

6 August 2020

Attention: Reconciliation Australia

Good afternoon

Following the advice that Marymead has received an extension to our Stretch Reconciliation Action Plan (RAP) until February 2021 from Reconciliation Australia, we have reviewed all significant actions. At Marymead, we are pleased to advise that we have achieved the majority of our actions, however, we have identified that through the impact of COVID19 some of our actions need to change.

Marymead's developed new actions as follows:

- Following our recent RAP survey in July 2020 to consult with Marymead staff on the progress of our RAP and seek innovative next steps, we have identified new RAP Committee members and will invite them to participate in advising on actions in the RAP.
- In place of establishing a Reference Group to Marymead of external Aboriginal and Torres Strait Islander people, due to COVID19 and the recent bushfires impacting on availability, we will ask local Marymead staff representatives to engage with local Aboriginal & Torres Strait Islander communities we serve on a regular basis, to ask them how we can support their initiatives.
- We will identify and build a relationship with an Aboriginal & Torres Strait Islander recruitment agency to increase our number of Aboriginal & Torres Strait Islander staff.
- In our recruitment process with all applicants, we will identify their level of commitment to reconciliation as a key part of the interview process.
- We will source a best practice model to increase our knowledge on inclusion of cultural considerations within our policy development framework.

Marymead is committed to achieving these actions in the life of our extended Stretch RAP!

Yours sincerely



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