

# Innovate reconciliation action plan

April 2020 – April 2022



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Beyond Blue acknowledges the Traditional Custodians of the Land in Melbourne on which our head office is based, the Wurundjeri people of the Kulin Nation, and pay our respects to their Elders past and present. We also extend our respect to all Traditional Owners, and Aboriginal and Torres Strait Islander people across the diverse lands of our country, their Elders, cultures and heritages. We recognise the continuing connection that land and country has to the identity, strength and wellbeing of individuals, families and communities.

# Reconciliation and Beyond Blue

Aboriginal and Torres Strait Islander peoples in Australia strive to lead happy, healthy, fulfilling lives yet continue to experience rates of psychological distress and suicide higher than the general population. Their experiences of trauma, grief and loss are deeply rooted in the colonial history of our country.

At Beyond Blue, we aim to contribute meaningfully to reducing the impacts of anxiety, depression and the risk of suicide experienced by Aboriginal and Torres Strait Islander peoples.

We know there is still much work to do, but we're proudly committed to the journey of healing and reconciliation.

Beyond Blue's vision for reconciliation is an Australia in which Aboriginal and Torres Strait Islander cultures are celebrated and embraced as part of a national identity. We also envision Aboriginal and Torres Strait Islander peoples being empowered to make decisions affecting their future.

In the context of Beyond Blue's work, our ambition in particular 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.

Our role as an ally means working alongside Aboriginal and Torres Strait Islander peoples, listening to their needs and supporting self-determination.

In the spirit of reconciliation, the Beyond Blue Board and staff are determined to support an open-hearted and respectful response to the Uluru Statement from the Heart. Having an Indigenous voice shaping national policy is integral to reconciliation and for the wellbeing of Aboriginal and Torres Strait Islander peoples across Australia. We recognise that Indigenous cultures and communities have inherent protective factors that should be utilised as sources of strength and healing to ensure social and emotional wellbeing.

Through this, Beyond Blue's second Innovate Reconciliation Action Plan, we aim to build on our learnings, continue to listen and strengthen relationships with communities.

We, the Co-chairs of the Beyond Blue RAP Working Group, would like to thank the staff of Beyond Blue, our partners and the community member representatives who have developed our second Reconciliation Action Plan. We are all committed to it as we continue our own journey towards reconciliation.



A handwritten signature in black ink, appearing to read 'Russell Taylor'.

**Russell Taylor AM**  
Beyond Blue  
Board Director and RAP  
Working Group Co-chair



A handwritten signature in black ink, appearing to read 'Georgie Harman'.

**Georgie Harman**  
Beyond Blue CEO and RAP  
Working Group Co-chair

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# About the RAP artwork



## ***A Life Full of Colour***

The artist, Tamara May Murray, has created this large, colourful piece as a celebration of Aboriginal and Torres Strait Islander peoples' strength, hope and resilience.

As the world's oldest civilisation, Australia's First Nations peoples have cultivated strong connections to country, culture, family and community over tens of thousands of years.

The artist conveys this long, unbroken civilisation with the use of an hourglass design.

The many colourful firework-style circles that form the hourglass symbolise the many different life experiences – births, deaths and knowledge-sharing from Elders and through ceremonies.

The section inside of the hourglass represents time – from the time of Dreaming through to the future.

The section to the left recognises some of the fundamental elements of First Nations peoples' strength and resilience – respect for Ancestors, Elders, culture and a deep connection with the land and water.

The central circle represents Aboriginal and Torres Strait Islander peoples, strengthened by their past and buoyed into their future.

The section on the right shows a bright and fulfilled future. A future inclusive of healing, holistic health, hope, growth, knowledge sharing and respect.

Tamara has chosen to paint in abstract to make the image as inclusive as possible.

She has selected bright, vibrant colours to not only show the rich and proud history of Aboriginal and Torres Strait Islander peoples, but because of her belief that there is a brighter future ahead for all First Nations peoples, a future full of colour.



Beyond Blue commissioned Tamara May Murray from Maramayart to create an artwork that reflects strength, hope, recovery and resilience, and our commitment to social and emotional wellbeing for all Australians.

Tamara and Beyond Blue RAP Working Group members came together to share their visions for reconciliation and inform the creation of *A Life Full of Colour*.

Beyond Blue acknowledges and respects Maramayart as the custodian of the cultural knowledge represented within this beautiful artwork.

### About the artist – Tamara May Murray

The artist, Tamara May Murray, is a proud member of the Barkindtji tribe on her mother's side, the Yorta Yorta and Dhudaroah tribes on her father's side.

She grew up on the Namatjira Mission in the small country town of Coomealla

“My Dad and Pop built our home out of old tin and wood they collected from the local tip. We didn't have running water, or flushing toilets and we used an open fire place for a kitchen. We didn't have much and life was simple. I often think back to those days with a sense of pride and happiness.

“Culture is everything to me, it's a way of life, it's my identity, it's who I represent – my people, my family. Culture is our way of healing, telling stories, keeping spirits and traditions alive. It's our connection to the land.”

Tamara first started painting when she was three years old and it was evident that she had a natural gift. However, it was not until after the birth of her second daughter in 2008 that the gift of art came to Tamara in the form of healing, giving her a voice, a way of expression and a connection to the land, her culture and her ancestors.

Tamara was diagnosed with post-natal depression and later bipolar disorder. In her darkest hours, art came to her.

For Tamara, family is what inspires her to continue to grow and to keep fighting. Her two daughters are her daily motivation – to provide for them and to be a strong, powerful role model of what is possible.

For Tamara, her art is not simply paint on a canvas. It's a story; it's a place; it's someone she has met along the way that has inspired her. It's a deep connection to the land and her culture. It is a story that has been passed down.



***“I want my art to help break down barriers between Indigenous and non-Indigenous Australians. I hope I can help educate and contribute to a more peaceful world where our children can all walk as one, hand in hand, no matter their skin colour or cultural identity.”***



# Our vision for reconciliation

**Guided by our values of collaboration, respect, enthusiasm, excellence, innovation and integrity, Beyond Blue's vision for reconciliation is an Australia in which Aboriginal and Torres Strait Islander cultures are embraced as part of a national identity, and Aboriginal and Torres Strait Islander peoples are empowered to make decisions affecting their future.**

**In the context of our work, our ambition in particular 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.**

Aboriginal and Torres Strait Islander peoples in Australia strive and aspire to lead happy, healthy, fulfilling lives. Their cultural values have much strength and wisdom to offer the wider Australian community. However, Beyond Blue recognises that much needs to be done to address anxiety, depression and suicide in Aboriginal and Torres Strait Islander communities.

Over time and across Australia, generations of Aboriginal and Torres Strait Islander peoples have experienced trauma, grief, loss and racism. This ongoing trauma has a significant and continuing impact on the social and emotional wellbeing of individuals, families and whole communities.

Good mental health can be difficult to achieve when people have experienced intergenerational trauma, have been separated from their family and community, are unable to participate in their culture, or are subject to repeated discrimination and racism.

We understand that for Aboriginal and Torres Strait Islander peoples, having a strong, positive connection to culture is vital to achieving better social and emotional wellbeing outcomes. While Beyond Blue is not and should not attempt to be a specialist provider of comprehensive social and emotional wellbeing services for Aboriginal and Torres Strait Islander people, there is much we can do to make a difference.

We aim to work in partnership with Aboriginal and Torres Strait Islander organisations and communities to develop strategies to improve health and wellbeing. In doing so, and in lending our voice to support reconciliation, we strive to be the best ally we can be.

***“Beyond Blue’s vision for reconciliation is an Australia in which Aboriginal and Torres Strait Islander culture is celebrated and embraced as part of a national identity. We also envision Aboriginal and Torres Strait Islander peoples being empowered to make decisions affecting their future.”***



# Our business

**Beyond Blue is an independent, not-for-profit organisation with the vision that all people in Australia achieve their best possible mental health. Our mission is to work with the community to improve mental health and prevent suicide. To achieve this, Beyond Blue operates with a community heart and a business head.**

Our organisational priorities are:

- To support the places where people live, learn, work and play to tackle stigma and discrimination and champion mental health and wellbeing.
- To provide practical and evidence-based information, advice and support so people can better understand how to maintain their mental health and take steps to recover from mental health conditions.
- To play a lead role in the national effort to prevent suicide through research, information, advice, support, innovation and advocacy.

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.

Operating from Melbourne, Victoria, Beyond Blue is a national organisation that runs national initiatives and works in all states and territories and currently employs over 200 staff. In 2018/19, our volunteers engaged with 1 million people through events across Australia, our Support Service responded to 193,000 contacts and our website had 12.9 million visitors.

We work alongside Aboriginal and Torres Strait Islander peoples and communities in a number of ways: through service delivery partners; our panel of Cultural Consultants, who provide a wealth of expertise, experience, advice and support from across the country; through our Blue Voices members and online communities; through our Supply Nation membership; and through local and national relationships and networks.

Proud Kamilaroi man, Russell Charles Taylor AM, was appointed to the Beyond Blue Board of Directors in 2019. Russell has spent more than 20 years in senior public services roles and has continuously advocated for Aboriginal and Torres Strait Islander people to lead, drive and be involved in processes that affect them. Beyond Blue currently has one Aboriginal member of staff. The Beyond Blue Innovate Reconciliation Action Plan (RAP) 2020-2022 includes actions to support increased recruitment and retention of Aboriginal and Torres Strait Islander employees.



# Our RAP

**In this, Beyond Blue's second Innovate RAP, we seek to embed the knowledge and learning gained during the period of our first RAP. This RAP will enable us to make further progress towards reconciliation and strengthen our relationships with Aboriginal and Torres Strait Islander communities.**

Our first RAP guided us through the initial steps of our reconciliation journey where we focussed on celebrating and learning more about the world's oldest continuing culture, building our cultural competency, building new relationships with Aboriginal and Torres Strait Islander communities and organisations, and putting structures in place to ensure we deliver inclusive resources and services to the community. Key achievements from our first Innovate RAP include:

- Conducting cultural awareness training for the Beyond Blue Board and staff.
- Commencing Supply Nation membership and increasing our expenditure with Aboriginal and Torres Strait Islander organisations.
- Working with Aboriginal and Torres Strait Islander health leaders to adapt the Beyond Now suicide safety planning app to support their connection to culture.
- Developing a position statement on our commitment to Social and Emotional Wellbeing.
- Working alongside Aboriginal researchers to explore the cultural safety and accessibility of the Blue Voices program and Beyond Blue Online Forums, with the goal of improving experiences and increasing engagement.

Another significant outcome of our first RAP was the development of our Aboriginal and Torres Strait Islander Strategy 2019-2024. This internal strategy will guide our future work supporting the social and emotional wellbeing of Aboriginal and Torres Strait Islander peoples, in alignment with our reconciliation vision and goals. The strategy contains five priority areas for action:

- Building our cultural competency through our Reconciliation Action Plans.
- Ensuring our major interventions work for Aboriginal and Torres Strait Islander people, and working to promote racism reduction.
- Building strong relationships with Aboriginal and Torres Strait Islander people, leaders and organisations.
- Supporting research to build the evidence base on social and emotional wellbeing.
- Using our leverage and reach to support policy reforms to improve Aboriginal and Torres Strait Islander social and emotional wellbeing.

Along with successes, there have been challenges and opportunities for learning along our reconciliation journey. Many of the deliverables in our first RAP have required adaptations to the way we do business and as with any change, this has not always been easy. For instance, we have not met our goal of employing more Aboriginal and Torres Strait Islander people.

We have learnt that meaningful change requires a shift in the way we think, plan, act and work, and takes time. The implementation of our next RAP will include new strategies based on the lessons learned.

Beyond Blue's Innovate RAP 2020–22 will:

- Ensure that we continue to plan and organise our work to promote deep and powerful change in our Beyond Blue community, so that we may support Aboriginal and Torres Strait Islander peoples to achieve their best possible social and emotional wellbeing.
- Guide our programs, services and partnerships, allowing us to work safely, respectfully and effectively with Aboriginal and Torres Strait Islander peoples, families and communities.
- Support our journey to becoming a culturally safe and competent organisation.
- Support us in strengthening relationships with Aboriginal and Torres Strait Islander leaders and organisations, so our work is informed by the people and communities we seek to support.
- Connect and integrate with Beyond Blue's existing internal strategies, frameworks and policies, and inform the development of future organisational planning.

# Our RAP Working Group

Our RAP Working Group (RAPWG) is made up of staff from across the organisation who are passionate about reconciliation, and also includes members from Aboriginal and Torres Strait Islander communities. Beyond Blue Board Member Russell Taylor AM and CEO Georgie Harman champion our Reconciliation Action Plan internally as Co-chairs of the RAPWG.

Our organisation's commitment to this RAP is supported at the highest levels by the Beyond Blue Board and its Senior Executive.

Members of the Beyond Blue RAPWG are as follows:

**Russell Taylor AM**

Board Director, Beyond Blue (Co-chair)

**Georgie Harman**

CEO, Beyond Blue (Co-chair)

**Clarisse Slater**

Project Manager Inclusion and Aboriginal and Torres Strait Islander Communities, Beyond Blue

**Charleene Mundine**

Cultural Consultant, DLCM Pty Ltd

**Sammy Leone**

Aboriginal community representative

**Brett Mooney**

Torres Strait Islander community representative

**Sam Rosevear**

General Manager Strategy and Policy, Beyond Blue

**Jilly Charlwood**

Head of Marketing, Beyond Blue

**Charlotte Kiddle**

Head of Human Resources, Beyond Blue

**Rebecca Lee**

Senior Advisor Strategy and Policy, Beyond Blue

**Sarah Alliston**

Workplace Programs Lead, Beyond Blue

**Christopher Banks**

Project Manager Suicide Prevention, Beyond Blue

**Linda Smith**

Partnerships Lead, Beyond Blue





# Relationships

People from all over Australia put their trust in Beyond Blue as a safe and reliable source of mental health and suicide prevention information, advice and support. With that comes a deep responsibility to understand community needs. Beyond Blue is committed to listening and responding to the experiences and expertise of those affected by depression, anxiety and suicide.

Beyond Blue will ensure that the voices and perspectives of Aboriginal and Torres Strait Islander peoples will not only be heard, but will help drive the design and development of our services and supports, and will also help inform our advocacy priorities.

Community is at the heart of our vision and organisation-wide strategy, underpinning our three strategic priorities – promoting mental health and wellbeing; being a trusted source of information, advice and support; and working together to prevent suicide. To support these priorities, in alignment with our Aboriginal and Torres Strait Islander Strategy 2019–24, our aim is to build strong, reciprocal and mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples and communities, acknowledging the strengths of Aboriginal and Torres Strait Islander peoples through collaborating and sharing knowledge, skills and expertise.

| Action   | Deliverable  | Timeline               | Responsibility                  |
|--|--|------------------------|---------------------------------|
| 1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. | 1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.  | Jul 2020               | Head of Diversity and Inclusion |
|  | 1.2 Develop and implement an Aboriginal and Torres Strait Islander Relationships Plan to support engagement with a range of stakeholders, as part of the Beyond Blue Aboriginal and Torres Strait Islander Strategy 2019-2024.   | Jul 2020               | Head of Diversity and Inclusion |
|  | 1.3 Annually reflect on activities with Aboriginal and Torres Strait Islander peoples and services involved in our work, and identify priority areas where additional efforts to support engagement are required. This will include reviewing: <ul style="list-style-type: none"> <li>• How and when we consult with Aboriginal and Torres Strait Islander Consultants, organisations and communities.</li> <li>• Aboriginal and Torres Strait Islander representation on Beyond Blue advisory and working groups</li> <li>• Partnerships and relationships with Aboriginal and Torres Strait Islander peoples and organisations.</li> </ul> | Review: Dec 2020, 2021 | Head of Diversity and Inclusion |

| <b>Action</b>  | <b>Deliverable</b>  | <b>Timeline</b>              | <b>Responsibility</b>                 |
|--|---|------------------------------|---------------------------------------|
| 2. Ensure that the voices and perspectives of Aboriginal and Torres Strait Islander peoples help to drive the design and development of our interventions and products and inform our advocacy priorities. | 2.1 Consistently invite Aboriginal and Torres Strait Islander peoples and services to be involved in Beyond Blue advisory groups, in collaboration with the Project and Portfolio Management and Blue Voices teams.             | Review:<br>Oct<br>2020, 2021 | Project<br>Manager,<br>Inclusion      |
| 3. Build relationships through celebrating National Reconciliation Week (NRW).   | 3.1 Promote Reconciliation Australia's NRW resources and reconciliation materials to all staff.   | May<br>2020, 2021            | Head of<br>Diversity and<br>Inclusion |
|  | 3.2 The RAPWG will participate in an external event to recognise and celebrate NRW each year.   | May<br>2020, 2021            | Head of<br>Diversity and<br>Inclusion |
|  | 3.3 Encourage staff, including senior staff, to attend NRW activities that apply directly to our strategy and program areas of work.  | May<br>2020, 2021            | Head of<br>Diversity and<br>Inclusion |
|  | 3.4 Hold a minimum of one internal NRW event each year.   | May<br>2020, 2021            | Head of<br>Diversity and<br>Inclusion |
|  | 3.5 Register all Beyond Blue NRW events on Reconciliation Australia's NRW website.  | May<br>2020, 2021            | Head of<br>Diversity and<br>Inclusion |
| 4. Promote reconciliation through our sphere of influence.   | 4.1 Implement strategies to engage our staff in reconciliation.   | Dec<br>2020, 2021            | Head of<br>Diversity and<br>Inclusion |
|  | 4.2 Internally and externally (through social and other media channels) promote six Aboriginal and Torres Strait Islander dates of significance annually.   | Dec<br>2020, 2021            | Head of<br>Diversity and<br>Inclusion |
|  | 4.3 Promote external events, activities and consultations being held by Aboriginal and Torres Strait Islander organisations through our Blue Voices and other Beyond Blue communication channels.                               | Review:<br>Aug<br>2020, 2021 | Head of<br>Diversity and<br>Inclusion |
|  | 4.4 Publicly promote Beyond Blue's commitment to reconciliation, and National Reconciliation Week through Beyond Blue social and other media channels.  | Jun<br>2020, 2021            | Head of<br>Diversity and<br>Inclusion |
|  | 4.5 Explore opportunities to positively influence external stakeholders to drive reconciliation outcomes by continuing to ask service providers to outline how they support reconciliation in the Request for Proposal process. | Review:<br>Nov<br>2020, 2021 | Procurement<br>Manager                |
|  | 4.6 Collaborate with RAP organisations and other like-minded organisations to develop ways to advance reconciliation (such as through partnering on research, advocacy or events).  | Sep 2021                     | Head of<br>Diversity and<br>Inclusion |

| <b>Action</b>  | <b>Deliverable</b>   | <b>Timeline</b> | <b>Responsibility</b>      |
|--|--|-----------------|----------------------------|
| 5. Promote positive race relations through anti-discrimination strategies. | 5.1 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander Consultants to review and communicate the Beyond Blue Equal Employment Opportunity anti-discrimination policy in line with the two-year policy review cycle.            | Dec 2020        | Head of Human Resources    |
|  | 5.2 Implement annual educational workshops for all staff, including senior leaders, about the prevalence and effect of racism on social and emotional wellbeing.   | Nov 2020, 2021  | Head of Human Resources    |
|  | 5.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander Consultants to conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.                                    | Mar 2021        | Head of Human Resources    |
|  | 5.4 Develop resources for social media moderators to help them effectively engage with public comments and questions related to Aboriginal and Torres Strait Islander peoples, in order to increase respect for Aboriginal and Torres Strait Islander peoples and reduce racism. | Jan 2021        | Online Communities Manager |



# Respect

At Beyond Blue, we are driven by our values to deliver on our mission. One of our key values is to treat others with respect and dignity at all times. Beyond Blue recognises that strong cultural identity is fundamental to the mental health and social and emotional wellbeing of Aboriginal and Torres Strait Islander peoples.

Respecting the significance of cultural identity, including learning more about Aboriginal and Torres Strait Islander peoples, cultures, lands, waters, histories, rights and languages — and celebrating these — is critical if we are to achieve our aim of supporting everyone in Australia to achieve their best possible social and emotional wellbeing.

| Action   | Deliverable   | Timeline               | Responsibility               |
|--|---|------------------------|------------------------------|
| 6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. | 6.1 Conduct a review of cultural learning needs within our organisation.  | Apr 2021               | Head of Human Resources      |
|  | 6.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.   | Sep 2020               | Head of Human Resources      |
|  | 6.3 Implement, review and update a cultural learning strategy for our staff.  | Sep 2020               | Head of Human Resources      |
|  | 6.4 Provide opportunities for RAPWG members, HR managers and other key leadership staff to participate in formal and structured cultural learning.  | Sep 2020               | Head of Human Resources      |
|  | 6.5 Partner with an Aboriginal and Torres Strait Islander organisation to facilitate an information session for staff on trauma informed care and healing.  | Dec 2020               | Project Manager, Inclusion   |
|  | 6.6 Ensure induction training for new staff includes information about: <ul style="list-style-type: none"> <li>The social and emotional wellbeing of Aboriginal and Torres Strait Islander peoples.</li> <li>The provision of cultural learning opportunities available for all staff.</li> <li>Supply Nation membership and supplier diversity.</li> <li>The calendar of Aboriginal and Torres Strait Islander dates of significance.</li> <li>An overview of engagement resources and factsheets available to staff.</li> </ul> | Review: Jan 2021, 2022 | Project Manager, Inclusion   |
|  | 6.7 Ensure our Volunteer Information Portal includes cultural safety information.   | Mar 2021               | Head of Community Engagement |

| <b>Action</b>   | <b>Deliverable</b>   | <b>Timeline</b>        | <b>Responsibility</b>           |
|---|--|------------------------|---------------------------------|
| 7. Ensure that strengths-based Aboriginal and Torres Strait Islander stories are shared across our platforms. | 7.1 Share stories of successes and strengths of Aboriginal and Torres Strait Islander-led social and emotional wellbeing programs through Beyond Blue channels, for both internal and external audiences – such as through social media and on Beyond Blue’s intranet.   | Sep 2021               | Head of Diversity and Inclusion |
|   | 7.2 Continue to develop written and audio-visual stories that highlight the experiences of Aboriginal and Torres Strait Islander peoples in relation to their social and emotional wellbeing. This will be done in collaboration with Aboriginal and Torres Strait Islander organisations and may include lived experience virtual speaker videos and content for the Beyond Blue website.   | Dec 2021               | Head of Diversity and Inclusion |
|   | 7.3 Promote strengths-based stories (developed above) through the Beyond Blue website and other relevant communication channels.   | Dec 2021               | Project Manager, Inclusion      |
| 8. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.      | 8.1 Promote the Beyond Blue Cultural Protocol Factsheets to staff through internal channels, including Acknowledgement of Country and Welcome to Country protocols. These factsheets outline how Beyond Blue pays respect to Aboriginal and Torres Strait Islander peoples at meetings and events and are provided as a guide to staff on how to consult respectfully when engaging and consulting with Aboriginal and Torres Strait Islander peoples, communities and services. | Jul 2020               | Project Manager, Inclusion      |
|   | 8.2 Invite a local Traditional Owner or Custodian to provide a Welcome to Country at significant internal and external events and public launches each year.   | Review: Sep 2020, 2021 | Project Manager, Inclusion      |
|   | 8.3 Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.   | Review: Sep 2020, 2021 | Project Manager, Inclusion      |
|   | 8.4 Amend Beyond Blue meeting agenda templates with information on the delivery of an Acknowledgement of Country at the commencement of important meetings.  | Nov 2020               | Project Manager, Inclusion      |

| Action  | Deliverable   | Timeline               | Responsibility                  |
|---|---|------------------------|---------------------------------|
| 9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week. | 9.1 RAPWG members will participate in an external NAIDOC Week event each year.  | Jul 2020, 2021         | Head of Diversity and Inclusion |
|   | 9.2 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander Consultants on a review of HR policies and procedures in line with the two-year policy review cycle to ensure no barriers remain to staff participating in NAIDOC Week.  | Jun 2020               | Head of Human Resources         |
|   | 9.3 Promote and encourage participation in external NAIDOC events to all staff.   | Jul 2020, 2021         | Head of Diversity and Inclusion |
| 10. Respect Aboriginal and Torres Strait Islander research and knowledge principles and rights.               | 10.1 Develop an Indigenous Data Sovereignty position statement and resources to guide culturally appropriate program design, research evaluation and knowledge translation activities at Beyond Blue.   | Dec 2021               | Head of Evaluation and Research |
|   | 10.2 Ensure that all research commissioned or funded by Beyond Blue adheres to the principles outlined in the National Health and Medical Research Council publication: <i>Ethical conduct in research with Aboriginal and Torres Strait Islander Peoples and communities: Guidelines for researchers and stakeholders</i> and/or the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) 'Guidelines for Ethical Research in Australian Indigenous Studies'. | Review: Mar 2021, 2022 | Head of Evaluation and Research |



# Opportunities

We recognise that having people with diverse skills and experiences – and who come from a range of backgrounds – helps to create a healthy culture that reflects the community we work for. At Beyond Blue we not only respect difference – we embrace and celebrate it; different opinions, thinking and views, different backgrounds, cultures and genders and different skills and approaches.

We recognise that our connections and partnerships with Aboriginal and Torres Strait Islander peoples, organisations and communities are part of our strengths and help to enrich us and our work. We aim to create more opportunities for Aboriginal and Torres Strait Islander people to participate in Beyond Blue’s work.

Ensuring opportunities for Aboriginal and Torres Strait Islander people to actively participate in Beyond Blue’s work, including employment, procurement and with our services, is crucial to our reconciliation aims. Building on the foundational work of our first RAP, our focus is to strengthen, implement and embed policies, processes and programs that further support Aboriginal and Torres Strait Islander social and emotional wellbeing.

| Action   | Deliverable  | Timeline               | Responsibility          |
|--|--|------------------------|-------------------------|
| 11. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development. | 11.1 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.   | Jul 2020               | Head of Human Resources |
|  | 11.2 Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.   | Jul 2020               | Head of Human Resources |
|  | 11.3 Implement, review and update Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.  | Sep 2020, 2021         | Head of Human Resources |
|  | 11.4 Consult with Aboriginal and Torres Strait Islander advisors on a review of HR policies and procedures in line with the two-year policy review to remove barriers to Aboriginal and Torres Strait Islander participation and retention in our workplace. | Dec 2020               | Head of Human Resources |
|  | 11.5 Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.   | Review: Nov 2020, 2021 | Head of Human Resources |
|  | 11.6 Design roles and advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.   | Review: Jan 2021, 2022 | Head of Human Resources |

| <b>Action</b>   | <b>Deliverable</b>   | <b>Timeline</b>        | <b>Responsibility</b>           |
|---|--|------------------------|---------------------------------|
| 12. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.                             | 12.1 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. The review will focus on the suitability of tendering processes for Aboriginal and Torres Strait Islander service providers.  | Mar 2021               | Procurement Manager             |
|   | 12.2 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.  | May 2020               | Procurement Manager             |
|   | 12.3 Continue Supply Nation membership and provide procurement and expenditure reports as required.  | Review: Sep 2020, 2021 | Procurement Manager             |
|   | 12.4 Deliver team-based staff awareness sessions on the importance and benefits of procuring goods and services through Aboriginal and Torres Strait Islander businesses.  | Aug 2020               | Procurement Manager             |
|   | 12.5 Maintain commercial relationships with Aboriginal and/or Torres Strait Islander businesses.   | Review: Jan 2021, 2022 | Procurement Manager             |
| 13. Use our voice to advocate for policies to improve Aboriginal and Torres Strait Islander social and emotional wellbeing.                         | 13.1 Continue to undertake policy advocacy aligned to areas of importance for Aboriginal and Torres Strait Islander peoples, leveraging Beyond Blue's reach. Our focus will be on funding for services to support social and emotional wellbeing, as well as embedding Indigenous leadership across the mental health system through a First Nations voice in government.  | Review: Feb 2021, 2022 | Head of Policy and Advocacy     |
|   | 13.2 Actively participate in the Close the Gap Campaign Steering Committee and make an annual campaign donation of \$10,000.   | Review: Oct 2020, 2021 | Head of Diversity and Inclusion |
|   | 13.3 Support and promote Close the Gap Day through Beyond Blue social and other media channels.  | Review: Oct 2020, 2021 | Head of Diversity and Inclusion |
| 14. Continue to implement activities and projects that support the social and emotional wellbeing of Aboriginal and Torres Strait Islander peoples. | 14.1 Within online Peer-to-Peer Forums, provide adequate resources and funding to implement recommendations from the 2019 cultural safety evaluation research project, including functional enhancements to support increased engagement, recruitment and retention of Aboriginal and Torres Strait Islander forum members and volunteers.   | Jun 2021               | Online Communities Manager      |
|   | 14.2 Set and fund an annual plan of practical actions to ensure existing and new service offerings are culturally inclusive and support social and emotional wellbeing (as defined in the Beyond Blue Aboriginal and Torres Strait Islander Strategy 2019–24). This will include reviewing our major programs and services (such as Be You, The Way Back, the Support Service and our prior racism reduction work) and identifying actions that will have the greatest impact. | Jul 2020, 2021         | Head of Diversity and Inclusion |



# Governance

| Action   | Deliverable  | Timeline                     | Responsibility                        |
|--|--|------------------------------|---------------------------------------|
| 15. Maintain an effective RAP Working Group (RAPWG) to drive governance of the RAP.  | 15.1 The RAPWG will continue to include at least two Aboriginal and Torres Strait Islander representatives, supported by one of Beyond Blue's Cultural Consultants.                    | Review:<br>Jun<br>2020, 2021 | Head of<br>Diversity and<br>Inclusion |
|  | 15.2 Review the Terms of Reference for the RAPWG annually.   | Jun<br>2020, 2021            | Head of<br>Diversity and<br>Inclusion |
|  | 15.3 Hold at least four RAPWG meetings annually to monitor and report on RAP progress and implementation.  | Review:<br>Mar<br>2021, 2022 | Head of<br>Diversity and<br>Inclusion |
| 16. Provide appropriate support for effective implementation of RAP commitments.   | 16.1 Define resource needs for RAP implementation as part of annual budgeting process.   | Jun<br>2020, 2021            | Head of<br>Diversity and<br>Inclusion |
|  | 16.2 Continue to maintain the RAP as an endorsed project within Beyond Blue's Portfolio and Project Management (PPM) system, in order to track, measure and report on RAP commitments. | May 2020                     | Head of<br>Diversity and<br>Inclusion |
|  | 16.3 Appoint and maintain an internal RAP Champion from the Executive Team.  | Jul 2020                     | Head of<br>Diversity and<br>Inclusion |
|  | 16.4 Continue to engage our senior leaders and other staff in the delivery of RAP commitments.   | Jul 2020                     | Head of<br>Diversity and<br>Inclusion |
| 17. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. | 17.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.  | Sep<br>2020, 2021            | Head of<br>Diversity and<br>Inclusion |
|  | 17.2 Report on RAP progress to the RAPWG every two months.   | Review:<br>Oct<br>2020, 2021 | Head of<br>Diversity and<br>Inclusion |
|  | 17.3 Report on RAP progress to the Executive and Beyond Blue Board of Directors quarterly.   | Review:<br>Oct<br>2020, 2021 | Head of<br>Diversity and<br>Inclusion |
|  | 17.4 Report on RAP progress to all Beyond Blue staff quarterly.  | Review:<br>Oct<br>2020, 2021 | Head of<br>Diversity and<br>Inclusion |
|  | 17.5 Publicly report our RAP achievements, challenges and learnings through a Beyond Blue Annual RAP Report Card.  | Apr<br>2021, 2022            | Head of<br>Diversity and<br>Inclusion |
|  | 17.6 Participate in Reconciliation Australia's biennial Workplace RAP Barometer.   | Apr 2022                     | Head of<br>Diversity and<br>Inclusion |
| 18. Continue our reconciliation journey by developing our next RAP.  | 18.1 Register via Reconciliation Australia's website to begin developing the next RAP.   | Sep 2021                     | Head of<br>Diversity and<br>Inclusion |



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