

More on our RAP Working Group Members



**Rachael
Paludetto**

Hi, my name is Rachael. I live and work on Yuggera and Turrbal Country.

Throughout my career, I've been deeply committed to creating meaningful and inclusive experiences for our people. This journey has given me the privilege of gaining a deeper understanding of reconciliation and the importance of walking alongside Aboriginal and Torres Strait Islander peoples. A guiding principle, 'with us, not without us' is the foundations of developing a Reconciliation Action Plan (RAP). The rich diversity of Aboriginal and Torres Strait Islander cultures and communities means that while we may have a plan, we continually need to listen, reflect and understand. In doing this, we create the foundations to build genuine partnerships across all our services and drive meaningful change with lasting impact.



**Palani
Subramanian**

Hi, my name is Palani. I live and work on Bidjigal Country.

A Social Worker by training, I am committed to creating a more equitable society where everyone has the opportunity to thrive. The RAP Working Group provides another excellent platform to focus on building relationships and creating opportunities for Aboriginal and Torres Strait Islander peoples. The group has also allowed me to continue to learn and develop a better appreciation of Aboriginal and Torres Strait Islander cultures and way of life.



Phoebe Payne

Hi, my name is Phoebe. I live and work on Gubbi Gubbi Country.

I joined to help ensure we make the most of every opportunity to educate our people in cultural awareness equipping them with a strong understanding of Aboriginal and Torres Strait Islander cultures, histories, and perspectives. This knowledge empowers our teams to better support our clients and customers on their journey to sustainable employment. Equally important is fostering an inclusive workplace committed to creating pathways that actively encourage and support Aboriginal and Torres Strait Islander peoples to apply for roles across our organisation.

Through the RAP Working Group I have a far greater awareness of what is involved in a RAP. Creating a culturally safe workplace requires ongoing education, open dialogue, clear communication, and meaningful action. It's not enough to have a plan, we must bring it to life and embed what we learn into the everyday way we do business.



Trent Griffin

Hi, my name is Trent. I live and work on Yirrganydji Country.

I work at Cairns Business Solutions and do mattress destruction work and other various roles.

I joined the RAP Working Group because it was fun.

I like to create a culturally safe space by education in a way that is easy to understand, and by promoting Indigenous issues.



Caleb Getawan

Hi, my name is Caleb. I live and work on Yirrganydji Country.

I work at Cairns Business Solutions and like to help in the shredder, truck assist and clean room.

I like to help the RAP Working Group, to contribute and be a part of the group.

I have learned about history, my culture, and other groups, and I have learned about myself.

I would like to create a culturally safe space with education about First Nation issues. I also like to go on excursions for NAIDOC week, do arts and crafts and fun work activities.



Tom Seeto

Hi, my name is Tom. I live and work on Yirrganydji Country.

I joined the RAP Working Group to support First Nations employees and help them be part of positive change in our organisation. I want to make sure they feel supported beyond just their daily work.

I also joined to learn more and understand how we, as a team, can support and carry out the RAP. I would like to empower supported employees and staff and to help create change within our workplace.

Creating a culturally safe workplace starts with learning. It's about understanding what cultural safety means and how we can bring it into our everyday work. I want our supported employees to feel proud to share their culture and stories, and to feel safe doing so at work



Matt Starkie

Hi, my name is Matt. I live and work on Gubbi Gubbi, Yuggera and Turrbal Country.

I joined the RAP Working Group because it's something I care deeply about, and I haven't had the chance to be involved in one before. I've realised there's still so much to learn. Many people still don't fully understand the impact of colonisation, like the loss of culture, the Stolen Generation, and other injustices that Aboriginal and Torres Strait Islander peoples have faced.

I'm committed to supporting Aboriginal and Torres Strait Islander peoples to share their culture in ways that are meaningful to them. I also try to make our workplace safe and welcoming.



Kate Martin

Hi, my name is Kate. I live and work on Turrbal and Yuggera Country.

I am a Gumbaynggirr woman with a strong connection to the Coffs Harbor and Mid-North Coast where most of my family still live. I joined the RAP working group to support our organisational commitment to reconciliation and cultural safety. In my work with children, young people and families in the child protection system and my work with people with disabilities I have seen the impacts of government policies, practices and legislation that led to structural barriers to access and inclusion for people who are Aboriginal and Torres Strait Islander.

Through deep listening, through cultural humility and through courage, it is my hope that the process of developing our organisational RAP will lead to increased and shared understanding of the importance of culture and culture safety for everyone at Endeavour.



Renee Smith

Hi, my name is Renee. I live and work on Turrbal Country.

As a proud Aboriginal woman with Kullilla heritage and a deep connection to my family's history – including my great grandmother, who is part of the Stolen Generation – I joined the RAP Working Group to actively contribute to creating genuine understanding, respect, and change.

I've worked for many years in roles that support people facing barriers, and I've seen firsthand the power of culturally safe spaces and inclusive practices. Being part of the RAP Working Group is an opportunity for me to not only honour my family and community but also to help others reflect, learn, and grow in this space.

Through the RAP, I've deepened my knowledge of how organisational commitment can make a real difference. I'm passionate about ensuring our workplace is one where Aboriginal and Torres Strait Islander peoples feel safe, seen, and supported - not just in policy, but in everyday practice.

I welcome any conversations, questions, or ideas about how we can walk together towards reconciliation.



Sarah Rough

Hi, my name is Sarah. I live and work on Turrbal and Yuggera Country.

Helping to create spaces where people feel safe, respected and like they belong is really important to me, both personally and at work. Being part of the RAP Working Group lets me bring that focus into our reconciliation efforts - by helping to build awareness and encourage meaningful action, both in our workplace and the wider community. As part of the RAP Working Group, I have learned a lot by listening and having open, honest conversations, and I'm proud to be part of this journey.



Wade Krueger

Hi, my name is Wade. I live and work on Ningy Ningy Country.

For me, reconciliation is about truth, respect, and real relationships. It's about looking honestly at our history – the good and the hard – and finding a way to move forward together.

As a First Nations man, it's personal. It's about seeing our mob treated with dignity, having our voices heard, and creating space where we feel safe and strong – in workplaces, in community, everywhere. It's also about walking alongside non-Indigenous people who want to be part of the journey – not to lead it, but to share it, to learn, and to grow with us.

I've been lucky to work with a lot of organisations on their RAPs, from small businesses to large corporates. What I love most is when people stop seeing the RAP as a document, and start seeing it as a living, breathing commitment. With Endeavour Foundation, I've seen genuine heart behind the work. You're not just ticking a box – you're having honest conversations, you're listening, and you're showing up. That makes a difference.

Creating a culturally safe workplace starts with listening. Properly listening – not just waiting for your turn to talk. And then backing that up with action. Cultural safety isn't a one-day training or a poster on the wall. It's how people feel when they walk into a room. It's in your hiring practices, your leadership, the way you support staff when something goes wrong. My advice? Be curious. Be humble. Don't be afraid to get it wrong – just be willing to learn and do better.