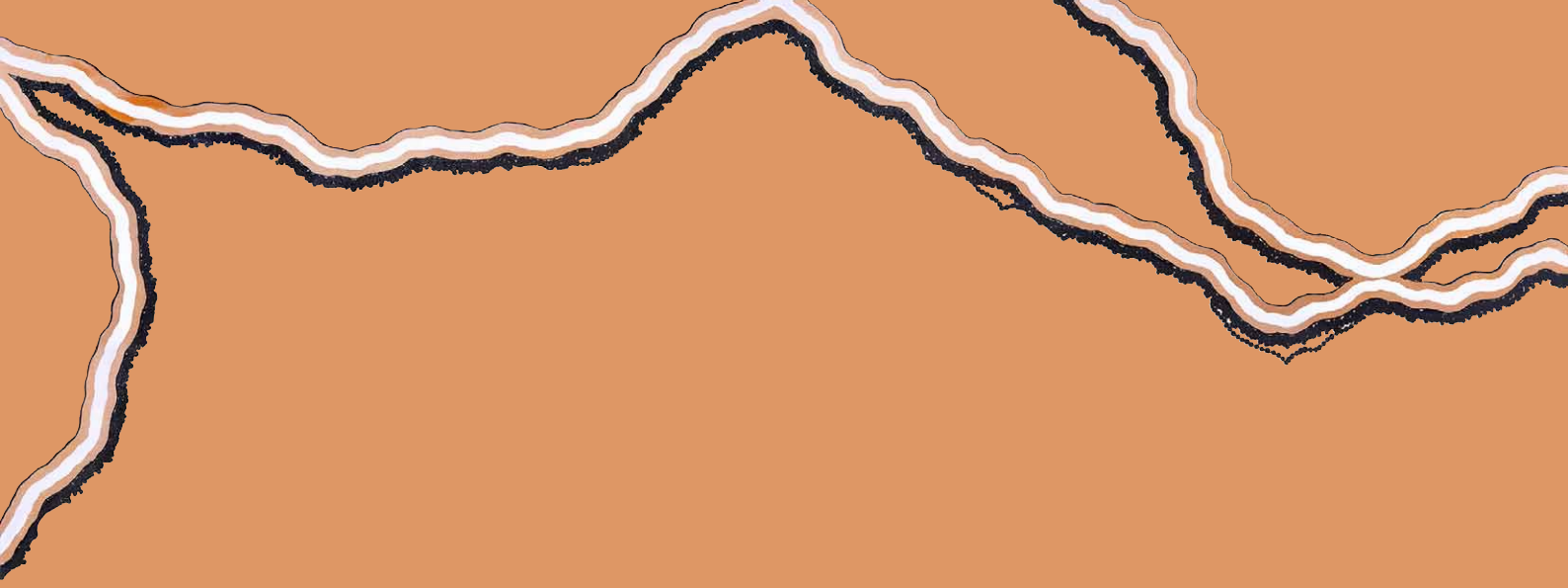


Innovate Reconciliation Action Plan

December 2022 - December 2024





Reconciliation in Action at Banyule Community Health



Acknowledgement Of Country

Banyule Community Health acknowledge the Wurundjeri Woi-Wurrung People of the Kulin Nation as the Traditional Owners of the lands where we provide our services. We pay our respects to Elders and leaders past, present and emerging. We acknowledge the enduring impacts of colonisation and the sorrow of the Stolen Generations. We also recognise the resilience, strength, and pride of the First Nations Peoples.

Our Vision For Reconciliation

Banyule Community Health’s Vision for Reconciliation is one where First Nations peoples, stories, and cultures are known, celebrated, and shared. Our vision for Reconciliation is an Australia where First Nations peoples and non-Indigenous Australians talk, walk, and work together to address racism and inequity, to address and acknowledge our true history and right the wrongs of the past.

We will work with First Nations peoples to better understand the impact of colonisation, the true history, and its generational impact.

We will work with First Nations peoples to build an Australia that embraces and celebrates its rich cultures.

We will work with First Nations peoples to address health inequities and commit to working in culturally appropriate ways to achieve this.

We will work with First Nations peoples to make our services, our spaces, and our people culturally aware and culturally safe.

Our vision for reconciliation is informed by our purpose. *Address inequity. Building healthy, inclusive, and just communities.* We are committed to the five dimensions of reconciliation articulated by Reconciliation Australia: race relations; equality and equity; unity; institutional integrity; and historical acceptance across our spheres of influence.

Our Values

Dignity in everything that we do

Quality matters

It takes **Passion**



Message from the CEO

CEO's foreword - Innovate RAP 2022-2024

On behalf of Banyule Community Health, I am proud to present the Innovate Reconciliation Action Plan (RAP) for 2022-2024. This plan builds on many years of working closely with our local First Nations community and responds to a growing call within our community for reconciliation.

Banyule Community Health's vision for reconciliation is one where First Nations peoples, stories, and cultures are known, celebrated, and shared. We want an Australia where First Nations peoples and non-Indigenous Australians talk, walk, and work together to address racism and inequity, to address and acknowledge our true history and right the wrongs of the past.

This vision was developed through a co-design process of engaging First Nations leaders, staff, and community members. Their wisdom and generosity through this process was of incredible value.

Our RAP sets out meaningful goals to reconciliation and a commitment to be held to account. Activation of the plan is eagerly anticipated, particularly as we sit alongside significant changes that are proposed to be enshrined at State and Federal levels through Treaty and the Voice to Parliament.

A special thanks to Karen Milward who facilitated our Steering Group and has worked with Banyule Community Health for many years shaping cultural safety and building a pathway to reconciliation.

There is a strong commitment from everyone at Banyule Community Health to activating the RAP. Reconciliation now belongs with all of us. We look forward to achieving the desired outcomes.



Mick Geary
Chief Executive Officer

Statement of Commitment to First Nations Peoples



This Statement of Commitment has been developed over many years, in consultation with First Nations community and staff members, Banyule Community Health Board and Management, to demonstrate the strong and enduring commitment that Banyule Community Health has to enhancing relationships, respect and opportunities with First Nations’ peoples. This commitment is one important part of our journey towards Reconciliation.

Banyule Community Health recognises Aboriginal and Torres Strait Islander peoples as the first inhabitants of our land. Their cultures, lores, customs, care and love of country has existed for over 60,000 years.

We value the important contribution First Nations peoples have made and continue to make to Australia’s history, social, economic, and cultural wellbeing.

We acknowledge and pay our respect to the Wurundjeri Woi-wurrung People of the Kulin Nation as the Traditional Owners of the land, country, and waterways where our organisation is located. We commit to working with their Elders and leaders to better understand their cultural values, knowledge, and practices. Sovereignty was never ceded.

We acknowledge the deeply harmful impact of colonisation, including dispossession of land, languages, culture, lore, identity and connection to kin and country. This trauma, loss and grief is cumulative across generations. First Nations individuals, families and communities across Australia experience unacceptable differences in life expectancy, in education and health outcomes, in high numbers of children in out of home care, in family violence, in incarceration, and in substance harm.

We also acknowledge that the lived experience and history of First Nations peoples living in urban areas can be different to First Nations’ people in rural and remote areas. First Nations’ people in our area come from across Australia, partly due to race-based policies and experiences of discrimination and racism.

We will continue to build awareness, understanding and appreciation of First Nations peoples’ history and culture. We have committed to an Innovate Reconciliation Action Plan, co-designed with First Nations community and staff members, Banyule Community Health Board and Management. We commit to celebrating with First Nations’ peoples in culture, ceremony, and honouring the resilience, strength and pride demonstrated to survive and thrive.

Our priority is to ensure our services work towards Closing the Gap, by working in partnership with First Nations community members, so they are empowered and supported to be in control of their lives. We commit to support and develop our entire workforce to be able to provide culturally safe services to First Nations community members. We will listen to and act on feedback from First Nations people to ensure our services are inclusive, culturally safe, respectful, and accessible.

We will continue to support our First Nations’ staff to strengthen and further develop their professional skills and knowledge, so they are better placed to advise, guide, support, and deliver culturally responsive services.

We recognise Barrbunin Beek Gathering Place as an independent and vital community asset and space for self-determination in our local community. We will continue to build on the already strong working relationships and partnerships we have with Aboriginal Community Controlled Organisations and networks.

Michael Smith
Board Chair

Mick Geary
Chief Executive Officer



'Yaluk Willam – Creek Camp'

Simone Thomson (Artist)

Banyule Community Health



The traditional language group of the Wurundjeri People is Woi-Wurrung. In the Woi-Wurrung language, the name 'Wurundjeri' means 'wurun', the manna gumtree, and 'djeri', 'the white grub that lives in the tree, the witchetty grub'. Manna gum leaves extend from the Elder's hand on the right-hand side welcoming visitors onto the lands of the Wurundjeri People. Witchetty grubs coil around the hand representing the clans of Wurundjeri from the east to the west and north to south.

The name 'Banyule' in Woi-Wurrung means 'high hill'. This 'high hill' is replicated across the lower middle section shaped as a large hill. It hugs the carved coolamon dish moulded from the grandfather gums along the Darebin Creek. 'Darebin' in Woi-Wurrung means 'swallow bird'. Swallow birds and butterflies represent the Spiritual Healing Trail that tracks along the waterways of the creek. They are the journey tracks of healing signifying new beginnings.

The scent of eucalyptus leaves permeates the air with the healing smoke of ceremony. It floats across the red earth of Country cleansing the ground and those whose footsteps walk upon it. The coolamon is held in the hands of the Elders who perform ceremony to wash the smouldering leaves over visitors coming onto Country. Weeping Princess gums nestle the coolamon in flowering glory signifying the delicate beauty found along the waterways and its relationship to the area.

A message stick extends from the hand of the custodians and Elders of Country, a message of history and learning to be respectful of the journey of the ancestors, the teachers and knowledge holders who have come before us. They speak of the ongoing need for the commitment to reconciliation and healing towards its people.

A woven dilly bag carries medicine leaves and bush medicine taken from the Spiritual Healing Trail along the waterways, from the lilli pilli and yam daisy and the manna gum that breathes along the river. They represent the dedicated healing journey of Banyule Community Health and their commitment to Aboriginal Peoples.

The Darebin Creek is signified by long white lines weaving across the land, they are the veins of Country feeding off the river of mist and shadows – the majestic Birrarung, the thick black band across the centre adorned with small arcs – the Aboriginal Communities from the past, present – and future.

The left-hand side gathering circle represents Barrbunin Beek Indigenous Gathering Place enroute to the local creek, it represents their close working relationship with the Banyule Community Health. The right-hand side gathering circle represents the strong connection between the Djilak Djirri Playgroup, the Elders Group, the local schools and their Aboriginal students and the Weekly Foodshare amongst other services.

Smaller gathering circles connect to one another across Country representing the diverse communities within the Banyule region. They celebrate the multi-culturalism within the area and the common gathering place that is Banyule Community Health – the larger central circle and meeting place along the Darebin Creek. It is the creek camp ... it is 'Yaluk Willam'.

Simone Thomson - Artist
Wurundjeri / Yorta-Yorta
2022

Yaluk Willam was commissioned by Banyule Community Health in 2022 to commemorate our first Reconciliation Action Plan, and our enduring commitment to genuine Reconciliation.



A Message from Karen Mundine, CEO Reconciliation Australia

Reconciliation Australia commends Banyule Community Health on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Banyule Community Health to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Banyule Community Health will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and

collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Banyule Community Health is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Banyule Community Health's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Banyule Community Health on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our Business

The core business of Banyule Community Health is to provide health and social care services for our communities. We are a for-purpose, not-for-profit organisation, governed by a Board of Directors.

Our organisational roots are grounded in a vibrant community led movement informed by the social determinants of health. Banyule Community Health is close to its community and provides a wide range of services that provide holistic and integrated models of care that address health inequity. Our origins are in the City of Banyule; these days Banyule Community Health provides services across the state of Victoria. Our community demands support that centres around people and their environment, taking us daily into other sectors such as acute health, education, housing, employment and justice.

Banyule Community Health delivers key primary health services - GP's, dental, mental health, allied health, alcohol and drug services, chronic disease, early years, NDIS, gamblers help, First Nations health, and refugee health. The knowledge, skills and lived experience of our clients, carers and community is at the core of our work and continually shapes our service.

Service delivery and advocacy responds to needs in local communities and across the State. Working closely with partners and funders, such as Austin Health, Primary Health Networks, Department of Health, Responsible Gambling Foundation, Victoria Legal Aid and many more, we build healthy, inclusive, and just communities.

Banyule Community Health has over
300 employees

6 of whom identify as Aboriginal
and/ or Torres Strait Islander

November 2022



Our Reconciliation Journey

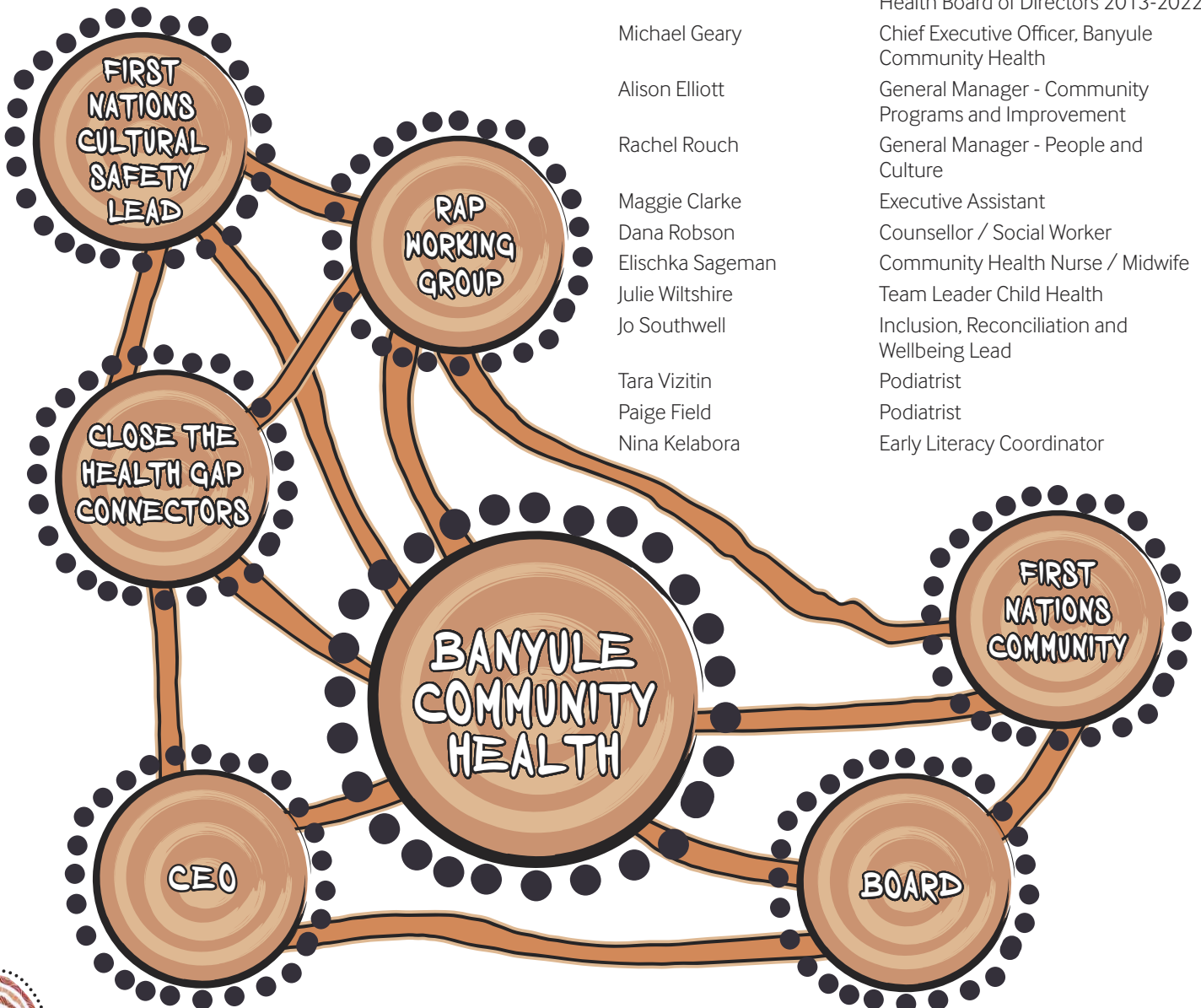
Banyule Community Health's Reconciliation Action Plan Working Group

Banyule Community Health has demonstrated a commitment to Reconciliation over many years. Our Board, CEO, First Nations' and non- Indigenous workforce, in consultation with our local community members, have decided now is the right time for Banyule Community Health to develop our first Reconciliation Action Plan (RAP). We will utilise the Reconciliation Action Plan program to hold ourselves accountable to First Nations community members, and to influence our 300+ staff, 140 volunteers, community and organisational partnerships and funding bodies to orient towards Reconciliation.

The development of our Innovate RAP has been facilitated by Karen Milward, (Yorta Yorta), who has supported many organisations to develop RAP's. The development began in July 2021 and included widespread community consultation with local First Nations leaders and service users of all ages, Barrbunin Beek Gathering Place, Banyule Council, Banyule Reconciliation Action Group, local schools and the wider community.

Our Reconciliation Action Plan Working Group includes the following people, six of whom are First Nations Peoples:

Karen Milward	Yorta Yorta, Consultant
Eva Hudson	Yorta Yorta, Aboriginal Care Coordinator & Outreach Worker
Charles Pakana	Palawa, Chair Barrbunin Beek Gathering Place, Independent Aboriginal Journalist
Charles Williams	Yorta Yorta and Wiradjuri, Senior Advisor Aboriginal Engagement, Department of Families, Fairness and Housing
Kristen Munro	Djab Wurrung, Aboriginal Early Years Playgroup and Maternal Child Health Support Worker
Emrhan Tjapanangka Sultan	Kokatha, Luritja and Arrente, Aboriginal Mens' Support Worker
Chris Deakin	Former Chair, Banyule Community Health Board of Directors 2013-2022
Michael Geary	Chief Executive Officer, Banyule Community Health
Alison Elliott	General Manager - Community Programs and Improvement
Rachel Rouch	General Manager - People and Culture
Maggie Clarke	Executive Assistant
Dana Robson	Counsellor / Social Worker
Elischka Sageman	Community Health Nurse / Midwife
Julie Wiltshire	Team Leader Child Health
Jo Southwell	Inclusion, Reconciliation and Wellbeing Lead
Tara Vizitin	Podiatrist
Paige Field	Podiatrist
Nina Kelabora	Early Literacy Coordinator



Cultural Safety At Banyule Community Health



During 2020-2021, Banyule Community Health designed a framework for cultural safety and promoted responsibility for Reconciliation and Closing the Health Gap across the whole organization. First Nations workforce members and consultants guided the development of this framework.

In activating this framework in 2022, Banyule Community Health appointed Nicole Cassar, an experienced First Nations' consultant, with strong local connections as our Cultural Safety Lead to:

- Work across the whole organisation to advise, support and build our capacity to provide culturally safe services and a culturally safe workplace
- Provide cultural supervision to First Nations' workforce at Banyule Community Health to support the particular challenges of working in a mainstream organisation
- Support the development of a comprehensive system of cultural leadership across the organisation
- Ensure that there is shared responsibility for Closing the Health Gap and working towards reconciliation

Banyule Community Health also commenced a 'Close the Health Gap Connectors Group' in 2022, which is a network of staff working together to:

- Promote respect, trust and positive relationships between First Nations and non- Indigenous staff and programs
- Ensure access to services and programs is based on equity
- Ensure a culturally safe service to First Nations community members
- Build programs and service mix to better respond to the needs of First Nations community members

We are thankful to the Elders, community members, consumers, partner organisations and staff that have supported our RAP journey, in working towards making Banyule Community Health a culturally safe and inclusive service and workplace for First Nations peoples.



What First Nations Community Members Told Us

Feedback from First Nations community members was positive, regarding services and programs provided by Banyule Community Health, and the development of the Innovate Reconciliation Action Plan. The Djilak Djirri Playgroup, the Elders group and staff from local schools expressed excitement and gratitude at being invited to join Banyule Community Health on our journey towards Reconciliation.

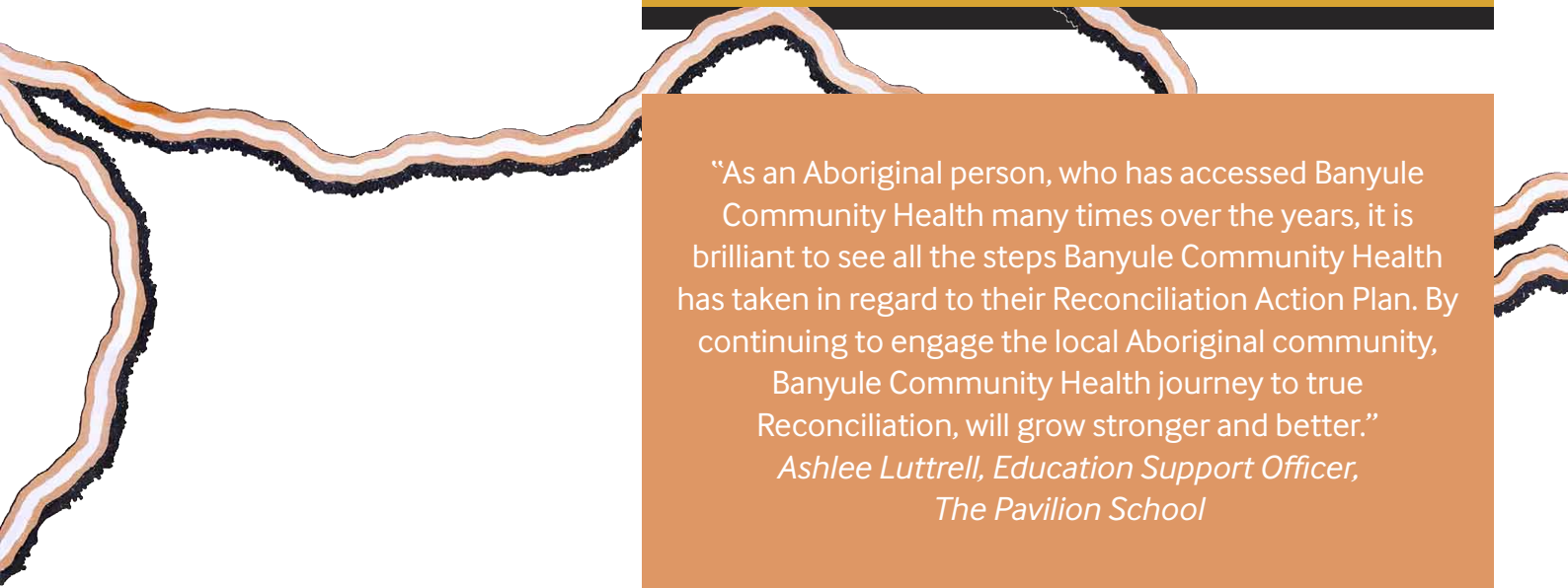
Community and First Nations staff members reflected the importance of future community consultations being led by an Elder or trusted Community member. Another vital reflection was that written material needs to take into account the variable literacy levels of community members.



“Everyone needs a Banyule Community Health team to support them in their life”. *Local Elder and Community Leader, Family Carer*

“As an Aboriginal person, who has accessed Banyule Community Health many times over the years, it is brilliant to see all the steps Banyule Community Health has taken in regard to their Reconciliation Action Plan. By continuing to engage the local Aboriginal community, Banyule Community Health journey to true Reconciliation, will grow stronger and better.”
Ashlee Luttrell, Education Support Officer, The Pavilion School

“This RAP looks very positive, thanks for including local Elders on the Journey. We look forward to seeing if Banyule Community Health will follow through. If you do, it will be great for the community.”
Local Elders Group





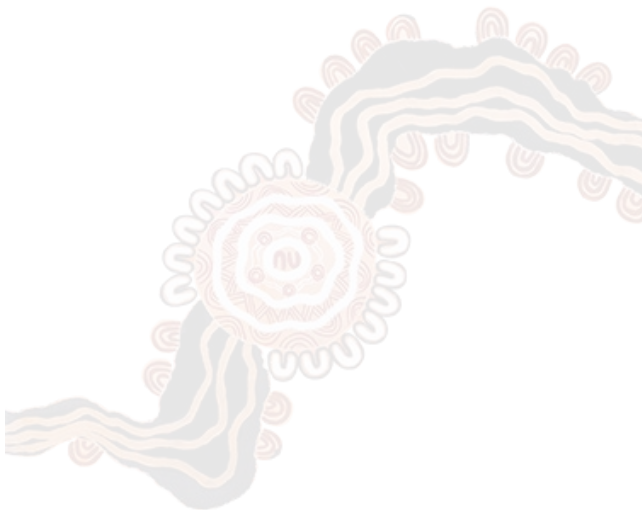
Banyule Community Health Innovate RAP Actions & Deliverables

Banyule Community Health Innovate RAP Actions & Deliverables



Relationships

Continuing to develop strong and effective relationships between First Nations' Peoples and other Australians is vital to Banyule Community Health's vision for Reconciliation. Such partnerships align with our organisational purpose and our Strategic Plan 2020-2025 to address inequity and build healthy, just, inclusive communities. Community led action will help us to provide culturally safe and inclusive services to community, and workplaces to our First Nations' workforce. We will strengthen relationships through respect, deep listening, learning and meaningful action. We will be accountable to First Nations' communities, to our workforce and to the Board by providing feedback to all stakeholders on a regular basis.



Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with First Nations' stakeholders and organisations.	<ul style="list-style-type: none"> Meet with local First Nations stakeholders and organisations to develop guiding principles for future engagement ie Barrbunin Beek Indigenous Gathering Place; Banyule Council Aboriginal Advisory Committee (BATSAC) and other key stakeholders 	March 2023	Lead: GM Community Programs Support: Inclusion, Reconciliation & Wellbeing Lead; CEO
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with First Nations stakeholders and organisations 	March 2023	Lead: GM Community Programs Support: Inclusion, Reconciliation & Wellbeing Lead; CEO
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Organise at least one internal event at Banyule Community Health to celebrate NRW i.e. annual Smoking Ceremony and Yarning Morning Tea with Elders at Banyule Community Health West Heidelberg site 	April 2023, 2024	Lead: GM Community Programs Support: Inclusion, Reconciliation & Wellbeing Lead; CEO
	<ul style="list-style-type: none"> Register Banyule Community Health NRW event on NRW website 	April 2023, 2024	Team Leader Community Programs
	<ul style="list-style-type: none"> RAP Working Group, Close the Health Gap Connectors & other staff participate in an external NRW event. 	May 2023, 2024	Lead: GM Community Programs Support: RAP Working Group members, Close the Health Gap Connectors Inclusion, Reconciliation & Wellbeing Lead;
	<ul style="list-style-type: none"> Promote Reconciliation Australia's NRW resources and reconciliation materials to all staff and First Nations' community members via Intranet, RAP Working Group, Close the Health Gap Champions and Team meetings 	May 2023, 2024	Lead: GM People and Culture Support: Communications Officer; Inclusion, Reconciliation & Wellbeing Lead; First Nations' Early Years, Food Share and Care Coordinators
	<ul style="list-style-type: none"> Encourage Banyule Community Health workforce to pledge individual commitments towards reconciliation, in line with 2023 & 2024 themes; and create a poster that is displayed across BCH sites throughout the year 	May 2023, 2024	Lead: GM People and Culture Support: Communications Officer; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	May 2023, 2024	Lead: GM People and Culture Support: Communications Officer; Inclusion, Reconciliation & Wellbeing Lead GM People & Culture; GM Community Programs



Banyule Community Health Innovate RAP Actions & Deliverables

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	December 2022	Lead: CEO Supports: Communications Officer; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation and Banyule Community Health RAP across our workforce 	April 2023, 2024	Lead: GM People & Culture Supports: First Nations' Early Years, Food Share and Care Coordinators Communications Officer; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation. 	December 2022,	Lead: GM People & Culture Supports: First Nations' Early Years, Food Share and Care Coordinators; Communications Officer; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Embed a section on reconciliation, in Banyule Community Health Individual Work Plan template; and regularly review actions in relation to commitments in Workplans during line management sessions 	December 2022,	Lead: GM People & Culture Supports: GM Community Programs; Team Leaders; Inclusion, Reconciliation & Wellbeing Lead
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Develop, implement and communicate an anti-discrimination policy for our organisation. 	June 2023	Lead: GM People & Culture Supports: Inclusion, Reconciliation & Wellbeing Lead; Quality team; All staff
	<ul style="list-style-type: none"> Engage with First Nations staff and/or advisors to consult on our anti-discrimination policy. 	March 2023	Lead: GM People & Culture Supports: Inclusion, Reconciliation & Wellbeing Lead; Quality team
	<ul style="list-style-type: none"> Educate senior leaders and entire workforce on the effects of racism 	March 2023	Lead: GM People & Culture Supports: Inclusion, Reconciliation & Wellbeing Lead; Quality team
	<ul style="list-style-type: none"> Register with Racism. It Stops with Me campaign, and activate strategies to engage staff e.g. Active bystander, or Calling in training to reduce discrimination and stigma, and enhance safety and wellbeing of First Nations peoples 	March 2023	Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and modify accordingly, to meet future needs 	March 2023	Lead: GM People & Culture Supports: Inclusion, Reconciliation & Wellbeing Lead; Quality team
5. Maintain and strengthen our collaborations with Barrbunin Beek Indigenous Gathering Place, Banyule Council's Aboriginal Advisory Committee and Mercy Hospital for Women Nangnak Baban Murrup Clinic	<ul style="list-style-type: none"> Support the ongoing development and self- determination of Barrbunin Beek Indigenous Gathering Place 	March 2023	Lead: CEO Supports: GM Community Programs Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Actively listen and respond to First Nations' community members and staff in refining the community programs delivered onsite at Barrbunin Beek in an iterative co- design process 	March 2023	Lead: GM Community Programs Supports: First Nations' Early Years, Food Share and Care Coordinators, Reconciliation & Wellbeing Lead;
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work collaboratively with Barrbunin Beek Indigenous Gathering Place, Banyule City Council and Mercy Hospital for Women Nangnak Baban Murrup Clinic 	March 2023	Lead: GM Community Programs Support: Inclusion, Reconciliation & Wellbeing Lead



Respect

Respect for First Nations’ cultures, histories, knowledge, and rights are important to Banyule Community Health and align strongly with our organisational purpose and values. Our values of Dignity in everything we do; Quality matters; and it takes Passion state the central importance of being respectful and just, valuing difference and diversity; building health, equity and justice with our communities.

Banyule Community Health is committed to increasing understanding, valuing, and recognising First Nations peoples cultures, histories, knowledge and rights through cultural learning and cultural immersion opportunities. Knowing our nation’s true history and its enduring impacts on First Nations’ Peoples, will enable collaboration in finding solutions to complex problems.

We will continue to respect and honour First Nations’ cultures and histories by celebrating National Reconciliation Week, NAIDOC Week, National Aboriginal and Islander Childrens’ Day, and other events of significance to the local community. We are committed to enhancing observation of cultural protocols at national and local levels, as well as recognising, respecting, honouring, and collaborating with the local First Nations families and Aboriginal Community Controlled Organisations.

Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning.	• Consult local Traditional Owners and/or First Nations’ advisors on the development and implementation of a cultural learning strategy.	April 2023	Lead: GM People & Culture Supports: First Nations Cultural Safety Lead; GM Community Programs; Inclusion, Reconciliation & Wellbeing Lead
	• Conduct a review of cultural learning needs within our organisation.	May 2023	Lead: GM People & Culture Supports: First Nations Cultural Safety Lead; GM Community Programs; Inclusion, Reconciliation & Wellbeing Lead
	• Develop, communicate, and implement a cultural learning strategy for all our staff that includes a range of options and modalities, tailored to different role types, learning styles, timing that includes: # Foundation knowledge # Role specific e.g. Child health team- VACCA # Ongoing / lifetime learning opportunities # Cultural opportunities	June 2023	Lead: GM People & Culture Supports: First Nations Cultural Safety Lead; GM Community Programs; Inclusion, Reconciliation & Wellbeing Lead
	• Provide opportunities for RAP Working Group members, Close the Health Gap Champions, HR managers and other key leadership staff to participate in formal and structured cultural learning	December 2023	Lead: GM People & Culture Supports: First Nations Cultural Safety Lead; GM Community Programs; Inclusion, Reconciliation & Wellbeing Lead
	• Source suitable providers and implement trauma informed cultural awareness training for all staff, which will be tailored to different roles across the organisation	December 2023	Lead: GM People & Culture Supports: First Nations Cultural Safety Lead; GM Community Programs; Inclusion, Reconciliation & Wellbeing Lead
	• Promote informal, self-directed cultural learning opportunities via Intranet (HEIDI) and Reconciliation Chat on MS Teams for all staff to access, that includes links to reading, You tube videos, movies, art exhibitions, and music	December 2023	Lead: GM People & Culture Supports: Communication Officer; First Nations Cultural Safety Lead; GM Community Programs; Inclusion, Reconciliation & Wellbeing Lead



Banyule Community Health Innovate RAP Actions & Deliverables

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> Incorporate Darebin Spiritual Healing Trail with an Elder as a guide in orientation period for new staff, and for RAP Working Group members, as well as Close the Health Gap Champions 	December 2023	Lead: GM People & Culture Supports: First Nations Cultural Safety Lead; GM Community Programs; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Develop staff knowledge and awareness of Woi-wurrung language via (HEIDI) Intranet 	April 2023	Lead: GM People & Culture Supports: Inclusion, Reconciliation & Wellbeing Lead; Communications Officer
	<ul style="list-style-type: none"> Provide creative opportunities for cultural learning e.g Wayapa Wuurk practice, creative and learning activities during NRW & NAIDOC Week; and mark Sorry Day with internal and external communications 	April 2023	Lead: GM People & Culture Supports: First Nations' Early Years, Food Share and Care Coordinators; Communications Officer; GM Community Programs; Inclusion, Reconciliation & Wellbeing Lead
7. Demonstrate respect to First Nations peoples by observing cultural protocols	<ul style="list-style-type: none"> Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	March 2023	Lead: GM People & Culture Supports: Cultural Safety Lead; Inclusion, Reconciliation & Wellbeing Lead; Communication Officer; First Nations workforce
	<ul style="list-style-type: none"> Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country, and Acknowledgement of Country. 	August 2023	Lead: GM People & Culture Supports: Cultural Safety Lead; Inclusion, Reconciliation & Wellbeing Lead; Communication Officer; First Nations workforce
	<ul style="list-style-type: none"> Invite a local Traditional Owner or Custodian to provide a Welcome to Country and/ or other cultural protocols at RAP launch and other significant events each year. 	December 2022	Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Include an Acknowledgement of Country or other appropriate protocols at the commencement of all meetings. 	December 2022	Lead: GM People & Culture Supports: Cultural Safety Lead; Inclusion, Reconciliation & Wellbeing Lead; Communication Officer; Executive Assistant
	<ul style="list-style-type: none"> Review Banyule Community Health email signature block to include Aboriginal and Torres Strait Islander flags and Acknowledgement of Traditional Owners 	December 2022	Lead: GM Client Services & Infrastructure Supports: IT Department; Communications Officer; Inclusion, Reconciliation & Wellbeing Lead
8. Build respect for First Nations' cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> RAP Working Group participate in an external NAIDOC Week event 	July 2023, 2024	Lead: GM People & Culture Supports: GM Community Programs First Nations workforce across BCH; Inclusion, Reconciliation & Wellbeing Lead; RAP Steering Committee
	<ul style="list-style-type: none"> Create a Banyule Community Health banner for the annual March during NAIDOC Week throughout the term of this RAP 	June 2023	Lead: GM Community Programs Supports: First Nations' staff & community members; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week; and communicate this clearly to Banyule Community Health workforce, especially those who identify as First Nations peoples 	April 2023, 2024	Lead: GM People & Culture Support: Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Promote and encourage participation in external NAIDOC events to all staff. 	June 2023, 2024	Lead: GM People & Culture Supports: Communications Officer, First Nations workforce; Inclusion, Reconciliation & Wellbeing Lead

Banyule Community Health Innovate RAP Actions & Deliverables

Action	Deliverable	Timeline	Responsibility
9. Recognise, promote and commemorate other First Nations dates of significance within our organisation	<ul style="list-style-type: none"> Develop and circulate to staff and community a calendar of key dates of significance for First Nations peoples. Each significant date will be acknowledged and celebrated with a range of internal and external communications; and community events for NRW, NAIDOC, Children’s Day, Indigenous Literacy Day, Sorry Day 	May 2023, 2024	Lead: GM People and Culture Support: Communications Officer; Inclusion, Reconciliation & Wellbeing Lead; First Nations’ Early Years, Food Share and Care Coordinators
	<ul style="list-style-type: none"> Celebrate National Aboriginal and Torres Strait Islander Children’s Day with Djilak Djirri playgroup, local kindergartens, and schools, involving BCH We Love Stories early literacy, School Readiness & Healthy Schools programs and participants in co- designing activities that enhance inclusion, celebrate and share the unique histories of First Nations peoples and cultures 	August 2023, 2024	Lead: GM Community Programs Support: First Nations’ Early Years Coordinator; We Love Stories Coordinator; Communications Officer; Team Leader Child Health Team; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Celebrate Indigenous Literacy Day with Djilak Djirri playgroup, local kindergartens, and schools, involving BCH We Love Stories early literacy, School Readiness & Healthy Schools programs and participants in co- designing activities that enhance literacy in creative and engaging ways, and support First Nations families with readiness for school, and nurture the uniqueness of creation stories, First Nations peoples and cultures 	Sept 2023, 2024	Lead: GM Community Programs Support: First Nations’ Early Years Coordinator; We Love Stories Coordinator; Communications Officer; Team Leader Child Health Team; Inclusion, Reconciliation & Wellbeing Lead
10. Build respect for First Nations cultures and histories within the wider Banyule community	<ul style="list-style-type: none"> Recognise local First Nations’ families who have lived around Banyule for generations via a plaque at Banyule Community Health West Heidelberg site & Barrunin Beek Indigenous Gathering Place 	December 2023	Lead: GM Community Programs Supports: Inclusion, Reconciliation & Wellbeing Lead; RAP Working Group;; Local Elders
	<ul style="list-style-type: none"> Explore other ways of honouring the local First Nations’ families e.g. oral histories via interviews included on Banyule Community Health website 	December 2023	Lead: GM Community Programs Supports: Inclusion, Reconciliation & Wellbeing Lead; RAP Working Group; Local Elders
	<ul style="list-style-type: none"> Engage with First Nations stakeholders on our native Indigenous community garden project, including signage on plant names in First Nations languages and information on the traditional uses of the plants 	April 2023	Lead: GM Community Programs Supports: First Nations Early Years, Food Share & Care Coordinators; Cultural Safety Lead; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Rename the Childcare room to a Woi- Wurrung name in collaboration with Wurundjeri- Woi Wurrung Elders 	July 2023	Lead: GM Community Programs Supports: First Nations Early Years, Food Share & Care Coordinators; Cultural Safety Lead; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Collaborate with First Nations staff, stakeholders, and community members to co-design a procedure for lowering the flag at the Community Health Centre when a First Nations community member dies, as a demonstration of respect. 	April 2023	Lead: GM Community Programs Supports: First Nations Early Years, Food Share & Care Coordinators; Cultural Safety Lead; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Facilitate local Elders’ participation in the Yoo-rook Truth Telling Commission 	March 2023	Lead: GM Community Programs Supports: First Nations Early Years, Food Share & Care Coordinators; Cultural Safety Lead; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Circulate resources and information to staff on the importance of 'changing the date' of January 26th 	July 2023	Lead: GM People and Culture Supports: Cultural Safety Lead; Inclusion, Reconciliation & Wellbeing Lead
11. Explore the potential of BCH workforce electing to work on January 26th, and take another day off in lieu	<ul style="list-style-type: none"> Externally promote our support for changing the date and our flexible leave policies for January 26th via BCH social media platforms 	July 2023	Lead: GM People and Culture Supports: Cultural Safety Lead; Communication Officer; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Explore how our organisation can support/contribute to the wider national campaign to change the date 	June 2023	Lead: GM People and Culture Supports: Cultural Safety Lead; Communication Officer; Inclusion, Reconciliation & Wellbeing Lead





Banyule Community Health Innovate RAP Actions & Deliverables



Opportunities

Banyule Community Health recognises that the knowledge, skills, and experiences of our First Nations’ peoples make us a more responsive, creative and culturally safe organisation. We will proactively work together to improve attraction, recruitment, retention, and professional development, to enhance First Nations’ peoples experience of working in a mainstream organisation, and the experience of cultural safety for First Nations service users.

We will explore and diversify our supply chains to support First Nations businesses.

Action	Deliverable	Timeline	Responsibility
12. Increase cultural wellbeing and safety for First Nations employees	<ul style="list-style-type: none"> Banyule Community Health First Nations workforce develop a meaningful, personalised Wellbeing Plan in collaboration with their Team Leaders that supports their social and emotional wellbeing; and professional development needs 	December 2023	Lead: GM Community Programs Supports: Team Leaders and First Nations Workforce in different roles across BCH; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Conduct regular reviews of Wellbeing Plans with each First Nations’ staff member to ensure appropriate supports are in place to address cultural load and identity strain. 	July 2024	Lead: GM Community Programs Supports: Team Leaders and First Nations Workforce in different roles across BCH
13. Improve employment outcomes by increasing First Nations’ attraction, recruitment, retention, and professional development.	<ul style="list-style-type: none"> Review HR policies and procedures to include recognition of cultural load, identity strain and sorry business 	March 2023	Lead: GM People & Culture Supports: Cultural Safety Lead; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Consult with Darebin and Banyule Councils, BATSAC, BCH Aboriginal Cultural Safety Lead and the Diversity Council of Australia’s Gari Yalla report in developing a First Nations recruitment, retention and professional development strategy 	November 2023	Lead: GM People & Culture Supports: Cultural Safety Lead; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Ensure that the Banyule Community Health Board of Directors includes a First Nations member 	December 2023	CEO
	<ul style="list-style-type: none"> Build understanding and awareness of current First Nations’ staffing at Banyule Community Health to inform future employment and professional development opportunities. 	December 2022	Lead: GM Community Programs Supports: GM People & Culture; Cultural Safety Lead; Close the Health Gap Connectors; First Nations’ workforce and their Team Leader; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Promote BCH Community Programs for First Nations’ peoples via Sharepoint, social media, Close the Health Gap Connectors 	June 2023	Lead: GM People & Culture Supports: Communication Officer
	<ul style="list-style-type: none"> Engage with First Nations’ staff to consult on our recruitment, retention and professional development strategy. 	March 2023	Lead: GM People & Culture Supports: Cultural Safety Lead; First Nations’ workforce and their Team Leaders; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Develop, launch, and implement the First Nations’ recruitment, retention and professional development strategy. 	November 2024	Lead: GM People & Culture Supports: Cultural Safety Lead; Inclusion, Reconciliation & Wellbeing Lead



Banyule Community Health Innovate RAP Actions & Deliverables

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> Advertise job vacancies to effectively reach First Nations' stakeholders. E.g local avenues, social media 	March 2023	Lead: GM People & Culture Supports: GM Community Programs; Communication Officer; Inclusion, Reconciliation & Wellbeing Lead Supports:
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to First Nations' participation in our workplace. 	December 2023	Lead: GM People & Culture Support: Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Collaborate with Darebin and Banyule Councils on the development of First Nations' Employment Strategy 	November 2023	Lead: GM People & Culture Support: Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Increase the percentage of First Nations' staff employed in our workforce to 2.5% 	November 2024	Lead: GM People & Culture Support: Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Co- design & implement a Welcome Kit for new First Nations' workforce with current First Nations staff 	June 2023	Lead: GM People & Culture Supports: First Nations workforce across BCH; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Lobby funding bodies to fund First Nations' identified positions in a sustainable way 	December 2023	Lead: CEO Support: GM Community Programs; Inclusion, Reconciliation & Wellbeing Lead
14. Enhance the experience of cultural safety for First Nations' peoples, both service users and workforce	<ul style="list-style-type: none"> Whole of Banyule Community Health workforce undertake core Cultural Safety training that is trauma informed 	December 2023	Lead: GM Community Programs Supports: GM People and Culture; All staff; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Continue to involve self-nominated Close the Health Gap Connectors in quarterly Cultural Safety mentoring with Aboriginal Cultural Safety Lead 	November 2024	Lead: GM People & Culture Supports: Close the Health Gap Connectors; Inclusion, Reconciliation & Wellbeing Lead; Cultural Safety Lead
15. Increase First Nations' supplier diversity to support improved economic and social outcomes	<ul style="list-style-type: none"> Develop and implement a First Nations procurement strategy 	December 2023	Lead: GM Finance Support: CEO; Board; Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Investigate Kinaway & Supply Nation membership. 	March 2023	Lead: Inclusion, Reconciliation & Wellbeing Lead Support: GM Finance
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from First Nations' businesses to staff. 	March 2023	Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from First Nations' businesses. 	February 2023	Lead: GM Finance Support: Inclusion, Reconciliation & Wellbeing Lead
	<ul style="list-style-type: none"> Develop commercial relationships with First Nations' businesses. 	February 2023	Lead: GM Client Services & Infrastructure; Supports: GM Finance; CEO; Inclusion, Reconciliation & Wellbeing Lead



Banyule Community Health Innovate RAP Actions & Deliverables



Governance, Tracking & Reporting

Action	Deliverable	Timeline	Responsibility	
16. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain First Nations' representation on the RAP Working Group. 	December 2022- December 2024	Lead: CEO Supports: GM People & Culture; GM Community Programs; RAP Steering Committee; Inclusion, Reconciliation & Wellbeing Lead	
	<ul style="list-style-type: none"> Establish and apply a Terms of Reference for the RAP Working Group. 	February 2023	Lead: Inclusion, Reconciliation & Wellbeing Lead Supports: RAP Working Group	
	<ul style="list-style-type: none"> Meet at least four times per year to provide governance of the RAP; and to drive and monitor RAP implementation. 	February, May, August, November 2023 & 2024	Lead: CEO Supports: GM People & Culture; GM Community Programs; RAP Steering Committee; Inclusion, Reconciliation & Wellbeing Lead	
17. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	December 2022	Lead: CEO Supports: GM Finance; Inclusion, Reconciliation & Wellbeing Lead; GM People & Culture; GM Community Programs; RAP Steering Committee	
	<ul style="list-style-type: none"> Engage our senior leaders and other staff in the delivery of RAP commitments. 	December 2022	Lead: CEO Supports: Inclusion, Reconciliation & Wellbeing Lead; GM People & Culture; GM Community Programs; RAP Steering Committee	
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments. 	March 2023	Lead: Inclusion, Reconciliation & Wellbeing Lead Support: CEO	
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from senior management. 	December 2022	CEO	
	18. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we receive all important RAP correspondence 	June 2023, 2024	Lead: Inclusion, Reconciliation & Wellbeing Lead Support: CEO
		<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire 	1 August 2023, 2024	Lead: Inclusion, Reconciliation & Wellbeing Lead Support: CEO
<ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 		November 2024	Lead: Inclusion, Reconciliation & Wellbeing Lead Support: CEO	
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September 2023, 2024	Lead: Inclusion, Reconciliation & Wellbeing Lead Support: CEO	





Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> Report RAP progress to all staff, senior leaders and Board quarterly. 	March, June, Sept & Dec 2023 & 2024	Lead: Inclusion, Reconciliation & Wellbeing Lead Supports: CEO; GM People & Culture
	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings, annually in the Quality of Care report 	November 2023, 2024	Lead: Inclusion, Reconciliation & Wellbeing Lead Support: CEO
	<ul style="list-style-type: none"> Participate in Reconciliation Australia's biennial Workplace RAP Barometer. 	March 2024	Lead: Inclusion, Reconciliation & Wellbeing Lead Support: CEO
19. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP 	June 2024	Lead: Inclusion, Reconciliation & Wellbeing Lead Support: CEO





**Banyule
Community
Health**

Always here for you



*Banyule Community Health acknowledge the Wurundjeri Woi-Wurrung
People of the Kulin Nation as the Traditional Owners of the land.*

For enquiries about Banyule Community Health's Innovate Reconciliation Action Plan (RAP), please contact:
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