

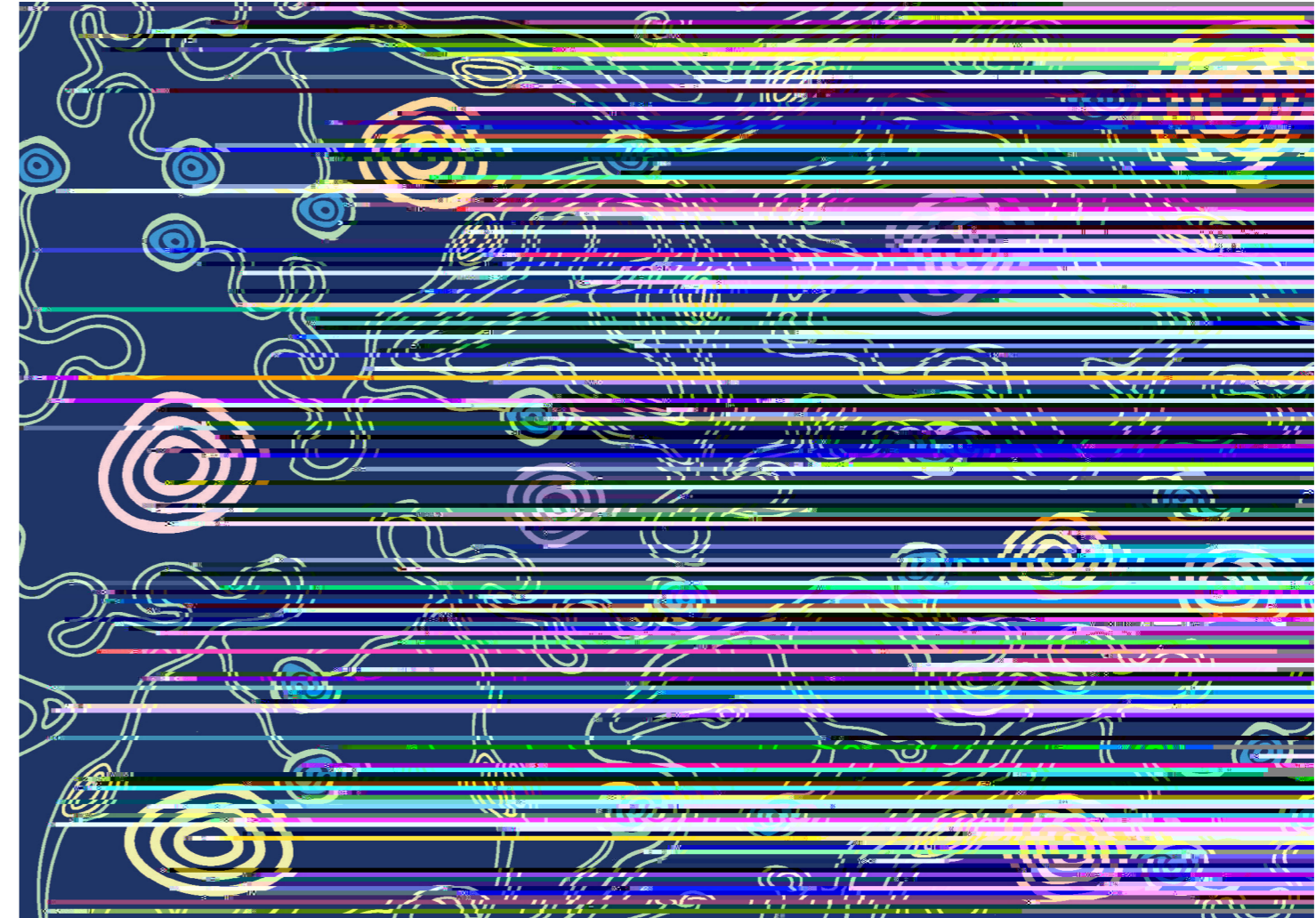


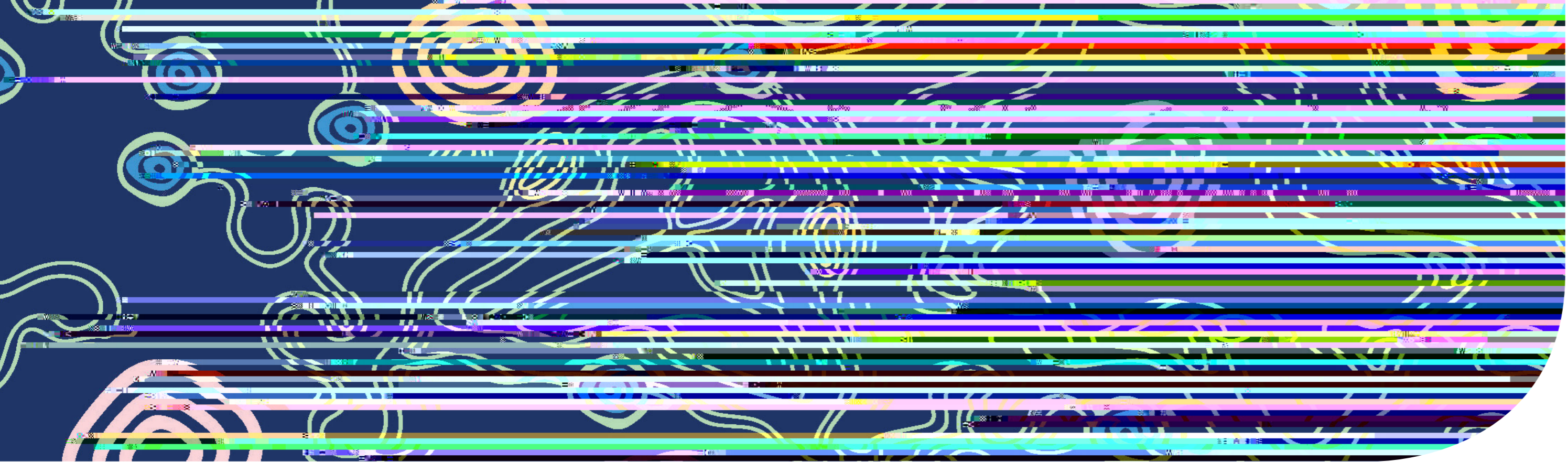
CatholicCare Sydney's vision is a society in which everyone is valued and supported. This is based on principles of dignity and inclusion. As CEO of one of Sydney's largest social services agencies, I have long reflected on the importance and lasting value of building strong connections with local Aboriginal and Torres Strait Islander communities and working in a culturally sensitive manner with First Nations clients and stakeholders.

Reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians. While this is our first Reconciliation Action Plan, it is not the start of our reconciliation journey.

Our commitment in this RAP is reflective of who we are - an agency that values all people irrespective of age, culture, beliefs, and abilities. In that approach we are led by four guiding principles which include preserving human dignity, nurturing the common good, valuing subsidiarity and walking in solidarity with others.

Led by the executive, all staff across the organisation recognise the importance of





Our Reconciliation Action Plan (RAP)

RAP Champion

Our RAP Champion is the Executive Manager Strategy Management and Funding. The RAP Champion is a member of the Executive Leadership Team and their role is to act as a champion and ambassador for reconciliation initiatives internally and externally.

The Importance of Reconciliation

We acknowledge that Aboriginal and Torres Strait Islander peoples are the Traditional Owners of Australia and the longest surviving culture on the planet and we value the cultures, knowledge and experiences that Aboriginal and Torres Strait Islander peoples hold.

CatholicCare Sydney has recognised the importance of developing connections and building relationships with our local Aboriginal and

Torres Strait Islander communities and working appropriately and sensitively with First Nations clients. However, this has traditionally taken place on a program-by-program basis. Our Out-of-Home Care programs, for example, traditionally have supported significant numbers of Aboriginal and Torres Strait Islander families.

Our Reconciliation Action Plan Journey

Our RAP journey formally began early in 2017 with the recognition that our informal program relationships with First Nations stakeholders should become a formal, organisation-wide commitment. Our first step was to learn from our colleagues in the Aboriginal Catholic Ministry who helped guide us, implementing acknowledgement of First Nations people as the Traditional Owners of Australia in our meeting rooms, on email signatures and verbally at commencement of all leadership and board meetings.

Our Community Engagement team spent time at the La Perouse Reconciliation Church in 2017, listening to the needs of church members and assisting in providing services particularly for young Aboriginal and Torres Strait Islander mothers and babies as part of our HOPE program. Since then, our ongoing journey to a formal RAP has been influenced by steps we have taken to inform and train our staff, develop relationships

and design culturally appropriate services and service brochures over a number of years.

Our previous cultural awareness training was implemented in some areas of our organisation including our Family Support Team with our Men's Behaviour Change Team also participating in the Education Centre Against Violence trauma training, conducted by a trainer who identified as an Aboriginal person at that organisation. Our carers' staff have been trained in Aboriginal and Torres Strait Islander Mental Health First Aid facilitated by a trainer who identified as an Aboriginal person and our service focus groups during development of these services incorporated feedback from carer workers in Dubbo who were working closely with First Nations families. Our Parent Line team undertook the development of a culturally appropriate brochure for Parent Line with Mudgin-gal Women's Centre in Darlinghurst, together with an Aboriginal Medical Centre on the Mid-North Coast and an Aboriginal artist.

Our Family Support workers receive cultural training from our state government funders in addition to seeking support from local community



Partnerships and Initiatives

CatholicCare Sydney has led several initiatives to engage with Aboriginal and Torres Strait Islander stakeholders in recent years.

Multi Mix Mob

CatholicCare Sydney had long-standing connections with the Marrickville Aboriginal Mums Group, Multi Mix Mob, which was formed by a group of Aboriginal mums meeting in the park over ten years ago. The Group gradually became more focused on providing professional support for local Aboriginal and Torres Strait Islander families and CatholicCare Sydney parenting educators were initially asked to provide “123 Magic” programs for parents. The trusting relationship built with the group led to CatholicCare Sydney applying for a grant to support the group to run

healthy eating sessions and share the meals after the classes.

Out of Multi Mix Mob, we were approached to provide support to women in abusive relationships who had been turned away by other service providers as they had not left the relationship. Our educators understood the need to provide support and strategies to promote safety which led to the monthly Healing Circle hosted by CatholicCare Sydney for a number of years.

Aboriginal Workers Circle

CatholicCare Sydney, over the last ten years, has also funded and hosted an Aboriginal Workers Support Circle (AWC). There are currently around 70 members. Our Aboriginal consultant holds meetings monthly to connect workers and Aboriginal and/or Torres Strait Islander peoples who work in the Inner West.

The aims of AWC are to:

- t provide Aboriginal and Torres Strait Islander workers with support and information required to help them do their jobs and assist to develop the growth they require to perform their job at a high standard.

- t allow for workers to debrief and yarn in order to feel supported.
- t provide a way to network and form partnerships between local Aboriginal and Torres Strait Islander workers and organisations; and
- t provide a comfortable, culturally appropriate, and safe meeting space.

My Kids and Me

**Local councils for
our sites**

**Sydney Catholic
Archdiocese
connections**

**Sorry Day
and National
Reconciliation
Week**

CatholicCare Sydney worked with our Aboriginal staff and

**Campbelltown
City Council**

Cultural Training

	Deliverable	Timeline	Responsibility
	<p>t Identify and connect with Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</p>	July 2021	Executive Manager Strategy and General Manager Community Engagement
	<p>t Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</p>	July 2021	



Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	t Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	July 2021	Executive Manager Strategy
	t Conduct a review of cultural learning needs within our organisation.	July 2021	Executive Manager People @ CatholicCare
	t Ensure RAP Working Group members have identified cultural learning needs and recommendations made for rollout to all staff in first Working Group meeting.	July 2021	Executive Manager People @ CatholicCare
	t Provide online cultural training to staff utilising an Aboriginal training organisation.	October 2021	Executive Manager People @ CatholicCare
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	t Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	October 2021	Executive Manager Strategy
	t Identify respectful ways to share this information with existing staff.	February 2022	General Manager Community Engagement
	t Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	January 2022	Executive Manager Families Division and Executive Manager Seniors Division
	t Develop a Reconciliation area in our new Intranet to host this information which will include Quarterly Reconciliation Newsletters, information about Traditional Owners of the sites where staff are located, event information and a template for Acknowledgement of Country developed through our RAP Working Group.	January 2022	RAP Coordinator and General Manager Community Engagement


Action	Deliverable	Timeline	Responsibility
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	t Raise awareness and share information amongst our staff about the meaning of NAIDOC Week using all staff email.	July 2021	Executive Manager Marketing and RAP Coordinator
	t Raise awareness with stakeholders by sharing NAIDOC Week tiles on Facebook.	July 2021	Manager Digital Marketing
	t Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2021	RAP Coordinator and General Manager Community Engagement
	t Host one video/ Im screening promoting reconciliation through NAIDOC Week encouraging all staff at the site to attend.	July 2021	Family Spirit Cultural Consultant and General Manager Community Engagement
	t RAP Working Group to participate in an external NAIDOC Week event either face-to-face or digitally subject to Covid-19 status.	July 2021	RAP Coordinator
8. Explore opportunities to ensure culturally appropriate messaging and service delivery.	t Establish culturally appropriate ways to seek feedback from clients to ensure culturally appropriate service delivery enhancements can be made using this learning.	January 2022	Clinical Development Lead Families Division, Research and Evidence Officer Families Division and Business Assurance Clinical Lead
	t Review our website content and identify, with our RAP Working Group, suitable messaging, content, and images to demonstrate our RAP journey, our commitment to promoting reconciliation and our work to establish safe, appropriate service delivery for First Nations clients.	February 2022	General Manager Seniors Division, General Manager Community Engagement, General Manager Families Division


	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> t Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	August 2021	Executive Manager People @ CatholicCare
	<ul style="list-style-type: none"> t Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	October 2021	Executive Manager People @ CatholicCare


	t Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.		

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