

**Sexual  
Health  
Victoria**

Care  
Education  
Advocacy

# **Reflect Reconciliation Action Plan**

**1 February 2026  
- 30 June 2027**

*Kolingwadangitj (All Walk Together)  
Artist Jenna Oldaker – Murrup Art  
Painting and digital artwork  
commissioned by SHV*

# Acknowledgment of Country

Sexual Health Victoria acknowledges Aboriginal and Torres Strait Islander People as the first inhabitants and Traditional Custodians of the lands on which we live and work.

We pay our respects to Elders past and present, acknowledge their deep and enduring connection to Country and express our gratitude for the opportunity to live and work on this land.

We are committed to learning more about Aboriginal and Torres Strait Islander histories and cultures, and to advancing Sexual Health Victoria's Reconciliation Action Plan through listening, meaningful action and reflection. We are committed to reconciliation and acknowledge the truth of our history and that these lands were stolen and never ceded.



Terminology: we acknowledge Aboriginal and Torres Strait Islander people throughout our Reconciliation Action Plan. The term 'non-indigenous' is used to refer to all people who do not identify as Aboriginal and/or Torres Strait Islander people.



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## About the artist

### Jenna Oldaker – Murrup Art

Jenna Oldaker is a Wadawurrung Traditional Owner and Aboriginal artist, based in Ballarat on Wadawurrung Country. An emerging artist in the field of visual arts, Jenna explores the sacred traditions of storytelling, culture and heritage through her brightly coloured and joyful artworks.

## About the art

### Kolingwadangitj (All Walk Together)

This artwork is a vibrant celebration of connection — to land, water, sky and each other. At its heart are yarning circles, symbolising places where we gather, share and heal. Journey lines link these spaces, reflecting our ties to culture, Country and one another.

Within the meeting places are the symbols for man and woman, recognising the strength and knowledge each brings to community life. They also acknowledge the importance of Men's and Women's business, respecting cultural traditions while highlighting the vital role both play in advancing sexual health, education and wellbeing. It's a reminder that everyone has a part to play in creating safe, informed and supportive spaces.

Footprints, boomerangs and paths show how we move together, support each other, and how care for land and community is returned in kind. The use of rainbows and the variety of different colours and shapes are used to illustrate diversity and the celebration of individual expression.

This piece invites us to honour the past, live with purpose in the present and walk together toward a shared future.



# Statement from CEO of Reconciliation Australia

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

Sexual Health 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.

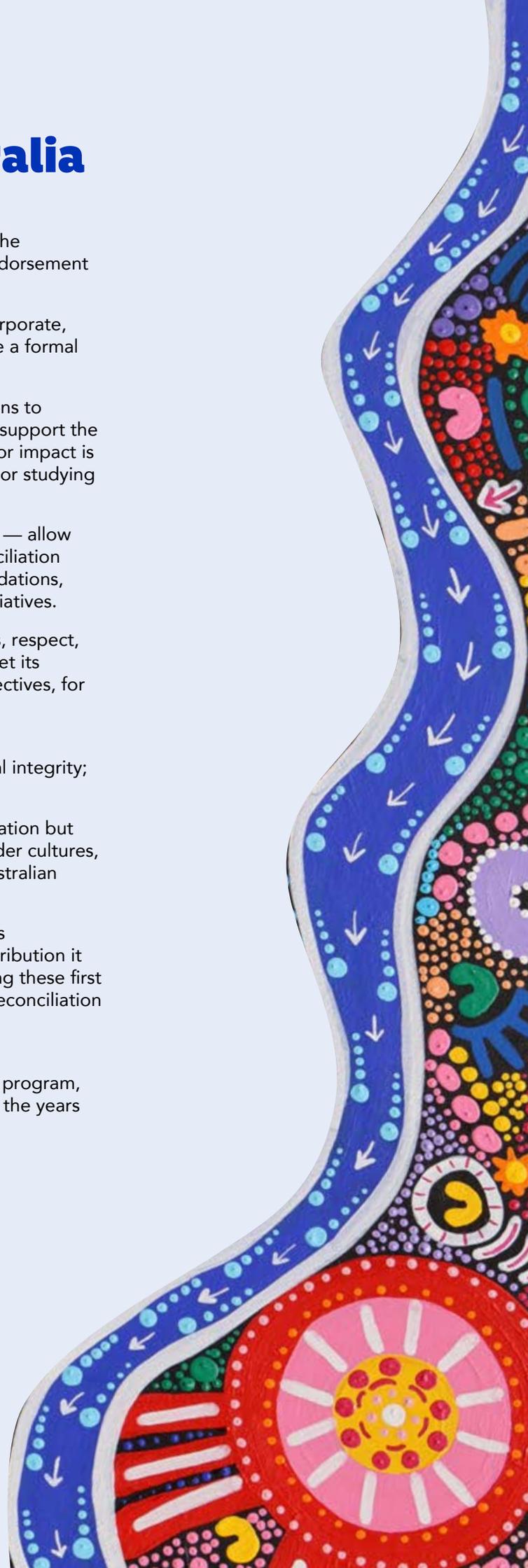
These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

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 Sexual Health 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 Sexual Health 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**



# A message from Sexual Health Victoria CEO, Caroline Mulcahy

I am thrilled to share Sexual Health Victoria's first Reflect Reconciliation Action Plan (RAP), which is a meaningful step in our journey in embracing a fairer and more sustainable Australia, for all Australians.

This RAP represents the work that the Sexual Health Victoria (SHV) Board and staff have committed to, as we walk alongside Aboriginal and Torres Strait Islander peoples in support of their right to self-determination in all areas of their life, including their sexual and reproductive health.

Supporting Aboriginal and Torres Strait Islander peoples and reconciliation has been at the centre of our work for years, but this year, we have formalised this in our governance processes and decision-making. This RAP sets out this commitment to authentically engage with Aboriginal and Torres Strait Islander peoples and organisations to ensure this Plan meets community needs and aspirations. It also describes the practical actions that will guide our efforts to deepen relationships, build respect, and create more opportunities for Aboriginal and Torres Strait Islander people across all areas of our work.

Thank you to everyone in our community who continues to walk this path with us. Your commitment to reconciliation is inspiring and we look forward to being part of the reconciliation movement for lasting change.

**Caroline Mulcahy**  
**Chief Executive Officer**  
**Sexual Health Victoria**



# About Sexual Health Victoria

Sexual Health Victoria (SHV) is an independent, for purpose organisation dedicated to leading the advancement of sexual, relationship and reproductive health across the state.

With over 55 years of service, SHV focuses on providing comprehensive clinical care, education, health promotion, research and advocacy to support individuals in making informed decisions about their reproductive and sexual wellbeing. Founded in 1968 to provide access to affordable contraception, we are an all-inclusive, non-judgemental and respectful organisation grounded in rights-based principles.

SHV is a state-wide organisation that provides services primarily across Naarm (metropolitan Melbourne) and across regional Victoria. SHV's clinics and offices are based on Country traditionally owned by the Wurundjeri Woi-Wurrung and Bunurong Boon Wurrung peoples.

The Wurundjeri Woi-Wurrung and Bunurong Boon Wurrung peoples' relationships with this land have spanned over 60,000 years, from when their creator spirit Bunjil formed their land, people and all living things.

Our teams at SHV respect and celebrate the diversity of people, cultures and practices across this land today, and strive to provide safe, inclusive services for all communities.

## Our core business areas include:

### Education and training

SHV provides professional development programs for health professionals, teachers and community workers. SHV also deliver relationships and sexuality education in schools and community settings to enhance sexual health literacy.

### Clinical services

SHV operates clinics in Melbourne's CBD and Box Hill, offering a range of services including contraception, STI testing and treatment, medical abortion, cervical screening, and sexual health consultations.

### Advocacy and policy

SHV plays a significant role in shaping public policy and advocating for improved access to reproductive and sexual health services. SHV collaborates with various organisations to promote health equity and inform community priorities.

### Research and health promotion

Engaging in research activities, SHV aims to inform and improve contemporary practices in reproductive and sexual health. SHV develops and widely distributes educational resources to support health literacy in addition to public health promotion campaigns.

SHV is partially funded by the Victorian Government and generates income through medical services, education and training programs and the sale of resources. These funds are reinvested to enhance and expand services.

SHV employs 68 staff across our 2 locations. We currently do not have any employees who have identified as Aboriginal and/or Torres Strait Islander people, despite implementation of targeted strategies including advertising and discussions with Victorian Aboriginal Community Controlled Health Organisation Inc (VACCHO) about employing and co-locating an Aboriginal Community Worker within our workplace.

SHV is a state-wide organisation and works across Victoria, mostly in collaboration with other organisations to ensure culturally safe and in-place clinical and community services. Following COVID, we have seen increasing activity and people accessing our services from beyond Victoria and Australia. We are closely aligned to the other Family Planning organisations in each state and territory, and our Chief Executive Officer is the current Chair of Sexual and Reproductive Health Australia (SRHA, formerly Family Planning Alliance Australia). Through the SRHA, SHV is also a member of the International Planned Parenthood Federation (IPPF).



# Our Reconciliation Action Plan

Sexual Health Victoria is developing a Reflect Reconciliation Action Plan (RAP) to formalise and deepen our commitment to walking alongside Aboriginal and Torres Strait Islander people. This Reflect RAP is the first for SHV and we are taking a slow and methodical process to ensure we undertake an inclusive and authentic process, informed by Aboriginal and Torres Strait Islander people, communities and organisations with whom we work.

Through this RAP, we aim to further build and embed respectful and meaningful relationships with Aboriginal and Torres Strait Islander communities, organisations, and clients to ensure our services are culturally safe, inclusive, and responsive. We are committed to addressing ongoing health inequities by embedding culturally informed practices that improve access to sexual and reproductive healthcare for Aboriginal and Torres Strait Islander people. This work aligns with SHV's core values of equity, respect, access, and empowerment, ensuring our reconciliation journey is embedded in everything we do.

This Reflect RAP will strengthen the cultural capability of our staff by encouraging learning, reflection, and accountability across the organisation. It also demonstrates our commitment to contributing to a more just and inclusive health system and opens space for meaningful partnerships and co-designed approaches that centre the voices, strengths and lived experiences of Aboriginal and Torres Strait Islander people.

## To do this, we will:

1. **Accept and acknowledge Australia's history, educating ourselves and others about the past and the ongoing impact of colonisation on Aboriginal people and communities;**
2. **Build a culturally safe workplace, by promoting ongoing education and addressing racism and unconscious bias in open conversations;**
3. **Take ownership and responsibility, of ourselves and others, to recognise that reconciliation and cultural safety is the responsibility of non-Indigenous people through personal action, collective commitment and meaningful interactions;**
4. **Build and nurture trusting relationships that are grounded in self-determination, and listen deeply, so that together we deliver services in a way that meets the needs and priorities of Aboriginal people and communities on their terms;**
5. **Commit to our Reflect RAP being a live document that is open to continuous review and improvement as we move towards meaningful reconciliation and cultural safety.**

## Our RAP Vision

SHV has a vision for reconciliation where the rights, cultures and lands of Aboriginal and Torres Strait Islander People are acknowledged and respected by all.

Our vision is for improved sexual, relationship and reproductive health outcomes. Through this Reflect RAP, we will work alongside Aboriginal and Torres Strait Islander communities in their sexual and reproductive self-determination whilst also further strengthening our partnerships to benefit future generations.



# Our RAP Working Group is named the RAPtors Reflect Action Group

Our organisational RAP Champion is Caroline Mulcahy, Chief Executive Officer at Sexual Health Victoria.

We engaged our staff through an Expression of Interest process, and our RAPtors Reflect Action Group (RAG) has been working to engage, inform and educate SHV's Board and staff in the development of our Reflect RAP.

We have undertaken mandatory training in Aboriginal and Torres Strait Islander cultural safety and celebrated Reconciliation Week 2025 with the launch of this development process.

The RAG has commenced work on documenting our organisation's sphere of influence and the Aboriginal and Torres Strait Islander peoples and organisations with which we work and could strengthen our relationships with. This includes Aboriginal health sector colleagues and partners in health, education and training and workforce development.

## Membership of our RAP includes representation from all areas of SHV as follows:

1. Caroline Mulcahy, Chief Executive Officer (Chair)
2. Sarah Cabret, Head of Marketing, Media and Advocacy (RAP Champion)
3. Cat Kirby, Head of Research
4. Nestle Drumm, Manager Quality, Risk & Compliance
5. Anne Atcheson Manager – Schools, Community & Disability
6. Joanna Anagnostou, Health Promotion
7. Claire Seton, Schools and Community Education Team Leader
8. Dr Fiona Shepherd, Senior Medical Officer and Medical Educator
9. Louise Ridley, SRH Nurse
10. Lorna Johansson, Executive Assistant.

## SHV's approach to developing and implementing our RAP includes:

### 1. Listen and learn

We will prioritise listening to Aboriginal and Torres Strait Islander voices, guided by truth-telling and respect. This includes engaging with local Elders, community organisations, and Aboriginal health professionals to inform our approach to sexual health and health care settings.

### 2. Build relationships

Strong, respectful, and reciprocal relationships are the foundation. SHV will take the time to nurture genuine partnerships, showing up consistently and with care — not just when it suits us.

### 3. Embed reconciliation into our organisational DNA

Reconciliation will be part of everyone's role—not just one team. It will be reflected in our policies, communications, service delivery, education, training and everyday conversations.



#### 4. Invest in cultural learning

Ongoing cultural safety training, opportunities for reflection, and clear accountability mechanisms (like reporting on RAP actions) will ensure we grow together and stay accountable to our commitments.

#### 5. Create and support opportunities

We will actively seek ways to create employment, leadership and partnership opportunities for Aboriginal and Torres Strait Islander people across all areas of SHV's work including clinical, education, advocacy and marketing.

## Our partnerships and current activities

SHV has worked alongside Aboriginal and Torres Strait Islander organisations for many years; some in a formal manner and with others in a less formal way. Some of these organisations and engagements include:

- **VACCHO - engagements include:**
  - ◇ Attendance and stakeholder stall support at "movement for improvement" CQI Quality Improvement conferences for the last 3
  - ◇ Collaboration on the co-design process of developing a contraception resource for young people
  - ◇ Provision of clinical education scholarships to Aboriginal and Torres Strait Islander Health Practitioners and clinicians working in ACCOS across Victoria
  - ◇ Working in collaboration with VACCHO to support the development of cervical screening training for Aboriginal Health Practitioners
- **VACCA - engagements include:**
  - ◇ Delivered relationship and sexuality student sessions and a professional learning workshop (VACCA Werribee 2025)
  - ◇ Ran two professional learning workshops on relationships and sexuality (VACCA Dandenong 2024)
  - ◇ Consulting with VACCA to ensure the cultural safety of the menstrual health and pelvic pain program for students in Victorian schools
- **University of Melbourne** – vocational placements at SHV for Rainbow Mob and medical students
- **Nartarsha Bamblett** <https://www.nartarshabamblett.com.au/> delivered cultural safety awareness training to SHV
  - ◇ Engagement to consult with SHV on RAP process
- **Ganga Giri** <https://gangagiri.com/> delivered the launch of SHV reconciliation action plan process
- **VAHS** – Delivered clinical training to VAHS health professionals
- **Georgie Taylor**, Aboriginal Health Practitioner, delivered professional learning to the education team through [Gunditjmara.org.au](http://Gunditjmara.org.au)
- **Djirra** - ran a stall at a community engagement event.

As we implement and further develop our Reflect RAP we will highlight our engagement with reconciliation and Aboriginal and Torres Strait Islander peoples - refer No.1 in Relationships.

We will also acknowledge of any external Aboriginal people or organisations who have supported the development of our RAP.



## Relationships

We understand that relationship building is critical to reconciliation and that we must build and strengthen meaningful relationships with Aboriginal stakeholders, partners and communities.

Actions	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	February 2026 August 2026	Health Promotion Coordinator
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	April 2026 October 2026	Health Promotion Coordinator
2. Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	27 May – 3 June 2026 and 2027	Head of Marketing, Media and Advocacy
	RAG members to participate in an external NRW event	27 May – 3 June 2026 and 2027	CEO
	Encourage and support Board and staff to participate in at least one external event to recognise and celebrate NRW	27 May – 3 June 2026 and 2027	CEO
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all SHV staff and Board	February 2026	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey <ul style="list-style-type: none"> <li>Add this as a Standing Agenda item at all RAP Working Group Meetings and at Staff Forums</li> </ul>	February 2026	Health Promotion Coordinator
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey	February 2026	Health Promotion Coordinator
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination Undertake Policy review	April 2026 September 2026 and February 2027	Quality, Risk and Compliance Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	June 2026 April 2027	Quality, Risk and Compliance Manager



## Respect

We will be a culturally safe workplace and practice cultural safety, challenging racism and unconscious bias through open and courageous conversations and action.

Actions	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.	May 2026	Director, Strategy & Operations
	Conduct a review of cultural learning needs within our organisation.	February 2026	Team Lead - Schools and Community
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 and waters within our organisation's operational area	February 2026	Head of Research
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	February 2026 – January 2027	Team Lead - Schools and Community
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week	June 2026 – June 2027	Head of Marketing, Media and Advocacy
	Introduce our staff to NAIDOC Week by promoting external events in our local area	June 2026 and June 2027	Head of Marketing, Media and Advocacy
	RAP Board and staff to participate in an external NAIDOC Week event	First week in July 2026 and 2027	CEO

## Opportunities

We will increase opportunities to engage and work alongside Aboriginal and Torres Strait Islander people.

Actions	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.	May 2026	Director, Strategy & Operations
	Ensure our employment practices encourage Aboriginal and Torres Strait Islander employment in all recruitment and selection policies, procedures and in advertisements	February 2026	Director, Strategy & Operations
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities: <ul style="list-style-type: none"> <li>• Provide update on current staffing recruitment &amp; selection practices at Management Meetings</li> <li>• Report all recruitment activities undertaken to attract Aboriginal and Torres Strait Islander employment applications and outcomes</li> <li>• Report on efforts to increase Aboriginal and Torres Strait Island engagement and staffing at Staff Forum.</li> </ul>	February 2026 and at quarterly Staff Forums	Manager – Schools Community & Disability
	Further explore opportunities to share, second or host Aboriginal staff at SHV	February 2026, August 2026 and February 2027	Manager – Schools Community & Disability
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Take advice from our Aboriginal and Torres Strait Islander advisors re-garding the above	March 2026	Head of Research
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	April 2026	Director, Strategy & Operations



## Governance

Reconciliation is everyone's business and the Working Group (supported by our Leadership Team) will drive change within SHV aligned to our RAP.

Actions	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RAG) to drive governance of the RAP.	Maintain a RAG to govern RAP implementation.	February 2026	Director, Strategy & Operations
	<ul style="list-style-type: none"> <li>Review, update as required and continue to apply the Terms of Reference for the RAG.</li> </ul>	February 2026	Quality, Risk and Compliance Manager
	<ul style="list-style-type: none"> <li>Establish Aboriginal and Torres Strait Islander representation on the RAG.</li> </ul>	March 2026	Director, Strategy & Operations
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	February 2026 and February 2027	Director, Strategy & Operations
	<ul style="list-style-type: none"> <li>Appoint a senior leader to champion our RAP internally.</li> </ul>	February 2026	CEO
	<ul style="list-style-type: none"> <li>Engage senior leaders in the delivery of RAP commitments.</li> </ul>	February 2026	Director, Strategy & Operations
	<ul style="list-style-type: none"> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	February 2026	Head of Research
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to update SHV's contact details and register for online updates and information to ensure we do not miss any important RAP correspondence.</li> </ul>	June annually	CEO
	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey. Add this as a Standing Agenda item at all RAP Working Group Meetings and at Staff Forums</li> </ul>	1 August annually	CEO
	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Survey to Reconciliation Australia.</li> </ul>	30 September annually	CEO
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's website to begin developing our next RAP.</li> </ul>	March 2027	CEO



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