



**ODYSSEY HOUSE VICTORIA**  
**STRETCH**  
**RECONCILIATION**  
**ACTION PLAN**  
**2017-2020**





# COVER ART

## SURROUNDED BY INFLUENCE

This painting represents me surrounded by good and bad influence.  
The shield with the spear running through it represent man.  
The circle in the centre is a campsite/Albury Wodonga.  
The dots are my journey through life with all its twists and turns along the way.  
The spirits are influence, good and bad.

The good are taking over.

- *Ivan Edwards*

# WATERMARKS

Adapted from artwork by Wayne Morgan.

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MESSAGE FROM OUR CEO

“Odyssey House Victoria (OHV) has been offering services to the Victorian community for over 35 years. During this time, we have helped tens of thousands of individuals and their families on the journey to recovery from alcohol and other drug problems. We acknowledge, however, that we have often fallen short in how relevant, safe, and accessible our programs have been to Aboriginal and Torres Strait Islander peoples. I hope that our future actions demonstrate our strong desire to do these things better.

This Stretch Reconciliation Action Plan (2017-2020) formalises our ongoing commitment to reconciliation, to closing the gap in health outcomes, and to building respectful and positive relationships with Aboriginal and Torres Strait Islander peoples.

This plan also sets out the strategies and practical actions that have emerged from our ongoing consultations with staff, our clients, with Elders, and with community leaders. It will help OHV create meaningful and rewarding opportunities that build on the successful work already undertaken through our first Reconciliation Action Plan (2012-2015). I hope it will also assist us to achieve the Stretch targets that we have set for ourselves.

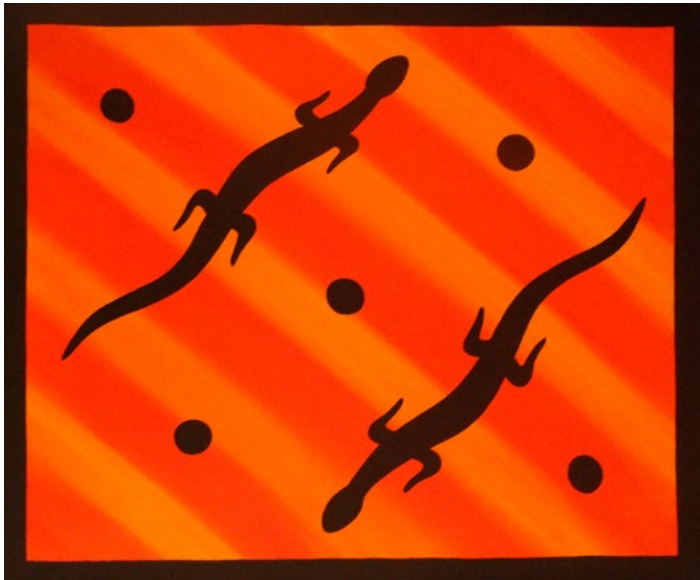
We are deeply grateful to the individuals who have assisted us in developing this plan. Together, we will achieve measurable outcomes that make a real difference for Aboriginal and Torres Strait Islander peoples, and help OHV to achieve our purpose.”

Signed

Dr. Stefan Gruenert



Artwork by Wayne Morgan.



OUR VISION FOR RECONCILIATION

OHV recognises, respects and values Aboriginal and Torres Strait Islander peoples histories and cultures and the contribution their unique status as the Custodians and Traditional Owners of this land.

OHV’s vision for reconciliation is a nation where all Australians have the opportunity to live in healthy and safe communities. We are committed to collaborating with Aboriginal and Torres Strait Islander peoples to improve the health, well-being and life opportunities of their communities. This is an acknowledgement of the substantial cultural trauma and continuing harms of past practices and social policies Aboriginal and Torres Strait Islander families and communities have withstood over the last two centuries. OHV seeks to redress this by providing services that empower and promote access and equity.

OHV aims to promote understanding and respectful relationships between Aboriginal and Torres Strait Islander peoples and others in Australia.



Mosaic at the Therapeutic Community made by Matt Woodward. The Aboriginal flag is cropped in the shape of Australia, surrounded by a deep blue ocean.



ELDER ADVISORS

We have learnt many lessons through our work on our first RAP. We see the need for strong accountability for RAP actions in all areas and at all locations of OHV. To ensure our RAP is embedded in our everyday work practices, we see the need for all staff to proactively monitor and champion the plan. The most important part of this is to work under the constant guidance of the Elders Advisory group, the Aboriginal Advisory Group and our general working partners in daily practice.

AUNTY GEORGINA

Aunty Georgina Dulcie Lovett Williams, a Gunditjmara woman, has dedicated her life to the welfare of her people, fighting for land rights and for social justice. Raised in Fitzroy, her mother ensured she and her siblings spent time in the Lake-Condah Portland area, learning Aboriginal customs and stories with their relatives. In the eighties Aunty Georgina was a key figure in the successful claim for return of traditional lands in the Lake region to the Gunditj Mirring Traditional Owners.

Once her children started school, Aunty Georgina studied social work following in her family’s footsteps in advocacy and support. Aunty Georgina has been involved with organisations such as Brotherhood of St. Laurence, Aboriginal Housing Board, Aborigines Advancement League, Victorian Aboriginal Community Services Association, Victorian Health Service (VAHS), Marg Tucker Aboriginal Hostel and the Children’s Protection Society.

Aunty Georgina was on the establishing committee for the Minajalku Centre now under the auspice of VAHS providing counselling, drug rehabilitation, art therapy, language classes and cultural events. Aunty Georgina is currently the chairperson of the Weeroona Aboriginal Cemetery in Greenvale after serving on its Trust. She has represented the Elders on the Children’s Koorie Court since it began in 2005 and has recently represented the Elders on the Magistrate’s Koorie Court. Aunty Georgina is also on the Elders council at Deakin University which is an advisory body to the University’s Institute of Koorie Education.

Aunty Georgina is listed on the 2015 Victorian Aboriginal honour roll for her extensive and continuing contribution to the Aboriginal Community.

NEIL (‘BO’) BARNEY

Bo is a Bunjalung man from North NSW who is married with three children and two grand children. He has spent many years as an active community member working in community support, outreach, aged care, mental health, youth and alcohol and other drug sectors. Bo has been actively involved in the health and well being of the Aboriginal communities of Melbourne and Victoria for the past 35 years. He is a great advocate for community around health and wellbeing and is passionate about his golf which he has, at times, combined with his community work having a yarn on the course with men.



OUR BUSINESS

OHV has been a place of hope and positive change for individuals working towards breaking their pattern of addiction for over 35 years. We are a multi-service, multi-site agency operating in metropolitan and rural locations across Victoria. OHV's purpose is to provide opportunities for change and growth by reducing drug use, improving mental health and reconnecting people to their family and the community. OHV employs over 150 staff across metropolitan and rural Melbourne. Currently nearly 10% of staff and volunteers identify as being from Aboriginal and/or Torres Strait Islander backgrounds. OHV played an active organisational role in the Australian Therapeutic Communities Association’s 2016 Conference that moved away from the traditional conference format to creating a gathering with the theme of “Come sit together”. This conference brought together mainstream alcohol and other drug (AOD) treatment and support programs with Aboriginal health organisations that work together to bring about positive outcomes for First Nations’ clients, their children, their families, their mobs and the community. The conference organising committee was comprised of: OHV, Windana, Youth Support and Advocacy Service (YSAS), the Salvation Army and for the very first time, Ngwala Willumbong Ltd. VACCHO came on board to support the development of the conference as a genuine first people’s event hosted by a mainstream association.



Therapeutic Community Fire Pit. The site was chose by Colin Hunter Jr., Alan Brown, Ron Briggs, Ross Morgan, Alfie Bamblett and Chris Thorne. It was opened in July of 2013 with Colin Hunter Jr. presiding over the event using ashes from the tent embassy in Canberra to propagate the fire. The fire in Canberra has a provenance dating back 16,000 years.



CULTURAL GROWTH

We have chosen the following three key OHV programs as examples of the growth in our cultural knowledge and connections since our first Reconciliation Action Plan:

- Therapeutic Community; a long-term metropolitan residential community
- Circuit Breaker; a medium-term rural residential program
- Kids in Focus program; a specialist child and family support program that provides a range of intensive services to families affected by alcohol and other drugs.

THERAPEUTIC COMMUNITY

Our Therapeutic Community (TC) is located on the traditional lands of the Wurundjeri people. A group of locally respected Aboriginal men consulted on the design of a fire pit and its location. Colin Hunter Jr., Alan Brown, Ron Briggs, Ross Morgan, Alfie Bamblett and Chris Thorne selected the site and all of them played an integral part in bringing this to fruition. The location is situated within the sounds of the Yarra River and was chosen for the significance it has with the Wurundjeri people, where traditionally they would gather and hold corroborees for ceremonial and celebration purposes. In July 2013 during NAIDOC week, the fire pit was opened. It was chosen because of the importance of fire in Aboriginal Culture in terms of renewal and regrowth. It is a place for people to gather, learn and share stories and knowledge.

Currently we have around 10% of the Therapeutic Community who openly identify as Aboriginal. This has risen in the last couple of years. We have continued to improve and adapt the cultural education programs offered and have started to incorporate Aboriginal language, art and family history into our educational programs. We offer ‘Koorie Ed’ every Tuesday for all Koorie residents with Auntie Faye who comes in a couple of days each month and teaches language. The residents really enjoy this and are putting together storybooks with Koorie language and art. Every second Tuesday, the residents have been working on totem poles with the first few finished now displayed in the courtyard. A small ceremony is held once a totem pole has been completed and the resident shares his or her story with the resident community. Koorie residents are also working on didgeridoos, clap sticks, and boomerangs. It is important to have this space at the Therapeutic Community for the Koorie residents as it allows them to learn about their culture and to catch up with, and support, other Koorie residents.

We have also been involved in external community cultural events such as NAIDOC week, the Long Walk to the MCG, Fitzroy Town Hall information sessions, Sorry Day, visiting the Victorian Aboriginal Community Elders Service, and the Torch Program through the Justice System.



The totem poles are a representation of the 60,000 plus years of history in this country. Passed down through the generations from the Elders and the ones that have knowledge of their peoples’ tribal boundaries through Water, Fire, Land, Earth, Environment, Customs, Family. A totem pole leaves history for the young ones and the generations to come.



Bird’s eye view of the Therapeutic Community.



CIRCUIT BREAKER

Circuit Breaker is OHV’s medium-term residential rehabilitation program based near Benalla on the lands of Pangerang people. The Circuit Breaker Program is proud of its good connections with local Aboriginal people, the mutual support that binds us together and the results that have come from working closely with one another. Every week for seven years we have an Aboriginal artist, Chris Thorne, on site to work with all the residents. During this time, we have created an Aboriginal meeting place – instigated and built by Aboriginal people. It is a special, quiet and beautiful area for ceremony and contemplation. We have a library of Aboriginal literature and the property is graced by an extensive collection of Aboriginal art painted or carved by Aboriginal residents. Regular groups with themes such as culture and reconciliation are held at the Broken River Indigenous Gardens, another lovely place that the Circuit Breaker community has helped to create and care for, over many years working alongside Aboriginal community members. Between January and June 2014; 25% of all Circuit Breaker residents who were surveyed, identified as being from Aboriginal and/or Torres Strait Islander backgrounds and 71% of those completed the six week program which is a tremendous attraction and success rate. On average 15% of people who attend this program are Aboriginal and/or Torres Strait Islander. We are proud of the fact that Aboriginal people complete this program at a greater rate than non-Aboriginal people.



1. The Circuit Breaker Leaving Wall.



2.



3.



4.



5.

3. Turtles painted by a female resident, who dug the fire pit at dawn on her own, the first morning after the community agreed to create it. During the process a baby long-necked turtle was discovered in the mud. Later, it was suggested that a turtle could be the program emblem.

4. A boomerang carved by a male resident, A didgeridoo donated to the program and a painting by a resident.

5. An echidna painted on a rock dug from the soil at Circuit Breaker by a female resident, after an Echidna was found living underneath the female cottage.

KIDS IN FOCUS

This is a specialist child, parenting and family support service for highly vulnerable families where a parent has an alcohol and/or other drug problem. Kids in Focus (KIF) provides a range of intensive interventions to identify and address both the needs of the parents and their children.

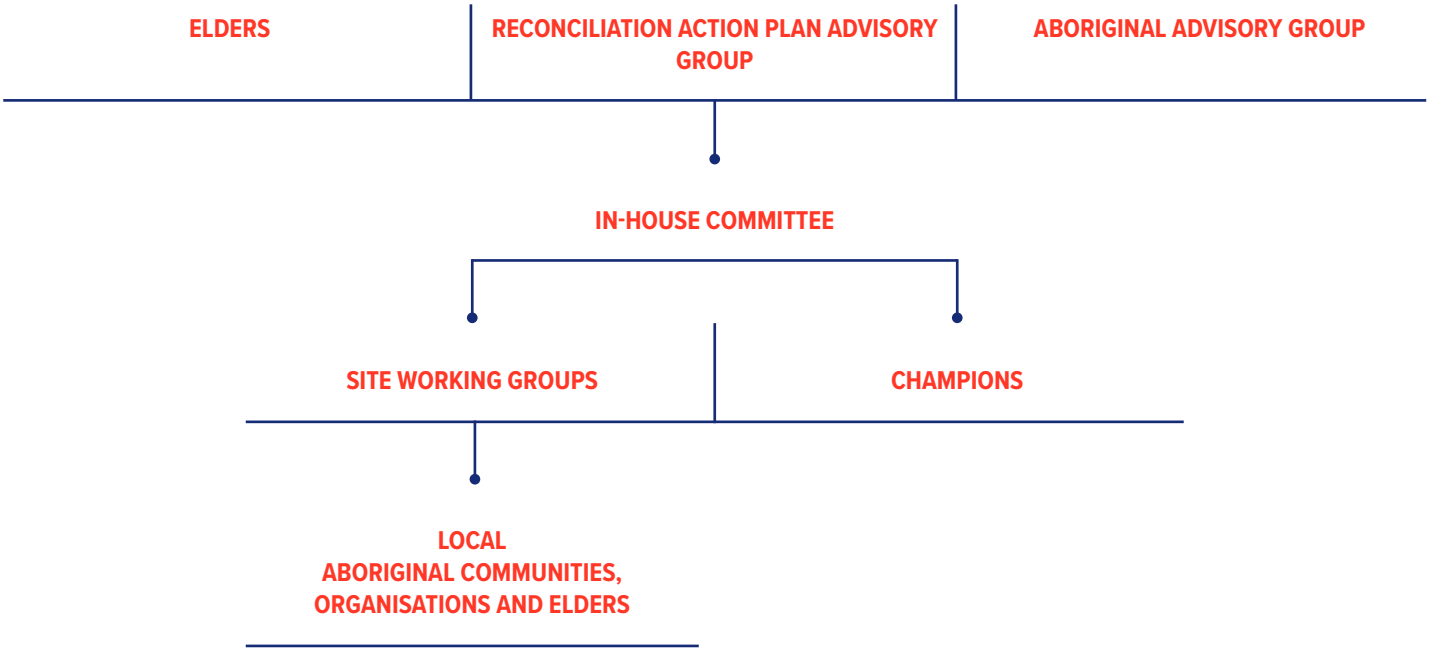
While working with our families that identify as Aboriginal and/or Torres Strait Islander, KIF’s approach to families recognises the historical impacts that have affected the tools some Aboriginal and/or Torres Strait Islander families hold in providing strong and positive family relationships and support networks. These are a direct result of the effects of the Stolen Generations and subsequent practices carried out against Aboriginal and/or Torres Strait Islander communities. These practices reinforced the breakdown of family relationships and the continued barriers to accessing culture. Consequently a large population of Aboriginal and/or Torres Strait Islander people continue to be alienated from their culture and community. This has resulted in increased vulnerabilities and loss of identity. KIF continues to work collaboratively with Aboriginal organisations to support the reconnection of Stolen Generations and their families with their culture and community. KIF supports the belief that families and individuals who are strong in culture will be armed with the tools to assist in raising the next generation of strong, resilient Aboriginal people, enabling the breakdown of the harmful impacts of the cycle of intergenerational trauma.

KIDS IN FOCUS SERVICES INCLUDE:

- Information and support
- Home based parenting education and support
- Counselling and case management
- Recreational and therapeutic groups for children and their families
- Child and family activities to enhance social connections
- Financial support for children’s needs through a brokerage fund
- Facilitated access to rehabilitation and supported accommodation
- Post-natal follow up and support
- Kids in Focus Capacity Building and Services for Professionals
- Secondary consultation though telephone advice and support, offering assistance with immediate problem solving and information and skills development.







WORKING GROUPS

**Aboriginal Advisory Group** meets at least twice a year to facilitate cross organisation service coordination and developments related to the provision of culturally appropriate services to people of Aboriginal and/or Torres Strait Islander backgrounds. Our Reconciliation Action Plan is a standing Agenda Item at these meetings.

- The group comprises OHV’s Senior Aboriginal Consultant, leaders of Aboriginal Community Organisations, OHV’s CEO and the People and Programs Manager. Elders also receive invitations to the Group.
- All OHV staff who identify as having an Aboriginal and/or Torres Strait Island background are automatically invited to attend.

**Reconciliation Action Plan Advisory Group** meets every two months and oversees the implementation of the Reconciliation Action Plan across OHV including reporting and data management. The RAP Advisory Group gains input from the In-House Committee and Site Working Groups and is led by the Senior Aboriginal Consultant. The Group also meets with Elders to discuss the implementation of the Reconciliation Action Plan and associated policy.

- This group includes the Senior Aboriginal Consultant, People and Programs Manager and a minimum of one other representative from staff who identifies as being from Aboriginal and/or Torres Strait Islander culture.
- All OHV Staff who identify as having an Aboriginal and/or Torres Strait Island background are automatically invited to attend.

**Elders** from Melbourne Metropolitan areas meet with the Senior Aboriginal Consultant to ensure that the RAP implementation and overall service delivery remains appropriate and respectful. Elders are also invited to attend the Aboriginal Advisory Group and In-House Committee meetings.

- A minimum of two Elders is consulted.

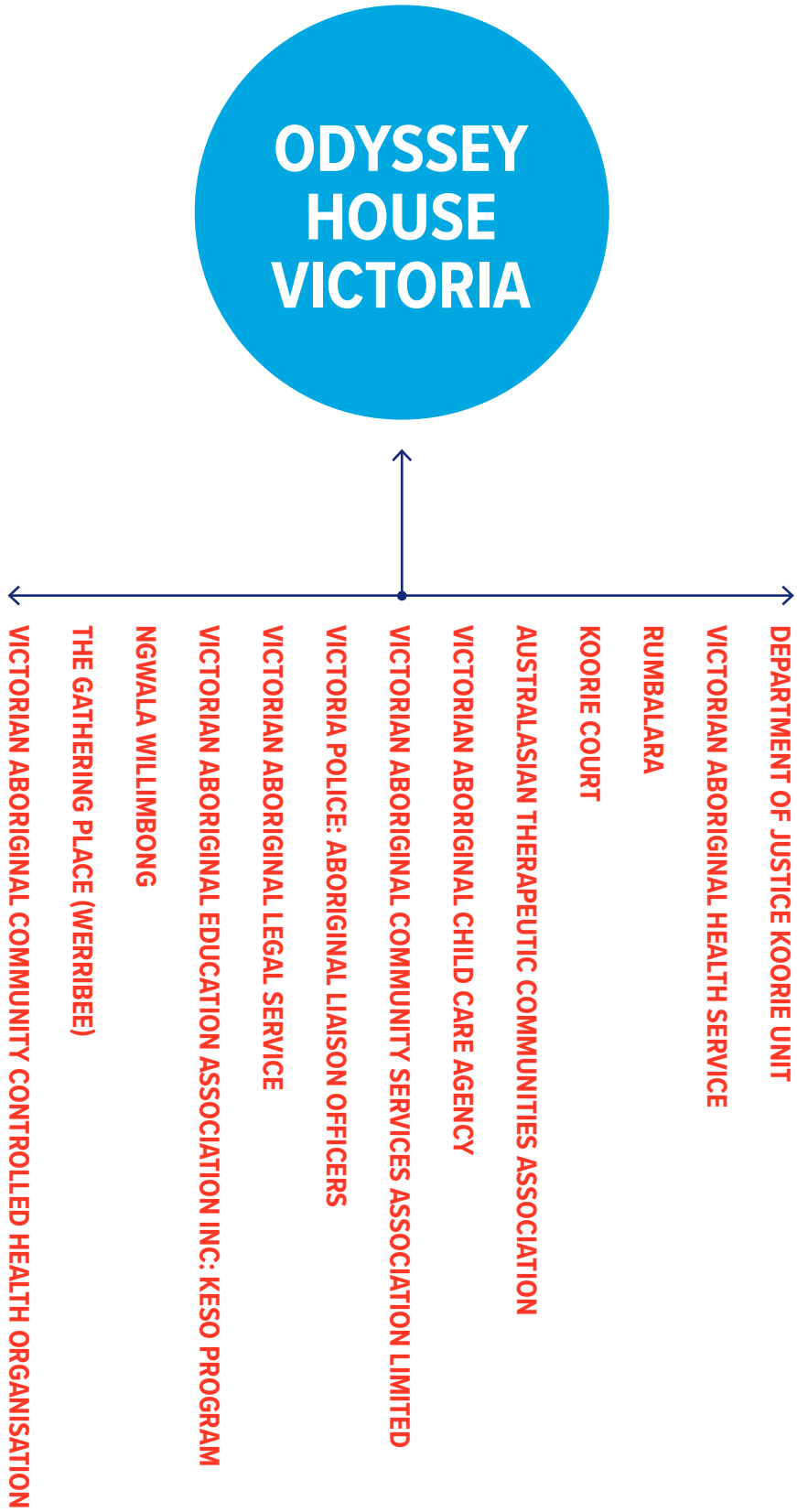
**In-House Committee** meets three times a year with all Site Working Groups and Champions to collaborate and report on actions at all sites for feedback on the implementation progress and provide a forum for cross program sharing.

- The Committee comprises Senior Aboriginal Consultant, CEO, People and Programs Manager and Managers from each key OHV Program/Catchment.
- All staff who identify as being from Aboriginal and/or Torres Strait Islander backgrounds are offered a position on this Committee.

Each program has identified **Champion(s)** who work with the Site Working Groups to support the RAP implementation and growth and ensure meetings occur to monitor implementation.

**Site Working Groups** meet regularly within existing team meetings to discuss local implementation plans and progress on site to ensure the Reconciliation Action Plan is being implemented and promoted. This is then reported to the In-House Committee. Each site feeds back about local Aboriginal organisations, communities and Elders they work with in their roles.

COMMUNITY INVOLVEMENT





# OUR RECONCILIATION ACTION PLAN

OHV has been providing services to Aboriginal and Torres Strait Islander peoples since its inception in 1979.

The OHV Reconciliation Action Plan goal is:

*“To actively contribute to reconciliation and health outcomes for Aboriginal and Torres Strait Islander peoples by enhancing the accessibility, cultural safety and relevance of Odyssey House Victoria’s programs and services.”*

Our formal commitment to Reconciliation continues with this, our second Reconciliation Action Plan. Our purpose is to bring together what has been learnt by staff, programs and active consultation with Aboriginal communities and services in order to strengthen partnerships facilitating improved health and wellbeing.

In doing this, OHV acknowledges that distant, recent and continuing experiences of dispossession and social and emotional wellbeing can determine the attitudes and reactions of Aboriginal and/or Torres Strait Islander people today.

This Reconciliation Action Plan aims to collaborate the work completed by OHV programs and employees under the 2012 – 2015 RAP and continue to improve a service-wide initiative upon which to ground our work culture and practices.

We have worked with our staff and clients who identify as Aboriginal and/or Torres Strait Islander, Aboriginal run organisations with whom we work on a daily basis and our Working Groups and Elders to develop this Reconciliation Action Plan. We acknowledge the barriers to successful implementation largely being our multiple locations and thus the structure of our Working Groups is to allow a top down and bottom up approach to implementation so it becomes one of OHV’s standard ways of working.

OHV has developed relationships with Aboriginal stakeholders and we are now ready to further develop our programs for cultural learning, Aboriginal employment outcomes and diversity in participants. Our Stretch RAP aims to focus on embedding these learnings in our everyday culture and practices and by meeting measurable targets.



Artwork by Wayne Morgan.







RELATIONSHIPS

OHV believes that relationships are core to the work that it does in all communities and is committed to Reconciliation and Closing the Gap by ensuring our services are accessible, relevant and culturally safe. Aboriginal and Torres Strait Islander peoples and the Aboriginal Service System are partners in our development of positive healing and treatment, which are fundamental to a person’s journey of healing.

FOCUS AREA

OHV will avoid tokenism and focus on partnerships which acknowledge the role that culture, land, kinship and community have in creating a more balanced environment for physical and spiritual healing.

| ACTION  | DELIVERABLE   | RESPONSIBILITY                             | TIMELINE                     |
|---|---|--|------------------------------|
| RAP Working Group (RWG) actively monitors RAP development and implementation.   | • Oversee the development, endorsement and launch of RAP  | Executive Manager Community Services ..... | Aug 2017                     |
|   | • Ensure Aboriginal Representation on RWG, minimum 2 members  | Senior Aboriginal Consultant.....          | Aug/Nov/Feb/May 2017/18/19   |
|   | • Meet at least 4 times per annum to monitor and report on RAP Implementation   | Executive Manager Community Services ..... | July 2018/19/20              |
|   | • Establish a Terms of Reference for RAP  | Executive Manager Community Services ..... | July 2018                    |
|   | • Recruit and appoint internal champions for RAP across all OHV sites.  | Manager People and Programs.....           | Sept 2017                    |
| The Aboriginal Advisory Group (AAG) will oversee the work of the RWG.   | • Enhance the AAG to provide cultural guidance  | Manager People and Programs.....           | June 2018                    |
|   | • Ensure that the AAG meets at least twice per annum  | Senior Aboriginal Consultant.....          |                              |
|   | • Review Terms of Reference for AAG and number of participants and agencies that participate in the group   | Manager People and Programs.....           | July 2018/19/20<br>July 2018 |
|   | • Report on the number of participants and agencies that attend AAG meetings.   | Senior Aboriginal Consultant .....         | July 2018/19                 |
| Celebrate National Reconciliation Week (NRW) to strengthen and maintain relationships between Aboriginal and/or Torres Strait Islander staff/clients and other staff/clients. | • Organise 4 internal NRW events each year  | Senior Aboriginal Consultant.....          | May/June 2018/19/20          |
|   | • Register all NRW events on Reconciliation Australia’s website   | Senior Aboriginal Consultant.....          | May/June 2018/19/20          |
|   | • Encourage staff and clients to participate in all external NRW events   | Manager People and Programs.....           | May/June 2018/19/20          |
|   | • Ensure that RWG participates in 2 external NRW events per year  | Senior Aboriginal Consultant.....          | May/June 2018/19/20          |
|   | • Invite Aboriginal and/or Torres Strait Islander community member/s into our office to connect and share experience.   | Senior Aboriginal Consultant.....          | May/June 2018/19/20          |
| Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander Peoples, communities and organisations to support positive outcomes.       | • Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders  | Manager People and Programs.....           | July 2018                    |
|   | • Meet with 6 local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement   | Manager People and Programs.....           | July 2018                    |
|   | • Commit to establishing two formal two-way partnerships to build capacity in Aboriginal and Torres Strait Islander organisations and/or communities in our sphere of influence                           | Executive Manager Community Services ..... | July 2018                    |
|   | • Look for opportunities for shared projects and programs with Aboriginal organisations, increasing projects by at least one per annum  | Executive Manager Community Services ..... | July 2018/19/20              |
|   | • Investigate locating OHV staff in Aboriginal and Torres Strait Islander organisations to provide better client access and promote better understanding of cultural issues for OHV staff                 | Executive Manager Community Services ..... | July 2018                    |
|   | • Develop a professional mentoring network with other Aboriginal workers and organisations.   | Manager People and Programs.....           | Sept 2017                    |
| Raise internal and external awareness of our RAP to promote reconciliation across our AOD and the Health and Wellbeing Sectors.   | • Develop and implement a strategy to communicate our RAP to all internal and external stakeholders   | Executive Manager Community Services ..... | July 2018/19/20              |
|   | • Promote reconciliation through ongoing active engagement with all stakeholders  | Executive Manager Community Services ..... | July 2018                    |
|   | • Engage OHV Board and senior management in the delivery of RAP outcomes  | Executive Manager Community Services ..... | July 2018/19                 |
|   | • Identify like-minded AOD sector organisations and share RAP experiences to build RAP uptake and momentum in the sector  | Executive Manager Community Services ..... | July 2018/19                 |
|   | • Ensure RAP is promoted across OHV in both electronic and print based mediums  | Senior Aboriginal Consultant.....          | Nov 2017                     |
|   | • Develop and promote a specific Aboriginal and Torres Strait Islander OHV Logo   | Senior Aboriginal Consultant.....          | Nov 2017                     |
|   | • Create a space at each OHV site consisting of Aboriginal artwork, maps, posters and resources that are representative of all Aboriginal cultures which links with the Koorie Heritage Trust and Elders. | Senior Aboriginal Consultant .....         | July 2018                    |
|   |   |  |                              |





RESPECT

OHV recognises that the impact of culture and breakdown of family structures caused by colonisation and the Stolen Generations plays a significant role in intergenerational trauma and addiction. OHV will ensure that we understand and endorse the history of exclusion and trauma of Aboriginal and Torres Strait Islander peoples in Australia and work towards providing opportunities for healing and promoting re-engagement with land, culture and family.

FOCUS AREA

OHV will embed, share and celebrate Aboriginal and Torres Strait Islander cultural practice, activity and policy development throughout its programs and services, guided by Aboriginal and/or Torres Strait Islander staff, advisors, residents and communities, which will introduce and normalise cultural sensitivity, awareness and participation as core business to our Board, staff, volunteers, students, clients and the communities we serve.

ACTION

DELIVERABLE

RESPONSIBILITY

TIMELINE

Increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.

- Develop, implement and review an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff, which defines continuous cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face-to face workshops or cultural immersion)
- 100% Board, staff, volunteers and students to undertake online cultural learning activities
- 70% of staff (100 staff) to undertake face-to-face cultural workshop learning activities
- 20 staff annually to undertake cultural immersion learning activities (40% of staff over three years)
- All five members of the RAP Working Group to undertake cultural learning activities
- All 5 senior executives to undertake cultural learning activities
- Embed cultural awareness within orientation package for all new OHV staff, volunteers and students
- Provide Aboriginal and/or Torres Strait Islander residents of OHV Residential Facilities opportunities to participate, celebrate and embrace cultural practice
- Identify cultural learning requirements specific to the training needs of individual staff.

Manager People and Programs.....

Aug 2017

Manager People and Programs.....

Sept 2018

Manager People and Programs.....

Sept 2018

Manager People and Programs.....

July 2017

Executive Manager Community Services .....

Sept 2017

Manager People and Programs.....

Nov 2017

Human Resources Consultant .....

July 2017

Executive Manager Residential Services .....

Sept 2017

Manager People and Programs.....

Sept 2018

Celebrate NAIDOC Week and provide opportunities for Aboriginal and/or Torres Strait Islander staff to engage with culture and community during NAIDOC Week.

- Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week
- Provide opportunities for all Aboriginal and/or Torres Strait Islander staff to participate in community NAIDOC Week events
- Support all staff to participate in NAIDOC Week events in the local community
- Promote wider community NAIDOC events, e.g. NAIDOC walk, flag raising, talks to all OHV staff via e-mail and at team meetings and recommend staff to select one or more to attend, wearing their OHV NAIDOC tee-shirt where possible
- In consultation with Aboriginal and/or Torres Strait Islander peoples, hold an internal or public NAIDOC Week event at all main OHV offices (Richmond, Lower Plenty, Molyullah, Werribee and Footscray)
- Promote and encourage staff to attend and to create events to acknowledge and/or celebrate other culturally significant events such as Sorry Day, National Aboriginal and Torres Strait Islander Children’s Day, anniversaries of Mabo and Apology to the Stolen Generations.

Manager People and Programs.....

July 2018/19/20

Executive Manager Community Services .....

July 2018/19/20

Executive Manager Community Services .....

July 2018/19/20

Manager People and Programs and  
Senior Aboriginal Consultant.....

July 2018/19/20

Senior Aboriginal Consultant,  
Manager People and Programs and  
All relevant site Managers .....

July 2018/19/20

Manager People and Programs and  
Senior Aboriginal Consultant.....

On corresponding event dates each year

Ensure all OHV programs and services are culturally appropriate, respectful and safe.

- Consult with Aboriginal Advisory Group around current service system improvements
- Develop a process for interviewing Aboriginal and/or Torres Strait Islander clients on exiting the program around their experiences of our service
- Liaise with local Aboriginal organisations around culturally appropriate practice and service delivery
- Consult with local Aboriginal services to improve referral pathways and relationships. Strengthening existing relationships.

Executive Manager Community Services .....

July 2018

Manager People and Programs.....

July 2019

Senior Aboriginal Consultant.....

July 2018

Executive Manager Community Services .....

July 2018





RESPECT: CONTINUED

ACTION

Demonstrate respect to Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions.

DELIVERABLE

- Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country
- Develop Acknowledgement of Country cards for staff to use at meetings
- Invite a local Traditional Owner to provide a Welcome to Country to at least two significant events each year including the annual Staff Development day and annual Therapeutic Community Graduation Ceremony
- Staff and senior leadership to ensure an Acknowledgement of Country is provided at all other events
- Maintain and review a list of key contacts for organising a Welcome to Country
- Include an Acknowledgement of Country at the commencement of internal meetings
- Create and display an Acknowledgement of Country plaque in five of our offices, on our office building(s)
- Embed Aboriginal and Torres Strait Islander cultural protocols within a protocol document relevant to State and/or Territory and specific local communities
- Include Acknowledgement of Traditional Land Owners and a welcome to our services to all Aboriginal and Torres Strait Islander Peoples on all staff e-mail signatures
- Develop inclusion of culturally appropriate leave into organisational Human Resource policy and procedure.

RESPONSIBILITY

Senior Aboriginal Consultant.....

Senior Aboriginal Consultant.....

Senior Aboriginal Consultant.....

Executive Manager Community Services .....

Senior Aboriginal Consultant.....

Senior Aboriginal Consultant.....

Senior Aboriginal Consultant.....

Senior Aboriginal Consultant.....

Senior Aboriginal Consultant.....

Manager People and Programs.....

TIMELINE

Oct 2017

Oct 2017

July 2018/19/20

July 2017

Nov 2017

Oct 2017

July 2018/19/20

Oct 2018

July 2017

July 2018

Ensure a visible presence of Aboriginal and Torres Strait Islander cultures and history at OHV sites including the RAP.

- Create a space at all five OHV waiting room sites that displays Aboriginal artwork, maps, posters and resources
- Maintain presence of Message Stick, Coolamon or similar artefact at all five main OHV meeting rooms with their cultural significance explained
- RAP working group to review OHV website and all brochures/ pamphlets to ensure that they are culturally appropriate.

Senior Aboriginal Consultant.....

Senior Aboriginal Consultant.....

Senior Aboriginal Consultant.....

July 2017

July 2018

July 2018





OPPORTUNITIES

OHV acknowledges the history of colonisation and the impact that this has had on Aboriginal and Torres Strait Islander Peoples. OHV is optimistic that a “whole of organisational” approach to inclusive cultural practice will build capacity and leadership within our Aboriginal and/or Torres Strait Islander-identifying workforce, which extends to their client, peers, family and colleagues, to inform and encourage support and treatment, which supports healing from trauma and recovery from addiction.

FOCUS AREA

OHV will focus on building internal workforce capacity and seeks to employ and retain Aboriginal and Torres Strait Islander staff across all levels of the organisation including clinical, community based, leadership and management roles.

| ACTION   | DELIVERABLE  | RESPONSIBILITY                                  | TIMELINE          |
|--|--|---|-------------------|
| Increase Aboriginal and/or Torres Strait Islander recruitment and retention.   | <ul style="list-style-type: none"> <li>Increase Aboriginal and Torres Strait Islander employment to 12% or 15 of our current 146 workforce (equals 129 FTE staff)</li> </ul>   | Executive Manager Community Services .....      | July 2018/19      |
|  | <ul style="list-style-type: none"> <li>Develop, implement, review and update Aboriginal and Torres Strait Islander employment and retention strategy, which includes professional development</li> </ul>   | Executive Manager Community Services .....      | July 2018/19      |
|  | <ul style="list-style-type: none"> <li>Engage with existing Aboriginal and/or Torres Strait Islander staff to consult on employment strategies, including professional development</li> </ul>  | Executive Manager Community Services .....      | Aug 2017          |
|  | <ul style="list-style-type: none"> <li>Investigate opportunities for Aboriginal and Torres Strait Islander placements including internships and graduate programs</li> </ul>   | Executive Manager Community Services .....      | July 2019         |
|  | <ul style="list-style-type: none"> <li>Provide opportunities of secondment between OHV and local Aboriginal organisations</li> </ul>   | Executive Manager Community Services .....      | July 2019         |
|  | <ul style="list-style-type: none"> <li>Specifically state that OHV invites applications from Aboriginal applicants in all position descriptions and job advertisements</li> </ul>  | Senior Aboriginal Consultant.....               | July 2018         |
|  | <ul style="list-style-type: none"> <li>Offer any applicants, who may identify as Aboriginal and/or Torres Strait Islander, appropriate support i.e. an interview panel member who identifies as Aboriginal and/or Torres Strait Islander, or a contact to talk to about the role</li> </ul>            | Human Resources Consultant .....                | Dec 2017/18/19/20 |
|  | <ul style="list-style-type: none"> <li>Continue to educate OHV administration about cultural components which should be taken into consideration in the employment contracts of any Aboriginal and/or Torres Strait Islander staff member e.g. longer leave entitlements for Sorry Business</li> </ul> | Senior Aboriginal Consultant.....               | July 2018         |
| Identify and develop leadership skills of Aboriginal and/or Torres Strait Islander staff.  | <ul style="list-style-type: none"> <li>Engage with current Aboriginal and/or Torres Strait Islander staff and Aboriginal partner organisations around appropriate media outlets for advertising the work and roles i.e. Aboriginal radio, newspapers and word of mouth.</li> </ul>                     | Manager People and Programs.....                | July 2018         |
|  | <ul style="list-style-type: none"> <li>Increase the number of professional development opportunities for Aboriginal and/or Torres Strait Islander staff from two per annum to four</li> </ul>  | Manager People and Programs.....                | July 2018         |
|  | <ul style="list-style-type: none"> <li>Provide an appropriate range of leadership and management training opportunities for Aboriginal and/or Torres Strait Islander staff</li> </ul>  | Executive Manager Community Services .....      | July 2019         |
|  | <ul style="list-style-type: none"> <li>Support and develop Aboriginal and/or Torres Strait Islander clients with a lived experience in the Therapeutic Community and community services to provide peer based roles within OHV.</li> </ul>   | Executive Manager Rehabilitation Services ..... | July 2018         |
| Increase the number of Aboriginal and/or Torres strait Islander people completing the organisation’s accredited AOD training programs. | <ul style="list-style-type: none"> <li>Promote the uptake of Aboriginal and/or Torres Strait Islander specific units of competence within the Certificate 4 AOD program to all students</li> </ul>   | Training Manager .....                          | July 2018         |
|  | <ul style="list-style-type: none"> <li>Develop a targeted marketing strategy for Aboriginal and Torres Strait Islander organisations and communities</li> </ul>  | Training Manager .....                          | Jan 2018          |
|  | <ul style="list-style-type: none"> <li>Offer up to six discounted enrolments per annum to Aboriginal and/or Torres Strait Islander applicants</li> </ul>   | Training Manager .....                          | July 2018/19      |
|  | <ul style="list-style-type: none"> <li>Provide two placements per annum for Aboriginal and/or Torres Strait Islander students in related OHV program areas.</li> </ul>   | Human Resources Consultant .....                | July 2018/19      |
| Increase Aboriginal and Torres Strait Islander supplier diversity.   | <ul style="list-style-type: none"> <li>Identify and recruit possible business partners’ from the Supply Nation website</li> </ul>  | Executive Manager Finance .....                 | July 2018         |
|  | <ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander procurement strategy</li> </ul>  | Executive Manager Finance .....                 | July 2018         |
|  | <ul style="list-style-type: none"> <li>Set targets for procuring goods and services from Aboriginal and Torres Strait Islander owned businesses</li> </ul>   | Executive Manager Finance .....                 | July 2019         |
|  | <ul style="list-style-type: none"> <li>Develop at least 2 commercial relationships with Aboriginal and Torres Strait Islander businesses</li> </ul>  | Executive Manager Finance .....                 | July 2019         |
|  | <ul style="list-style-type: none"> <li>Ensure that Aboriginal artwork is sourced from local Aboriginal and/or Torres Strait Islander artists</li> </ul>  | Senior Aboriginal Consultant.....               | July 2018         |
|  | <ul style="list-style-type: none"> <li>Promote procurement opportunities to Aboriginal and Torres Strait Islander businesses.</li> </ul>   | Senior Aboriginal Consultant.....               | July 2019         |





TRACKING PROGRESS AND REPORTING

OHV as an organisation will ensure accountability and transparency in its implementation of its Reconciliation Action Plan with Aboriginal and Torres Strait Islander communities, Advisory Groups, Elders and our Aboriginal service partners. OHV will also increase ownership of the RAP by all OHV Staff. This will be achieved by regular reporting, monitoring and measuring its successes and celebrating its achievements.

FOCUS AREA

OHV will develop an agreed reporting framework and communication strategy that enables all stakeholders. This will include regular updates of implementation and meaningful discussion and problem solving of any roadblocks encountered during roll out of the Reconciliation Action Plan.

| ACTION  | DELIVERABLE   | RESPONSIBILITY                             | TIMELINE        |
|---|---|--|-----------------|
| Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report. | • Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia                  | Manager People and Programs.....           | Sept 2018/19/20 |
|   | • Investigate participation in the RAP Barometer  | Manager People and Programs.....           | May 2018/20     |
|   | • Develop and implement systems and capability needs to track, measure and report on RAP activities.        | Manager People and Programs.....           | July 2018       |
| Report RAP achievements, challenges and learnings internally and externally.  | • Publicly report our RAP achievements, challenges and learnings  | Manager People and Programs.....           | Sept 2017/18/19 |
|   | • Communicate quarterly updates on RAP progress to all staff  | Manager People and Programs.....           | July 2018/19/20 |
|   | • Ensure that Aboriginal program activity is shared and discussed throughout OHV                            | Manager People and Programs.....           | July 2018       |
|   | • All OHV sites will regularly report RAP activity as part of monthly team meetings                         | Manager People and Programs.....           | July 2018/19/20 |
|   | • Include RAP report in OHV Annual Report   | Manager People and Programs.....           | Oct 2018/19/20  |
|   | • Include RAP update as a regular Board agenda item.  | Executive Manager Community Services ..... | July 2018/19/20 |
| Review, refresh and update RAP.   | • Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements | Senior Aboriginal Consultant.....          | Feb 2020        |
|   | • Send draft RAP to Reconciliation Australia for feedback   | Senior Aboriginal Consultant.....          | April 2020      |
|   | • Submit draft RAP to Reconciliation Australia for formal endorsement.                                      | Senior Aboriginal Consultant.....          | August 2020     |

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