



Warringah Electorate Office
Reconciliation Action Plan: Reflect
June 2026 – November 2027



ZaliSteggall OAM MP
FEDERAL MEMBER FOR WARRINGAH



Published June 2026

© Zali Steggall MP

PO BOX 450
Manly NSW 1655

Phone: (02) 9977 6411

Email: zali.steggall.mp@aph.gov.au

Website: www.zalisteggall.com.au



Image: Aboriginal engravings at Allambie Heights.

Acknowledgement of Country

We acknowledge the Traditional Custodians of the land we know today as Warringah – including the Cammeraygal, Gannagal, Gayamagal and Borogegal peoples of the Eora Nation.*

We pay our deepest respects to Elders past and present and recognise their enduring connection to land, waters, skies, language, and cultures. May we tread lightly and carefully on this precious land.

* Advice on clan and language group names provided by the Metropolitan Local Aboriginal Land Council, April 2026. We recognise that different spellings are used for some group names, reflecting variations in the way oral languages have been recorded in written English.



Waverton, photographed by
Don Ricardo, 2022

Contents

Artwork	6
Message from Reconciliation Australia	8
Message from Zali Steggall OAM MP	9
Our Vision for Reconciliation	10
About Us	12
Warringah – Our Electorate	12
Map of Warringah Federal Electorate	13
Our Office and Organisation	14
Our RAP	17
Why a RAP	17
Our Reconciliation Journey to Date	18
Preparations for our RAP	22
Setting up our RAP Working Group	23
Our Approach and Guiding Principles	24
Reconciliation Action Plan	26
Relationships	28
Respect	29
Opportunities	30
Governance	32
Contributions	35



Nalani describes the inspiration for My Country, My Culture, My Home:

“I was born and raised on beautiful country – on the Northern Beaches, and this artwork shows places that are important to me. The beach represents home, the wave shows the connection to the ocean, and the animals in the water show life and care for Country. The patterns in the sand represent culture and story.

This artwork shows the connection between water and land, and the place where they meet. I am a young Wiradjuri girl and my family are from the Galari Bila (Lachlan River) in Cowra, NSW. I feel deeply connected to Country on the Northern Beaches, on Gadigal Country and on Wiradjuri Country, and this artwork shows that connection.”

Nalani's work speaks to continuity – of culture, story and belonging – and reflects the perspective of a young Aboriginal person living, creating and expressing culture today. It demonstrates that Aboriginal and Torres Strait Islander cultures are not historical, but living, evolving and carried forward by younger generations through art, movement, community and everyday life.

This artwork has been included in the Reflect RAP with Nalani's permission and with respect for her cultural and intellectual property. It reflects the values of listening, learning and acknowledging the enduring connections Aboriginal peoples have to Country, including within the Warringah electorate.

“My Country, My Culture, My Home”

Artist: Nalani Spencer

The artwork featured in this Reflect Reconciliation Action Plan, My Country, My Culture, My Home, was created by Nalani Spencer. Nalani is a 14-year-old Wiradjuri artist who was born, raised, and lives on Sydney's Northern Beaches. She is connected to the Redfern Aboriginal community, with family from the Galari Bila (Lachlan River) in Cowra, NSW.

Nalani comes from a large family, the Ingrams and Simpsons, from Cowra and Sydney, and lives with her parents and siblings. She loves creating through her artwork and enjoys using a range of materials such as cardboard and recycled plastics, often making interactive sculptures. She also enjoys working with weaving techniques using raffia and grasses.

Nalani is a dancer at Broлга Dance Academy, loves playing sport, and enjoys expressing her culture through both art and movement alongside her cousins, friends, and community.



Shelly Beach, Manly,
photographed by Laura Bass, 2024





Message from Reconciliation Australia

Inaugural Reflect RAP

Reconciliation Australia welcomes the Warringah Electorate Office to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

The Warringah Electorate Office 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 the Warringah Electorate Office 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 to Zali Steggall MP and the Warringah Electorate Office, 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

Message from Zali Steggall OAM MP

For more than 65,000 years, Aboriginal and Torres Strait Islander peoples have cared for Country, culture, and community. Reconciliation calls on us to honour that deep custodianship while also addressing the inequities and injustices that persist today.

As a parliamentarian, I have been working to advance reconciliation through national policy. I have urged strong action on Closing the Gap, Aboriginal deaths in custody, and raising the age of criminal responsibility. I have also championed Aboriginal and Torres Strait Islander leadership in climate action, ensuring that First Nations communities share in the benefits of Australia's clean energy transition.

From my first campaign in 2019, I made a clear commitment: to stand firmly with the Uluru Statement from the Heart and to support a constitutionally enshrined First Nations Voice to Parliament. The 2023 Voice to Parliament referendum was a defining moment in our national history. While the proposal was defeated nationally – a result that was deeply disappointing and caused profound pain for many First Nations peoples – almost 60% of our community in Warringah voted Yes. In the months that followed, it became clear that our community and our team were determined to keep walking alongside First Nations peoples. The referendum affirmed our responsibility to stand as strong allies and to step up.

“Together, we asked: what now, and how do we ensure that our shared journey continues?”



This Reflect RAP is our collective response – a way to turn disappointment into action, to build on Warringah's strong commitment to reconciliation, and to ensure that respect, truth-telling, and partnership remain at the heart of our community. It provides a clear framework for how the Warringah Electorate Office will listen, learn, and act alongside First Nations peoples, using our platform in Parliament and the community to amplify Aboriginal and Torres Strait Islander voices and support self-determination.

It also marks an historic step – the first Reflect RAP by a federal electorate office. It is our commitment to walk alongside First Nations peoples as allies, to embed truth-telling, and to ensure reconciliation is woven into the ongoing work of the Warringah Electorate Office. My team and I are dedicated to listening, learning, and acting – with integrity and always with the goal of a more just and inclusive Australia.

I thank everyone who has been on the reconciliation journey with us and look forward to engaging more broadly with our community to bring this Reflect RAP to life.

Zali Steggall OAM MP

Independent Federal Member for Warringah

Our Vision for Reconciliation

Our vision is for reconciliation to be a shared and active journey within Warringah and across Australia. We want to build a community that listens to First Nations voices, confronts our full histories with honesty, and works together for a fairer future based on respect, justice, and self-determination. A nation where Aboriginal and Torres Strait Islander peoples are heard in Parliament, respected as the First Custodians of this land, and empowered to shape the policies and decisions that affect their lives.

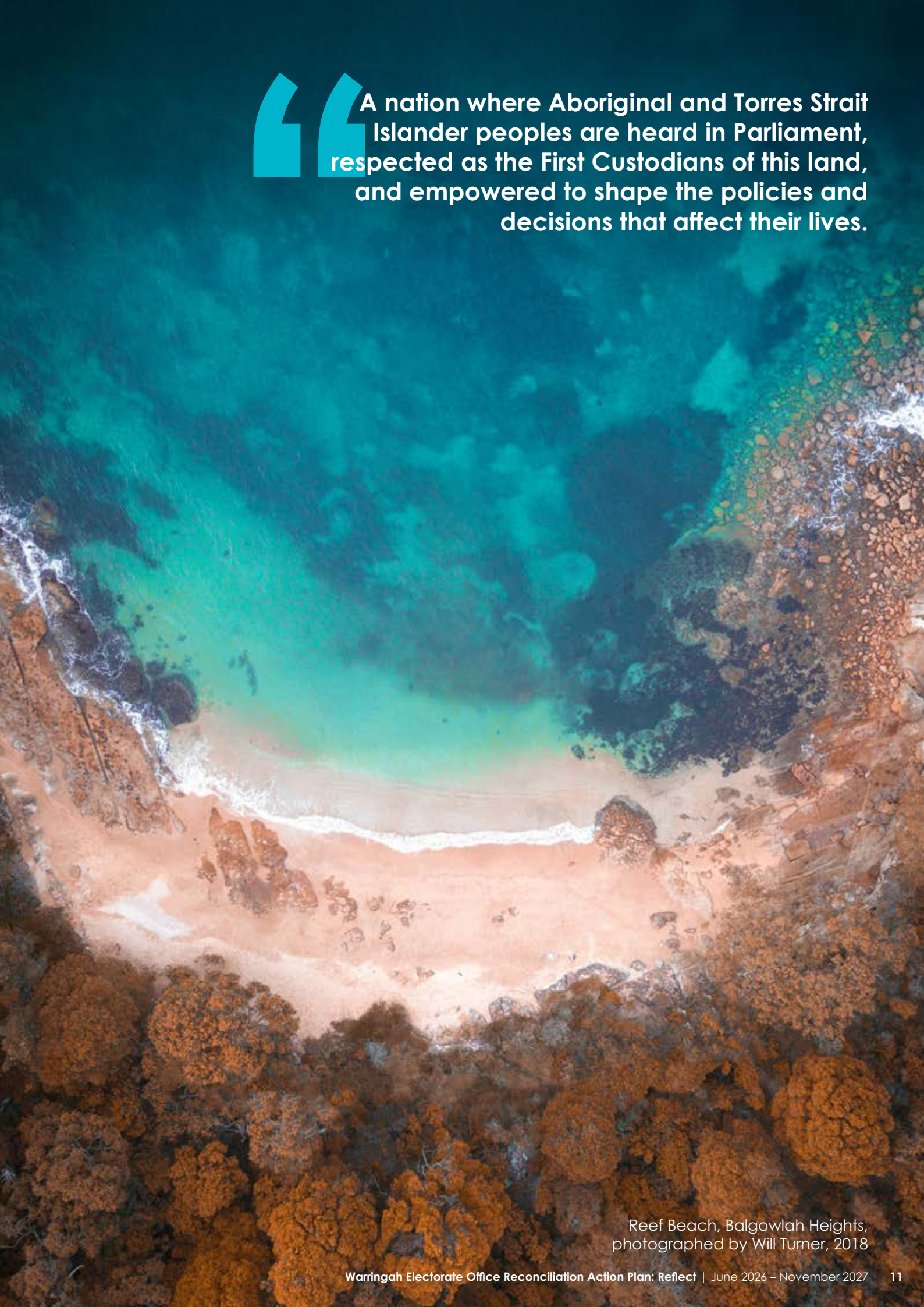
Reconciliation also means learning from and respecting more than 65,000 years of First Nations custodianship of Country. First Nations knowledge systems offer guidance in protecting our environment and responding to climate change. Together, we want to look after Country – our land, waters, skies, and climate – for future generations, drawing on both innovation and the wisdom of those who have cared for it the longest.

For the Warringah Electorate Office, reconciliation means:

- Honouring more than 65,000 years of First Nations custodianship of Country
- Ensuring truth-telling and cultural learning are embedded in our work
- Using my platform in Parliament and the community to advance equality, justice, empowerment, and the protection of our environment
- Supporting First Nations leadership in policy, culture, and community.

Image: Team members of the First Nations Clean Energy Network with Zali after moving amendments to the Future Made in Australia Bill 2024 in the House of Representatives, 9 September 2024.





“ A nation where Aboriginal and Torres Strait Islander peoples are heard in Parliament, respected as the First Custodians of this land, and empowered to shape the policies and decisions that affect their lives.

Reef Beach, Balgowlah Heights,
photographed by Will Turner, 2018

About Us

Warringah – Our Electorate

The federal electorate of **Warringah** lies on Sydney's Northern Beaches and Lower North Shore. It stretches from Wollstonecraft in the west, along the harbour to Manly in the east and north to Curl Curl.

Warringah is a place of natural beauty and cultural significance, encompassing harbour foreshores, headlands, bushland reserves, and ocean beaches. The area has a rich First Nations history: it was home to flourishing cultures of fishers, farmers, astronomers and storytellers, connected through songlines and sacred sites.



Image: Zali with volunteer Jody Williams at polling booth on Referendum Day, 14 October 2023. The popular YES sign was created on the day and is now on display in the Warringah Electorate Office.



Image: Voice Q&A with Benjamin McGrory at Zali's Manly Market Stall, 2 July 2023.

The impacts of colonisation – including dispossession, forced displacement and the disruption of cultural knowledge systems – have affected how traditional connections to Country in this area have been recorded and recognised. Aboriginal and Torres Strait Islander peoples continue to maintain enduring cultural connections to Country, and the following clans are known to be connected to the area:*

- Borogegal
- Gannagal
- Cammeraygal
- Gayamagal

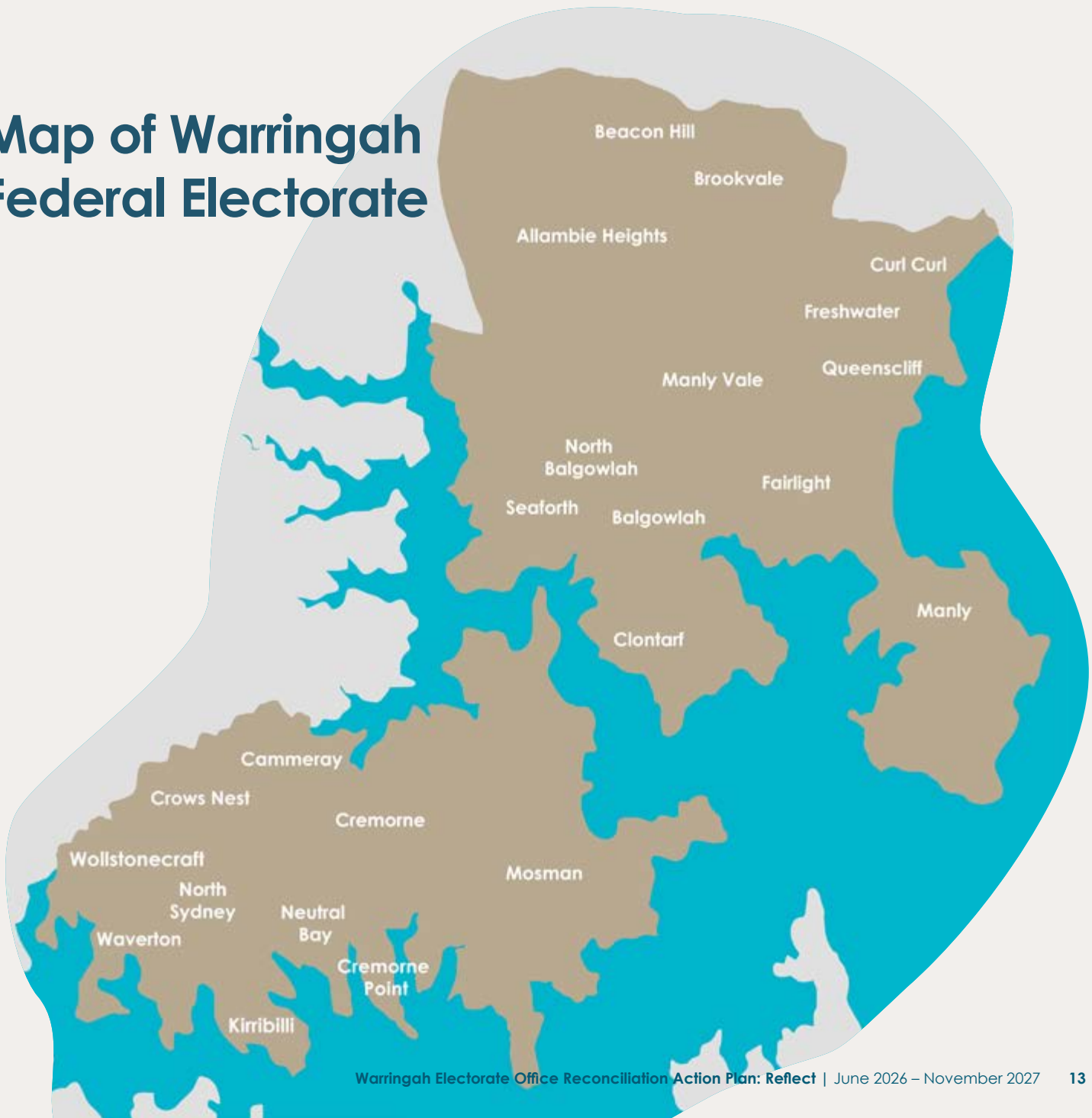
Today, Warringah is home to around **188,000 residents****, including **826 residents who identify as Aboriginal and Torres Strait Islander people**. The electorate is engaged and strongly supportive of reconciliation, demonstrated through its Yes majority in the 2023 Voice Referendum.

Warringah is one of 150 federal electorates represented in the House of Representatives, in Australia's national parliament.

* Advice on clan and language group names provided by the Metropolitan Local Aboriginal Land Council, April 2026. We recognise that different spellings are used for some group names, reflecting variations in the way oral languages have been recorded in written English.

** Rounded number of residents (adults and children), provided by the Parliamentary Library, based on August 2023 ABS custom-data (in current 2026 Warringah boundaries).

Map of Warringah Federal Electorate



Our Office and Organisation

A Community Independent MP

The constituents of Warringah first elected Zali in 2019 as their Community Independent Member of Parliament. Zali is part of the broader Community Independents Movement, which places community representation and engagement at the heart of our political work.



Image: Zali in conversation with Aunty Trish Hill Wall, senior Wadandi Pibulmun Elder, and Aunty Janieta Knapp, senior Wadandi Kaip Pibulmun Elder, at a morning tea for Stolen Generations survivors at Parliament House, 12 February 2026.



Image: Zali with 'Yes!' on hand during the Voice to Parliament campaign, October 2023.

Our Core Work

Zali and our team work in federal parliament in Canberra (17–20 sitting weeks each year) and our electorate in Warringah.

Federal Representation

As a Community Independent MP, Zali represents the people of Warringah in the Australian Parliament. Zali and our team work closely with the community to ensure their voices shape national policy and legislation. This includes scrutinising bills, contributing to debates, amending legislation, introducing Private Member's Bills and advocating for reforms at the national level. We work constructively with members of the crossbench and the government. Where relevant, the Warringah Electorate Office also collaborates with the state and local governments to address issues that cross different levels of jurisdiction.

Key policy areas for our team are climate leadership and the environment; integrity and accountability in politics; social cohesion and social equity.

Community Work

The Warringah Electorate Office provides direct assistance to constituents in Warringah through casework and advocacy. We receive and resolve thousands of enquiries each year and in the past twelve months* have closed more than 8,000 cases (*Oct 24–Oct 25). This includes helping constituents navigate and access government services such as Centrelink, the National Disability Insurance Scheme (NDIS), immigration and visa matters, the National Broadband Network (NBN), the ATO and community grant applications. We also connect residents with the appropriate agencies and resources to resolve individual and community concerns.

To strengthen community engagement, the office organises regular forums, events, and surveys. We also prioritise meeting with a wide range of local organisations, businesses, and constituents, and take part in many community events across Warringah.

Our Team

Our office has been allocated seven staff positions. Through part-time arrangements we have expanded the team to ten.

Our work is further supported by a large and active volunteer base, including student interns, who contribute skills, time, and energy to our office operations (including reception, correspondence and policy) and community engagement. Our dedicated volunteer network enables our office to extend its reach and work more closely with the community. Key volunteers are playing an important role in the Reflect RAP Working Group, helping to embed reconciliation principles into the office's ongoing work and our community.

Although the office does not currently employ Aboriginal and Torres Strait Islander staff across its seven allocated positions, our RAP reflects a commitment to exploring the creation of pathways for future First Nations employment and to strengthening meaningful engagement with Aboriginal and Torres Strait Islander peoples and communities.

Our Office Locations

We serve our electorate from three locations:

- The office in Manly, our main point of contact for constituents
- The volunteer-run and privately funded Community Hub in Neutral Bay, a welcoming space for local engagement
- The parliamentary office in Canberra, for sitting weeks.

* Rounded number of residents, provided by the Parliamentary Library based on August 2023 custom-data; number of enrolled voters provided by the AEC on 31 May 2025.

Our Reach

Our local reach is the Warringah community, which has about 188,000 residents (adults and children), of whom about 131,000 are enrolled voters.* We connect with our community through a range of communication channels to share information and seek feedback, including:

- Two to three printed newsletters delivered to all households
- Monthly e-newsletters to over 30,000 subscribers
- Social media platforms, including Instagram with over 24,000 followers
- Local media coverage
- Constituent and stakeholder meetings
- Public events, surveys, and monthly market stalls.


Our national reach is equally important. Through policy and advocacy work in Parliament and through media engagement across television, print, podcasts and digital platforms, Zali and our team contribute to shaping national conversations. This broader platform allows us not only to amplify the voices of Warringah, but also to stand in solidarity with First Nations peoples and promote reconciliation across Australia.



Image: Chloe Wighton and Zali hosting a Facebook Live with Northern Beaches Mums, "Voice to Parliament – the Details", 20 September 2023.



Image: Panellist Jarin Ingram Baigent with Ann-Charlott Paduch at the International Women's Day First Nations Breakfast and Panel, 8 March 2024.



“ This broader platform allows us not only to amplify the voices of Warringah, but also to stand in solidarity with First Nations peoples and promote reconciliation across Australia. ”

Our RAP

Why a RAP

This Reflect RAP formalises our commitment as an office to advancing reconciliation. It builds on the trust placed in us by the electorate and the work we have already undertaken together, setting a framework for deeper and sustained engagement.

As the first federal electorate office and first Independent Member of Parliament to develop a RAP, we aim not only to embed reconciliation in all aspects of our work, but to demonstrate that it can be done with a small team, outside of the party system. In doing so, we hope to create a model for other MPs to follow – showing that reconciliation can and must remain central to political representation, regardless of the size of an electorate's First Nations population.

This RAP is our commitment: to listen, to learn, and to act with integrity – always walking alongside First Nations peoples in Warringah and across Australia.

In our office, Zali has taken on the role of '**RAP Champion**'.

Image: Warringah for the Voice "Come Together for YES" event in Manly as part of the national campaign, 2 July 2023.



Our Reconciliation Journey to Date

Policy

As the Federal Member for Warringah, Zali uses her role in Parliament and the media to work with Aboriginal and Torres Strait Islander peoples, supporting their leadership and advocacy for justice, equality and self-determination, alongside my broader responsibilities to the community.

Since entering Parliament in 2019, Zali has consistently supported the Uluru Statement from the Heart and advocated for its full implementation – Voice, Treaty and Truth.

Zali and our team have worked with leading national organisations and ministers to ensure First Nations voices are heard in policy and legislation, including the Ministers for Indigenous Australians – **the Hon Linda Burney and Senator the Hon Malarndirri McCarthy** – as well as the **Uluru Dialogue, Australians for Indigenous Constitutional Recognition, the First Nations Clean Energy Network, Indigenous ranger groups, Beetaloo Basin action groups,** and other peak organisations.

Key areas of advocacy include:

- **Uluru Statement from the Heart** – ongoing support for its full implementation
- **Deaths in custody** – consistent calls for implementation of the 1992 Royal Commission recommendations
- **Raising the minimum age of incarceration** as part of our broader work on the **Rights of the Child Bill** – advocating to raise the age from 10 to 14 years, a reform critical to preventing and reducing incarceration of Aboriginal and Torres Strait Islander children
- **Closing the Gap** – regular parliamentary contributions on the urgent need for systemic reforms to close the gap in life outcomes, including health, housing, and justice
- **Economic security** – including superannuation legislation
- **Truth in political advertising** – introduction of Zali's amended bill before the Voice Referendum campaign to combat misinformation
- **Climate and environment** – championing Aboriginal and Torres Strait Islander leadership in climate action and land and water management. In 2024, Zali worked with the First Nations Clean Energy Network to strengthen the Future Made in Australia Bill. The government adopted her amendment, ensuring First Nations communities and Traditional Owners share in the benefits of the transition to net zero.

Through this work, we aim to embed First Nations perspectives in national policy and help build a network of supportive Members and Senators across Parliament.

Community

Reconciliation is pursued not only through national policy, but also in our local community, where the Warringah Electorate Office has actively engaged with community leaders and organisations across Warringah.

Key initiatives include:

- **Biala Hostel, Allambie Heights**
In Zali's first term, our office coordinated a community-led initiative to support the Biala Hostel, a female-only boarding hostel for First Nations high school students. Community groups, local businesses and residents came together to upgrade the facilities and garden, create a warm and welcoming space for the students, and provide extracurricular activities and mentoring.
- **Voice Referendum Campaign 2023**
We established and supported **Warringah for the Voice**, a community-led group that played a central role in the Yes campaign. Together we organised:
 - » Kitchen Table Conversations, market stalls, street meets, and door-knocking campaigns
 - » Community forums and events with First Nations leaders including **Dean Parkin, Tony McAvoy SC, Semara Jose, Chloe Wighton and Benjamin McGrody**
 - » A Voice to Parliament webinar with filmmaker and advocate **Rachel Perkins**
 - » A public visit from **Minister for Indigenous Australians, the Hon Linda Burney**
 - » The promotion of activities organised by **Yes23** including **Thomas Mayo** – and by organisations such as **The Walking Together Project** (Nicole Laupepa and Jacqui Parker) and **Northern Sydney Alliance for the Uluru Statement**.

As a result, Warringah recorded a Yes vote of almost 60%, one of the highest results nationally, a testament to the impact of offering information and facilitating conversations.



Image: Thomas Mayo and Zali at a Voice forum in Dee Why, 23 August 2023.



Image: The Minister for Indigenous Affairs, the Hon Linda Burney, and Zali engaging with the community in Manly, 24 September 2023.



Image: Rachel Perkins with volunteer Sue Hewett at a Yes Rally in Parramatta, 9 October 2023.



Images: Tony McAvoy, Semara Jose, Dean Parkin and Zali at our "Voice to Parliament – Community Forum" at the Cremorne Orpheum, 2 April 2023.

- **Local engagement with leaders and organisations**, including **Chloe Wighton (Bila)** and the **Metropolitan Local Aboriginal Land Council** on the heritage site of Little Manly Beach; **Jarin Ingram Baigent**, founder of Trading Blak and CEO of Wyanga Aboriginal Aged Care, on business; and the **Aboriginal Heritage Office** on community engagement.
- **First Nations Allies – Sydney North**
Following the referendum, the Warringah Electorate Office helped initiate the establishment of *First Nations Allies – Sydney North*, an independent community-led group that continues to grow and thrive. While self-directed, it receives active support from the office through meeting space, IT tools and promotion. Today, more than 150 local residents are engaged in its work, which centres on truth-telling, cultural learning, and advocacy.
 - » The group has organised heritage walks led by First Nations knowledge-holders from the Metropolitan Local Aboriginal Land Council and the Aboriginal Heritage Office; Lunch & Learn sessions on land rights, native title and First Nations history; feedback to Reconciliation Australia on their Community Truth-telling Pathways Program; and consultation with the Metropolitan Local Aboriginal Land Council and local councils on traditional place names signage.
 - » Importantly, this initiative is designed to outlast any single electoral term, ensuring that reconciliation continues to have a strong, community-driven presence in Warringah regardless of who holds elected office.

Through these initiatives, we are actively working on reconciliation at both the national and local level – ensuring that policy advocacy in Parliament is matched by sustained community action in Warringah.

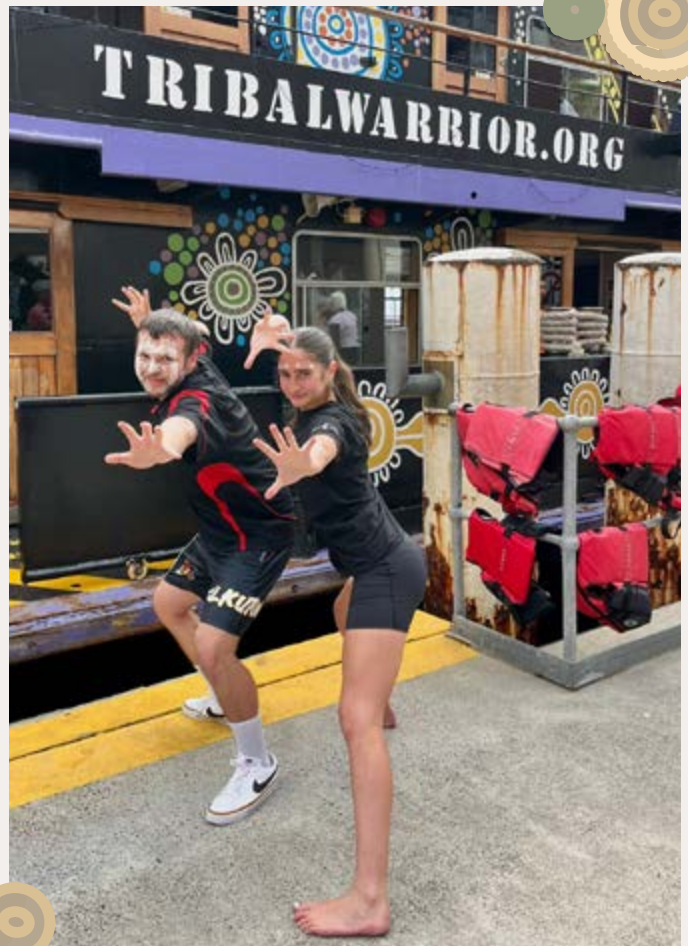


Image: Tribal Warrior Cruise with the First Nations Allies – Sydney North; Brock and Keara Naumann, 27 September 2025.



Image: Tribal Warrior Cruise with the First Nations Allies – Sydney North; Smoking Ceremony with David Robert Weatherall Barnett, 27 September 2025.

Preparations for our RAP

Engagement with Reconciliation Australia

In preparing for our Reflect RAP, we have met with the RAP leadership team from Reconciliation Australia. We very much appreciate their guidance on the scope of our RAP and flexibility on how to align the requirements of an electorate office with the RAP framework. As the first RAP for a federal electorate office, we are looking at adapting the existing template in some areas.

Internal Preparation

We have formed a RAP Working Group, including a staff member and key volunteers. We have had ongoing staff discussions to explore how we can embed reconciliation in all areas of our work – from policy and communications to constituent casework, events, grants and community engagement.

We have drawn inspiration from a number of existing RAPs and organisations that have successfully implemented a RAP.

Community Consultations

We have only started engaging with the local Aboriginal and Torres Strait Islander community on the RAP. We have had initial conversations with Aboriginal community members and leaders, including Chloe Wighton, Managing Director of BILA, Jarin Ingram Baigent, founder of Trading Blak and CEO of Wyanga Aboriginal Aged Care, and Benjamin McGrory, previously First Nations Officer at Sydney University. The Aboriginal Heritage Office and the First Nations Allies – Sydney North community group have provided valuable feedback, and we have reached out to other key groups and leaders, awaiting their insights.

We are committed to broadening our engagement as we implement our Reflect RAP. We invite Aboriginal and Torres Strait Islander people to share their perspectives with us as we actively seek to expand our network and build respectful, lasting relationships and grow our understanding of how to be an impactful ally.



North Head, Manly,
photographed by Junel Mugar, 2024



Setting up our RAP Working Group

**We have set up an initial Working Group,
consisting of the following members:**

- Lori Callahan, RAP Working Group Chair
- Ann-Charlott Paduch, Community Engagement Officer
- Jarin Ingram Baigent, Wiradjuri
- Benjamin McGrory, Cammeraygal
- Chloe Wighton, Wiradjuri Galari
- Phaedra Engel-Harrison
- Erica Griffiths
- Kristina Wilson

Our Approach and Guiding Principles

Our Reflect RAP is guided by a commitment to listen, learn, and work with Aboriginal and Torres Strait Islander peoples. We recognise that reconciliation requires both practical action and a strong values framework to ensure this work is authentic, respectful, achievable, and enduring.

In shaping this RAP, we have drawn on Reconciliation Australia's five dimensions of reconciliation:

- **Race Relations** – We will actively foster respectful and trusting relationships between Aboriginal and Torres Strait Islander peoples and the Warringah community, while working to challenge and eliminate racism in all its forms.
- **Equality and Equity** – We will support systemic reform to create equal opportunities in health, education, housing, justice, and employment for First Nations peoples, recognising that equity is essential to overcoming historical disadvantage.
- **Unity** – We will celebrate and embed Aboriginal and Torres Strait Islander cultures and histories as a proud and central part of the Warringah and Australian identity.
- **Institutional Integrity** – We will use the influence of our office to champion integrity and inclusion in Parliament, policy, and community life.
- **Historical Acceptance** – We will promote truth-telling about Australia's shared history, acknowledging past and ongoing injustices while supporting pathways to healing and justice.

These principles sit alongside the values that guide all of Zali's work as a Community Independent MP and the work of the Warringah Electorate Office: **innovation, integrity, and inclusion.**

- **Innovation** – We are committed to developing the first Reconciliation Action Plan for an Independent Member of Parliament, creating a model we can share with others.
- **Integrity** – Zali and our team approach this work with honesty, transparency, and accountability to the community we serve.
- **Inclusion** – We work with all members of the electorate, seek diverse perspectives, and always strive to find common ground as we work towards reconciliation.

Together, these principles guide our office and community to walk alongside Aboriginal and Torres Strait Islander peoples in a spirit of respect, learning, and collaboration. We are committed to listening with openness and curiosity, seeking to learn from First Nations voices and experiences to gain deeper understanding. Our goal is to build lasting relationships and create a reconciliation journey that belongs to the whole Warringah community.



“ Our goal is to build lasting relationships and create a reconciliation journey that belongs to the whole Warringah community.



Reconciliation Action Plan

Abbreviations

Comm. Eng. Community Engagement Officer

Const. Liaison Constituent Liaison Officer

Elec. Business Electorate Business Manager

Events Events & Project Manager (includes Operations)

Grants Grants Coordinator, currently part of Constituent Liaison role

Media Media Adviser

Policy Policy Adviser

Program Program Manager (Diary)

RWG RAP Working Group

RWG–Chair RAP Working Group Chair

Socials Social Media Adviser

Symbol used in Timeline

The star sign * refers to check-in point (check on progress), not date delivered by.



Relationships



Respect



Opportunities



Governance



Relationships

Reconciliation begins with relationships. This pillar focuses on building trust, listening, and walking alongside Aboriginal and Torres Strait Islander peoples. By fostering respectful partnerships in Warringah and nationally, we ensure First Nations voices shape both our community engagement and parliamentary advocacy.

Action	Deliverables	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations, including for local and national policy engagement	December 2026*	<u>Lead:</u> Zali & Comm. Eng. <u>Support:</u> RWG–Chair, Policy & Program
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2026	<u>Lead:</u> RWG–Chair
	Meet regularly with Aboriginal and Torres Strait Islander leaders and organisations and ally groups to understand concerns, actions being taken and how our office can assist to ensure First Nations voices inform our parliamentary and local action.	November 2026*	<u>Lead:</u> Zali and Comm. Eng. <u>Support:</u> RWG–Chair, Policy & Program
	Invite local Aboriginal and Torres Strait Islander leaders and organisations to social and policy events held for the community.	November 2026*	<u>Lead:</u> Events <u>Support:</u> Program, Comm. Eng. & RWG–Chair
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff, volunteers and the broader Warringah community and Community Independent MPs.	May 2026 and 2027	<u>Lead:</u> Comm. Eng. <u>Support:</u> RWG–Chair & Media
	RAP Working Group members participate in an external NRW event.	27 May – 3 June 2026 and 2027	<u>Lead:</u> RWG–Chair
	Encourage and support staff to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2026 and 2027	<u>Lead:</u> Comm. Eng. <u>Support:</u> RWG–Chair & Program
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff, volunteers and the broader Warringah community.	June 2026	<u>Lead:</u> Zali <u>Support:</u> Comm. Eng., RWG–Chair & Media
	Identify external stakeholders that our office can engage with on our reconciliation journey, including like-minded organisations we can collaborate with.	April 2027*	<u>Lead:</u> RWG–Chair
	Support the local community group “First Nations Allies – Sydney North” through resources and promotion of their work, events and website.	August 2026*	<u>Lead:</u> Comm. Eng. <u>Support:</u> RWG–Chair
	Share our RAP journey with all Community Independent MPs and other MPs.	September 2026	<u>Lead:</u> Zali



Respect

Respect is at the heart of reconciliation. It means valuing more than 65,000 years of culture and custodianship, embedding truth-telling in our work, and creating space for cultural learning. Through everyday practices and visible protocols, we commit to carrying out our work with integrity and cultural safety.

Action	Deliverables	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	All staff and key volunteers to complete one cultural awareness training during the parliamentary term.	December 2026	<u>Lead</u> : Elec. Business
	Organise First Nations focus for one internal staff event per year and invite key volunteers to join – either attend an external event or invite a guest speaker to the office.	June 2027	<u>Lead</u> : Program <u>Support</u> : RWG–Chair & Comm. Eng.
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 Warringah.	August 2026	<u>Lead</u> : RWG–Chair <u>Support</u> : Comm. Eng & RWG
	Include Acknowledgement of Country at group meetings and events, including the weekly staff meeting and all public events.	August 2026	<u>Lead</u> : Zali <u>Support</u> : Elec. Business & All Staff
	Include an Acknowledgement of Country or Welcome to Country at key public events.	September 2026*	<u>Lead</u> : Events
	Display Aboriginal and Torres Strait Islander flags and artwork in both Warringah offices – the Electorate Office in Manly and the Community Hub in Neutral Bay.	August 2026	<u>Lead</u> : Events
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information among our staff, volunteer team, the broader Warringah community and Community Independents about the meaning of NAIDOC Week.	June 2026 and 2027	<u>Lead</u> : Comm. Eng <u>Support</u> : RWG–Chair & Media
	Introduce our staff, volunteers and the broader Warringah community to NAIDOC Week by promoting external events in our local area and encouraging them to attend.	June 2026 and 2027	<u>Lead</u> : Comm. Eng <u>Support</u> : RWG–Chair & Media
	RAP Working Group participates in an external NAIDOC Week event.	July 2026 and 2027	<u>Lead</u> : RWG–Chair <u>Support</u> : RWG



Opportunities

Opportunities are about equity and empowerment. While our office is small, the most powerful way we can contribute is by using my platform in Parliament and the media to amplify First Nations leadership, influence policy, and promote truth-telling.

Alongside this national advocacy, we will take practical steps within our community – supporting local initiatives and assisting Aboriginal and Torres Strait Islander constituents and organisations where possible. By combining the reach of our platform with the actions of a dedicated local office, this pillar ensures reconciliation is not symbolic but leads to meaningful and lasting change.

Action	Deliverables	Timeline	Responsibility
Policy: Include Aboriginal and Torres Strait Islander focus in our policy work.	Liaise with and support First Nations leaders to advocate for progress on key focus areas, including Closing the Gap, deaths in custody, raising the age of criminal responsibility, and Voice, Treaty and Truth-telling, through parliamentary mechanisms such as speeches, correspondence, meetings with ministers and stakeholders, participation in debates, consideration of amendments, and voting on legislation.	November 2026*	<u>Lead:</u> Zali & Policy
	Embed Aboriginal and Torres Strait Islander perspectives across key policy areas including climate, environment, a re-energised economy, mental health, gender equality, domestic violence, integrity and truth in political advertising, by incorporating these perspectives into policy templates and through speeches, letters to Ministers, meetings with Ministers and stakeholders, debate on bills, amendments to legislation, private Members' bills and voting on legislation.	August 2026*	<u>Lead:</u> Zali & Policy
Communications: Amplify Aboriginal and Torres Strait Islander voices, stories, achievements, perspectives and events through our communication platforms.	Amplify the voices and perspectives of Aboriginal and Torres Strait Islander peoples and allies across all communication channels, including the monthly e-newsletter (two to three times per year), the printed newsletter (at least once per year), social media (at least every two months), and the website (RAP and policy sections).	September 2026*	<u>Lead:</u> Zali & Media <u>Support:</u> Comm. Eng., RWG-Chair, Socials & Events
	Where appropriate, Zali will be available to engage with local and national media to provide an ally perspective in support of Aboriginal and Torres Strait Islander voices and priorities.	September 2026*	<u>Lead:</u> Zali & Media

Action	Deliverables	Timeline	Responsibility
Events: Amplify Aboriginal and Torres Strait Islander perspectives through our events.	Explore including Aboriginal and Torres Strait Islander voices at our Community Forums and in our Youth Voices Program.	March 2027	<u>Lead:</u> Events
Grants: Support Aboriginal and Torres Strait Islander projects through our grants program	Identify and promote grant opportunities to Aboriginal and Torres Strait Islander organisations.	September 2026	<u>Lead:</u> Grants <u>Support:</u> RWG
	Provide Aboriginal and Torres Strait Islander grant applicants with Letters of Support to government organisations issuing the grants.	September 2026	<u>Lead:</u> Grants
Constituent Liaison: Support Aboriginal and Torres Strait Islander people through tailored Constituent Liaison work.	Identify and reach out to Aboriginal and Torres Strait Islander services in our electorate and nearby region to raise awareness about how our office can assist.	December 2026	<u>Lead:</u> Elec. Business
	Provide tailored assistance to Aboriginal and Torres Strait Islander constituents, including advocating on their behalf and escalating matters within government agencies where response standards have not been met (for example Centrelink, Aged Care, NDIS, NBN).	January 2027*	<u>Lead:</u> Const. Liaison
	Provide Aboriginal and Torres Strait Islander flags and the flags booklet on request to local schools for events and explore how to proactively promote the use of flags.	September 2026*	<u>Lead:</u> Const. Liaison
Employment: Strengthen pathways for Aboriginal and Torres Strait Islander participation in the parliamentary office through an inclusive volunteer program and meaningful work experience opportunities.	Explore appropriate pathways for Aboriginal and Torres Strait Islander participation, such as internships, work experience, or short-term placements, subject to office capacity and parliamentary guidelines (e.g. liaise with Aurora Education Foundation, Career Trackers, Biala).	February 2027*	<u>Lead:</u> Comm. Eng. <u>Support:</u> Elec. Business & RWG–Chair
	Explore how to engage more Aboriginal and Torres Strait Islander people in our volunteer program as a pathway to build connections and gain experience and potential future employment.	February 2027*	<u>Lead:</u> RWG–Chair <u>Support:</u> Comm. Eng.
Procurement: Increase the use of Aboriginal and Torres Strait Islander suppliers.	Where practicable, seek opportunities to support Aboriginal and Torres Strait Islander suppliers for discretionary purchases within the office's control, including gifts and catering, within the constraints of parliamentary procurement arrangements.	November 2026	<u>Lead:</u> Events



Governance

Strong governance makes our commitments credible. With a small team, we will establish clear structures to guide and monitor our work, including a RAP Working Group with Aboriginal and Torres Strait Islander representation. By being transparent and accountable, we can ensure that reconciliation is embedded across our office and continues to grow.

Action	Deliverables	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern the RAP implementation with a staff member and key volunteers.	June 2026	<u>Lead:</u> Comm. Eng. <u>Support:</u> Elec. Business
	Draft Terms of Reference for the RWG.	September 2026	<u>Lead:</u> RWG–Chair
	Explore Aboriginal and Torres Strait Islander representation on the RWG.	June 2026	<u>Lead:</u> Comm. Eng. <u>Support:</u> RWG–Chair
Provide appropriate support for effective implementation of RAP commitments.	Confirm Zali in the role of RAP Champion.	June 2026	<u>Lead:</u> RWG–Chair
	Define resource needs for RAP implementation.	March 2027	<u>Lead:</u> Comm. Eng. <u>Support:</u> RWG–Chair
	Define appropriate system to track, measure and report on RAP commitments.	August 2026	<u>Lead:</u> RWG–Chair
	Explore funding options to remunerate Aboriginal and Torres Strait Islander representation on the RWG.	March 2027	<u>Lead:</u> Comm. Eng. <u>Support:</u> RWG–Chair

Action	Deliverables	Timeline	Responsibility
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.	June 2026 and 2027	<u>Lead:</u> RWG–Chair
	Contact Reconciliation Australia to request our unique link to access the online RAP Impact Survey.	1 August 2026 and 2027	<u>Lead:</u> RWG–Chair
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2026 and 2027	<u>Lead:</u> RWG–Chair
	Internally: Report on RAP progress quarterly.	September 2026, December 2026, March 2027, June 2027, September 2027	<u>Lead:</u> RWG–Chair
	Externally: Publish RAP progress annually on Zali's website and on appropriate communication channels as well as share progress with other Community Independent MPs.	June 2027	<u>Lead:</u> RWG–Chair <u>Support:</u> Comm. Eng & Media
Continue our reconciliation journey by developing our next RAP.	Subject to parliamentary process, register via Reconciliation Australia's website to begin developing the next RAP.	October 2027	<u>Lead:</u> Comm. Eng.



Shelly Beach, Manly,
photographed by Laura Bass, 2024



Contributions

A sincere thank you to the Electorate Office team and all community members who have guided and supported us, including the following dedicated staff member and volunteers whose insights, effort and passion helped our office develop the Reflect RAP and bring it to life:

Lori Callahan, Phaedra Engel-Harrison, Erica Griffiths, Jarin Ingram Baigent, Benjamin McGrory, Ann-Charlott Paduch, Melissa Waites, Chloe Wighton and Kristina Wilson.

For public enquiries about our RAP please contact :

Name: Ann-Charlott Paduch
Position: Community Engagement Officer,
Warringah Electorate Office,
Zali Steggall MP
Phone: 02 9977 6411

Email: community@zalisteggall.com.au

Disclaimer: The 18-month implementation period is subject to continuity of parliamentary representation, to account for potential changes in parliamentary terms.

Warringah Electorate Office



ZaliSteggall OAM MP
FEDERAL MEMBER FOR WARRINGAH

PO BOX 450
Manly NSW 1655
Phone: (02) 9977 6411
Email: zali.steggall.mp@aph.gov.au
Website: www.zalisteggall.com.au

Authorised by Zali Steggall MP Unit 4-6, 8-28 The Corso, Manly NSW 2095