

Reconciliation Action Plan

The Richmond Wellbeing (RW) 2017-2020 Stretch Reconciliation Action Plan aims to build on the strong platform we have developed over the past five years, as part of the Looking Forward Project.

We will continue to work under the guidance and wisdom of local Aboriginal Elders, Uncle Albert and Aunty Irene McNamara.

Over the past five years we have been on a journey of reflection and development, learning what it means to acknowledge and respect Aboriginal Culture. Over the next three years, we aim to celebrate Aboriginal Culture and provide an environment where our Aboriginal staff feel that they can bring their whole self to work, because their Culture and identity as an Aboriginal person adds value to our organisation and the community, and makes RW a better, richer place to be.

We aim to show leadership in the sector and the community in the area of reconciliation and constitutional recognition.

We will support and promote the views of Aboriginal leaders on these issues, as we seek to heal this nation.

The number of Aboriginal staff employed in our organisation and the number of Aboriginal clients accessing our services will be one important measure of our success.

Whilst we care more about their experience at RW, this figure is in part a reflection of how culturally safe and accepting RW is towards the Aboriginal community.



Our Goals:

Listen:

- Develop a staff satisfaction survey specific to Aboriginal staff. This will be written by the Aboriginal staff, in their words, to ensure the Board and Executive of RW hear their voice.
- Develop an Aboriginal specific client survey to understand how culturally safe our services are and in a manner that builds on the strength of Aboriginal Culture and what is important to Aboriginal people.
- Test these surveys with research partners and have the results and outcome published.
- Hold regular Aboriginal staff meetings where every Aboriginal staff member at RW meets to provide collegial support and feedback to the RW Executive.



Partner:

- Have Aboriginal representation on our Board of Directors.
- Develop and implement a comprehensive strategy in how we attract, recruit, retain, develop and promote Aboriginal staff.
- Have Aboriginal staff represent 8% of the RW workforce.
- Have Aboriginal staff in roles across the organisation, including across all services and all staff levels, including leadership and management positions.
- Create specific pathways of employment for Aboriginal people, including prioritising Aboriginal student placements.
- Have Aboriginal clients represent 15% of our client cohort.
- Develop formal MoU's or SLA's with six Aboriginal businesses or organisations.



Leadership:

- Offer a range of experiences for staff to learn about Aboriginal Culture. This includes Aboriginal Cultural Awareness training, mentoring from Elders and 'On Country' events.
- Have Aboriginal Traditional Healing or Cultural Healing offered to all Aboriginal clients who request this.
- Continue to acknowledge Aboriginal Traditional Ownership and Aboriginal Culture by having a Welcome to Country at all RW events, and have an Acknowledgement in every RW office.
- Hold events every year for Reconciliation Week, NAIDOC Week and an Aboriginal Family Fun Day in October.
- Commence an Aboriginal and Torres Strait Islander professional mentoring network.

