



Re: Banyule Community Health is developing our first Reconciliation Action Plan & we want you to have your say

From our first steps of flying the Aboriginal and Torres Strait Islander flags, having Aboriginal artwork, and building an Indigenous garden, Banyule Community Health has been on a Reconciliation journey for a while. We have been guided by the local First Nations' people along the way. This journey is a long term commitment to connect with, and to help close the gap in Indigenous health and wellbeing, to act locally in partnership with community.

Our First Nations' and non- Indigenous workforce, our local community members, the Board, and senior management have decided now is the right time for Banyule Community Health to develop our first Reconciliation Action Plan (RAP). This draft plan has been developed over the past 6 months led by Karen Milward (Aboriginal Consultant), staff, and community leaders.

We will join lots of other organisations in partnering with *Reconciliation Australia* on our RAP, to hold ourselves accountable to the community, and to influence our 350 staff, 140 volunteers, community and organisational partnerships and funding bodies to orient towards Reconciliation.

We value your opinion and feedback, so please take a few moments to review this 1-page summary of actions, outlining our commitments in our *Innovate* Reconciliation Action Plan (2022- 2024).

I welcome your feedback.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'M. B. Geary'.

Mick Geary
CEO
Banyule Community Health



Relationships:

- Ongoing listening & consultation with First Nations' community members
- Support the ongoing development & self determination of Barrbunin Beek
- Recognise local First Nations' families who have lived around Banyule for generations
- Engage staff at Banyule Community Health in Reconciliation in a myriad of ways
- Identify a local artist to support the RAP

Respect

- A strong Statement of Commitment and Acknowledgement of Traditional Owners
- Acknowledge Traditional Owners at start of every meeting
- Welcome to Country at all formal events
- Trauma informed Aboriginal Cultural training for all staff, tailored to different roles
- First Nations and non-Indigenous allies march together during NAIDOC Week, and celebrate National Reconciliation Week together
- Plant gardens around Banyule Community Health with Indigenous plants, including signage of traditional uses
- Commission an artist to create a significant artwork to celebrate Banyule Community Health Reconciliation journey; and a mural in the Childcare room
- Design a Reconciliation banner to march under for NAIDOC
- Rename the "Childcare room" in consultation with the Aboriginal playgroup members and the Wurundjeri Woi-Wurrung Heritage Council, and/ or Mandy Nicholson, language expert
- Include Darebin Spiritual Healing Trail in orientation for new staff
- Lower the flag when a community member dies, as advised by First Nations' staff or community members
- Banyule Community Health Board includes a First Nations member
- Explore "Changing the Date" from 26th January
- First Nations staff members work on their own Social and Emotional Wellbeing Plans
- Develop a team of Closing the Health Gap Champions / First Nations Allies
- Implement an Aboriginal Cultural Safety framework
- Sign up to 'Racism, It Stops with Me'
- Start a library of films, books, poetry, webinars & you tubes for learning the true Australian history

Opportunity

- Support First Nations' businesses
- Develop a Welcome Kit for new First Nations staff
- Lobby government to fund positions and programs in a sustainable way
- Develop flexible pathways for attraction, recruitment, retention, and development of First Nations' staff
- Review Banyule Community Health policies with a trauma informed lens e.g. more leave to account for cultural load and Sorry business

Feedback and accountability

- Report back to staff, community, and Board every 3 months on progress
- Report to Reconciliation Australia every year