

Reconciliation Action Plan

Highlights

April 2019-March 2020

Relationships

- Developed organisation-wide Aboriginal and Torres Strait Islander Strategy 2019-2024.
- Collaborated with the Ngaanyatjarra Pitjantatjara Yankunytjatjara Women's Council in Alice Springs to create short videos about the importance of traditional language and cultural practices in healing communities.
- Published a public position statement on Beyond Blue's commitment to Aboriginal and Torres Strait Islander social and emotional wellbeing.
- Invited cultural consultants to meet with our staff to share advice and provide strategic input into projects.
- Worked alongside Indigenous researchers and consultants to explore ways to improve the cultural safety of our Blue Voices and Online Forums programs. Findings from this research will help us to increase engagement with Aboriginal and Torres Strait Islander users in these platforms.
- Applied new enhancements to our Beyond Now Suicide Safety Planning app to support accessibility and engagement with Aboriginal and Torres Strait Islander users.

Respect

- Celebrated and acknowledged important dates of cultural significance, including: The National Apology, Close the Gap Day, National Reconciliation Week, NAIDOC Week, and Aboriginal and Torres Strait Islander Children's Day.
- Our Beyond Blue Board of Directors participated in a Cultural Awareness Training session hosted by Arrilla.

Opportunities

- Increased expenditure with Aboriginal and Torres Strait Islander businesses, through our Supply Nation membership.
- Reviewed and updated our HR policies and processes to be more culturally inclusive, including the addition of cultural leave for Aboriginal and Torres Strait Islander staff and strategies to increase Indigenous employment and retention.
- Participated in the RAP Impact Measurement Survey.

What's next?

- Launching our new Innovate Reconciliation Plan 2020-2022.
- Ongoing implementation of our Aboriginal and Torres Strait Islander Strategy 2019-2024, focussing on:
 - » building organisational cultural competency
 - » strengthening relationships and partnerships
 - » research
 - » policy and advocacy
 - » ensuring our major interventions are culturally safe and accessible.
- Embed our updated Human Resources policies, strategies and processes to reduce participation barriers and increase Aboriginal and Torres Strait Islander employment and internship opportunities.

“

There were challenges with the RAP this year, but they were viewed as opportunities. I've enjoyed working with Beyond Blue over the past year, and look forward to seeing what can be achieved in the next year.”

– Charleene Mundine
Beyond Blue RAP Working Group Aboriginal community representative