



Reconciliation Action Plan

INNOVATE

MAY 2017 – MAY 2019



Starlight
children's foundation



An Innovate Reconciliation Action Plan (RAP) is for organisations that have developed relationships with their Aboriginal and Torres Strait Islander stakeholders and are ready to develop or implement programs for cultural learning, Aboriginal and Torres Strait Islander employment and supplier diversity.

An Innovate RAP will give the organisation the freedom to develop and test new and innovative approaches, and embed the RAP in the organisation.

—Reconciliation Australia

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Starlight Story Artwork Motif

This artwork has been created by Jenna Lee, Larrakia descendant and Senior Artist from Indigenous creative agency Gilimbaa, to represent the Starlight story and a lasting celebration of Starlight's commitment to Australia's First People. Strong in body, mind and culture the shooting star at the core of the artwork represents Aboriginal and Torres Strait Islander children as well as all Australian children, radiating positivity and resilience. As the child shines brighter all those around them can shine too. Flying high, the sky is the limit and the child finds strength and pride in culture - happier and healthier.

Our Symbols



Starlight

The Starlight motif is based on the symbol on the Captain Starlight costumes.



Community

This motif has dual meaning. It represents community as being a crucial support in the lives of children as well as representing the Aboriginal community (dots inside the motif) and the Torres Strait Island community (spiral at the centre).



Family

At the centre of the motif is the family, surrounding them is a ring of support and comfort, ensuring they have some warmth and protection from the cold situations they may be faced with.



Appreciation

This symbol represents a sun or a flower, a bright and cheerful thank you.



Health Sector

Motif loosely based on the 'health cross', representative of a shield, with health professionals working to protect the child and make them well.

Inclusive of doctors, nurses, hospital staff, community health care providers, specialists etc.



Partners

This symbol represents many people and groups coming together and walking along their path side by side.



Vision for Reconciliation

Starlight's vision for reconciliation is to embed values of awareness, acknowledgement and respect of Aboriginal and Torres Strait Islander Peoples and their culture within our organisation to contribute towards a just, equitable and inclusive Australia.

Starlight Children's Foundation *brightens the lives of children, young people and their families* when their lives are turned upside down by serious illness and hospitalisation. Over 420,000 Starlight experiences are created every year; helping to support the wellbeing of the whole family as they confront the reality of serious illness.



"As a Starlight Ambassador and an Aboriginal Australian I'm excited to be a part of Starlight's commitment to reconciliation."

*—Ryan James,
Captain, Gold Coast Titans*

Every day we interact with Aboriginal and Torres Strait Islander Peoples: from a family visiting the Starlight Express Room when they are in hospital, to a child having a once-in-a-lifetime Starlight Wish experience, or a young person seeking peer support online through Livewire.org, to our in-hospital team providing much needed entertainment and engagement on the hospital ward. We also provide our programs in Community and this year will spend time in over 58 communities, particularly throughout the Northern Territory and the Goldfields and Pilbara regions of Western Australia.

Through these experiences we have been enriched as individuals and as an organisation. Developing our first Reconciliation Action Plan (RAP) is a way for Starlight to formally and publicly acknowledge our commitment to reconciliation. It will guide us in exploring new opportunities and continue to deepen our appreciation for the histories and cultures of Aboriginal and Torres Strait Islander Peoples. The achievement of this plan will enable Starlight to make a meaningful contribution to reconciliation.



Message from the CEO

Developing our first Reconciliation Action Plan has been an enriching and positive experience, helping us to reflect on Starlight's role in reconciliation. As Australia's broadest reaching children's charity, we are working with Aboriginal and Torres Strait Islander people every day and, in partnership with health professionals and local communities, make a positive contribution to the health and wellbeing of children and young people. Building on this strong foundation, our first Reconciliation Action Plan will help our organisation make a broader contribution to the reconciliation of the nation.

Our first Reconciliation Action Plan is an Innovate plan and will see us focus on enhancing respect and relationships between Starlight and Aboriginal and Torres Strait Islander peoples as well as creating new opportunities. The development, launch and achievement of this plan will formally recognise our commitment to reconciliation.

Strong commitment from our National Board and Starlight Executive team, together with the involvement of every Starlight team member in contributing ideas and feedback, has ensured our commitments reflect real opportunities across the organisation. The entire Starlight team has embraced the opportunity to develop our first Reconciliation Action Plan. I would like to particularly acknowledge our Reconciliation Action Plan Working Group that brought together team members from across the organisation—thank you for your thoughtful discussions and hard work to develop the plan.

I look forward to the achievement of the actions in this Reconciliation Action Plan and the positive contribution it will make to Starlight, to the reconciliation of the nation and, ultimately, to the health and wellbeing of children, young people and their families.

Louise Baxter



"The Captain Starlight program helps enhance the relationship between Aboriginal and Torres Strait Islander communities and health professionals by working with the youngest members of the community in the hope of creating a systemic change."

—Health Professional



Message from Reconciliation Australia

Reconciliation Australia congratulates the Starlight Children's Foundation on developing its first Reconciliation Action Plan (RAP).

By adopting an Innovate RAP, Starlight demonstrates its readiness to develop and test innovative approaches to reconciliation and champion reconciliation at every level of the organisation. Starlight's commitments in this RAP see it well-placed to continue this progress across the key pillars of reconciliation—relationships, respect and opportunities.

Starlight understands the importance of building and maintaining meaningful, respectful relationships with Aboriginal and Torres Strait Islander peoples and organisations in order to achieve mutually beneficial outcomes. It displays this commitment through its actionable goal to work collaboratively on local opportunities in each hospital with the local Aboriginal and Torres Strait Islander teams.

Respect and understanding for Aboriginal and Torres Strait Islander peoples, histories and cultures is key to Starlight's core values. It champions these values by committing to include a Welcome to Country at significant internal events.

Starlight is committed to driving reconciliation through developing employment and training opportunities for Aboriginal and Torres Strait Islander peoples. It demonstrates this through its goal to establish connections with organisations for Aboriginal and Torres Strait Islander peoples to explore opportunities to increase employment pathways within Starlight.

On behalf of Reconciliation Australia, I commend Starlight on this Innovate RAP, and look forward to following its continued reconciliation journey.

Justin Mohamed
Chief Executive Officer
Reconciliation Australia





Starlight's Reconciliation Action Plan

We commenced by asking the Starlight team if we should develop a Reconciliation Action Plan and the overwhelming response was one of genuine commitment and excitement. The Starlight National Board and team members from across the organisation contributed ideas and feedback through a series of workshops conducted by Starlight's Executive team. There was a strong desire to ensure any actions from the plan were authentic, respectful and underpinned by genuine partnerships with Aboriginal and Torres Strait Islander Peoples. These became the guiding principles used throughout the development of this plan.

We were fortunate to have organisations from different sectors generously share their insights with us about their reconciliation journey. This advice helped us throughout the experience and has contributed to a strong and exciting plan. We also greatly appreciated the guidance provided by Reconciliation Australia throughout the development of the plan.

We have established a Reconciliation Action Plan Working Group, consisting of team members from a variety of roles and locations across Starlight, of which two members identify as Aboriginal or Torres Strait Islander. This group engaged the wider organisation in the development of the plan and meets regularly to contribute ideas, provide feedback and help shape and monitor the plan.

The group is co-sponsored by members of the Starlight Executive Team: Susan Henry, Head of People and Culture and Felicity McMahon, Head of Programs. The group includes:

- Georgia Bourke, RAP Major Events Lead and Volunteer Coordinator, Sydney
- Emma Cahill, RAP Relationships Lead and Program Manager, Darwin
- Sally Dulson, Captain Starlight, Sydney
- Karen Hickling, RAP Internal Communications Lead and Partnerships Executive, Perth
- Zoe Hogan, Livewire Facilitator, Sydney
- Rachael Howard, Captain Starlight, Newcastle; Burra Burra person
- Tegan Mulvany, Captain Starlight, Perth
- Sophie O'Donnell, HR Talent Manager, Sydney
- Laura Robinson, Program Development Specialist, Brisbane
- Eimear O'Sullivan, Direct Marketing Coordinator, Sydney
- Dylan Van Den Berg, Captain Starlight, Sydney; Palawa person
- Erin White, RAP Working Group Coordinator and Partnerships Executive, Brisbane

In developing this plan, the contribution of Aboriginal and Torres Strait Islander people has been invaluable and we would like to particularly thank the following people and look forward to continuing to work with them as we achieve our RAP goals:

- Jackie Ah Kit, Executive Lead, Aboriginal Health, Women's and Children's Hospital, Adelaide
- Ingrid Cumming, Director, Chief of Engagement, Codeswitch, Perth; Noongar Nation (WA)
- Paul Dodd, Principal Consultant, Corporate Culcha; Bundjalung person
- Melanie Grills, Manager, Indigenous Relations, Origin, Brisbane
- Amanda Healy, Director, Kirrikin Australia, Perth; Wonnarua Nation (NSW)
- Cheryal Kyle, Cultural Capability Officer, Children's Health Queensland Hospital and Health Service, Brisbane
- Shelley Reys AO, CEO, Arrilla Digital & Partner, KPMG Arrilla Indigenous Services, Sydney



"Starlight developing a RAP means to me that Starlight cares."

*—Rachael Howard,
Starlight Team Member,
Burra Burra person*



Starlight Team Member;
Palawa person



About Starlight

Starlight's mission is to brighten the lives of seriously ill children, teenagers and their families.

Established in 1988, Starlight works closely with health professionals to develop programs that have a positive impact on seriously ill and hospitalised children, teenagers and their families. From a single Starlight Wish granted in 1988, Starlight is now recognised as an integral part of the Australian healthcare system.

Starlight's hospital and community programs embrace the principles of positive psychology to help improve overall wellbeing. Starlight provides distraction from fear and pain, helps children create positive emotions, builds resilience and develops self-esteem.

Captivating children's imaginations, Captain Starlight provides a distraction from the reality of illness and treatment, helping children feel more positive about the hospital experience, improving their compliance with medical treatment and reducing fear and anxiety. Starlight Express Rooms are located in every children's hospital in Australia and provide children, young people and their families with much needed medical-free respite. Through Starlight's Healthier Futures Initiative, Captain Starlight partners with health professionals to visit remote communities across the Northern Territory and Western Australia.

The growing number of teenagers living with an illness or disability have different needs to those of younger children and Starlight's Livewire program gives teenagers the chance to connect with others and provides vital peer support. In hospital, Livewire runs creative workshops; beyond hospital Livewire.org is a community where teens can make friends, chat, blog and share their stories in a safe, fun and supportive online environment.

A Starlight Wish gives children and young people something positive to look forward to, supports family connection and creates valued family memories. Over 500 Starlight Wishes are granted every year, and provide valuable respite for families and help children and young people feel more positive, resilient and hopeful.

At Starlight, our impact and accountability is key, so all our programs are underpinned by ongoing research and evaluation. We work closely with health professionals to understand the changing models of healthcare to ensure we continue to meet the needs of seriously ill children, teenagers and their families.

Starlight employs 350 team members nationally, and is supported by 600 volunteers who are actively engaged in our program delivery. Historically Starlight has not collected data on our team members' heritage, however through developing our Innovate RAP, three team members identified as Aboriginal or Torres Strait Islander. It is a priority of our first RAP to improve our awareness of our team members' and volunteers' heritage, and better support their Starlight experience.



"Captain Starlight makes the visit go much quicker by taking the patient and their parents' minds off the wait and what is going to happen when seeing the team."

—Health Professional



Starlight's Reconciliation Goals

Starlight's Innovate Reconciliation Action Plan will help to realise reconciliation goals in three important areas:

Respect

Respect is one of our fundamental organisational values and guides how we work with children, young people and their families, our partners, our team and the broader community. Through this Reconciliation Action Plan, we will deepen our appreciation for Aboriginal and Torres Strait Islander cultures. In doing so, we will embed respect in a way that will positively influence everything we do as an organisation and make a meaningful contribution to reconciliation.

Relationships

Strong and positive relationships are at the heart of everything we do at Starlight. Deepening relationships that are built on trust and respect with Aboriginal and Torres Strait Islander people will ensure that, together, we can work towards reconciliation.

Opportunities

Starlight programs, as well our employment and volunteering experiences, are grounded in the principles of positive psychology. By celebrating strengths, individuals can fully participate and reach their potential. We are committed to increasing career and business opportunities for Aboriginal and Torres Strait Islander people and expanding the reach and impact of our programs.



"I think it's so wonderful Starlight has developed a Reconciliation Action Plan. It makes me even prouder to be part of this organisation."

—Starlight Team Member

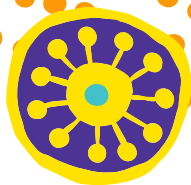




Respect

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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Deepen cultural appreciation amongst the Starlight team	Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our team which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face-to-face workshops or cultural immersion).	December 2017 December 2018	Learning and Development Advisor
	Provide cultural appreciation training aligned to roles and ensure all team members take part.	September 2018	Learning and Development Advisor
	Provide role-specific cultural awareness training for team members who participate in programs under the Healthier Futures Initiative.	December 2018	National Manager Program Delivery
	Encourage internal workshops to include informative, creative and/or educational content relating to Aboriginal and Torres Strait Islander cultures, developed in consultation with or conducted by Aboriginal and Torres Strait Islander people.	December 2018	Learning and Development Advisor
	Explore the concept of a cultural appreciation opportunity for team members in Community or within an Aboriginal or Torres Strait Islander organisation.	September 2018	RAP Working Group Coordinator & Learning and Development Advisor
Ensure respect is shown to the Traditional Custodians of the land upon which significant Starlight events are held	Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	May 2017	RAP Working Group Coordinator
	Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	December 2017 December 2018	National Projects Manager
	Include a Welcome to Country at significant Starlight events, including the opening of new Starlight Express Rooms, or Starlight team conferences, as per the Welcome to Country and Acknowledgement of Country policy.	December 2017 December 2018	National Projects Manager
	Encourage team members to include an Acknowledgement of Country where appropriate at the commencement of internal and external meetings including Starlight Express Room experiences, team meetings/workshops/seminars, and board meetings as per the Welcome to Country and Acknowledgement of Country policy.	December 2017 December 2018	RAP Working Group Coordinator & People Managers
Celebrate NAIDOC Week and ensure team members can actively participate	Encourage Aboriginal and Torres Strait Islander team members to participate with their cultures and communities during NAIDOC Week, and review policies and procedures to ensure there are no barriers to participation.	July 2017 July 2018	RAP Working Group Coordinator
	Provide opportunities in each state for all team members to participate in NAIDOC Week celebrations.	July 2017 July 2018	RAP Working Group Coordinator
	Participate in NAIDOC Week events in paediatric hospitals, including offering local support where needed e.g. the use of the Starlight Express Room as a venue for celebrations etc.	July 2017 July 2018	Program Managers



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Ensure Starlight's brand is inclusive and respectful of Aboriginal and Torres Strait Islander Peoples	Launch and implement Starlight's new branding for our programs with Aboriginal and Torres Strait Islander children, young people and their families.	May 2017	Brand Manager
	Integrate new images of Aboriginal and Torres Strait Islander children, young people and their families while accessing our programs and ensure these images are integrated into Starlight communications, e.g. website, donor communications, etc.	May 2017	Brand Manager
	Share at least two stories each year in social or other media featuring Aboriginal and Torres Strait Islander children, young people and their families.	September 2017 September 2018	Brand Manager
	Review Starlight's consent policy to ensure it is relevant and respectful to Aboriginal and Torres Strait Islander children, young people and families participating in our programs.	September 2017	Brand Manager
Celebrate Aboriginal and Torres Strait Islander cultures within Starlight's programs	Encourage the use of the <i>Captain Starlight Innovation Fund</i> to undertake initiatives to better meet the needs of Aboriginal and Torres Strait Islander children, young people and their families and ensure at least one initiative per year is identified and implemented.	December 2017 December 2018	National Manager, The Hub
	Develop content for Starlight TV celebrating local culture, e.g. an Acknowledgement of Country relevant to the Traditional Custodians of the land or segments featuring Aboriginal and Torres Strait Islander role models.	August 2017	National Manager, The Hub
	Incorporate culturally appropriate imagery into the new hallway projection systems in Starlight Express Rooms at Royal Darwin Hospital, Perth Children's Hospital, Monash Children's Hospital and Sydney Children's Hospital.	September 2017	National Manager, The Hub
	Create content for Livewire.org that is inclusive of Aboriginal and Torres Strait Islander people, e.g. celebrating days of significance, special guests.	December 2017 December 2018	Program Manager – Livewire.org
	Invite Aboriginal and Torres Strait Islander role models to visit the Starlight Express Room in each hospital.	March 2018	Wish Experience Coordinator & PR Executive & Program Managers



"It's so great to have Captain Starlight distract the kids during less than pleasant treatments. The interactions are so positive."

—Physician, NT



Relationships

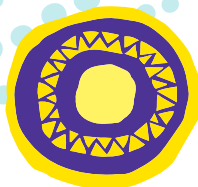
Meaningful and positive relationships are at the heart of everything we do at Starlight. Deepening relationships that are built on trust and respect with Aboriginal and Torres Strait Islander people will ensure that, together, we can work towards reconciliation.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop new and deepen existing relationships with Aboriginal and Torres Strait Islander people, communities and organisations	Establish new or deepen existing relationships between Starlight Program Managers and Aboriginal and Torres Strait Islander engagement teams within paediatric hospitals.	September 2017	Program Managers
	Collaborate on local opportunities in each hospital with the local Aboriginal and Torres Strait Islander teams, e.g. Aboriginal Liaison Unit, Women's and Children's Hospital SA.	May 2017 May 2018	Program Managers
	Develop and implement engagement plans for Aboriginal and Torres Strait Islander partners in program delivery.	November 2018	RAP Relationships Lead
	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	May 2018 May 2019	RAP Relationships Lead
Raise awareness of Starlight's Reconciliation Action Plan with the Starlight team and partners	Develop and implement a communication plan for the Reconciliation Action Plan	May 2017	RAP Working Group Coordinator & Brand Manager
	Launch Starlight's inaugural Reconciliation Action Plan	May 2017	RAP Working Group Coordinator
	Encourage the Partnerships teams to share Starlight's RAP with State Advisory Boards and corporate partners.	September 2018	National Partnerships Manager
	Promote reconciliation through ongoing active engagement with all corporate partners.	December 2017 December 2018	National Partnerships Manager
Celebrate and participate in National Reconciliation Week	Provide opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians by: - Organising a National Reconciliation Week activity and register the event with Reconciliation Australia - Ensuring all members of the Working Group participate in an external event to recognise and celebrate National Reconciliation Week - Extending an invitation for Aboriginal and Torres Strait Islander peoples to share their reconciliation experience and stories, and - Supporting an external National Reconciliation Week event.	June 2017 June 2018	RAP Working Group Coordinator



"Captain Starlight creates connections between clinics and paediatric hospitals. Having Captain Starlight at the hospital, a character that kids are already familiar with from their local clinic, takes away some of the fear children experience and provides them with a sense of familiarity within the otherwise unfamiliar hospital setting."

—Health Professional



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
RAP Working Group actively monitors RAP development and implementation of actions, tracking progress and reporting	Ensure RAP Working Group oversees the development, endorsement and launch of the RAP.	May 2017	RAP Working Group Coordinator & RAP Major Events Lead
	Ensure Aboriginal and Torres Strait Islander peoples are represented on the RAP Working Group.	May 2017	RAP Working Group Coordinator
	Ensure the Reconciliation Action Plan Working Group meets quarterly and monitors progress.	August 2017 November 2017 February 2018 May 2018 August 2018 November 2018 February 2019	RAP Working Group Coordinator
	Establish Terms of Reference for the RAP Working Group.	May 2017	RAP Working Group Coordinator





Opportunities

Starlight programs, as well our employment and volunteering experiences, are grounded in the principles of positive psychology. By celebrating strengths, individuals can fully participate and reach their potential. We are committed to increasing career and business opportunities for Aboriginal and Torres Strait Islander People and expanding the reach and impact of our programs.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Ensure access to Starlight programs for Aboriginal and Torres Strait Islander children, young people and their families by continuing and expanding the Starlight's Healthier Futures Initiative to bring Starlight to remote communities	Establish program standards for Starlight's Healthier Futures Initiative in remote communities that help to achieve desired program outcomes.	October 2017	National Manager Program Delivery
	Continue to deliver the Captain Starlight program to remote communities in the Northern Territory and Western Australia.	December 2017 December 2018	National Manager Program Delivery
	Evaluate the impact of the Starlight and Earbus partnership to improve the ear health of children in Western Australia.	July 2017	Research and Evaluation Manager
	Identify potential partners and areas for expansion to establish two new Healthier Futures Initiatives.	December 2017 December 2018	National Manager Program Development
Increase Aboriginal and Torres Strait Islander employment and career development opportunities	Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy.	October 2017	HR Talent Manager & Head of People and Culture
	Review procedures and policies to remove barriers to Aboriginal and Torres Strait Islander people participating in our workplace.	December 2017 December 2018	HR Talent Manager & National Volunteer Manager
	Engage with Aboriginal and Torres Strait Islander people and/or consultants to advise on recruitment, employment and retention strategies, including professional development and the advertisement of job vacancies on Aboriginal and Torres Strait Islander media outlets.	December 2017 December 2018	HR Talent Manager
	Establish connections with organisations for Aboriginal and Torres Strait Islander people to explore opportunities to increase employment pathways within Starlight (e.g. traineeships or internships).	December 2017 December 2018	HR Talent Manager
	Increase volunteering opportunities for Aboriginal and Torres Strait Islander people.	December 2017 December 2018	HR Talent Manager & National Volunteer Manager
	Develop a scholarship opportunity for a Masters or PhD student to undertake research into the Healthier Futures Initiative.	July 2018	National Manager Research and Evaluation
	Undertake an arts-in-health/artist-in-residence style initiative that brings Aboriginal and Torres Strait Islander artists into Starlight hospital programs.	July 2017 July 2018	Arts-in-Health Consultant & Program Managers & National Manager, The Hub

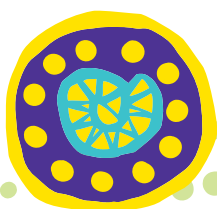


ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Understand the participation of Aboriginal and Torres Strait Islander people in Starlight's workforce and programs	Establish baseline data on our current Aboriginal and Torres Strait Islander team members to inform future employment opportunities and overall employment experience of Aboriginal and Torres Strait Islander Peoples.	June 2017 June 2018	HR Talent Manager
	Ensure program reporting captures and shares relevant data e.g. number of Aboriginal and Torres Strait Islander children and young people having a Starlight Wish.	June 2017	Research and Evaluation Manager
Engage Aboriginal and Torres Strait Islander suppliers	Review and update procurement policies and procedures to ensure there are no barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	November 2018	Manager—Program Coordination
	Develop and communicate to team members a list of Aboriginal and Torres Strait islander businesses supplying goods and services.	June 2017	Manager—Program Coordination
	Investigate Supply Nation Membership.	June 2017	Manager—Program Coordination
	Develop commercial relationships with Aboriginal and Torres Strait Islander-owned businesses.	October 2018	National Partnerships Manager
Increase understanding of program need and reach for Aboriginal and Torres Strait Islander children, young people and their families	Ensure team members regularly participate in conferences with content relevant to Aboriginal and Torres Strait Islander people, e.g. Lowitja Conference, Rural Health Conference etc.	December 2017 December 2018	Research and Evaluation Manager
	Action feedback from the inaugural survey of community health workers about the role and impact of Captain Starlight during health clinics in remote communities.	May 2017	National Manager Program Delivery



"After meeting Captain Doctor (nickname she had given Captain Starlight who was with her right up until her surgery) I now want to be a 'doctor' too."

—Earbus patient





Progress and Reporting

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Report RAP achievements, challenges and learnings to Reconciliation Australia	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	September 2017 September 2018	RAP Working Group Coordinator
	Investigate participating in the RAP Barometer.	May 2018	RAP Working Group Coordinator
Report RAP achievements, challenges and learnings internally and externally	Publicly report our RAP achievements challenges and learnings.	December 2017	RAP Working Group Coordinator
	Share Starlight's progress against the RAP at internal conferences such as Ignition, CapFest, People Managers Forum.	December 2018	RAP Working Group Coordinator
Review, refresh and update RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	December 2018	RAP Working Group Coordinator
	Send draft RAP to Reconciliation Australia for review and feedback.	February 2019	RAP Working Group Coordinator
	Submit draft RAP to Reconciliation Australia for formal endorsement.	May 2019	RAP Working Group Coordinator





Starlight's Partnerships in Action

Starlight partners with the Earbus Foundation of Western Australia, to improve the wellbeing of Aboriginal children in remote communities across Western Australia. Captain Starlight works in partnership with health care professionals to provide distraction and entertainment during clinic visits, and create a welcoming environment.

A great experience we had was in by far the smallest community we visited during a trip to the Pilbara. The town was made up of less than six houses, a playground and a large shed that serves as the community centre. This central hub was clearly very valued by the community – it was the site for art projects, for the children to play and for visiting health practitioners to work from.

When we first arrived, the shed was not yet open and we couldn't see anyone around. The benefits of being with an organisation like Earbus is that in every community they have spent time building trust and relationships so their visits are synonymous with a positive experience for the community without trying to alter their identities as a community. So the fact that we, the outer space mob, were there with Earbus gave us immediate legitimacy.

Along with the facilitator of the activities in the shed, we walked around the community and greeted everyone, letting them know that they could come and see the doctors in the shed. The kids didn't know what to make of us at first but incredibly, soon they were chasing us up the street, pretending to be monsters trying to eat us. The mother of one little girl said to me how amazed she was at seeing her daughter act like that; she was usually quite quiet!

Pretty soon we had the whole community – adults, teens and young kids – in the shed playing with us and getting their ears checked. Playing games and having fun made the overall experience much less scary for the kids. They were so impressed with our magic, they made us promise to come back with a full magic show next time.

—Captain Starlight



"The experience is always so much better for EVERYONE when Captain Starlight is on the trip."

—Earbus team member





"Meeting Captain Starlight in community eases the anxiety and discomfort associated with clinic attendance and can help to develop a better relationship between the child and the healthcare services.

The Captain Starlight program also assists in building the capacity of mobile health professional teams by increasing reach and providing support by entertaining the children."

—Physician, NT

CONTACT

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starlight.org.au



Starlight
children's foundation