



**MacKillop
Family
Services**

Sustainability Strategy



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Introduction

We are pleased to present our organisation's Sustainability Strategy, which outlines our commitment to making a positive impact in four key focus areas. Our sustainability efforts align with external strategies, UN Sustainability Goals, and the principles outlined in *Laudato Si*. By incorporating these frameworks into our strategy, we aim to ensure our actions are globally consistent and contribute to a sustainable future.

MacKillop Family Services has a commitment to sustainability and holds a duty of care for the future of the children, young people, and families we work with. Our organisation aims to operate in a way that meets the current needs of our community and clients while also securing a future where they can thrive. We recognise the challenges posed by climate change and the disproportionate impact it has on vulnerable populations. As a result, we are dedicated to addressing climate change and working hard for a just transition to a sustainable future.

To implement its Sustainability Strategy, MacKillop engaged in a process of consultation and engagement with various stakeholders, including staff, foster carers, philanthropic trusts, and young people living in residential care. The insights gathered from these stakeholders informed a materiality assessment, which identified four focus areas for action: deepening the commitment to Aboriginal self-determination, reconciliation, and cultural safety; nurturing a diverse, inclusive, and culturally safe organisation; acting on climate change and reducing the organisation's footprint; and building sustainability into procurement and financial management.

This strategy outlines the blueprint for implementing actions in these four key areas. I am confident that by embracing these strategies, we will make significant strides towards a more sustainable and inclusive future.



Brian Keane
Chair
MacKillop Family Service



Dr Robyn Miller
CEO
MacKillop Family Services



Our vision for an equitable, sustainable and inclusive future

Mackillop Family Services is a national organisation and a leading provider of services for children, young people and families.

Our work to support children and young people to be empowered and to thrive today is being done at a time when people and communities are grappling with a range of complex and interconnected issues that pose threats to our future. Our society, economy and environment are all transforming in the face of climate change, social inequity and rapid technological advancement.

Our vision is to promote equity and justice within and between generations by embracing and seeking to embed five elements of sustainability in our organisation:

Social sustainability

Ensuring the processes, systems and institutions of our society support today's and future communities to be equitable, diverse, connected and democratic where people have a good quality of life.

Cultural sustainability

Recognising the importance of identity and heritage and a sense of place to support the co-existence of different ways of life and values and equal participation

Environmental sustainability

Recognising and living within ecological limits to protect natural resources for future generations.

Economic sustainability

Using resources (human and material) in a way that supports long-term economic growth without negatively impacting people and the planet.

Financial sustainability

Ensuring the organisation can grow its services in a way that is resilient and viable.

Our commitment to sustainability

Our commitment to sustainability supports our vision and is aligned to our Values and our trauma-informed Sanctuary commitments.

Our Vision

Children, young people and families are welcomed and supported by MacKillop Family Services to be empowered and thrive.

Our Values



Justice



Hope



Collaboration



Compassion



Respect

Our Sanctuary Commitments



Non-Violence



Emotional Intelligence



Social Learning



Democracy



Open Communication



Growth and Change



Social Responsibility



Cultural Humility

Our Commitment to Sustainability

MacKillop Family Services holds a deep responsibility to the children, young people and families we work with. We see ourselves as custodians of their future, which means we have an obligation to help secure this future.

Contributing to global goals

United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals recognise that ending poverty must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and preserving nature.

Each goal has a set of more granular indicators and associated measures providing a robust framework for aligning sustainability efforts. As a result, the Sustainable Development Goals have been widely adopted by governments, businesses and not for profit organisations to guide their planning and action on diverse social and environmental issues.

Because of this its practical value at a granular level, our strategy has been formally mapped to the Sustainable Development Goals and its indicators; and the framework will guide both future planning and reporting on the progress of this strategy.



Laudato Si

Our strategy is informed and guided by the principles of a Catholic sustainability ethos as articulated in Laudato Si.

In the global Catholic context, Laudato Si, an encyclical letter written by Pope Francis in 2015, is a call for action on climate change and recognises the interconnectedness of social, environmental and economic sustainability. Its seven goals speak to actions from more sustainable living and education to decarbonisation of the economy.

Laudate Deum, an addendum to Laudato Si released in 2023, is an appeal for more urgent action to address climate change noting the disproportionate impact of the failure to act on the most disadvantaged and vulnerable.



Where we are now

Insights from engagement with stakeholders were used to inform a materiality assessment to identify key focus areas for the strategy. The materiality assessment identified how our work directly contributes to the United Nations Sustainable Development Goals. We recognise this contribution, and we continue to measure this impact through our organisational Strategic Plan and Corporate Operational Plan.

The process also identified the Sustainable Development Goals where we have an opportunity to expand our work, and therefore our impact. These will be the focus of our Sustainability Strategy.

Our impact now

Insights from engagement with stakeholders were used to inform a materiality assessment to identify key focus areas for the strategy. The materiality assessment identified how our work contributes to the United National Sustainable Development goals. We recognise this contribution, and we continue to measure this impact through our Corporate Operational Plan.

This process also identified the goals where we have an opportunity to further develop our work, and therefore our impact. These will be the focus of our Sustainability plan.

Elements of sustainability	Our work in community
<p>Social sustainability</p> <p>Contributes directly to Sustainability Development Goals:</p> <ul style="list-style-type: none">  4: Quality Education  10: Reduced Inequalities  11: Sustainable cities and communities <p>Contributes indirectly to Sustainability Development Goals:</p> <ul style="list-style-type: none">  1: No Poverty  2: Zero Hunger  3: Good Health and Wellbeing 	<p>By providing education services to young people who find it difficult to learn in mainstream settings, we contribute to education participation and completion rates as well as proficiency levels in reading and mathematics.</p> <p>By providing support and capacity building services to young people and families and tailored services to people with a disability, we are promoting the social, economic and political inclusion and empowerment of all. This work contributes to the likelihood of people being engaged in employment, and the likelihood that they are able to live above the poverty line.</p> <p>By providing safe housing and homelessness services as well as support to help families live together we are contributing to fewer people living in inadequate housing. These, and other supports we provide to vulnerable children and families, help ensure people have reliable access to nutrition, reducing risks of malnutrition and increasing food security.</p> <p>By supporting young people and families, our work contributes to positive health and wellbeing, including under-5 years development goals, the prevention and treatment of substance abuse as well as access to essential health care services.</p>

Cultural sustainability



Contributes directly to Sustainability Development Goals:

- 4:** Quality Education
- 8:** Decent work and Economic Growth
- 16:** Peace, Justice and Strong Institutions



Contributes indirectly to Sustainability Development Goals:

- 1:** No poverty
- 2:** Good Health and Wellbeing



The impact of our first Reconciliation Action Plan (RAP) has seen significant cultural change within the organisation, with staff embracing cultural practices such as yarning and Dadirri (deep listening) and showing innovation in their strategies to deliver culturally safe practice.

Our RAP drives initiatives to strengthen our relationships with and opportunities for Aboriginal and Torres Strait organisations and communities and people. This includes a workforce strategy, supplier diversity strategy, embedding cultural protocols and enhancing cultural learning.

Aboriginal and Torres Strait Islander people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters.

Environmental sustainability



Contributes indirectly to Sustainability Development Goals:

- 7:** Affordable and Clean Energy
- 12:** Responsible consumption and production
- 13:** Climate Action



We have implemented a range of initiatives to reduce waste, utilise recycled and environmentally-friendly materials and to improve energy efficiency. Continuing efforts to reduce waste going to landfill, measuring carbon emissions, as well as increasing the efficiency in the way we use resources such as water, paper and other consumable items will see us further reduce our environmental footprint.

Our due diligence process with suppliers helps identify environmental risks that will enable us to work with suppliers to eliminate or mitigate their impact.

Economic sustainability



Contributes directly to Sustainability Development Goals:

- 8:** Decent work and economic growth
- 10:** Reduced inequalities
- 16:** Peace, Justice and Strong Institutions



Contributes indirectly to Sustainability Development Goals:

- 1:** No poverty

We assess the risk of modern slavery risks in our suppliers and we seek to increase procurement from Aboriginal-owned businesses and other social enterprises.

We also contribute to economic sustainability by employing a diverse group of people within the organisation, encouraging young people to engage in education and work, and providing safe homes for those experiencing, or at risk of experiencing homelessness.

Financial sustainability



Contributes directly to Sustainability Development Goals:

- 16:** Peace, Justice and Strong Institutions

We have begun to build sustainability into our procurement and financial management practices and will continue and strengthen these efforts to contribute to a more sustainable supply chain and support responsible business practices.

Opportunities for further impact

The process also identified the Sustainable Development Goals where we have an opportunity to expand our work, and therefore our impact. These will be the focus of our Sustainability Strategy.

A sub-set of the Sustainability Development Goals were identified as areas of opportunity for us to strengthen our impact. These are:



Goal 4: Quality Education

Increasing global citizenship and sustainability education including promoting human rights and cultural diversity is highlighted. Existing and ongoing work to ensure the cultural safety of the organisation for Aboriginal people as well as potential future education about sustainability are some ways we can contribute to this goal.



Goal 5: Gender Equality

Our existing Diversity and Inclusion practices, policies and procedures as part of the operations of the organisation contribute to gender equality and ending discrimination against girls and women (as well as addressing other forms of discrimination).



Goal 7: Affordable and Clean Energy

We have the opportunity to transition the organisation's electricity use to renewable sources, supporting the aims of this goal to increase the global mix of energy use to renewables and improve energy efficiency.



Goal 12: Responsible Consumption and Production

We have the opportunity to formalise and extend existing initiatives to reduce different kinds of waste and to improve recycling to support this goal. Formalising and reporting on these efforts will also align with the aims of this goal.



Goal 13: Climate Action

We have the opportunity to formalise and extend existing initiatives to measure and reduce our greenhouse gas emissions to support this goal. Formalising and reporting on these efforts will also align with the aims of this goal.



Goal 16: Peace, Justice and Strong Institutions

Our work to identify and remove modern slavery risks in our supply chain contributes to the global effort to reduce child exploitation and labour which is key to this goal.

Developing our Sustainability Strategy

Guided by *Laudato Si* and the United Nations Sustainability Development Goals, and seeking to continue our impact across the five sustainability elements, MacKillop reached out to its key stakeholders to listen and understand what sustainability meant to them, and how MacKillop could create and contribute to a sustainable and inclusive nation.

Insights from engagement with stakeholders were used to inform a materiality assessment to identify key focus areas for the strategy.

Our four focus areas are:

Focus area 1: Deepening our commitment to Aboriginal self-determination, reconciliation and cultural safety

Focus area 2: Nurturing a diverse, inclusive and culturally safe organisation

Focus area 3: Acting on climate change and reducing our footprint

Focus area 4: Building sustainability into our procurement and financial management

These four focus areas provide the structure for the actions and measurables within this Sustainability Strategy. The Sustainability Strategy has been designed to support our Strategic Plan, by articulating how sustainability aligns with the work we do, and our vision, and how we build and maintain a focus on sustainable practice in the way we work.

This Sustainability Strategy works together with other key documents within the organisation such as our Reconciliation Action Plan and Corporate Operational Plan, and aligns to the actions in these documents.

Bringing it together:

Our focus for the future

We have aligned our four focus areas to the five sustainability elements, and United Nations Sustainable Development Goals, which we seek to contribute to, and will measure against.



Bringing it to life:

Our four focus areas

Focus area 1:

Deepening our commitment to Aboriginal self-determination, reconciliation and cultural safety

Our vision for reconciliation is one of self-determination where Aboriginal and Torres Strait Islander communities and kin determine what is best for their families and community. We want to see every child and young person enjoy their childhood in a nurturing home, where they feel secure in their cultural identity with a genuine sense of belonging and safety.

Our actions under this focus area will be driven by our second Innovate Reconciliation Action Plan RAP. Each action in the plan details the deliverables, timeline, responsibility and contributors to achieve the objective of the action, and appropriate systems have been implemented to track, measure and report on the RAP commitments.

Focus area 2:

Nurturing a diverse, inclusive and culturally safe organisation

MacKillop celebrates and draws strength from diversity and respects the dignity of all people. Our work to build and nurture a diverse and inclusive organisation supports both social and cultural sustainability and strengthens our ability to empower children, young people and families from all walks of life.

We develop policies and practices that create a safe and welcoming environment for all people. We are committed to grow, strengthen and promote accessible services that are inclusive of all abilities. This is a key objective in its Strategic Plan and a focus in annual planning each year.

Focus area 3:

Acting on climate change and reducing our footprint

For the children of today to thrive and realise their potential, it is our responsibility to join global efforts to act on climate change and support the transition to a low carbon future.

Reducing our operational carbon emissions can contribute to the decarbonisation effort aimed at keeping global temperature rises under 1.5°C, in line with the Paris Climate Change Agreement. This means exploring viable ways to transition to renewable electricity, to transition our fleet to hybrid and electric vehicles and to offset our carbon footprint.

Setting targets and measuring both carbon emissions as well as resource use will be central to motivating all of us to contribute and to understand the impact we are having.

Focus area 4:

Building sustainability into our procurement and financial management

As an organisation we purchase goods and services and we have reserves that are invested to support our ongoing financial management. The use of our financial resources can be aligned with our Sustainability Strategy to make a positive contribution.

Our procurement strategies are already maturing and we are focused on increasing procurement from Aboriginal-owned suppliers as part of our Reconciliation Action Plan. At the same time, we are reviewing our policies and building the capability to understand our suppliers and supply chains in greater detail. This is important for our commitment to report on Modern Slavery risk as well as the broader Sustainability Strategy.

Our sustainability actions

Focus area	Initiatives
<p>Deepening our commitment to Aboriginal self-determination, reconciliation and cultural safety</p> 	<p>Mackillop's Innovate Reconciliation Action Plan (2023 -2025) Deliver 27 Action items aligned to the focus areas of Relationships, Respect, Opportunities and Governance</p>
<p>Nurturing a diverse, inclusive and culturally safe organization</p> 	<p>Diversity and Inclusion (2023-2026) Review with a view to further develop objectives</p> <p>Rainbow Tick Accreditation (2022-2025) Undertake and achieve re-accreditation</p> <p>Cultural Mentoring Program (2023-2025) Deliver a framework to better support children, young people and their families from CALD backgrounds</p> <p>Research Projects (2021-2025) Deliver minimum two research projects that investigate cultural connections or intersectionality</p> <p>Data Collection (2021-2025) Review and develop process to collect CALD & Disability information of clients</p>
<p>Acting on climate change and reducing our footprint</p> 	<p>Baseline Carbon Footprint Measurement (2023-2024) Establish a baseline measure for the organisations Carbon Footprint</p> <p>Carbon Emissions Reduction Plan (2024-2025) Develop plan to reduce carbon emissions across our property, fleet and IT infrastructure</p> <p>Waste Management Plan (2023-2025) Deliver a plan to generate the minimum amount of waste</p>
<p>Building sustainability into our procurement and financial management</p> 	<p>Social and Environmental Procurement Strategy (2023-2025) Deliver a strategy to create opportunities for socially and culturally disadvantaged groups, encourage purchasing from socially and environmentally responsible organisations, and address modern slavery risk in our supply chains</p> <p>Investment Review (2023-2024) Review Investment Procedure to incorporate environmental, social and governance factors</p>

Holding ourselves accountable

Measurables aligned with the United Nations Sustainable Development Goal indicators will be developed through the implementation of plans and reviews scheduled to be delivered in 2024 and 2025.

The delivery of these plans, and the associated measurements, will be guided by an internal Advisory Group, approved by the MacKillop Family Services CEO, and reported to the Board Audit and Risk Committee.

Measurable indicators will be communicated publicly, and our progress against these will reported against, shared, and celebrated. This strategy will guide ongoing momentum towards our goals so together we can create the best future for all families and children.





MacKillop Family Services acknowledges the Traditional Custodians and their Elders in each of the communities where we work.



MacKillop celebrates and draws strength from diversity and respects the dignity of all people. We value an inclusive culture where lesbian, gay, bisexual, trans, queer, gender diverse, intersex and asexual people (LGBTIQ+) have the right to be safe.



**MacKillop
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Services**

 03 9699 9177

 enquiry@mackillop.org.au

 mackillop.org.au