




Reconciliation Action Plan

for the years November 2017 – November 2019





beyondblue
acknowledges the
Traditional Owners of
the Land in Melbourne
on which our head
office is based, the
Wurundjeri people,
of the Kulin Nation.
We pay our respects
to Elders past and
present, and extend
our respect to all
Elders and Aboriginal
and Torres Strait
Islander people across
Australia.

Our vision for reconciliation

The majority of Aboriginal and Torres Strait Islander peoples in Australia strive and aspire to lead happy, healthy, fulfilling lives. However, beyondblue recognises that much needs to be done to address depression, anxiety, suicide and related drug and alcohol problems in Aboriginal and Torres Strait Islander communities.

Over time and across Australia, generations of Aboriginal and Torres Strait Islander people have experienced trauma, grief and loss. It is important to remember the impact that colonisation has had on the lives of Aboriginal and Torres Strait Islander people – and the ongoing trauma, and social and health factors, that affects their social and emotional wellbeing.

Guided by our values of collaboration, respect, enthusiasm, excellence, innovation and integrity, beyondblue's vision for reconciliation is for all Aboriginal and Torres Strait Islander peoples to achieve their best possible social and emotional wellbeing and have access to culturally appropriate support. In our work, we prioritise the perspectives of Aboriginal and Torres Strait Islander people and highlight the importance of empowering them to have control over their own social and emotional wellbeing. We strive to be a strong voice for challenging discriminatory behaviour by enabling discussions about reconciliation through the promotion of positive messages and actions for Aboriginal and Torres Strait Islander people's social and emotional wellbeing.

beyondblue is proud that the Wurundjeri Tribe Land and Compensation Heritage Council has granted permission for use of the word Yilam as the name for the beyondblue staff common area, meaning 'grouping of people'.

Our business

beyondblue is an independent, not-for-profit organisation working to reduce the impact of anxiety, depression and suicide in Australia. Our mission is to promote good mental health and create change to protect everyone's mental health and improve the lives of individuals, families and communities affected by depression, anxiety and suicide.

To achieve this, beyondblue has adopted a community heart and a business head to achieve our goals of;

1. **Reducing the impact of depression, anxiety and suicide by supporting people to protect their mental health and to recover when they are unwell.**
2. **Reducing people's experiences of stigma and discrimination.**
3. **Improving people's opportunities to get effective support and services at the right time.**
4. **Using best business practices to deliver integrated, evidence-based and cost-effective initiatives through our people and resources.**

We provide information and support to help everyone in Australia achieve their best possible mental health, whatever their age and wherever they live. We often help people take the first steps towards recovery by connecting them with local health and community services, empowering them to get better and stay well. beyondblue's tools, resources and services create mentally healthy environments. Through our dedicated programs, we support schools, universities, workplaces and community organisations to protect and promote good mental health. We're working to break down the stigma that prevents people talking about anxiety, depression and suicide, as well as tackling prejudice and discrimination wherever they exist.

Our independence and bipartisan approach to issues position us to advocate for positive change, and a better deal for people experiencing anxiety, depression and suicide risk. Our research continues to shape our work and that of others, and we collaborate with partners across many sectors and industries to advance our collective thinking, knowledge and direction.

beyondblue provides information and resources on anxiety, depression and suicide prevention, free of charge, to the Australian community. We have an extensive catalogue of resources for people who experience anxiety and depression, their family and friends, and for professionals who work to improve people's mental health. To access this information online and download copies of our resources, visit www.beyondblue.org.au/resources

beyondblue is a national organisation, working in all States and Territories, and employs over one hundred staff at any time. beyondblue operates from a single office location in Hawthorn in Melbourne, Victoria. Hawthorn is located within the Boroondara municipality of metropolitan Melbourne, and the City of Boroondara acknowledges the people of the Kulin Nation as Traditional Owners of the land .

Professor Steve Larkin is a Kungarakany man with extensive leadership experience in Indigenous organisations and has been a member of the beyondblue Board of Directors since 2009. Currently, there are no staff members at beyondblue who identify as being from Aboriginal and/or Torres Strait Islander backgrounds.

beyondblue also contracts Adele Cox as a Cultural Consultant. Adele Cox is a Bunuba and Gija woman from the Kimberley region of Western Australia and works as an advocate for Aboriginal and Torres Strait Islander health in a range of areas, specifically social and emotional wellbeing and suicide prevention. beyondblue also involves Aboriginal and Torres Strait Islander peoples in our work through our BlueVoices group and online communities, and will engage Aboriginal and Torres Strait Islander services through Supply Nation on a needs basis.

Our RAP

beyondblue's RAP will:

- Guide our programs, services and partnerships, allowing us to work more effectively with Aboriginal and Torres Strait Islander people, families and communities
- Ensure that we can plan and organise our work to promote deep and powerful change in our beyondblue community to support Aboriginal and Torres Strait Islander people to achieve their best possible social and emotional wellbeing.
- Support our journey to learn more about the world's oldest continuing culture and develop new relationships and partnerships.

Our RAP team is made up of staff from across the organisation who are passionate about reconciliation. beyondblue Board Member Professor Steve Larkin and CEO Georgie Harman champion our Reconciliation Action Plan internally as Co-chairs of the RAP Working Group (RWG).

Our organisation's commitment to this RAP is supported at the highest levels by the beyondblue Board and its senior Executive. The beyondblue RAP Working Group includes three Aboriginal members, the members of the Working Group are as follows:

GEORGIE HARMAN,
CEO beyondblue (Co-chair).

PROFESSOR STEVE LARKIN,
Board Member beyondblue (Co-chair).

NADINE BARTHOLOMEUSZ-RAYMOND,
General Manager Families, Education and Diversity
& Access beyondblue.

NADEAN WELLER,
Acting GM Marketing and Communications
beyondblue.

MARK BURKE,
Head of Corporate Services and CFO beyondblue.

ALICIA TANGAROA,

Brand and Content Manager beyondblue.

REBECCA LEE,
Policy Advisor beyondblue.

CHRISTOPHER BANKS,
Online Communities Manager beyondblue.

RACHAEL NEUMANN,
Project Manager Diversity & Access beyondblue.

SAMMY LEONE,
Aboriginal community representative.

In implementing this RAP, we are proud and grateful to work alongside beyondblue's Cultural Consultant Adele Cox and Belinda Stevens, Director Victorian Aboriginal Community Controlled Health Organisation.

Relationships

beyondblue places a high priority on seeking out, listening and responding to the experiences of our community. Our vision is to build strong relationships with Aboriginal and Torres Strait Islander people and communities to achieve our reconciliation aims, and we will achieve this through collaborating and sharing knowledge, skills and expertise.

Focus area:

Strong and collaborative relationships with Aboriginal and Torres Strait Islander people and communities aligns with Objective 4.5 of our strategic plan; beyondblue is committed to evidence-based practice and continuous improvement; we combine the experiences and expertise of people affected by depression, anxiety and suicide with the evidence generated by researchers and evaluators.

Action	Deliverable	Timeline	Responsibility
1. Maintain a RAP Working Group (RWG) to actively monitor RAP development and implementation of actions, tracking progress and reporting.	1. The RWG will include members from across the organisation, including the executive		Education, Families, Diversity & Access General Manager.
	2. Ensure the CEO and a member of the board are co-chairs of the RWG.	Review; August 2018, 2019.	
	3. Include two Aboriginal and Torres Strait Islander representatives on the RWG, supported by beyondblue's Cultural Consultant.	Review; August 2018, 2019.	
	4. Hold Six RWG meetings annually to monitor and report on RAP implementation.	September, November 2017. February, April, June, August, October, December 2018. February, April, June, August 2019.	
	5. Ensure the RWG Terms of Reference and membership are reviewed annually and as needed.		
	6. Ensure the RWG reviews progress against the RAP after 12 months.		
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	1. Hold a minimum of one NRW event each year.	June 2018, 2019.	Diversity & Access Program Leader.
	2. Register NRW events on Reconciliation Australia's NRW website.	June 2018, 2019.	
	3. The reconciliation experiences and stories of Aboriginal and Torres Strait Islander peoples will be included in beyondblue NRW events.	June 2018, 2019.	
	4. NRW will be promoted with social media content and a media release focused on why reconciliation is important for the social and emotional wellbeing of Aboriginal and Torres Strait Islander peoples.	June 2018, 2019.	
	5. The RWG will participate in an external event to recognise and celebrate NRW.	June 2018, 2019.	
	6. The RWG will support one external NRW event through promoting, attending, providing beyondblue resources free of charge, sponsoring the event, and/or having a beyondblue stall.	June 2018, 2019.	
	7. Staff will be encouraged to attend NRW activities that apply directly to our strategy and program areas of work.	June 2018, 2019.	

Action	Deliverable	Timeline	Responsibility
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	1. Meet with Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	December 2017.	Policy, research & Evaluation Policy Advisor.
	2. Develop plans to engage with Aboriginal and Torres Strait Islander organisations, community members, Elders, Traditional Owners and Traditional Owner groups (Partner Engagement Plans) in consultation with Aboriginal and Torres Strait Islander organisations in each State and Territory.	February 2018.	
	3. Capture and measure levels of community involvement and identify priority Aboriginal and Torres Strait Islander engagement areas through a review of internal systems and activities.	April 2018.	
	4. Review Aboriginal and Torres Strait Islander representation in our online communities and consult with the facilitators of Aboriginal and Torres Strait Islander online communities to include strategies to increase Aboriginal and Torres Strait Islander membership within a Reconciliation Community Engagement Plan.	June 2018.	
	5. Review the Portfolio and Project Management system (beyondblue's project review, prioritisation, approval and management system) to ensure all projects identify opportunities to engage with Aboriginal and Torres Strait Islander peoples.	November 2018.	
	6. Report the progress of projects that involve Aboriginal and Torres Strait Islander peoples, communities and organisations in the Portfolio and Project Management system and beyondblue Board Papers.	October 2019.	
	7. Ensure Aboriginal and Torres Strait Islander people and services are involved in beyondblue Advisory Groups to provide consumer input, and/or consultants to provide strategic advice for all relevant projects.	August 2017.	
	8. Actively participate in the Close the Gap Campaign Steering Committee annually through a campaign donation of \$10,000, attendance at the Close the Gap parliamentary event, contributing to the 'Progress and Priorities' report and supporting and promoting Close the Gap Day through owned channels.	Review; June 2018, 2019.	
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	1. Promote the RAP to all internal and external stakeholders, including community and stakeholders through a RAP Communication Plan, using various owned channels such as the beyondblue website.	January 2018.	Brand and Content Manager.
	2. Explore releasing a Board public statement that supports Aboriginal and Torres Strait Islander people's social and emotional wellbeing.	March 2018.	

Respect

beyondblue recognises that strong cultural identity is fundamental to the mental health and social and emotional wellbeing of Aboriginal and Torres Strait Islander people. Respecting the significance of cultural identity; including learning more about Aboriginal and Torres Strait Islander people, cultures, lands, waters, histories and rights, and language – and celebrating these – is important to achieve our aim of supporting everyone in Australia to achieve their best possible social and emotional wellbeing.

Focus area:

beyondblue is driven by our values to deliver on our mission. One of our key values is to always treat others with respect and dignity. We believe that respect should underpin every attitude, behaviour and action and we strive to live the values we believe in every day.

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