



SCOUTS VICTORIA

Reconciliation Action Plan





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Acknowledgement of Country

As Scouts of Australia, we acknowledge Australia's First Nations Peoples, the Aboriginal and Torres Strait Islander peoples, as the Traditional Custodians of this land. We pay our respects to Elders past, present, and emerging.

We're grateful to do our Scouting in this country; we commit to use its resources wisely, and develop our understanding of Aboriginal and Torres Strait Islander cultures.

We also acknowledge any Aboriginal and Torres Strait Islander Scouts who are part of our movement today.



Message from the Chief Commissioner

Scouting was founded on a deep connection with the environment, adventure, and their combined impact on our spirituality and wellbeing.

And so, it feels like we have a lot to learn from Australia's First Peoples - who of course are this continent's original adventurers and carers of the environment.

As Chief Commissioner of Scouts Victoria, I am proud to support our Reflect Reconciliation Action Plan (RAP). This plan reflects our commitment to creating a culturally safe and inclusive environment that values and respects the rich histories and contributions of Aboriginal and Torres Strait Islander peoples.

Scouting is a movement built on diversity, understanding, and service to others. Through this RAP, we are taking meaningful steps to strengthen relationships with Traditional Owners, integrate cultural awareness into our programs, and ensure our members can learn from and engage with the cultures and traditions of Australia's First Peoples.

I encourage everyone in our organisation to embrace this RAP, learn from it, and take active steps to embed reconciliation into everyday Scouting activities.

Together, we can build a Scouting community that exemplifies respect, understanding, and shared responsibility for reconciliation.

Yours in Scouting,



Rod Byrnes

Chief Commissioner
Scouts Victoria

Statement from CEO of Reconciliation Australia



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

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

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 5.5 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.

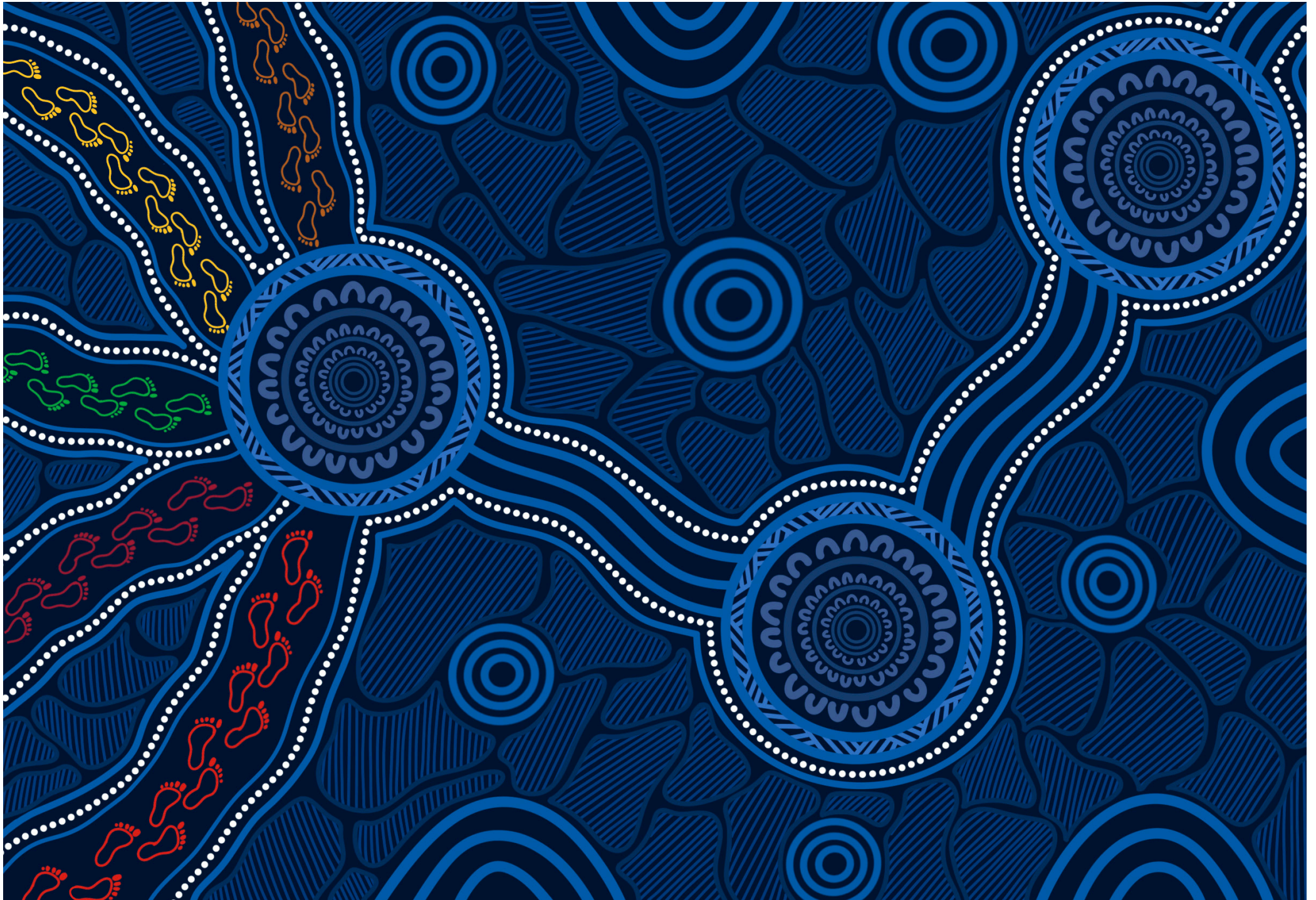
This Reflect RAP enables Scouts Victoria to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide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

Congratulations Scouts Victoria, 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





About the Artist

Kiewa Austin-Rioli is a proud Gunditjmara and Tiwi artist who grew up in Naarm, with strong and ongoing connections to her Victorian and Tiwi Aboriginal communities since birth.

Culture, community and Country are central to who she is and play an important role in shaping her artistic practice. From a young age, Kiewa was drawn to art as a way of expressing identity, storytelling and connection.

In 2019, Kiewa founded her art business, Sweet Water Art. The name comes from the Aboriginal meaning of her name, Kiewa, which translates to “sweet water”. Through Sweet Water Art, she explores both traditional and contemporary influences, working across painting and digital art. Since establishing her business, Kiewa has created a wide range of commissioned works for individuals and organisations.

Each piece is approached with care and intention, reflecting personal stories and cultural influences. Her goal as an artist is to continue sharing culture through art while growing her practice and creating meaningful work that connects people to story, place and community.





About the Artwork

The footprints on the left represent the many young people who come to Scouts from far and wide. They symbolise that all youth are welcome in Scouting, no matter where they come from or the path that has led them there.

The circles throughout the artwork represent young people at different stages of their Scouting journey, beginning with the youngest members at the centre and expanding outward as they grow, learn and progress.

The movement of the circles across the artwork reflects the journey each young person takes through Scouts as they build confidence, resilience and leadership through shared adventure and experience.

The cross-hatching woven throughout the piece represents the support and guidance provided by Leaders, volunteers and the wider Scouting community, who walk alongside and support young people as they develop skills, resilience and a strong sense of belonging.

The outer circles represent gathering and meeting places. These moments show Scouts coming together for adventure, activities and new challenges and reflect the many things Scout Groups experience, learn and lead together during their time in Scouting.

Our Business

The Purpose of Scouts Victoria is to contribute to the education of young people in achieving their full physical, intellectual, emotional, social and spiritual potentials as individuals, as responsible citizens and as members of their local, national and international communities.

Scouts Victoria provides an adventurous, fun, challenging and inclusive program to youth everywhere which teaches life skills and leadership. Scouts Victoria is diverse and inclusive, proudly supporting people with physical or intellectual disabilities, and from a wide range of cultural and religious backgrounds.

Scouts Victoria is responsible for Scouting throughout the state of Victoria and is a member body of Scouts Australia. The earliest version of Scouts Victoria was formed in 1923 as the Victorian Branch of the British Boy Scouts. In 1958 the Scouts Association of Australia was created, with Victoria as one of 8 Branches.

In Victoria, there are more than 400 Scout Groups across the state where Scouting is delivered. Scouts Victoria also has a state office in metropolitan Melbourne and 37 Scout campsites across Victoria ranging from Gunbower Island in Cohuna in the North to Bay Park in Mount Martha to the South, and Mallangeeba Scout Camp in Wannon in the West to Bogong Rover Chalet in Nelse to the East.

In 2022, there were 24,479 members of Scouts Victoria, made up of 19,184 youth members, supported by 5,413 adult volunteers and a paid secretariat of around 30 staff, including one who identifies as an Aboriginal and/or Torres Strait Islander person.

Based on 2020 data Scouts Victoria had 38 adult volunteers (1.16% of total) and 253 youth members (1.40% of total) identify as an Aboriginal and/or Torres Strait Islander person.





Scouts Victoria youth members range in age from 5 years to 25 years and are grouped into the following Sections:

- Joey Scouts 5-8 years
- Cub Scouts 8-11 years
- Scouts 11-14 years
- Venturer Scouts 14-18 years
- Rover Scouts 18-25 years (Rovers get 'the boot' from the youth Section on their 26th birthday and can go on to become an adult Leader in Scouts Victoria)

Consistent with the national and international principles of Scouting, Scouts Victoria is open to all young people without distinction of origin, race, culture, gender, sexuality, abilities or creed. We're diverse and inclusive and the 24,000+ members come from a wide range of backgrounds.

Scouts Victoria offer annual events and programs for the youth members usually taking place on a day or over a weekend, comprising but not limited to the following:

- Campcraft and Pioneering
- Camping
- Mountain bike social rides
- Scuba diving, boat dive and shore dive
- Performing vertical rescue
- Snorkeling
- Sea kayaking
- Canoeing on flat water
- Sailing / Windsurfing
- First Aid course
- Bushwalking
- White water rafting
- Paddling
- Four-wheel driving
- Search and Rescue skills
- Skiing / Snowboarding
- Cycling
- Caving
- Abseiling
- Survival skills
- Archery
- Performing Arts
- Scout Technical Activity Group Entertainment (i.e. technical behind the scenes)
- STEM and Innovation (i.e. Jamboree on the Air and Internet)

Scouts Victoria also organise major events for their youth members, including:

- **Kangaree (Joey Scouts)** Three days, two nights camping and activities, taking place every three years at Bay Park
- **Cuboree (Cub Scouts)** Five days, four nights camping and activities, taking place every three years at Gilwell Park
- **Jamboree (Scouts)** Ten days, nine nights camping and activities, taking place every three years Australia wide (Scouts Victoria sent a Scout contingent of 4,052 youth and 518 adults - to the Australian Jamboree in Maryborough, Queensland in January 2025)
- **Cohen Shield (Scouts)** Competitive activity over a weekend where Patrols (smaller groups of Scouts within a larger Unit) compete in outdoor adventure skills and special interest areas. Held at several Scout venues across Victoria
- **Stradbroke Cup (Scouts)** A Patrol competition camp where Scouts put teamwork, leadership and practical skills to the test
- **Venture (Venturer Scouts)** Held every three years, and is a flagship event for the Venturer Section. Scouts Victoria sent approximately 185 Venturers to New Zealand in January 2026 for 11 days of outdoor adventure and cultural experiences
- **Anything Goes (Venturer Scouts)** Adventurous activities weekend on the last weekend in February for approximately 1,200 Venturers
- **BARCOM (Venturer Scouts)** Activity conducted in the September school holidays where up to 32 Venturers raft down the Murray River on four rafts 3m wide x 4.8m long, carrying their food, water, cooking equipment, tools, packs and tents required for the week
- **Vic Gathering (Venturer Scouts)** Camp on the first weekend in December each year to finish the year with relaxation, entertainment, activities and socialising amongst 700-800 Venturers





- **Moot (Rover Scouts)** A World Scout Moot is held every four years for Rovers aged 18-25. A Moot brings together Rovers from different countries and regions to promote cross-cultural exchange, understanding and friendship. Scouts Victoria sent approximately 100 Rovers to the upcoming World Scout Moot in Portugal in July 2025.
- **Surfmoot (Rover Scouts)** Four days, three nights beach / surfing camp at Eumeralla
- **Mudbash (Rover Scouts)** An annual motorsport event run by the Rover Scout Section, held at Mafeking Park in Caveat on the King's Birthday weekend in June. It is the largest Rover Scout event in Australia with over 1,500 participants and visitors annually. Activities include competitive on-site activities, nightlife entertainment and motorsport. The vehicles competing in Mudbash are built, repaired and raced by Rover Units from across Australia.
- **Metropolitan Area Rover Ball (Rover Scouts)** Annual ball for Rovers held in metropolitan Melbourne
- **Country Area Rover Ball (Rover Scouts)** Annual Ball for Rovers held in country Victoria

Our RAP

Scouts Victoria has formed a reconciliation working group that meets monthly, and which includes Scouts Victoria members of Aboriginal and Torres Strait Islander descent.

The practice of the group is informed by a range of voices and opinions. The members of the reconciliation working group are:

- **Wombat Lyons**, Assistant Chief Commissioner - Program Support Leaders
- **John Hawker**, Cub Scout Leader - 3rd Wodonga Scout Group who is a Palawa man
- **Emily Hawker**, Youth member - 3rd Wodonga Scout Group who is a Palawa woman
- **Chris Dwyer**, Assistant Group Leader - 6th Melbourne Scout Group
- **Christine Almaraz**, State Commissioner - Diversity and Inclusion - Scouts Victoria
- **Joanne Pollard**, Adult Support - Sunraysia (Mildura) District who is a Djab Wurrung woman
- **Jon McGregor**, Executive Manager - Scouts Victoria
- **Kathleen Bradley**, People and Culture Manager - Scouts Victoria
- **Lachlan Preston**, Group Leader - 1st Fitzroy Scout Group
- **Lita Tirkkonen**, Cub Commissioner - Lerderderg Region who is a Gamilaroi woman
- **Melissa Reoch**, Child Safety Officer - Scouts Victoria
- **Michael Thomas**, Assistant Chief Commissioner Operation - Scouts Victoria
- **Michael Wong**, Cub Scout Leader - 6th Melbourne Scout Group; and
- **Sancha Fung**, Venturer Scout - Lakeside Pakenham Scout Group





As part of our commitment to creating a safe and inclusive environment for all Victorians to participate in Scouting, we recognise that there is additional work we need to do as an organisation around ensuring Aboriginal and Torres Strait Islander members are fully supported.

As an educational and community-based organisation, we recognise that Scouting can play an important role in fostering reconciliation more broadly throughout society and build young people with a deeper understanding of Aboriginal and Torres Strait Islander cultures, practices and shared histories.

Creating a culturally safe environment for Aboriginal children and youth has also been identified as a key requirement of child safety, being explicitly noted as a standard in the revised Victorian Child Safe Standards launched in July 2022.

Taking actions towards reconciliation will also support us creating a safer environment for the young people participating in our programs.



Scouts Victoria is led by a Chief Commissioner and the current Chief Commissioner Rod Byrnes has championed the Scouts Victoria RAP and will support the Reconciliation Working Group to deliver the Reflect RAP to all members of Scouts Victoria.

The RAP will be published to all members of Scouting through the Scouts Victoria website and Be Informed newsletter. As Chief Commissioner, Rod will ensure that the volunteer teams of Scouts Victoria at State, Region and Group level have access to the information and resources to implement the RAP in partnership with our Youth members.

Scouts Victoria is now committed to formalising this work through a Reflect RAP and seeking to focus on other areas of reconciliation outside of the youth program.

This will include Scouts Victoria presenting recognition of Traditional Custodian posters to our physical meeting places and the creation of guidelines for the use of Aboriginal and Torres Strait Islander people's artwork in the creation of merchandise for Scouting activities.

Our RAP will be published as a booklet sent to all 500 Formations in Scouts Victoria and published to our website. The reconciliation working group will work with Commissioners at all levels of Scouts Victoria to implement the goals and track progress, using the Be Informed newsletter to keep the wider Scouting community informed.



Our Partnerships and Current Activities

Scouts Victoria established a Reconciliation Working Group in 2020 to look at practical ways the organisation will work towards reconciliation.

Although impacted by COVID-19, the working group was able to implement several initiatives to support greater knowledge and respect for Aboriginal and Torres Strait Islander cultures through the Scouting program.

This included supporting Aboriginal and Torres Strait Islander peoples involvement in VicJam (a major 10-day state event for 4,500 Scout members), submitting a proposal to Scouts Australia for a national reconciliation-themed achievement badge, developing program opportunities and ideas for Scout Units to do in their own programs, and creating a map to show Scout Groups on which Traditional Lands they are based for facilitating acknowledgements of country.

Scouts Victoria and Scouts Australia have also been active in encouraging members to complete an online First Nations Cultural Awareness course jointly developed by ANZ Bank and Reconciliation Australia, and subsequently made publicly available.

Scouts Victoria has a limited number of relationships in place with First Nations groups. However, we acknowledge the importance of these relationships across the State and have proactively engaged with a number of Traditional Owner groups through different projects such as major event planning, and requesting use of language from Dja Dja Wurrung Clans Aboriginal Corporation giving us use of Wat-Pu-Tjarra for the Scout Youth Forums.

Scouts Victoria has also engaged with organisations such as Koorie Heritage Trust for training opportunities and are working with Indigenous Development Manager, Aunty Katrina Amon from St Kilda Football club on a camp opportunity for 20 Indigenous youth to enjoy a Scout camp experience annually.



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	May 2026	State Commissioner Diversity & Inclusion
	Consult with identified stakeholders to ensure that we receive appropriate guidance on displaying the Aboriginal and Torres Strait Islander flags.		
	Continue to partner with Aboriginal and Torres Strait Islander organisations both formally and informally to negotiate and share objectives.	May 2026 and September 2026	State Commissioner Diversity & Inclusion
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Aug 2026	State Commissioner Diversity & Inclusion
2. Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to all Scouts Victoria members, which include paid employees and volunteers	May 2026	Assistant Chief Commissioner Program Support Leaders
	RAP Working Group members to participate in an external NRW event.	May 27 – June 3 2026	Assistant Chief Commissioner Program Support Leaders
	Encourage and support staff and senior Leaders to participate in at least one external event to recognise and celebrate NRW.	May 27 – June 3 2026	Assistant Chief Commissioner Program Support Leaders
	Encourage our members (including Branch Executive Committee Members [BEC] and youth members as part of their activities) to attend local NRW events, by communicating through Be Informed, State calendars, social media.	May 2026	State Commissioner Diversity & Inclusion
	Share appropriate programming resources to volunteers and youth members prior to NRW to support them to run Reconciliation Week related programs.	April 2026	State Commissioner Diversity & Inclusion

3. Promote reconciliation through our sphere of influence	Communicate our commitment to reconciliation to members and staff.	May 2026	Assistant Chief Commissioner Program Support Leaders
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May 2026	Assistant Chief Commissioner Program Support Leaders
	Identify opportunities to raise awareness amongst all members and staff across the organisation about our RAP commitments.	May 2026	Executive Manager Scouts Victoria
	Look for opportunities to incorporate RAP artwork into corporate branding and image to raise awareness including developing guidelines for working with First Nations artists.	May 2026	State Commissioner Diversity & Inclusion
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey, which will include collaboration with other Scout entities around Australia.	May 2026	Assistant Chief Commissioner Program Support Leaders
	Maintain RAP page on our website for our members and staff.	May 2026	Executive Manager Scouts Victoria
4. Promote positive race relations through anti-discrimination strategies	Research best practice and policies in areas of race relations and anti-discrimination, and share the findings with all staff and senior Leaders.	September 2026	Executive Manager Scouts Victoria
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	September 2026	Executive Manager Scouts Victoria
	Ensure policies and procedures in relation to inclusion and equity are communicated, understood and measured through the results of annual member surveys.	September 2026	Executive Manager Scouts Victoria

Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2026	Assistant Chief Commissioner - Program Support Leaders
	Conduct a review of cultural learning needs within our organisation.	June 2026	Assistant Chief Commissioner - Program Support Leaders
	Advocate for Scouts Australia to incorporate a volunteer training module around cultural learning and cultural safety.	June 2026	Assistant Chief Commissioner - Program Support Leaders
	Provide training and professional development opportunities for volunteer Leaders and Branch Executive Council members to build their skills and knowledge around cultural learning and cultural safety.	December 2026	State Commissioner - Adult Training and Development
	Provide professional development for the Scouts Victoria Training Team on how to cover cultural safety as part of training for new volunteer Leaders.	December 2026	State Commissioner - Adult Training and Development
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Develop an understanding of the local Traditional Owners or Custodians of the lands, waters and sky within our organisation's operational area.	September 2026	State Commissioner - Diversity & Inclusion
	Increase staff and member understanding of the purpose and significance behind cultural protocols including Acknowledgement of Country and Welcome to Country protocols. As we increase our understanding of Acknowledgement of Country and Welcome to Country protocols, use these opportunities to build understanding across our organisation.	December 2026	State Commissioner - Diversity & Inclusion
	Advocate for all Scout Groups who do not already, to acquire and display Aboriginal and Torres Strait Islander flags in their Halls.	September 2026	State Commissioner - Diversity & Inclusion

	Continue to update the map of Scout Group locations, Scout camp locations and Traditional Owner boundaries to reflect any changes. This should include making the page more readily accessible on the Scouts Victoria website.	December 2026 and ongoing	State Commissioner - Diversity & Inclusion
	Encourage each Scout Group to find out who the Traditional Custodians are for their area.	December 2026	State Commissioner - Diversity & Inclusion
	Advocate for all Scout Halls and campsites to display an appropriate Acknowledgement of Country.	December 2026	State Commissioner - Diversity & Inclusion
	Advocate for all Scout Halls and campsites to connect with local Aboriginal and Torres Strait Islander Elders and hold a Welcome to Country ceremony for Scouts.	December 2026	State Commissioner - Diversity & Inclusion
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our members and staff about the meaning of NAIDOC Week.	June 2026	State Commissioner - Diversity & Inclusion
	Introduce our members and staff to NAIDOC Week by promoting external events in our local area.	June 2026	State Commissioner - Diversity & Inclusion
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2026	State Commissioner - Diversity & Inclusion
	Encourage our members (including Branch Executive Committee and youth members as part of their activities) to attend local NAIDOC Week events, by communicating through Be Informed, State calendars, social media.	June 2026	State Commissioner - Diversity & Inclusion
	Share appropriate programming resources to volunteers and youth members prior to NAIDOC Week to support them to run NAIDOC Week related programs.	June 2026	State Commissioner - Diversity & Inclusion

Support the introduction of a reconciliation-themed achievement badge for youth members based on learning about, participation in and reflection following Reconciliation or NAIDOC Week events.

December
2026

State Commissioner -
Diversity & Inclusion

Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. This will include work experience and cadetship opportunities by developing relationships with relevant organisations such as Career Trackers and Aurora Education Foundation.	February 2026	Executive Manager Scouts Victoria
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2026	Executive Manager Scouts Victoria
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.	February 2026	Executive Manager Scouts Victoria
	Investigate Supply Nation membership.	February 2026	Executive Manager Scouts Victoria
	Research best practice and policies to inform business case.	December 2026	Executive Manager Scouts Victoria

10. Increase Aboriginal and Torres Strait Islander communities involvement, retention and support for youth and adult membership.	Invite and listen to Aboriginal and Torres Strait Islander groups to understand how to attract Aboriginal and Torres Strait Islander children and families to Scouting.	June 2026	State Commissioner - Diversity & Inclusion
	Explore how to remove barriers to Aboriginal and Torres Strait Islander children and families joining and participating in Scouting.	June 2026	State Commissioner - Diversity & Inclusion

Governance

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	September 2026	Chief Commissioner
	Review a Terms of Reference for the RWG.	September 2026	State Commissioner - Diversity & Inclusion
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	September 2026	State Commissioner - Diversity & Inclusion
	Plan out an annual schedule of RWG meetings.	September 2026	State Commissioner - Diversity & Inclusion
	Maintain the RWG with a chair and deputy chair to lead the RWG reporting to the SC Diversity and Inclusion	September 2026	State Commissioner - Diversity & Inclusion
12. Provide appropriate support for effective implementation of RAP commitments.	Define resources needs for RAP implementation.	June 2026	State Commissioner - Diversity & Inclusion
	Engage senior leaders in the delivery of RAP commitments.	December 2026	State Commissioner - Diversity & Inclusion
	Appoint a senior leader to champion our RAP internally.	September 2026	Chief Commissioner
	Define appropriate systems and capability to track, measure and report on RAP commitments, including setting appropriate RAP targets with regular progress reviews with senior leaders and BEC.	September 2026	Working Group Chair

	Allocate a suitable annual budget contribution for Reconciliation activities and progress towards ongoing RAP plans (taking a multi-year view to support our ongoing RAP commitment).	November 2026	Chief Commissioner
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Working Group Chair
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	August 1 annually	Working Group Chair
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 30 annually	Working Group Chair
	Provide update on RAP progress for inclusion in Scouts Victoria Annual Report and ARAP.	September annually	State Commissioner - Diversity & Inclusion
	Provide update on RAP progress, challenges, and learnings to the National Executive Committee (Scouts Australia).	Annually	Chief Commissioner
	Provide update on RAP progress to State Leadership Team and to the Branch Executive Committee.	Six monthly	RAP champion
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2026	State Commissioner - Diversity & Inclusion



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