Lung Foundation Australia

Reconciliation Action Plan

January 2026—June 2027

RECONCILIATION ACTION PLAN

REFLECT

Jordan Lovegrove
Artist

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About the artwork

Our reconciliation artwork was created by Jordan Lovegrove, a Ngarrindjeri man, of Dreamtime Creative. The work shows Lung Foundation Australia raising awareness in Aboriginal and Torres Strait Islander communities about how to protect themselves from lung disease.

The inner circle of the central meeting place represents Lung Foundation Australia. Our strategic pillars are shown by the large people symbols outside the central meeting place. The smaller meeting places and journey lines show Aboriginal and Torres Strait Islander communities heading towards a community health centre to receive health care, which is represented by the middle and outer circles.

The artwork is proudly displayed in our three offices, in our corporate documents, and, with permission, in collaborative project work.

Message of commitment

Professor Lucy Morgan
Chairperson

Mark Brooke
Chief Executive Officer

Lung Foundation Australia's Second Reflect Reconciliation Action Plan (RAP) is a commitment by our Board, team, volunteers and community to step into more meaningful engagement with Aboriginal and Torres Strait Islander communities to Close the Gap in lung health. We readily welcome the opportunity to learn from and be led by our Aboriginal and Torres Strait Islander partners in doing so.

We recognise that lung health is substantially improved when Aboriginal and Torres Strait Islander communities own their lung health initiatives be it smoking cessation, immunisation strategies, or bespoke healthcare professional training that enables communities to achieve better health outcomes. We note that Aboriginal and Torres Strait Islander peoples are more likely to sustain smoking cessation attempts than non-Indigenous Australians when provided appropriate support. Community-owned and led programs see substantially higher uptake where models of care determined by Aboriginal and Torres Strait Islander peoples influence better health outcomes for communities.

We have several touchpoints with Aboriginal and Torres Strait Islander peoples across our services and programs. In clinical learning, we are committed to ensuring our education is developed through co-design with Aboriginal and Torres Strait Islander health professionals and organisations, in accordance with the Lung Learning Cultural Safety Framework. In the prevention and consumer space, we have worked with community to develop resources that are co-designed and meaningful for Aboriginal and Torres Strait Islander peoples, particularly in areas that address the higher burden of lung disease such as chronic cough and more recently resources that encourage participation in key programs such as pulmonary rehabilitation.

Our Reflect RAP 2026-2027 is aligned with our Corporate Plan 2026-2030 and its strategic priority to close the lung health gap through advancing culturally safe approaches, strong partnerships, and self-determined leadership and action. We will particularly work in partnership with Aboriginal and Torres Strait Islander peoples, communities and organisations to ensure the National Lung Cancer Screening Program is culturally safe and enables widespread participation. Aspirationally, we aim to develop a dedicated Aboriginal and Torres Strait Islander Lung Health Team, in collaboration with Aboriginal and Torres Strait Islander health organisations.

Lung Foundation Australia is privileged to be invited to work with communities and organisations as this strengthens our Vision for improved lung health for all. We have worked hard to build culturally safe partnerships, but in reflecting on our work, we need to work even harder to improve our culturally sensitive practice. At communities' invitation, our work should add value to efforts to promote healthy lungs across generations and Close the Gap. We are committed to a just, equitable, and reconciled Australia and recognise that sovereignty was never ceded and that this was, and always will be, Aboriginal and Torres Strait Islander land.

Statement from CEO of Reconciliation Australia

Reconciliation Australia congratulates Lung Foundation Australia on continuing its reconciliation journey by formally endorsing Lung Foundation Australia's Reflect Reconciliation Action Plan (RAP).

Through this plan, Lung Foundation Australia continues to play an important role in 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 continues the journey and primes 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 5 dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all 5 dimensions of reconciliation, but also to increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Lung Foundation Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the 5 dimensions. Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Lung Foundation Australia on your second Reflect RAP, and I look forward to following your continuing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

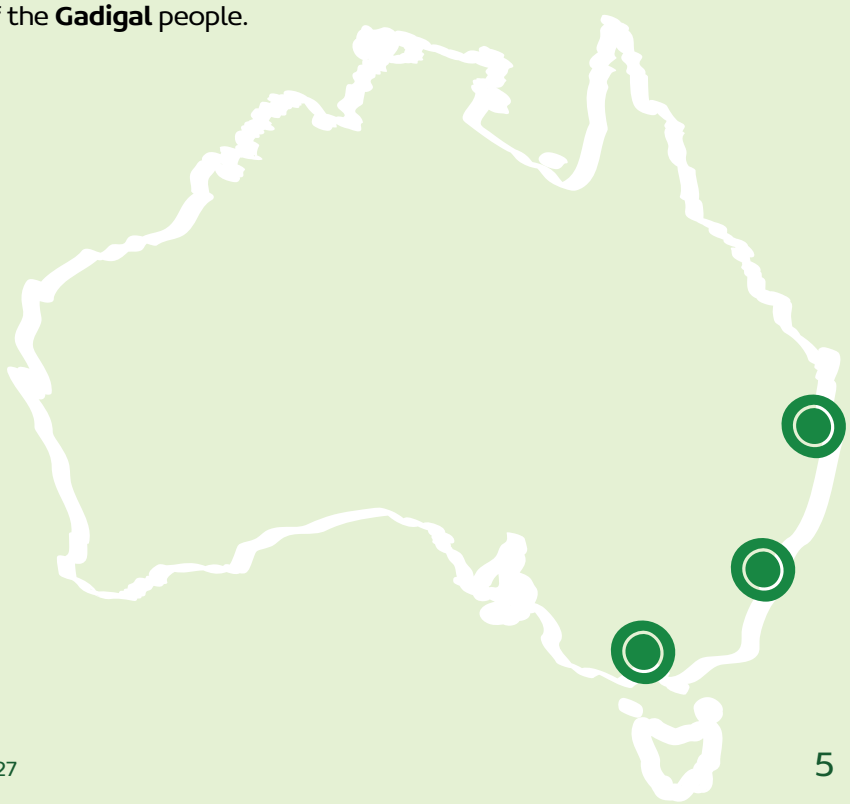
Acknowledgement of Country

Lung Foundation Australia acknowledges the Traditional Custodians of the lands on which we work throughout Australia and their unceded sovereignty of and continuing connection to land and sea. We pay our respects to First Nations cultures and to Elders past and present. We acknowledge the overrepresentation of Aboriginal and Torres Strait Islander peoples in lung disease and lung cancer. We commit to working with communities to Close the Gap and build on the strengths of communities to lead the path to healthy lungs for all.

Where we work

Our offices are in:

- Meanjin (Brisbane) on the land of the **Jagera** and **Turrbal** peoples.
- Naarm (Melbourne) on the land of the **Boonwurrung** people.
- Gadigal/Warrane (Sydney) on the land of the **Gadigal** people.



Our business

Lung Foundation Australia is an award-winning profit for purpose organisation and national peak health and advisory body for lung health.

We are proud to be an Employer of Choice, recognised for our commitment to staff wellbeing, inclusion and shared sense of purpose. Following significant growth in brand, influence, funding, and reach, we have entered a bold new chapter with our 2026–2030 Corporate Plan. This plan builds on more than 3 decades of impact and outlines an ambitious agenda to embed lung health as a national priority, expand our reach, and improve outcomes for all Australians.

Our strong performance has been recognised nationally with awards including:

- Non-Government Organisation of the Year at the PRIME Awards – 2020 and 2023.
- Best Workplace Award at the Xref Engage Awards – 2020, 2021, 2023, 2024 and 2025.

Xref Engagement Surveys comprise two questions on reconciliation. The 2024 survey of all Lung Foundation Australia staff found that:

- 85% of respondents agreed that Lung Foundation Australia is taking its cultural competency approach to Aboriginal and Torres Strait Islander peoples seriously, which was a 6% increase on the 2023 survey results.
- 65% of respondents agreed that they understood how their own work contributes to the deliverables of the Lung Foundation Australia RAP (23% were neutral), which was a 1% increase on the 2023 survey results.

We operate from offices in Brisbane, Sydney, and Melbourne with a national footprint supported by a growing network of staff and volunteers. We are committed to work-life balance, flexibility, and an inclusive workplace culture. We employ 71 people in Australia. Currently we have no known staff that identify as Aboriginal and/or Torres Strait Islander people. We will work within this RAP to determine ways to better promote our organisation to potential Aboriginal and/or Torres Strait Islander employees.

Our Mission

To lead lung health and transform lives through impactful programs, policy, campaigns, and research.

Our Vision

Healthy lungs for all.

Our values

Trusted:
We are a credible, evidence-based authority in lung health, disease and cancer.

Excellence:
We set the standard through expertise, leadership and innovation, striving every day for the highest quality in everything we do.

Impact-driven:
We create meaningful, lasting impact in lung health, with a commitment to equity and addressing disparities.

Collaborative and inclusive:
We listen deeply, value lived experience and work together for better outcomes.

Curious and innovative:
We embrace new ideas, challenge the status quo, and remain responsive and adaptable in a changing world.

Empathetic and fair:
We approach our work with care, compassion and fairness, and a deep understanding of those we serve.

Vision Statement

Lung Foundation Australia's vision for reconciliation is grounded in our organisation's recognition and understanding of the colonial history of Australia as the basis for reconciliation. We are committed to ensuring that everyone in our organisation understands the history of colonial settlement on unceded lands and waterways and the impact this continues to have on intergenerational trauma and social determinants of health and wellbeing. We approach any work relating to Aboriginal and Torres Strait Islander peoples' health with a deep commitment to, and respect for, self-determination. We are committed to equitable access to holistic health care that facilitates the right to lung health and the right to breathe well. We recognise that Aboriginal and Torres Strait Islander peoples experience a disproportionate burden of respiratory disease – this drives our call for equity.

We champion the strength of spirit, family connections, and lore that has made Aboriginal and Torres Strait Islander cultures the oldest living cultures on earth. We recognise Aboriginal and Torres Strait Islander peoples as the Custodians of the land on which we live and work, and we embed our understanding of the role of Country in shaping culture, social and emotional wellbeing in project, services or research that we are involved in co-designing, delivering or supporting. We recognise the opportunity that is made available to us by the generosity of Aboriginal and Torres Strait Islander peoples through reconciliation for us to learn and be enriched by Aboriginal and Torres Strait Islander culture in our shared future.

We are committed to ongoing reflective practice – listening, learning and acting alongside Aboriginal and Torres Strait Islander peoples. We will work with Aboriginal and Torres Strait Islander peoples through organisations such as National Aboriginal Community Controlled Health Organisation to understand what is important to community regarding lung health and establish meaningful partnerships and mechanisms to use the expertise, resources, and influence of Lung Foundation Australia to achieve shared outcomes.

Our role supporting the *National Agreement on Closing the Gap*

Lung Foundation Australia works to support the achievement of the *National Agreement on Closing the Gap* target to 'Close the Gap in life expectancy within a generation, by 2031'. A key contribution our organisation is making to the achievement of this goal is championing Aboriginal and Torres Strait Islander peoples' participation in the National Lung Cancer Screening Program (NLCSP). Lung cancer is the most common cancer and leading cause of cancer death for Aboriginal and Torres Strait Islander peoples. The incidence of lung cancer in Aboriginal and Torres Strait Islander Australians is double that of non-Indigenous Australians. Earlier diagnosis of lung cancer through the NLCSP can reduce deaths from lung cancer in Aboriginal and Torres Strait Islander communities, thereby reducing one component of excess mortality and improving average life-expectancy. The National Aboriginal Community Controlled Health Organisation (NACCHO) is working in partnership with the Department of Health, Disability and Ageing and Cancer Australia to ensure that the NLCSP is equitable, accessible, and culturally safe for Aboriginal and Torres Strait Islander people and Communities. Lung Foundation Australia works to support NACCHO in this role.

Our RAP Working Group

Lung Foundation Australia established a RAP Working Group in September 2022 to inform the development of the organisation's first Reflect RAP and to cultivate reconciliation engagement and awareness across the organisation. The Working Group has maintained representation from each of the 5 departments of the organisation and across all office locations since formation and meet periodically.

The Working Group will govern the implementation of the second Reflect RAP to ensure there is ownership across all departments and drive inclusion of the RAP in department plans for 2026–27. The RAP is championed by the CEO, who is responsible for driving its engagement and implementation across the organisation.

Our 2026–2027 RAP Working Group:

- Mark Brooke, Chief Executive Officer (Meanjin)
- Anneli Bridgment, Operations team (Meanjin)
- Catherine Runge, Policy, Advocacy and Prevention team (Meanjin)
- Daisy Roth, Development team (Meanjin)
- Harry Patsamanis, Consumer Programs and Partnerships team (Naarm)
- Lauren Williams, Clinical Programs and Research team (Meanjin)
- Paul Baylis, Development team (Gadigal/Warrane)
- Sarah Devlin, Operations team (Meanjin)

Key achievements of the RAP Working Group 2022 to 2025:

- Determined words from various First Nations language groups relevant to our Mission for our Boardroom names and words related to togetherness for meeting room names across our offices, and installed plaques displaying the word, the language group and its meaning. Our Meanjin Boardroom is *Kiri-Kiri* (Western Desert language for lungs), our Naarm Boardroom is *Maar* (Noongar language for air or wind), and our Gadigal/Warrane Boardroom is *Ngaalypa* (Western Desert language for breath, breathing, air).
- Implemented Acknowledgement of Country at all formal meetings and Welcome to Country at our major events as part of organisational policy.
- Provided organisational awareness of culturally significant dates additional to National Reconciliation Week and NAIDOC week and key new reports on First Nations lung health through our staff collaboration platform.
- Ensured that all staff, as well as the Board, participate in cultural competency training as part of onboarding.
- Drawing on our developing relationships within the National Best Practice Unit (NBPU), who support organisations funded under the national Tackling Indigenous Smoking program, we invited and facilitated a NBPU Senior Project Officer (an Adnyamathanha woman) to give a talk to all staff marking National Reconciliation Week 2025.
- Committed to reconciliation as part of annual planning and address reconciliation in our 2026-2030 Corporate Plan.

Our partnerships and reconciliation journey

Lung Foundation Australia is committed to genuine reconciliation through meaningful relationships with our Aboriginal and Torres Strait Islander partners. Regarding key elements of reconciliation, in respect to:

- truth-telling – we listen to and respect the stories and lived experiences of Aboriginal and Torres Strait Islander peoples;
- equity and rights – we work to ensure access to health and uphold self-determination in healthcare;
- institutional and legal reform – we support treaties and publicly supported the Voice to Parliament;
- cultural respect and recognition – we value and celebrate Aboriginal and Torres Strait Islander cultures, languages, and knowledge systems and ensure cultural protocols are respected.

Building relationships with First Nations-led Tackling Indigenous Smoking (TIS) teams

We formed a partnership in 2022 with the TIS team at La Perouse Local Aboriginal Land Council, Na Joomelah, to co-design vaping resources for Aboriginal and Torres Strait Islander young peoples that are accessible, practical and culturally relevant. Na Joomelah facilitates smoke and vape-free community education and engagement activities and events in their community. This partnership formed via one of our community events and models how we seek to establish relationships to extend beyond the boundaries of specific projects, and reinforces ways in which we can support, work with and learn from our Aboriginal and Torres Strait Islander partners. We have continued our relationship with Na Joomelah through community events and co-presentations on the vaping resources at national conferences.

In 2025 we, on invitation, presented our resources and our knowledge of the impacts of smoking and vaping on lung health to TIS teams in Western Australia and learnt of their experiences conducting health promotion in their communities. Also in 2025, we collaborated with the TIS team at Apunipima Cape York Health Council on vaping resources for young people in their community. From these relationships, we learn of the successes and challenges in the TIS program and are made aware of the suite of outputs of the TIS teams and amplify these through our media channels for the benefit of all Australians.

Helping to protect mob from respiratory infection through culturally relevant immunisation promotion

Every year since 2021, Lung Foundation Australia has worked with a Supply Nation registered company to deliver an annual vaccination campaign for First Nations Australians. The campaign involves social and traditional media, hardcopy postcards for placement in Aboriginal and Torres Strait Islander medical services, and the permanent 'Protect your mob' webpage. We have built a strong relationship with the Managing Director of the company we have partnered with since 2024 and this has translated into working together on other partnership opportunities. We work to ensure that the Protect your mob campaign remains funded through our government grant and sponsorship opportunities into the future and seek to expand its reach and impact.

Pursuing cultural safety in lung learning for health professionals

The competency-based Lung Learning Framework sets Australia's best-practice standards for lung health knowledge and skills in primary care. The specific healthcare contexts of Aboriginal and Torres Strait Islander peoples were woven throughout the Framework under the advice the National Aboriginal Community Controlled Health Organisation (NACCHO) and the National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners (NAATSIHWP). A dedicated Cultural Safety Framework has been co-designed with NACCHO, NAATSIHWP, Northern Territory Primary Health Network, Telethon Kids, Queensland Health and the Victorian Aboriginal Community Controlled Organisation. The development of the Cultural Safety Framework advances the mission of Lung Learning by embedding culturally safe, equitable education and training. It defines the key principles of cultural safety and is part of the endorsement process, complementing the existing quality-assurance process and supporting all primary healthcare professionals in delivering culturally responsive care.

Working alongside NACCHO to ensure equitable access to the National Lung Cancer Screening Program

Aboriginal and Torres Strait Islander peoples, particularly those living in rural and remote areas, are more affected by lung cancer. The Department of Health, Disability and Ageing partner with NACCHO to ensure the National Lung Cancer Screening Program (NLCSP) is culturally safe and accessible. Lung Foundation Australia collaborated with NACCHO as part of a consortium led by the Daffodil Centre to deliver culturally safe education resources for the health workforce about the NLCSP, including online modules, a webinar and conversation guides. As part of this project, information materials were also developed to support the health workforce and community comprising factsheets, brochures and flyers. Lung Foundation Australia will continue to work closely with NACCHO to ensure culturally safe implementation of the NLCSP and support participation in the program for health professionals and community.

Relationships

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Continue to identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	June 2027	General Manager, Policy, Advocacy and Prevention
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2027	General Manager, Consumer Programs and Partnerships
	Continue to formalise partnerships with NACCHO and Supply Nation registered agencies for co-designed projects that improve lung health for all Australians.	June 2027	General Manager, Policy, Advocacy and Prevention
2. Build relationships through celebrating National Reconciliation Week (NRW).	Continue to circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2026–May 2027	RAP Working Group Chair
	RAP Working Group members to participate in an external NRW event.	May 2026–May 2027	RAP Working Group Chair
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2026–May 2027	CEO
3. Promote reconciliation through our sphere of influence.	Continue to share our ongoing commitment to reconciliation to all staff.	January 2026	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June 2026	General Manager, Consumer Programs and Partnerships
	Continue to identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2027	General Manager, Policy, Advocacy and Prevention
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	June 2026	General Manager, People and Culture
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2026	General Manager, People and Culture

Respect

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a formal cultural learning strategy for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2027	General Manager, People and Culture
	Continue to monitor and review participation in cultural learning.	June 2027	RAP Working Group Chair
	Conduct an all-staff survey to identify cultural learning gaps and develop a strategy to address the identified needs.	July 2026	RAP Working Group Chair
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Continue to develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	June 2027	CEO
	Continue to develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	June 2027	General Managers, People and Culture and Communications and Brand
	Continue to invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	February 2027 (Australian Lung Cancer Conference)	CEO
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2027	RAP Working Group Chair
	Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	As appropriate	All General Managers
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.	July 2026	RAP Working Group Chair
	Continue to promote NAIDOC Week to staff by promoting external events in our local areas.	July 2026	RAP Working Group Chair
	RAP Working Group to participate in an external NAIDOC Week event.	July 2026	RAP Working Group Chair

Opportunities

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2027	General Manager, People and Culture
	Build understanding of supportive workplace measures for Aboriginal and Torres Strait Islander peoples to inform future employment opportunities.	June 2027	General Manager, People and Culture
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Update procurement policy to increase rate of purchasing from Indigenous businesses. Start a register of preferred suppliers and circulate throughout the organisation.	June 2026	CFO
	Investigate Supply Nation membership.	June 2026	CFO

Governance

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain RWG to continue to govern RAP Implementation.	June 2027	CEO
	Review Terms of Reference for the RWG.	September 2026	RAP Working Group Chair
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	June 2027	CEO
	Continue to meet at least 4 times per year to drive and monitor RAP implementation.	January, April, July, September 2026 January, April 2027	RAP Working Group Chair
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	January 2026	CEO
	Continue to engage senior leaders in the delivery of RAP commitments.	March 2027	CEO
	Maintain the appointment of a Senior Leader to champion our RAP internally.	June 2027	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	January 2026	RAP Working Group Chair
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2027	RAP Working Group Chair
	Contact Reconciliation Australia to request our unique link to access the online RAP Impact Survey.	July 2026	RAP Working Group Chair
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2026	RAP Working Group Chair
	Report RAP progress to all staff and senior leaders quarterly.	June 2027	RAP Working Group Chair
	Publicly report our RAP achievements, challenges and learnings, annually.	December 2026	CEO
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	June 2027	RAP Working Group Chair
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	April 2027	RAP Working Group Chair

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