeking a job directly with a local small business. In addition, the Derby Police wrote a letter endorsing club members and noting that they have seen a positive shift in club members' behaviour.



A child takes part in traditional face painting during a NAIDOC Week event in Mowanjurn community, organised by local IMPACT Club leaders. Photo by World Vision Australia

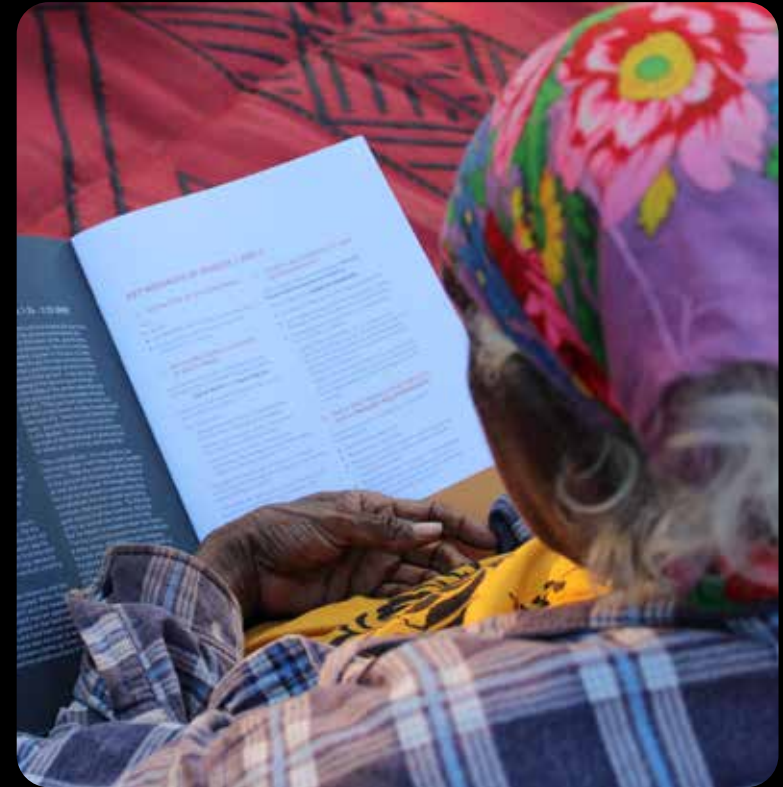
CHANNELS OF HOPE FOR GENDER

Channels of Hope for Gender (CoHG) is a World Vision program that mobilises existing local leadership to address gender-based inequality and violence in church congregations and the wider community.

We know that faith leaders can have a powerful influence on community attitudes and behaviours. The role of churches in mobilising communities to affect cultural change has long been recognised by international agencies such as the United Nations Children's Fund and the United Nations Development Programme.

In the First Nations context, the model is tailored and adapted to local linguistic, cultural and social structures, supported by cultural leaders and Elders. With a focus on faith communities, CoHG is a unique and innovative approach to the prevention of violence through a theological, cultural and secular approach.

Since 2016, we have been working in partnership with the remote Warlpiri community of Lajamanu in the Northern Territory, in collaboration with the Baptist Church, a local church affiliated with Australian Aboriginal Outreach Ministries (AAOM), cultural leaders and Elders, and local services. We are also discussing partnership opportunities with other communities, churches, and Aboriginal-controlled organisations in Central Australia.



Lajamanu community members meet out on Country to share a bible study discussing healthy relationships. Photo by World Vision Australia

“Aboriginal and Torres Strait Islander cultures are something our staff have a hunger to know more about, as much of World Vision Australia’s work engages and serves the First Nations people of the community. Discussions can be had around the cultural knowledge our staff and communities hold, to support better outcomes for people we work with, without adding to and impacting on their day-to-day roles and lives, what we often call the cultural load.”

Nathan Callaghan, Chief of People & Culture and Reconciliation Action Plan Executive Sponsor

PILLARS OF RECONCILIATION

**Relationships
Respect
Opportunities**

Relationships

Building strong relationships between World Vision Australia (WVA) and the Aboriginal and Torres Strait Islander peoples we serve is core to WVA's commitment to reconciliation. We work with First Nations communities to identify programs that are important to them and partner with local organisations to build up their capabilities and capacities as part of those programs. This is key to sustainable change. WVA offers a unique model in this space.

The Relationships pillar aligns to the WVA Strategic Value 'we are partners'

Action 1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Commitment	Accountable	Timeline
Develop and implement First Nations stakeholder engagement plan for Burwood office; which identifies relevant local Land Council and other local Aboriginal and Torres Strait Islander stakeholders and sets out principles for engagement.	Head of Culture & Diversity	September 2026
Develop and implement an Australian First Nations Initiative to grow the organisation's work with Aboriginal and Torres Strait Islander stakeholders and organisations.	Head of Australia First Nations Program	September 2025
Develop and engage with Aboriginal and Torres Strait Islander staff advisory group to provide input into inclusion and relevant policies.	Head of Australia First Nations Program	February 2025

Action 2. Build relationships through celebrating National Reconciliation Week (NRW).

Commitment	Accountable	Timeline
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	RAP Chair	May (annually)
RAP Working Group members to participate in an external NRW event.	RAP Chair	27 May – 3 June (annually)
Encourage and support staff and senior leaders and Board to participate in at least one external event to recognise and celebrate NRW.	RAP Chair	27 May – 3 June (annually)
Organise at least one NRW event each year.	RAP Co-ordinator	27 May – 3 June (annually)
Register all our NRW events on Reconciliation Australia's NRW website.	RAP Co-ordinator	27 May – 3 June (annually)

Action 3. Promote reconciliation through our sphere of influence.

Commitment	Accountable	Timeline
Develop and deliver a staff engagement strategy that will provide opportunities to showcase and celebrate the work of our Australia First Nations programs, initiatives and key moments (ie. NAIDOC week), to raise awareness of reconciliation across our workforce.	Head of Australia First Nations Program	March 2026
Implement the staff engagement strategy.	Head of Corporate Affairs	April 2026
Communicate our commitment to reconciliation publicly.	Head of Culture & Diversity	May 2025
Explore oportunities to positevely influence our external stakeholders to drive reconciliation outcomes.	Head of Corporate Affairs	May 2026

Action 4. Promote positive race relations through anti-discrimination strategies.

Commitment	Accountable	Timeline
Engage with WVA First Nations Reference Committee, and Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our Fair Treatment Policy.	Head of People Partnerships	September 2025
Educate senior leaders on the effects of racism.	Head of People Partnerships	September 2025

Respect

At WVA, we deeply value people, and this principle extends to our respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights. We believe that acknowledging and celebrating these rich and diverse cultures is not only a matter of respect but also a source of immense pride and learning for our entire community. Understanding and appreciating the unique contributions of Aboriginal and Torres Strait Islander peoples fosters a culture of inclusivity and mutual respect, which is essential for our collective success.

The Respect pillar aligns to the WVA Strategic Value ‘we value people’

Action 5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Commitment	Accountable	Timeline
Based on completion of our initial Cultural Awareness Training, conduct a review of cultural learning needs within our organisation.	Head of Culture & Diversity	September 2025
Develop an internal learning series and intranet library on basic Australian First Nations histories, peoples, cultures and places in consultation with experts and First Nations Advisory Group.	Head of Culture & Diversity	November 2025
Consult the WVA First Nations Reference committee, local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform the second phase of our cultural learning plan (relationship building).	Head of Culture & Diversity	February 2026
Develop, implement and communicate a cultural learning strategy document for our staff in relation to the second phase of our Cultural Awareness Training program.	Head of Culture & Diversity	May 2026 (NRW)
All permanent staff / Board participate in the second phase of our Cultural Awareness Training.	Head of Culture & Diversity	July 2026
All Board members and Executive Lead Team invited to attend an Australia First Nations Program field trip during their tenures.	Company Secretary	Annual review

Action 6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Commitment	Accountable	Timeline
Increase employees' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country by sharing resources on our intranet.	Head of Culture & Diversity	June 2025
Develop protocols for Welcome to Country and Acknowledgement of Country and a staff engagement plan for rollout.	Head of Culture & Diversity	June 2026
Invite and remunerate a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at Prayer Day and other significant events each year.	Head of Culture & Diversity	October (annually)
Develop a Cultural Protocols document for use by the Field Visits team.	Manager, Field Operations (AFNP)	April 2025
Deliver a Cultural Protocols discussion to all participants of Australian-based field trips as part of trip planning activities.	Manager, Supporter & Field Experience	May 2025
Ensure First Nations staff are aware of WVA's Leave policy, including Cultural Leave and Ceremonial leave, and feel safe to access such leave.	Head of P&C Services	September 2025
Internal promotion of WVA position allowing staff to work on January 26 and take an alternative day off.	Head of Diversity & Culture	January 2026-2027

Action 7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Commitment	Accountable	Timeline
RAP Working Group to participate in an external NAIDOC Week event.	RAP Chair	First week of July (annually)
Review HR policies and procedures to remove barriers to employees participating in NAIDOC Week.	Head of People Partnerships	July 2025
Promote and encourage participation in external NAIDOC Week events to all staff.	RAP Co-ordinator	First week of July (annually)

Action 8. Celebrate Aboriginal and Torres Strait Islander culture and histories in meaningful ways for WVA staff.

Commitment	Accountable	Timeline
Deliver internal knowledge sharing between Australia First Nations Program and Field Impact team to build awareness and understanding of First Nations-led approach and use these insights to inform WVA's work with communities and organisations overseas and in our wider programming work.	Manager, Field Operations (AFNP)	September 2025
Locate and catalogue First Nations artwork held by WVA. Clarify ownership status and develop a plan for display or repatriation to artist. Collect the stories relating to each piece to be retained.	Head of P&C Services	September 2027

Opportunities

WVA encourages innovation, creativity and flexibility, and we recognise that fostering opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities is integral to our success. We believe that diverse perspectives and experiences are the bedrock of creativity and innovation.

By actively promoting employment, procurement and professional development opportunities for Aboriginal and Torres Strait Islander peoples, we not only enhance our workforce but also enrich our organisational culture. These opportunities enable us to tap into a wealth of knowledge and skills that drive our innovative processes and creative solutions.

The Opportunities pillar aligns to the WVA Strategic Value ‘we are responsive’.

Action 9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

Commitment	Accountable	Timeline
Undertake training needs analysis for Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities.	Head of Talent	September 2025
Introduce reporting to capture greater detail related to the number of First Nations identifying staff across the organisation.	Head of P&C Services	September 2026
Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development plan.	Head of Talent	June 2026
Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development plan.	Head of Talent	September 2026
Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Head of Talent	Review April annually
Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Head of Talent	September 2025
Board skills matrix to include demographic of First Nations (nationality) and Board recruitment processes to actively source First Nations candidates for vacant roles.	Chief of P&C	Annual review in April

Action 10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Commitment	Accountable	Timeline
Develop and implement an Aboriginal and Torres Strait Islander procurement strategy to increase business relationships with First Nations suppliers by:		
a) removing contractual barriers to procuring products and services from First Nations suppliers	General Counsel	March 2026
b) developing appropriate procurement templates for engagement with small and medium First Nations suppliers.	Procurement Manager	September 2025
Investigate directories and other sources (such as Supply Nation and Victorian Aboriginal business directory) for identifying suitable First Nations suppliers.	Procurement Manager	March 2025
Engage and educate staff on opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander suppliers. This may include identifying their capabilities and past performance.	Procurement Manager	September 2025

Action 11. World Vision Australia advocates for equality and justice for First Nations peoples to build reconciliation through policy and program outcomes.

Commitment	Accountable	Timeline
Centre the voices of Aboriginal and Torres Strait Islander peoples by sharing our RAP learnings with World Vision Partnership leaders to influence and strengthen a global commitment to reconciliation with First Nations peoples around the world.	Chief of Field Impact	September 2026
Seek to strengthen our position and relationship with Federal, State and Territory governments to bring about positive change for First Nations peoples.	Head of Corporate Affairs	May 2026

Action 12. Leverage our national reach to educate Australians about the challenges facing First Nations peoples today.

Commitment	Accountable	Timeline
World Vision Australia will actively work to increase the profile of First Nations Australians in brand and social media.	Chief of Marketing	June 2025
World Vision Australia will strengthen its relationships with churches, Christian organisations and church youth groups to advocate, educate and fundraise about issues confronting First Nations peoples.	Head of Supporter Engagement & Community	May 2026

Governance

World Vision is committed to the effective implementation of our RAP actions. Our RAP Working Group will oversee the implementation of our commitments and ensure that we remain on track. Regular progress updates will detail accomplishments, challenges and key insights gained along the way.

Governance aligns to the WVA Strategic Value ‘we are stewards’

Action 13. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

Commitment	Accountable	Timeline
Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group.	Head of Culture & Diversity	Annual review in May and November 2025, 2026
Establish and apply a Terms of Reference for the RWG and incorporate details in relation to: <ul style="list-style-type: none"> • Composition of RAP – to include action owners/delegates from each WVA department • Board engagement with the RAP • Governance Committee engagement with the RAP • Clarification of governance across AFN program, AFN Initiative and RAP 	Head of Culture & Diversity	June 2025
Meet at least four times per year to drive and monitor RAP implementation.	Head of Culture & Diversity	Annual review May and November 2025, 2026

Action 14. Provide appropriate support for effective implementation of RAP commitments.

Commitment	Accountable	Timeline
Define resource needs for RAP implementation.	Head of Culture & Diversity	June 2025
Engage our senior leaders and other staff in the delivery of RAP commitments.	RAP Chair	May and November 2025, 2026
Define and maintain appropriate systems to track, measure and report on RAP commitments.	Head of Culture & Diversity	March 2025
Appoint and maintain an internal RAP Champion from senior management.	Head of Culture & Diversity	March 2025

Action 15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Commitment	Accountable	Timeline
Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	Head of Culture & Diversity	September Annually
Report RAP progress to all staff and senior leaders six monthly.	Head of Culture & Diversity	May and November 2025, 2026
Provide an update on progress towards the RAP actions and deliverables every six months to the People, Culture and Governance Committee (PCGC) and annually to the Board	Head of Culture & Diversity	May and November 2025, 2026
Publicly report our RAP achievements, challenges and learnings, annually.	Head of Culture & Diversity	November 2025, 2026
Publish our RAP on the World Vision Australia website.	Head of Culture & Diversity	May 2025
Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Head of Culture & Diversity	May 2026
Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Head of Culture & Diversity	October 2027

Action 16. Continue our reconciliation journey by developing our next RAP.

Commitment	Accountable	Timeline
Register via Reconciliation Australia's website to begin developing our next RAP.	Head of Culture & Diversity	October 2026

ABOUT THE DESIGN STUDIO

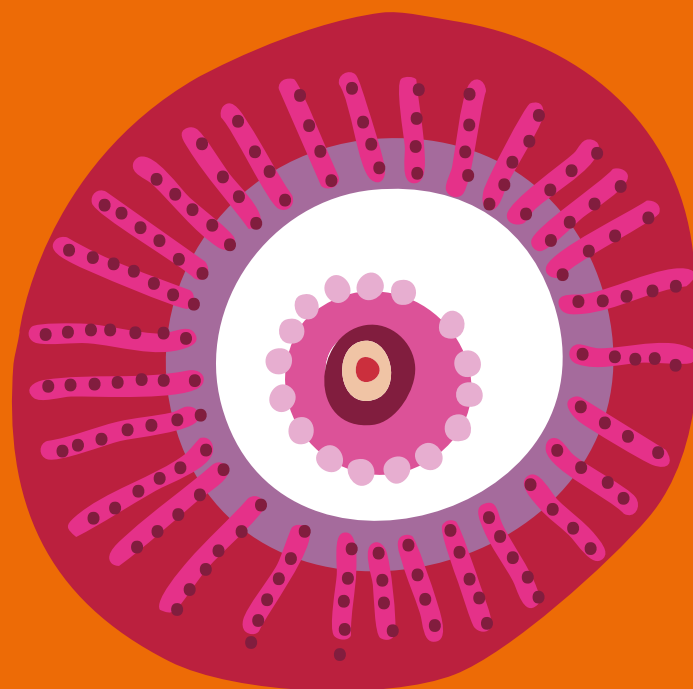
World Vision Australia collaborated with ingeous studios in the design of this Innovate Reconciliation Action Plan.

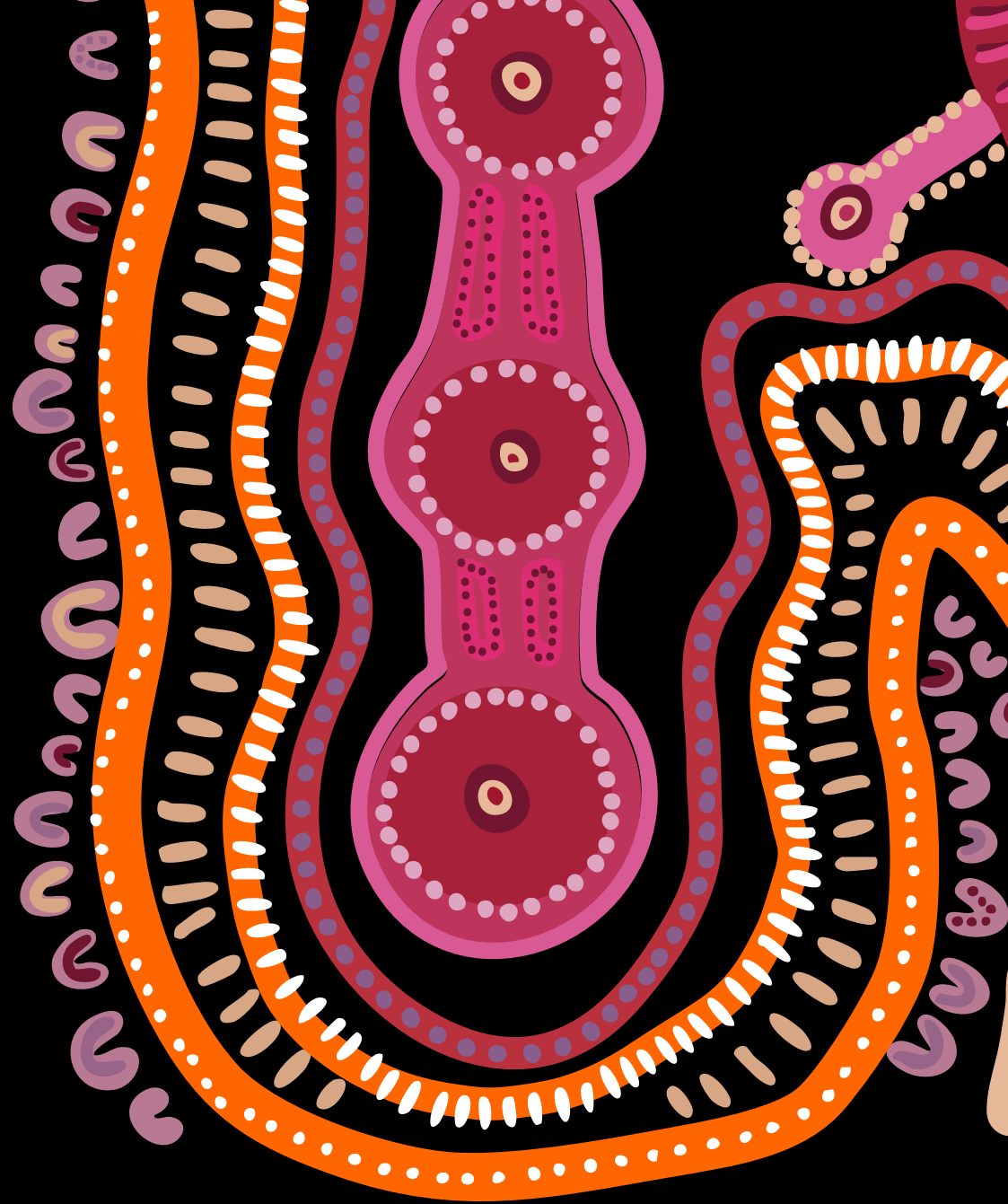
As a nationally recognised First Nations creative design and digital agency, ingeous studios specialises in bespoke, culturally safe, and diverse designs. Their work seamlessly integrates Aboriginal and Torres Strait Islander cultural perspectives, blending modern design elements with deep cultural narratives. Through this approach, they honor and celebrate the rich artistic traditions of First Nations peoples while pushing the boundaries of contemporary creativity.

Proudly First Nations-owned and operated, ingeous studios actively engages Aboriginal and Torres Strait Islander creatives at every stage of the design process. This collaborative approach ensures that each project remains culturally safe, meaningful, and reflective of the identities and stories it represents.

Committed to fostering the next generation of Indigenous creatives, ingeous studios co-founded Indigenous Design Labs in 2019 in partnership with Red Ochre Republic. This initiative provides mentorship, skills development, and career pathways for young First Nations designers, ensuring Indigenous voices continue to shape the future of digital and creative industries. Through ingeous studios and Indigenous Design Labs, they are building a lasting legacy of innovation, cultural storytelling, and empowerment.

ingeousstudios.com





For enquiries:
Head of Corporate Affairs
Email: media@worldvision.com.au
Phone: 13 32 40

© 2025 World Vision Australia.

World Vision Australia ABN 28 004 778 081 is a Christian relief, development and advocacy organisation dedicated to working with children, families and communities to overcome poverty and injustice.

