



**Stem Cell  
Donors  
Australia**



**RECONCILIATION  
ACTION PLAN**

**REFLECT**

# Reconciliation Action Plan

**JANUARY 2026 - JUNE 2027**



Stem Cell Donors Australia acknowledges the Traditional Custodians of Country throughout Australia and their connection to Land, Sea, Waters and Communities.

We pay our respects to Elders past and present.

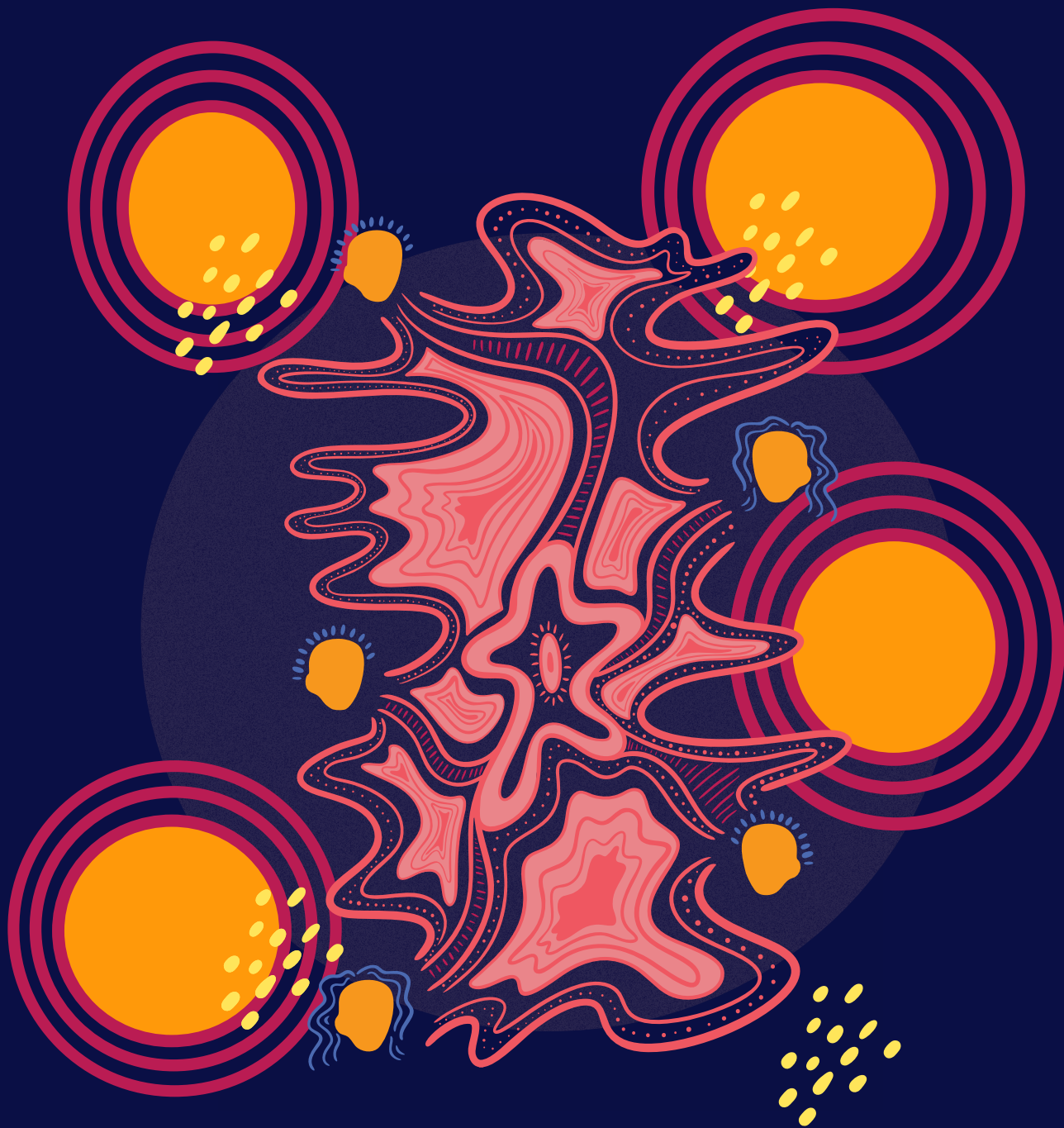


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# Our First Nations Artwork



## MOLLY HUNT ARTIST BIO



Molly Hunt is a Balangarra and Yoŋgu multidisciplinary artist who works between animation, illustration, and design. She creates immersive stories that explore connection, memory, and the invisible threads that bind people, communities, and Country.

Her practice is both grounded in place and expansive in imagination, weaving the mystical and the everyday into bold, resonant visuals.

## MOLLY EXPLAINS THE ARTWORK

This work is an abstract portrayal of the invisible ties that bind us — the movement of bloodlines, lifelines, and flowlines between donor and recipient. For me, it's a meditation on generosity, connection, and the way one life can carry another forward.

The shapes and lines move like currents, weaving and merging, a reminder that no one exists in isolation. We are all part of a shared rhythm, a larger story. Through this piece I wanted to honour the quiet, powerful act of giving, and the way it echoes beyond the individual — becoming part of something collective, something eternal.

# Statement from CEO of Stem Cell Donors Australia

Our purpose is to give every person the best possible chance of life by connecting them with a suitable stem cell donor. This commitment sits at the heart of everything we do, and it is why reconciliation matters to our organisation.

We know that access to life-saving stem cell transplants is not equal. Patients with Aboriginal and Torres Strait Islander heritage may face additional challenges in accessing suitable donors, placing greater reliance on the scale and inclusiveness of Australia's donor registry. This creates a particular responsibility for our organisation to strengthen equity, trust, and participation, so that our registry supports the best possible outcomes for these patients.

Reconciliation is central to addressing this challenge. It requires us to listen carefully, to acknowledge the impacts of Australia's history, and to understand how culture, experience, and systemic barriers influence people's ability and willingness to participate in the donor registry. Without this understanding, we cannot build a donor pool that truly reflects the diversity of Australia or meets the needs of all patients.

This Reflect Reconciliation Action Plan marks an important step in our journey. It sets out how we will strengthen relationships, deepen our knowledge, and embed cultural respect into our everyday work. It also recognises that we are at the beginning of this process, and that meaningful change takes time, care, and sustained effort.

As CEO and RAP Champion, I am committed to ensuring that reconciliation is not treated as an add-on, but as a responsibility that informs our decisions, our systems, and our leadership. This work belongs to all of us, and it will only succeed if it is carried forward with honesty, humility, and a shared focus on improving outcomes for patients and their families.

I am proud of the foundations we are laying through this Reflect RAP, and I look forward to continuing this work together as we take the next steps on our reconciliation journey.

Lisa Smith  
Chief Executive Officer & RAP Champion  
Stem Cell Donors Australia





# Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes Stem Cell Donors Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Stem Cell Donors Australia 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 Stem Cell Donors Australia 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 Stem Cell Donors Australia, 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

# About Stem Cell Donors Australia

Stem Cell Donors Australia is the national registry of volunteer stem cell donors. Our purpose is to connect Australians who are willing to donate their stem cells with people whose lives depend on finding a compatible match — here and around the world. More than 150,000 Australians are living with blood cancers and other life-threatening disorders, and each year around 1,200 will need to find a matching stem cell donor for a life-saving transplant. Our work ensures that every potential match is identified, and every donation is managed with care, safety, and compassion.

We recruit and support volunteer donors across Australia, guiding them from registration through to donation. This includes working closely with patients, healthcare professionals, laboratories, and international registries to manage testing, matching, and the delivery of donated stem cells wherever they are needed. Our goal is simple: to give every person the best possible chance of life through a timely, suitable match.

Stem Cell Donors Australia employs 37 people, working from our Sydney office and from our homes across the country. Our reach is both national and global, with Australian donors helping patients worldwide — and international donors helping Australians in need.

While we currently do not track Aboriginal and Torres Strait Islander staff representation, we are committed to understanding this more clearly as part of our Reflect Reconciliation Action Plan. We recognise the importance of participation of Aboriginal and Torres Strait Islander Peoples within our workforce and donor community and will take steps to create pathways that enable greater inclusion, representation, and leadership.

Our vision is a world where a stem cell match is identified for every person whose life depends on it. Achieving this vision means building a donor registry that reflects the full diversity of Australia — ensuring that every patient, regardless of ancestry or background, has an equal chance of finding a match.

We understand that Aboriginal and Torres Strait Islander Peoples have deep connections to family, kinship, and community. We honour these connections and the cultural knowledge that sustains them. Through this Reflect RAP, we aim to strengthen relationships, listen deeply, and work collaboratively to build trust and inclusion within Aboriginal and Torres Strait Islander communities — both as part of our workforce and as vital partners in saving lives.





# Our RAP

Stem Cell Donors Australia is developing its first Reflect RAP to strengthen understanding, relationships, and accountability in ensuring equitable access to life-saving stem cell transplants for Aboriginal and Torres Strait Islander Peoples.

As the nation's only volunteer stem cell donor registry, we have a responsibility to make sure that Aboriginal and Torres Strait Islander patients have the same chance of finding a suitable stem cell donor as any other Australian. Currently, this is not the reality. Only around one in four patients with Aboriginal and Torres Strait Islander, Pasifika, or Māori genetic heritage will find a fully matched donor through the Australian registry, compared to over four in ten patients with North-West European heritage.

Our data shows that we have built one of the most complete and accurate donor datasets in Australia, with fewer than one per cent of donor ancestry records listed as 'unknown' and strong alignment between self-reported ancestry and genetic markers. However, there is no equivalent national view of patient data. We do not yet know how many Aboriginal and Torres Strait Islander patients are being referred for transplant, how consistently their ancestry is recorded, or how many are missing out on treatment altogether. Without this understanding, the donor pool cannot be shaped to meet patient needs.

This is why reconciliation and cultural partnership are essential to our work. We need to understand not only the data, but also the people and communities behind it, including their beliefs, experiences, and aspirations. Our most critical need is for more donors, and achieving this depends on genuine cultural understanding, collaboration, and trust.

## **Our Reflect RAP will help us:**

- Strengthen partnerships and ties with Aboriginal and Torres Strait Islander communities and organisations.
- Deepen our knowledge of cultures, histories, and the experiences of the First Peoples of this land.
- Use that knowledge to engage respectfully and effectively, helping to educate and build confidence around stem cell donation.
- Embed reconciliation and cultural respect into daily practice and decision-making.

# Implementing our RAP

Our Reflect RAP will be championed by our CEO, Lisa Smith, and guided by a RAP Working Group (RWG) with representation from across teams and inclusion of Aboriginal and Torres Strait Islander voices, both internal and external. The Chair of our RWG is Emma Martin, Search and Transplant Coordinator.

Our approach will centre on:

- Leadership and accountability: Senior leadership will model and uphold reconciliation commitments, ensuring actions are resourced and reported on.
- Learning and listening: We will build cultural capability and relationships through ongoing education, consultation, and reflection.
- Integration: RAP actions will be embedded within our operational and strategic planning processes to ensure sustainability and alignment with organisational goals.
- Monitoring and reflection: Progress will be reviewed regularly by the RWG, with updates shared across the organisation and learnings informing future RAP stages.
- Active engagement: Staff education days and activities will continue to build awareness and strengthen ties with Aboriginal and Torres Strait Islander businesses and community partners.



# Our **reconciliation journey** so far

Our reconciliation journey began with open conversations among staff about what reconciliation means to us as an organisation. These discussions led to the formation of our Reconciliation Working Group, which has shaped the foundations of this Reflect RAP. Early activities, including a presentation from the then-CEO of Reconciliation NSW and an interactive art workshop led by a local Elder, encouraged our team to reflect on culture, connection, and shared responsibility. These experiences have helped build understanding and confidence within our organisation as we continue learning and growing together.

Since then, we have begun forming meaningful partnerships to support culturally grounded approaches to stem cell donor recruitment. To better understand how we can engage and empower Aboriginal and Torres Strait Islander Peoples as part of the national donor community, we commissioned Cultural Partners, a specialist Aboriginal and Torres Strait Islander research agency, to conduct research with people aged 18–35. This research explores motivators, barriers, and preferred pathways to participation in the registry and will guide our future strategies and partnerships.

We have established relationships with National Aboriginal Community Controlled Health Organisation (NACCHO) and Aboriginal Community Controlled Health Organisations (ACCHOs) to increase awareness of stem cell donation and the shortage of donors. NACCHO has also provided valuable input into our Language Guide, which helps ensure that our communication about stem cell donation and transplants is culturally appropriate and respectful.

At a regional level, we have connected with Aboriginal Health Units at Westmead Hospital, The Prince Charles Hospital, Townsville University Hospital and within the Western Sydney Local Health District, along with ACCHOs in Far North Queensland — including Apunipima, Wuchopperen, and Mulungu. These partnerships are helping to shape culturally relevant materials, engagement approaches, and local connections to Elders and health leaders.

We have also built connections with Professor Gail Garvey and her team at The University of Queensland, whose leadership in Indigenous cancer research continues to inform our work. In November 2025, we will present at the National Roundtable on Blood Cancers in First Nations Australians, reflecting our shared commitment to improving access and outcomes.

Partnerships with the Leukaemia Foundation, Transplant Australia, and 33 Creative are supporting our storytelling and communications work — helping us raise awareness through Aboriginal and Torres Strait Islander patient and donor voices, culturally grounded artwork, and inclusive, strengths-based resources.

Together, these experiences form the early steps in our reconciliation journey. They represent a growing understanding of our shared responsibility to listen, to collaborate, and to ensure that every Australian has the best possible chance of finding a life-saving stem cell match.



# Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	June 2026	Head of Marketing & Engagement
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2027	Partnership Development Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2026	RWG Chair
	RWG members to participate in an external NRW event.	27 May - 3 June, 2026	Operations & Board Support Officer
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2026	Operations & Board Support Officer
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	February 2026	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2026	Partnership Development Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2026	Partnership Development Manager
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	September 2026	CEO
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	September 2026	CEO



# 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 business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2026	CEO
	Conduct a review of cultural learning needs within our organisation.	June 2026	CEO
6. Demonstrate respect to Aboriginal and Torres Strait Islander Peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	December 2026	RWG Chair
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2026	RWG Chair
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2026	Donor Community Coordinator
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2026	Donor Community Coordinator
	RWG to participate in an external NAIDOC Week event.	First week in July, 2026	Donor Community Coordinator





# 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, retention and development within our organisation.	June 2026	CEO
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2026	CEO
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	September 2026	Partnerships Development Manager
	Investigate Supply Nation membership.	September 2026	Partnerships Development Manager





# Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form an RWG to govern RAP implementation.	January 2026	CEO
	Draft a Terms of Reference for the RWG.	February 2026	Chief Scientific Officer
	Maintain and improve Aboriginal and Torres Strait Islander representation on the RWG.	May 2027	CEO
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	March 2026	RWG Chair
	Engage senior leaders in the delivery of RAP commitments.	March 2026	RWG Chair
	Maintain a senior leader to champion our RAP internally.	May 2027	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2026	Head of Marketing & Engagement

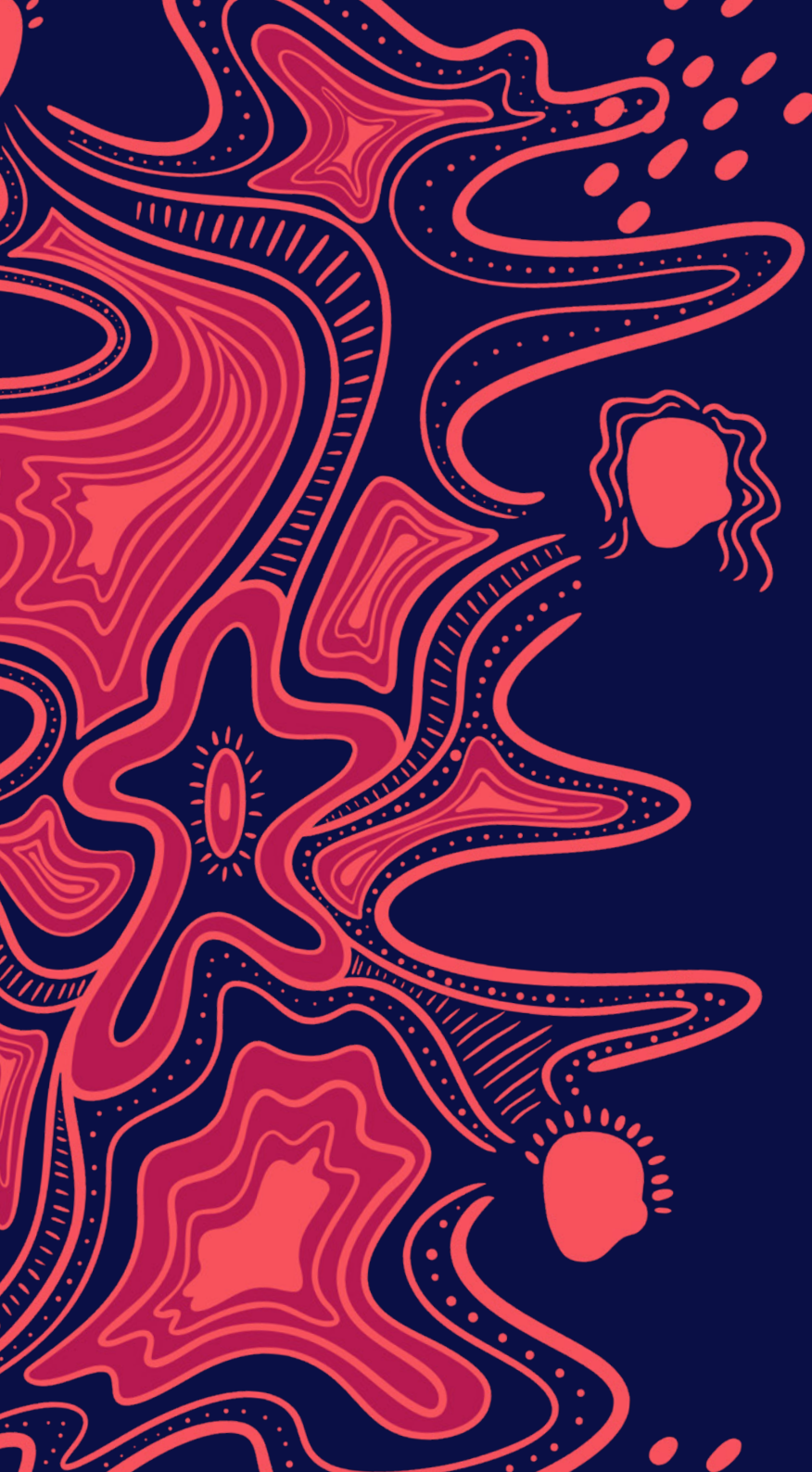




# Governance

Action	Deliverable	Timeline	Responsibility
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 annually	RWG Chair
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	RWG Chair
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	RWG Chair
	Communicate our RAP progress to internal stakeholders	Mar, Jun, Sep and Dec annually	RWG Chair
	Communicate our RAP progress to external stakeholders	Jun and Dec annually	Head of Marketing & Engagement
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2027	RWG Chair





## Contact details

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(RAP Champion)

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