



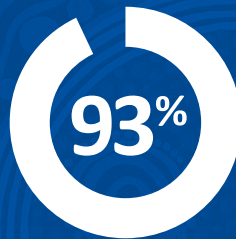
Reconciliation Action Plan highlights 2018

Beyond Blue is proud to have launched our Innovate Reconciliation Action Plan 2018-2020 in March 2018.

Guided by our values of collaboration, respect, enthusiasm, excellence, innovation and integrity, Beyond Blue's vision for reconciliation is for Aboriginal and Torres Strait Islander peoples to achieve their best possible social and emotional wellbeing.

Respect

- Fifty-three per cent of staff completed cultural awareness training this year. More training scheduled for 2019.
- Thirty-two staff nominated for Reconciliation Action Plan implementation committees.



of Beyond Blue staff believe **reconciliation is an important part** of their work.

Relationships

- Established a Cultural Consultants' panel to advise our work.
- Provided national support for better social and emotional wellbeing outcomes through advocacy and policy submissions, including the Close the Gap refresh process.
- Held six internal events to celebrate dates of cultural significance, including NAIDOC, Close the Gap Day and the National Apology.

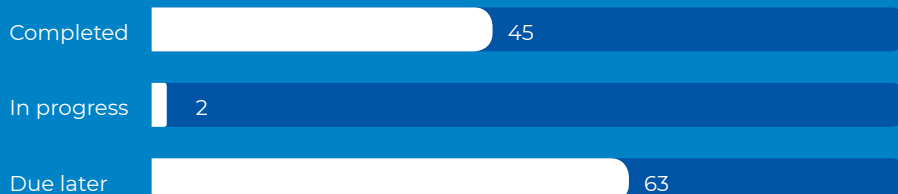
Beyond Blue supported the **Close the Gap** campaign with a **\$10,000 annual donation**



Opportunities

- Measured levels of Aboriginal and Torres Strait Islander community involvement and identified priority areas across Beyond Blue.
- Implemented corporate services strategies to procure goods and services from Aboriginal and Torres Strait Islander businesses, including membership with Supply Nation.
- Received advice and support from our cultural consultants on how to ensure our contracts are culturally appropriate and support ownership of cultural knowledge.

Completion of RAP deliverables to date



Our key achievements

- Launched and promoted our RAP through stakeholder networks and social media channels.
- Held six RAP Working Group meetings with Beyond Blue staff and Aboriginal and Torres Strait Islander community representatives.
- Developed and promoted a calendar of Aboriginal and Torres Strait Islander dates of national significance.
- Included information on social and emotional wellbeing in all staff induction training.
- Developed Cultural Protocol resources, including guidelines for staff and leading Acknowledgment of Country.
- Participated in the national RAP Barometer Survey.
- Continued promotion of the Invisible Discriminator racism reduction campaign.
- Promoted the Reconciliation Australia 'Share Our Pride' online tool to staff.
- Implemented projects to support protective factors such as connection to culture and identity.
- Reviewed our project management planning processes to support indigenous engagement.
- Consulted with Aboriginal and Torres Strait Islander Stakeholders about the promotion and use of our BeyondNow Suicide Safety Planning app.
- Developed a Virtual Speaker video with an Aboriginal and Torres Strait Islander Beyond Blue ambassador to share Aboriginal and Torres Strait Islander stories.
- Consulted with stakeholders to develop engagement principles for Aboriginal and Torres Strait Islander engagement activities.



What's next?

- Development of an Aboriginal and Torres Strait Islander Projects Strategy to guide our future work, including racism reduction.
- Review of Human Resources policies and procedures to support Aboriginal and Torres Strait Islander staff.
- Development of Beyond Blue Cultural Awareness Training.
- Development of Reconciliation Community Engagement activities to increase Aboriginal and Torres Strait Islander membership within online forums, blueVoices advisory membership and our Speakers Bureau.

