



RECONCILIATION
ACTION PLAN

INNOVATE

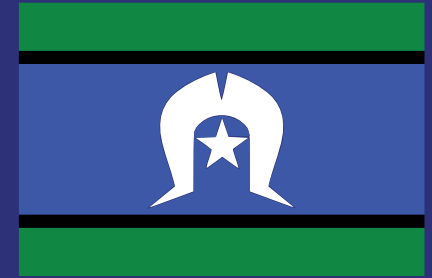
 **INNOVATE**

QUEENSLAND POSITIVE PEOPLE'S
RECONCILIATION ACTION PLAN



Queensland Positive People's INNOVATE Reconciliation Action Plan

April 2025 – April 2027



Queensland Positive People (QPP) acknowledge the many nations and peoples of the lands and waters upon which we live and work across the area now known as Queensland as the Custodians of the land on which this plan was written. We acknowledge Elders past and present, emerging community leaders, First Nations LGBTQIA+ people, Brotherboys, Sistergirls and all First Nations People with HIV for their guidance to date in our work.

We acknowledge that this Innovate Reconciliation Action Plan (RAP) has been prepared on First Nations land, the sovereignty of which was never ceded. The historical and ongoing endeavours of First Nations peoples for sovereignty and self-determination continues and QPP is mindful of our inherited privilege from invasion and settler colonialism. This legacy comes with great responsibility, which we welcome with open hearts and profound respect.

**Always was, always will be,
Aboriginal and Torres Strait Islander
lands and waters**

Our RAP artwork

'Working Together artist statement'

This painting represents working towards positive pathways to better understand the gaps which exist within First Nations communities. The central figure represents the importance of creating an identified Aboriginal and Torres Strait Islander position within our organisation. This will give First Nations people more sense of self-determination and empowerment, which will lead to lowered feelings of stigma and discrimination associated with HIV, BBVs and STIs.

The HIV virus is centralised and is the focal point. Without knowledge around the issues of HIV, people become scared of the unknown and therefore don't access the services and support needed. Peer workers are incorporated on the right of the main image. They play an important part of education and the delivery of services to the wider communities. They walk beside others and can break barriers down, improving the accessibility of our services.

Pathways are represented in the painting signaling a devotion to culturally appropriate and safe health care. The QPP working group is represented on the left. These people are important in leading the organisation's Reconciliation Action Plan. This painting comes together as a whole around working cooperatively to reconcile two nations.

QPP acknowledges and respects Nigooli as the custodian of the cultural knowledge represented within this thoughtful artwork.



About the artist – Nicky Newley-Guivarra

Artist Name: Nigooli

Instagram: nigoolidesigns

Nicky born 1967 is a Wuthathi woman and gifted painter. Her family heritage on her grandmother's side is from Shelburn Bay Cape York Peninsula and from her grandfather's side from Darnley Island in the Torres Strait Islands. She lives with her family in Brisbane.

Nicky possesses a natural strength in her desire to paint and the themes within her work reflect culture, spirituality and life experiences. NigooliDesigns is a unique and dynamic fusion of traditional and contemporary themes, often encompassing the spirit of saltwater and deep ocean themes and reflections upon culture and life as taught to her by her grandfather.

Nigooli works with primarily contemporary acrylic or ink on canvas or lino prints. Her vibrant and spectacular use of colour makes each Nigooli piece a unique quality work that would look spectacular in any home.

Nigooli is a truly talented artist and her work was judged and selected for Gatherings, a book of selected First Nations artists where it was stated, 'Nicky's work is attracting increasing attention and is held in a number of private collections around the country'. She completed a Bachelor of Fine Arts at Deakin University, has exhibited across Queensland and was the winner of the Robert O'Chin Amateur Art Award. She has been commissioned by several government departments to develop art for state programs and her art was used state-wide as the NAIDOC image in 2001.

She has been commissioned for the children's book Sea Shells and murals for Education Queensland and commercial businesses. Nicky now works as a painter and works with First Nations people around topics which are difficult to talk about. She is an ambassador for 'Yarns Heal', and has facilitated workshops in over 100 First Nations communities in Queensland including the Torres Strait Islands, talking about suicide prevention and using art as a medium for healing. NigooliDesigns artworks are a fantastic investment for the discerning collector.



Message from Reconciliation Australia

Reconciliation Australia commends Queensland Positive People on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

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

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

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

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

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

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

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

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

Congratulations Queensland Positive People on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine

Chief Executive Officer
Reconciliation Australia

Message from QPP

I am extremely proud to present Queensland Positive People's (QPP) Innovate Reconciliation Action Plan (RAP). This plan builds on the foundations laid by our Reflect RAP and represents an important next step in our commitment to reconciliation and meaningful engagement with First Nations peoples.

QPP recognises that reconciliation is not just an aspiration—it is a responsibility we take seriously. We acknowledge the histories, resilience, and enduring strengths of First Nations peoples and commit to ensuring our work is informed by, and in partnership with, First Nations communities.

As an organisation dedicated to supporting all people living with HIV in Queensland, we recognise that achieving true health equity requires more than just access to services. It requires us to address systemic barriers, build culturally safe environments, and amplify First Nations voices in our prevention, testing, and care initiatives.

Reconciliation is an ongoing journey—one that calls for meaningful collaboration, self-reflection, and bold action. Through our Innovate RAP, we aim to move beyond words and into sustained efforts that drive positive change. We are committed to fostering partnerships that honour the knowledge, leadership, and lived experiences of First Nations peoples.

Our responsibility extends beyond our own organisation; we will advocate within the broader health sector to ensure that culturally inclusive and responsive sexual health and HIV services are prioritised across Queensland. This work is essential in achieving a future where all individuals, regardless of background, have the opportunity to live well and with dignity.

We invite our community, staff, volunteers, partners, and allies to walk this path with us. Together, we can create lasting impact and work towards a reconciled, just, and inclusive society.



Jane Copeland

Acting Chief Executive Officer
Queensland Positive People

Our vision for reconciliation

Why are we committing to Reconciliation at QPP?

Queensland Positive People's (QPP's) vision for reconciliation is that all people living with HIV have access to culturally safe, inclusive, equitable and responsive sexual health and HIV support services. It is a future which celebrates and holds respect for the histories, rights, cultures, traditions, and diverse genders and sexualities of First Nations peoples.

QPP strives for a future free from HIV transmission, where all people with HIV, including First Nations peoples, can live their healthiest lives, free from stigma, discrimination, and criminalisation.

As part of our Reconciliation Action Plan (RAP), QPP will embrace First Nations voices to ensure they are at the centre of our work in prevention, testing, health responses and service delivery. To accomplish this, we need to advance better sexual health equity between First Nations and non-Indigenous peoples.

Our communities are profoundly diverse, and an in-depth understanding of intersectionality is imperative to the work that we do. QPP works from a trauma-informed and person-centred model of service delivery and our staff represent diverse lived experiences, cultures, sexualities and genders.

We understand the experiences and identities of individuals in our communities are influenced by nuanced and interrelated factors. These may include cultural backgrounds, geographical locations, and socio-economic status. We recognise that these intersectional identities and experiences contribute to determinants of health and the ability to live well.

QPP will do this by recognising and respecting the connection to land, cultures and sovereignty of First Nations peoples and undertaking an acknowledgment of our colonialist past through truth-telling, justice and healing.

To this end, QPP is committed to actively working in partnership with First Nations peoples, leaders, and organisations to advocate strongly together for culturally inclusive, responsive sexual health and HIV support services that are accessible to First Nations peoples across Queensland.

QPP strongly advocates for and will walk alongside First Nations peoples towards sovereignty, reconciliation, and harmony. We will actively work to create and nurture our vision for an inclusive community where First Nations peoples and non-Indigenous populations, come together in the quest for social and health equity, reconciliation, justice, and healing.

Our business

QPP is a peer-led, state-wide, community-based organisation committed to improving the lives of all people living with HIV and to reduce new transmissions of HIV and other STIs across Queensland. QPP has been committed to improving the quality of life of all people living with HIV across Queensland since 1989.

QPP offers the following services:

- Peer-led HIV & other STI point-of-care testing, prevention, and education
- Online HIV home testing kits
- Community development and peer support
- Social connection services for ageing people living with HIV
- Peer navigation to navigate the complex environment of HIV diagnosis, treatment, and care
- Practical assistance with accessing medications, clinical services, food, housing, and other essential support services
- Case Management to address social determinants of health that are impacting or may prevent access to treatment and care
- Aged Care navigation
- Primary prevention program for alcohol and other drugs
- Legal support and referral for stigma, discrimination, migration, and the law
- Emergency funding support
- Advocacy and policy development
- Research
- World AIDS Day and other public health awareness campaigns.

QPP began its journey with a group of volunteer activists and advocates. The principles of this history underpin the services we deliver and are reflected in QPP's Strategic and Operational Plans. These principles are:

- Delivering whole-of-life inclusive services that recognise the social determinants of health and improve the quality of life of people living with HIV.
- The Meaningful Involvement of People with HIV/AIDS (MIPA) is integral to the success of QPP and its initiatives. It emphasises the centrality of people living with HIV in decision-making processes in all aspects of the HIV response.
- The importance of QPP's peer-based approach, which recognises the pivotal role of the positive voice and the value of lived/living experience of HIV.
- Celebrating and promoting a positive and life-affirming practice of people, bodies, and sexual activity in all its diversity.
- Commitment to reducing HIV stigma and discrimination.
- Evidence-based responses underpin the relationship of trust with our community, organisational partners, and funders.
- Working in partnership with the Queensland Government, a range of community-based organisations, people living with HIV, clinicians, and researchers. Robust partnerships are essential for funding and effective service delivery and reinforce the basis of all layers of our work.





Where we are

Our main office is in Magan-djin/Meanjin, on the land of the Turrbul and Yuggera peoples, in the suburb of East Brisbane. We also have a HIV and Sexually Transmitted Infections (STIs) peer-led, point-of-care testing clinic in Fortitude Valley; and we deliver outreach services across Queensland.

Our permanent offices are both in Magan-djin/Meanjin (Turrbal and Yuggera land)

- Manilla Street, East Brisbane (OPP Main Office)
- Ann St, Fortitude Valley (RAPID – HIV and STI testing clinic)

OPP staff are also based on, and visit, Country belonging to the following peoples:

- **Yugambah** and **Kombumerri** peoples of the Gold Coast – **Giabal, Jagera** and **Jarowair** people's Country (Toowoomba)
- **Kabi Kabi** and the **Jinibara** peoples of the Sunshine Coast – with outreach to:
 - **Darumbal** people's Country (Rockhampton)
 - **Butchulla** people's country (Maryborough and Wide Bay area)
 - **Taribelang Bunda, Gooreng Gooreng, Gurang,** and **Bailai** peoples' Country (Gladstone, Bundaberg and surrounds)
- **Wulgurukaba** and **Bindal** peoples of **Gurrumbilbarra / Thul Garrie Waja** (Townsville)
- The **Gimuy-walubarra yidi** peoples of **Gimuy** (Cairns) – with outreach to:
 - **Kalkadoon** and **Indjilandji-Dhindhanu** people's Country in Mt Isa
 - The **Injinoo, Umagico** and **New Mapoon**, and two Saibai Islander people's, **Seisia** and **Bamaga** of the Northern Peninsula Area Region in Cape York.

OPP currently employs 38 staff, including one part-time First Nations staff member. We understand that First Nations employment in our organisation can improve, and this will be one of the focuses within the *Innovate* RAP.



Why are we here?

To improve the quality of life, health and wellbeing of people living with HIV communities and to reduce transmission of HIV and STIs. This entails implementing MIPA which translates to “nothing about us, without us” in delivering services for our members, clients, and communities of people living with HIV.

The lived/living experience and peer contribution is central to who we are and at the forefront of all we do at QPP. The centrality of people living with HIV’s lived/living experience is strongly aligned with an emphasis on the values of the organisation.

*Diversity – Equity – Quality – Freedom
– Empathy – Belonging*

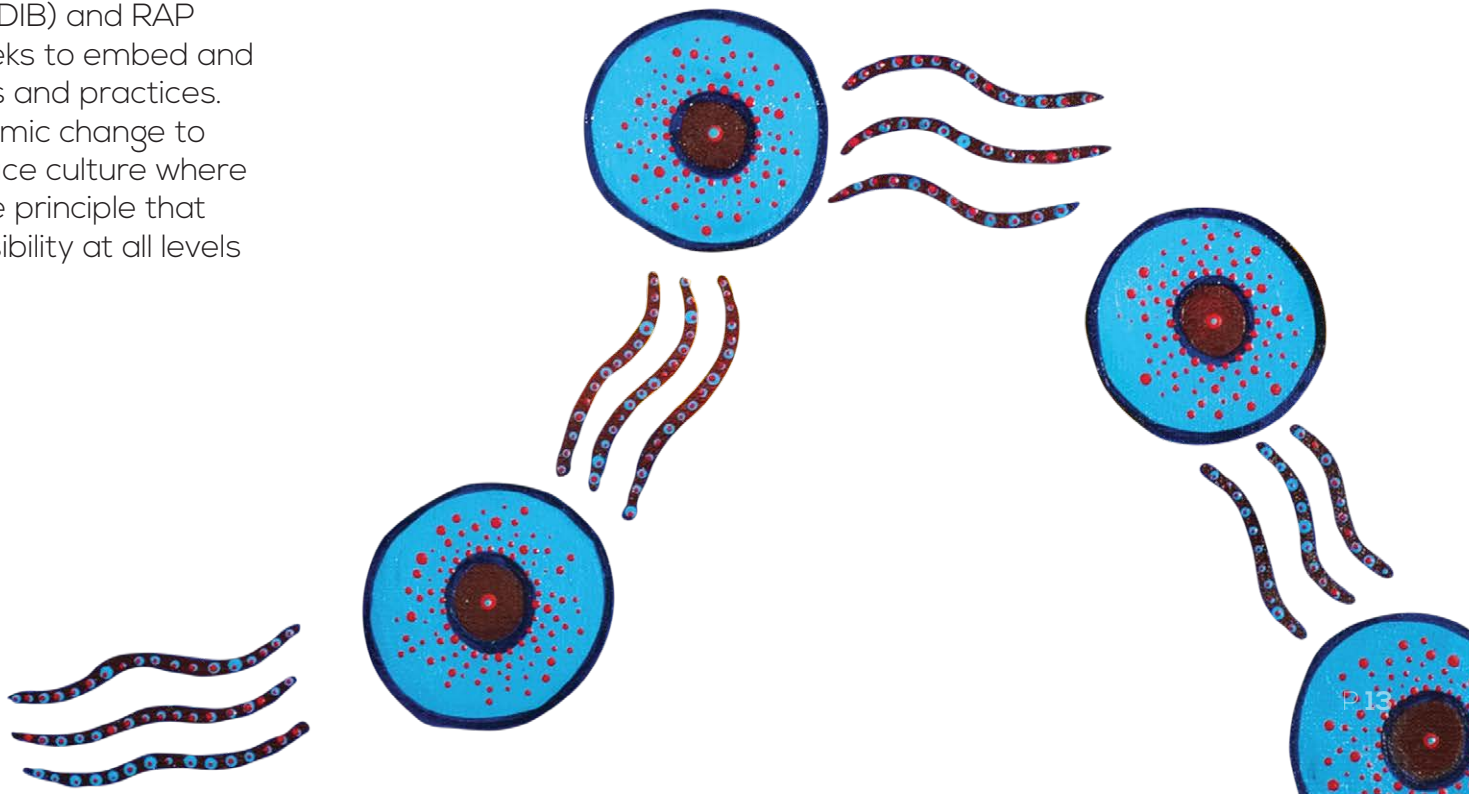
The QPP Diversity, Inclusion and Belonging (DIB) and RAP commitment requires an approach that seeks to embed and integrate inclusive cultures in QPP’s systems and practices. Consequently, QPP has committed to systemic change to create a more inclusive and diverse workplace culture where every person can thrive. Critical to this is the principle that inclusion and diversity is everyone’s responsibility at all levels of the organisation.

Our mission

Queensland Positive People’s mission is to improve the quality of life of people with HIV and help reduce new infections of HIV and STIs.

Our vision

To deliver non-judgemental, person-centred services in a safe, supportive environment where people living with HIV are empowered to lead optimistic and healthy lives, free from stigma and discrimination. Further, QPP commits to building the capacity of our communities and empowering those living with, and affected by, HIV so all people living with HIV can determine their own futures.



Our RAP

The RAP journey at QPP is a collaborative and whole-of-organisation approach to our work with First Nations peoples in Queensland. In 2022, QPP committed to the process of implementing a RAP as part of the organisation's strategic vision and with a strong acknowledgment that Australia's colonial history is characterised by devastating land dispossession, widespread violence, and societal/systemic racism adversely impacting First Nations peoples.

First Nations peoples are disproportionately affected by Blood Borne Viruses (BBV) and Sexually Transmissible Infections (STIs) in Queensland – and this is formally recognised in several national and state strategies and plans. The number one goal of the most recent Queensland First Nations BBV and STIs Action Plan is: *"to significantly reduce the transmission of and morbidity and mortality related to BBV and STI among Aboriginal and Torres Strait Islander people in Queensland"*. This is a goal which aligns with QPP's mission and our RAP Commitments.

QPP completed the first step of the Reconciliation Action Plan process, the *Reflect* RAP, in April 2024.

With our *Reflect* RAP, we created space for the future actions of the *Innovate* RAP

- We held the launch of the *Reflect* RAP at our Biannual Conference
- We gained a greater understanding of First Nations' cultures – 45 staff, advisory committee and board attended a full day cultural humility workshop, which laid the foundational awareness for the organisation to build on.
- We built partnerships and identified key people and organisations to collaborate and partner with.
 - We made significant improvements in diversifying our suppliers, with a new procurement policy and procedure which invites one quote out of three from First Nations owned businesses (members of Supply Nation). This applies to each project/activity wherever possible.
- All teams attended a Reconciliation Week and NAIDOC activity or event.



Our RAP

During QPP's *Reflect* RAP, valuable lessons on how to be more effectual through the clear allocations of roles, responsibilities and budgets will assist the organisation to have more success in our future RAPs. Broadening the responsibilities of how to enact the RAP organisationally is also connected to this learning.

Undertaking the *Reflect* RAP highlighted that we needed to extend our lens of diversity more broadly and the Reconciliation Diversity Inclusion and Belonging Working Group (RDIBWG) came into being. The RAP is at the forefront of this working group's mandate. We cannot implement a RAP in the HIV/STI space without considering the intersectional and compounding impacts for First Nations people who are living with HIV and are also LGBTQIA+ Sistersgirls and Brotherboys (LGBTQIA+SB). We know that First Nations people of diverse genders and sexualities often experience distinct and extensive challenges in accessing health services.

In our aim to become more culturally inclusive, we will strive to foster relationships based on mutual learning and to know more about privilege, and how that plays out within our organisation.

QPP is now embarking on the Innovate RAP and this stage requires our organisation to outline actions for achieving QPP's vision for reconciliation and will include:

- RAP commitments which allow our organisation to gain a deeper understanding of our sphere of influence and establish the best approaches to advance reconciliation.
- A focus on strengthening relationships with First Nations peoples and piloting strategies for further reconciliation commitments to empower First Nations peoples.
- QPP's Chief Executive Officer has championed the RAP closely with the Board. The Quality Manager leads the RAP and acts as a conduit between the Leadership Team, Communications, the Board, the CEO and the RAP working group. As part of the *Reflect* RAP process, QPP also established a Diversity Inclusion and Belonging Working Group which sits alongside the Reconciliation Working Group (RWG). The RWG has membership from all teams and is working to have at least two First Nations members, however currently there is one First Nations representative on the RWG.

The Reconciliation Working Group includes:

- External First Nations representative
- Community Engagement Officer
- Peer Navigator
- RAPID Team Leader
- Treatment Support Facilitator
- Operations Officer
- Marketing Branding and Communications Coordinator
- Quality Manager
- Chief Executive Officer
- Board member

QPP's RAP cannot be a standalone project and QPP understands that substantial structural, professional and personal changes are required to embrace real change for reconciliation. In view of this acknowledgment, throughout the stages of the RAPs, QPP will prioritise reconciliation within our policies, culture, opportunities, and the places in which we operate. We are committed to a national healing process and to advancing First Nations peoples' sovereignty, health and social equity, dignity, and respect.

Additionally, there is a strategic aim to establish First Nations representation on the board, the Community Advisory Group, the management team and to employ more First Nations staff more broadly in the organisation. For example, having First Nations people living with HIV peer employees to work directly with community in addressing BBV and STI testing, prevention, and education. Further, these peers will support clients in their initial and ongoing navigation of the health system and in treatment adherence for those diagnosed with HIV.



Relationships

QPP is committed to best practice approaches on diversity, inclusion and belonging in our workplace. This entails embedding and embracing inclusive cultures into QPP's systems and practices. We aim to make QPP accessible and inclusive for all. Critical to this is the principle that inclusion and diversity is everyone's responsibility at all levels of the organisation.

QPP strongly advocates for centring diverse voices and believes in the transformative power of inclusive communities. Hence, we are committed to inclusion across race, culture, ethnicity, gender, sex, sexuality, socio-economic status, religion, age, health status, neurological/physical ability, refugee/immigration status and culturally and linguistically diverse communities. QPP also recognises the compounding effects of intersectionality in how more than one identity or identities/cultures can interrelate with both positive and detrimental social and health determinants.

QPP acknowledges that this plan has been prepared on Aboriginal land, the sovereignty of which was never ceded and the work we do is possible because we are the continuing beneficiaries of invasion and settler colonialism. This comes with responsibility – a responsibility to educate ourselves and to learn from, and engage with, First Nations peoples to eradicate any barriers to accessing QPP services and activities; whilst also improving inclusion processes and the designs of current and future services.

Establishing a RAP with its embedded relationship building processes is a crucial step for QPP as we tangibly commit to national reconciliation and set the foundation of our cultural principles.

The RAP Innovate aligns with the Diversity Inclusion and Belonging mission at QPP and our core business of lived/living experience i.e., lived experience being the expertise which underpins the organisational ethos. If we expand this understanding of lived/living experience to First Nations peoples, truth telling, healing and truly listening with open minds and hearts is paramount to the work we must do in reconciliation. We believe it will enhance our governance, engagement and partnerships, but most importantly it will enhance our relationships and connections with First Nations peoples and other Australians on the journey of reconciliation, sovereignty and justice.

QPP Strategic Plan 2021-2025 Focus Areas

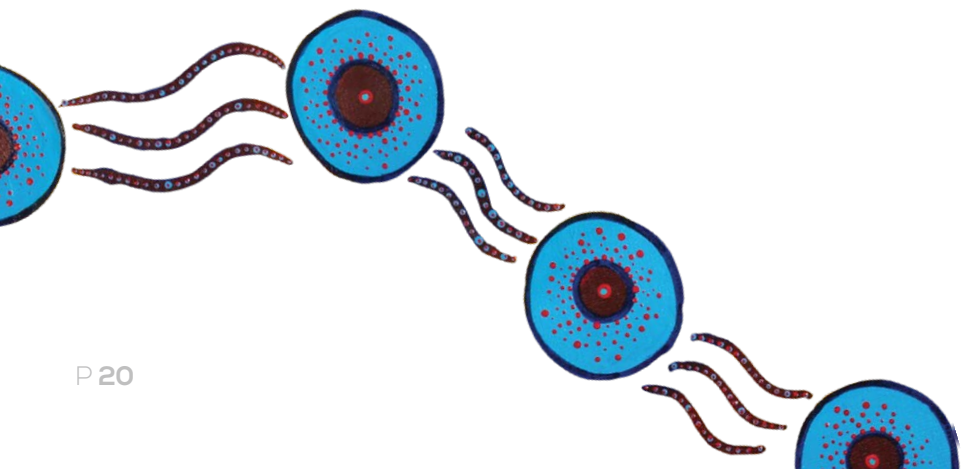
S3 Enhancing Relationships

Enhancing relationships with our:

- Clients
- Members
- Staff
- Volunteers
- External stakeholders
- Connections with our diverse communities

Relationships

Action	Deliverable	Timeline	Responsibility
<div>1</div> <p>Establish and maintain mutually beneficial relationships with First Nations stakeholders and organisations.</p>	1.1 Meet with local First Nations stakeholders and organisations to develop guiding principles for future engagement.	December 2025	Chief Executive Officer
	1.2 Develop a relationship with a First Nations consultant/organisation/advisor who can be a representative on the RAP Working group.	May 2025	Lead: Chief Executive Officer Support: Quality Manager
	1.3 Develop and implement an engagement plan to work with First Nations stakeholders and organisations.	December 2025	Chief Executive Officer
	1.4 Identify and approach relevant First Nations services to discuss opportunities for referrals, collaboration, and/or partnerships.	April 2025	RAPID Team Leader
	1.5 Ensure First Nations people are included in the co-design of processes and resources.	June 2026	Chief Executive Officer
	1.6 Support and promote existing resources and initiatives by First Nations health services and organisations. Prioritising those which focus on people living with HIV and LGBTQIA+SB.	June 2026	Lead: RAPID Team Leader Support: TSF Team Leader Support: PN Team Leader



Relationships

Action	Deliverable	Timeline	Responsibility
2	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and members to enhance understanding of the importance of reconciliation and participation in NRW events.	April 2025 April 2026 April 2027	Lead: Quality Manager Support: Marketing Branding and Communications Coordinator
	2.2 RAP Working Group members will participate in an external NRW event.	27 May- 3 June, 2025 & 2026	Lead: Quality Manager Support: Working Group
	2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2025 & 2026	Lead: TSF Team Leader Support: RAPID Team Leader Support: PN Team Leader
	2.4 Organise at least one NRW event each year.	27 May- 3 June, 2025 & 2026	Lead: Quality Manager Support: Ops Team
	2.5 Register all our NRW events on Reconciliation Australia's NRW website.	May 2025 & 2026	Quality Manager
3	3.1 Develop and implement a staff engagement strategy (procedures) to raise awareness of reconciliation across our workforce.	June 2026	Executive Operations Manager
	3.2 Build resources for new staff into onboarding for mandatory engagement.	September 2025	Executive Operations Manager
	3.3 Develop and promote a public statement to communicate QPP's commitment to reconciliation. Communicate this commitment to reconciliation publicly.	June 2025	Marketing Branding and Communications Coordinator
	3.4 Promotion of reconciliation will be communicated via QPP website, on QPP email signatures, in QPP newsletters and on Folio (digital quality intranet) dashboard.	June 2025	Marketing Branding and Communications Coordinator

Relationships

Action	Deliverable	Timeline	Responsibility
3 Promote reconciliation through our sphere of influence.	3.5 Explore opportunities to positively influence our external stakeholders to drive reconciliation co-design and outcomes.	September 2025	LIFE+ Program Manager RAPID Manager
	3.6 Promote inclusion of First Nations people with HIV and of diverse sexualities and genders within the sexual health sector. For example, within Queensland Health through Nurse Unit Managers and local Sexual Health Services.	April 2027	LIFE+ Program Manager RAPID Manager
	3.7 Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	January 2027	Chief Executive Officer
	3.8 Use our digital platforms (including newsletters) and social reach to acknowledge First Nations dates of significance annually.	May 2025 & 2026 July 2025 & 2026 January 2026	Marketing Branding and Communications Coordinator
	3.9 Provide anti-racism and reconciliation resources to teams annually.	December 2025 & 2026	Lead: Quality Manager Support: RAPID Team Leader
	3.10 Provide updates in QPP newsletters and Annual General Report.	December 2025 & 2026	Quality Manager
4 Promote positive race relations through anti-discrimination strategies.	4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	January 2026	Harrisons (Human Resources external contractor to QPP)
	4.2 Review, restate, and communicate the Anti-Discrimination and Equal Employment Opportunity Policy, which outlines our commitment to anti-discrimination practices for our organisation.	September 2025	Lead: Quality Manager Support: Marketing Branding and Communications Coordinator
	4.3 Engage with First Nations staff and/or First Nations advisors to review our anti-discrimination policy.	September 2025	Lead: RAPID Team Leader Support: TSF Team Leader

Relationships

Action	Deliverable	Timeline	Responsibility
<div>4</div> Promote positive race relations through anti-discrimination strategies.	4.4 Educate senior leaders on the effects of racism annually.	December 2025	Quality Manager
	4.5 Ensure 100% of new staff and board are inducted to the Innovate RAP and DIB working group commitments and documents.	June 2025	Quality Manager
	4.6 Promote anti-racism resources and initiatives by the Australian Human Rights Commission and First Nations-led organisations, networks, and individuals.	June 2025 December 2025 June 2026 December 2026	Lead: Quality Manager Support: RAPID Team Leader
	4.7 Implement a diverse range of ways for staff to increase understanding of racism and how to be an ally. Staff will actively participate in Communities of Practice events (sharing of articles, training and education on reconciliation items), self-reflection, team reflection led by managers, and QPP conference/event sessions on reconciliation.	December 2025 December 2026	Lead: LIFE+ Manager Support: RAPID Manager Support: Quality Manager
	4.8 Provide opportunities for managers and other key leadership staff to participate in formal and structured cultural learning via 3 key training opportunities.	March 2027	Chief Executive Officer



Respect

The work we are undertaking with this *Innovate* RAP will make sure we connect, partner, share lived and living /peer experiences, progress greater relationships, and hold a new space respectfully, with First Nations peoples.

Undertaking the *Innovate* RAP process in terms of 'respect' will not only give space to the celebration/honouring of First Nations cultures, knowledges, histories and connection to land, it will prepare our staff for the robust learning and engagement with First Nations stakeholders and clients. It will foster a positive and productive work environment for all staff in alignment with our Diversity Inclusion and Belonging policy commitments to provide a culturally diverse and thriving workplace, which will additionally support the retention of First Nations staff and foster a sense of pride across our organisation.

QPP's organisational values drive the way we influence and interact with each other, and work together, to achieve positive sexual health outcomes. These values underpin all our work, including our dedication to reconciliation. QPP holds these values as central to our core business and the communities we serve.

Lastly, building respect with First Nations people and communities also aligns with QPP's Strategic Plan.

QPP Strategic Plan 2021-2025 Focus Areas

S2 Inclusive and Innovative Services

Ensuring that our services are:

- Informed by people living with HIV
- Empowering and strengthening resilience
- Compassionate
- Equitable
- Committed to reconciliation
- Inclusive - ensuring no one is left behind

S3 Enhancing Relationships

Enhancing relationships with our:

- Clients
- Members
- Staff
- Volunteers
- External stakeholders
- Connections with our diverse communities

Respect

Action	Deliverable	Timeline	Responsibility
<p>Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning.</p> <p>5</p>	5.1 Conduct a review of cultural learning needs within our organisation.	March 2026	Executive Operations Manager
	5.2 Consult local Traditional Owners and/or First Nations advisors to inform our cultural learning strategy/document.	December 2025	Lead: Chief Executive Officer Support: Executive Operations Manager
	5.3 Develop, implement, and communicate a cultural learning strategy or document for our staff.	December 2025	Quality Manager
<p>Demonstrate respect by celebrating the stories and cultures of LGBTQIA+ and First Nations peoples living with HIV.</p> <p>6</p>	6.1 Celebrate the stories and contributions of Aboriginal and Torres Strait-Islander members of our communities on HIV awareness and diversity days by including speakers (at QPP led events) and content (verified from official peak body or official websites) on our socials, staff signatures, QPP intranet and QPP website.	December 2025 December 2026 March 2026 May 2025 May 2026 July 2025 July 2026	Lead: Marketing Branding and Communications Coordinator Support: Quality Manager
	6.2 Invite First Nations organisations, groups, networks, and community leaders to participate in World AIDS Day.	December 2025 December 2026	Marketing Branding and Communications Coordinator
	6.3 Create opportunities for First Nations people to attend and participate in a World AIDS Day event in QLD by targeting a grant for First Nations peoples to hold an event in a regional area.	December 2025 December 2026	Marketing Branding and Communications Coordinator

Respect

Action	Deliverable	Timeline	Responsibility
7	7.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgment of Country and Welcome to Country protocols.	June 2025	Quality Manager
	7.2 Develop, implement, and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgment of Country.	June 2025	Quality Manager
	7.3 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocols at significant events each year i.e. World AIDS Day.	December 2025	Chief Executive Officer
	7.4 Continue to include an Acknowledgment of Country or other appropriate protocols at the commencement of all staff and stakeholder meetings.	December 2025 & 2026	Quality Manager
	7.5 Ensure that respect for First Nations peoples is demonstrated throughout the organisation with signage (Acknowledgment of Country) and posters (Invasion Day, Sorry Day, National Reconciliation Week, NAIDOC Week) artworks and resources etc.	March 2026 March 2027	Quality Manager
8	8.1 RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2025 & 2026	Quality Manager
	8.2 Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2025	Executive Operations Manager
	8.3 Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2025 & 2026	Quality Manager

Opportunities

There are many opportunities for QPP to facilitate equity and justice for First Nations peoples that are aligned with our mission, our business, and our values. First Nations peoples are over-represented in estimates of undiagnosed HIV and experience a disproportionate health burden in untreated STIs such as syphilis. Eliminating new HIV transmissions and facilitating early syphilis diagnosis and treatment requires approaches to testing and treatment that are tailored to First Nations communities. QPP endeavours to improve quality of life and health outcomes for all First Nations people living with HIV, as well as to provide better access to culturally inclusive HIV and STI testing services.

The value of the peer and lived/living experience is paramount to QPP's operation, and this extends to the diverse experiences of First Nations peoples. Addressing health equity issues related to BBV and STIs for First Nations peoples requires their representation and involvement within all aspects of service design and evaluation. We acknowledge that our organisation must do better in terms of First Nations representation amongst our staff. This presents an opportunity for improved recruitment processes and cultural inclusion within QPP.

QPP can support First Nations businesses more consistently. Improved procurement benefits for business suppliers to QPP and enacting improved procedures around procurement choice, will be implemented.

QPP Strategic Plan 2021-2025 Focus Areas

S2 Inclusive and Innovative Services

Ensuring that our services are:

- Informed by people living with HIV
- Empowering and strengthening resilience
- Compassionate
- Equitable
- Committed to reconciliation
- Inclusive - ensuring no one is left behind

Opportunities

Action	Deliverable	Timeline	Responsibility
<div>9</div> <p>Improve employment outcomes by increasing First Nations recruitment, retention, and professional development.</p>	9.1 Build understanding of current First Nations staffing to inform future employment and professional development opportunities.	December 2025 & 2026	Chief Executive Officer
	9.2 Engage with First Nations staff to consult on our recruitment, retention, and professional development strategy.	December 2025	Executive Operations Manager
	9.3 Develop and implement a First Nations recruitment, retention, and professional development procedure.	December 2025	Executive Operations Manager
	9.4 Advertise job vacancies effectively to First Nations stakeholders.	June 2025	Executive Operations Manager
	9.5 Review HR and recruitment procedures and policies to remove barriers to First Nations participation in our workplace.	September 2025	Lead: Executive Operations Manager Support: Harrisons
<div>10</div> <p>Increase First Nations supplier diversity to support improved economic and social outcomes.</p>	10.1 Develop and implement a First Nations procurement strategy.	September 2025	Executive Operations Manager
	10.2 Engage Supply Nation businesses a minimum of twice throughout the RAP process and beyond.	December 2026	Executive Operations Manager
	10.3 Develop and communicate opportunities for procurement of goods and services from First Nations businesses to staff.	June 2025	Executive Operations Manager
	10.4 Review and update procurement practices to remove barriers to procuring goods and services from First Nations businesses.	December 2025	Executive Operations Manager
	10.5 Develop commercial relationships with First Nations businesses.	December 2025	Lead: Chief Executive Officer Support: Executive Operations Manager



Governance

QPP's RAP cannot be a standalone project and QPP understands that substantial structural, professional and personal changes are required to embrace real change for reconciliation. In view of this acknowledgement, throughout the stages of the RAPs, QPP will prioritise reconciliation within our policies, culture, opportunities, and the places in which we operate. We are committed to the continuation of a national healing process and for First Nations peoples to gain land rights, sovereignty, equity, and respect. We believe this benefits all people on this stolen land.

QPP Strategic Plan 2021-2025 Focus Areas

S2 Inclusive and Innovative Services

Ensuring that our services are:

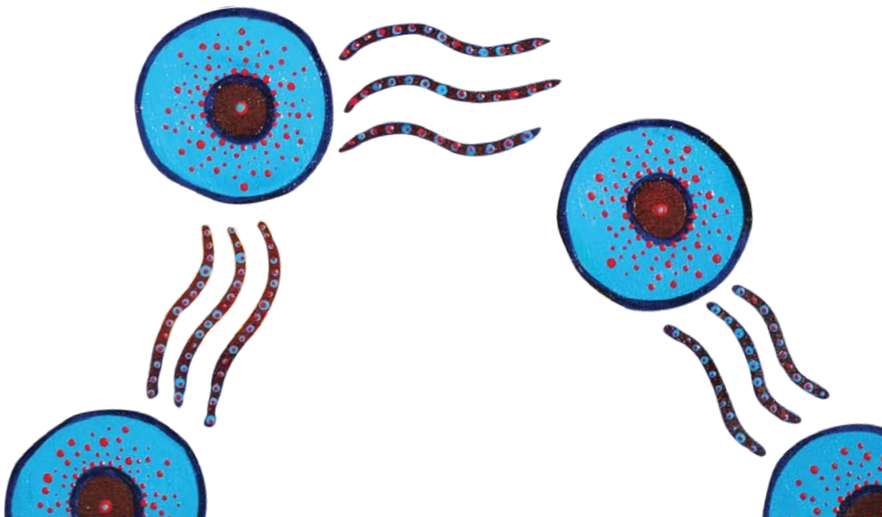
- Informed by people living with HIV
- Empowering and strengthening resilience
- Compassionate
- Equitable
- Committed to reconciliation
- Inclusive – ensuring no one is left behind

S5 Strengthening Funding

- Diverse
- Robust and sustainable
- Meets unfunded service gaps

Governance

Action	Deliverable	Timeline	Responsibility
<div>11</div> <div>Establish and maintain an effective RAP working group to drive governance of the RAP.</div>	11.1 Maintain First Nations representation on the RAP working group.	June 2025 & 2026 December 2025 & 2026	Chief Executive Officer
	11.2 Establish and apply a Terms of Reference for the RAP and DIB working groups.	June 2025	Quality Manager
	11.3 Meet monthly to drive and monitor RAP implementation.	June 2025 & 2026 December 2025 & 2026	Quality Manager
<div>12</div> <div>Provide appropriate support for effective implementation of RAP commitments.</div>	12.1 Define resource needs for RAP implementation.	April 2025	Chief Executive Officer
	12.2 Engage our senior leaders in the delivery of RAP commitments.	August 2025	Quality Manager
	12.3 Define and maintain appropriate systems to track, measure, and report on RAP commitments.	July 2025	Executive Operations Manager
	12.4 Maintain an internal RAP Champion from senior management.	January 2026	LIFE+ Manager



Governance

Action	Deliverable	Timeline	Responsibility
<div>13</div> <p>Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</p>	13.1 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	Quality Manager
	13.2 Contact Reconciliation Australia to request our unique link to access the online RAP Impact Survey.	1 August, annually	Quality Manager
	13.3 Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Quality Manager
	13.4 Report RAP progress to all staff and senior leaders quarterly.	June, September & December 2025. March, June, September & December 2026. March 2027	Quality Manager
	13.5 Publicly report our RAP achievements, challenges, and learnings on an annual basis.	November 2025 & 2026	Quality Manager
	13.6 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2026	Quality Manager
	13.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	April 2027	Quality Manager
<div>14</div> <p>Continue our reconciliation journey by developing our next RAP.</p>	14.1 Register via Reconciliation Australia's website to begin developing our next RAP.	October 2026	Quality Manager



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