

Midland Women's Health Care Place Inc.
Reconciliation Action Plan
2021 – 2025



Midland
Women's
Health
Care
Place Inc.

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ACKNOWLEDGMENT

Midland Women's Health Care Place acknowledges the Whadjuk Moort (people) of Noongar Boodja (land) as the traditional owners, custodians of the land on which we stand.

We pay our respect to the elders' past, present and future.

We value the oldest continuing culture in the world and recognise Aboriginal Torres Strait people's special and unique spiritual connection to lands, language, water and country.

Midland Women's Health Care Place supports the 2007 United Nations Declaration on the Rights of Indigenous Peoples.

Reconciliation is about recognition. Recognition of past wrongs, recognition of current challenges, recognition of future opportunities.

OUR VISION FOR RECONCILIATION

Midland Women's Health Care Place acknowledges Aboriginal and Torres Strait Islander peoples as the first Custodians of the land, air and waters of this place we now call Australia.

This inaugural RAP contains many of the building blocks we feel will support our vision for reconciliation. Our vision is to ensure we continue in our development as a united organisation that embraces all cultures and is fully inclusive of Aboriginal and Torres Strait Islander peoples, celebrating and valuing their uniqueness. We embrace, recognise and respect Aboriginal and Torres Strait Islander culture as the world's oldest continuous living culture, which imparts belonging and richly contributes to a vibrant and sustainable future that can be shared by all Australians.

ULURU STATEMENT FROM THE HEART

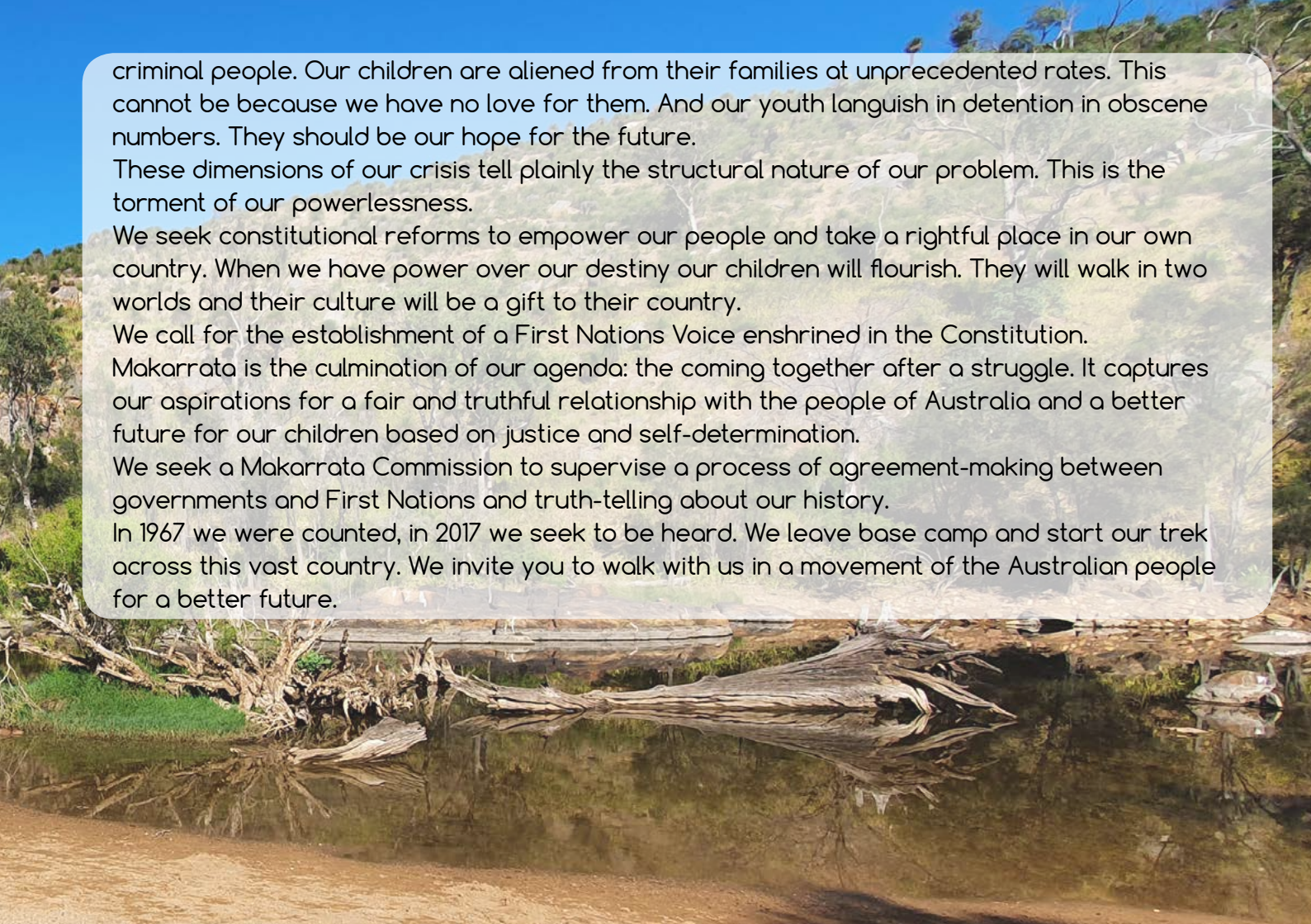
Our Aboriginal and Torres Strait Islander tribes were the first sovereign Nations of the Australian continent and its adjacent islands, and possessed it under our own laws and customs. This our ancestors did, according to the reckoning of our culture, from the Creation, according to the common law from 'time immemorial', and according to science more than 60,000 years ago.

This sovereignty is a spiritual notion: the ancestral tie between the land, or 'mother nature', and the Aboriginal and Torres Strait Islander peoples who were born therefrom, remain attached thereto, and must one day return thither to be united with our ancestors. This link is the basis of the ownership of the soil, or better, of sovereignty. It has never been ceded or extinguished, and co-exists with the sovereignty of the Crown.

How could it be otherwise? That peoples possessed a land for sixty millennia and this sacred link disappears from world history in merely the last two hundred years?

With substantive constitutional change and structural reform, we believe this ancient sovereignty can shine through as a fuller expression of Australia's nationhood.

Proportionally, we are the most incarcerated people on the planet. We are not an innately

A scenic landscape featuring a river in the foreground with a large, weathered log floating in it. The river reflects the surrounding greenery and the clear blue sky. In the background, there are more trees and a hillside under a bright blue sky.

criminal people. Our children are alienated from their families at unprecedented rates. This cannot be because we have no love for them. And our youth languish in detention in obscene numbers. They should be our hope for the future.

These dimensions of our crisis tell plainly the structural nature of our problem. This is the torment of our powerlessness.

We seek constitutional reforms to empower our people and take a rightful place in our own country. When we have power over our destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country.

We call for the establishment of a First Nations Voice enshrined in the Constitution.

Makarrata is the culmination of our agenda: the coming together after a struggle. It captures our aspirations for a fair and truthful relationship with the people of Australia and a better future for our children based on justice and self-determination.

We seek a Makarrata Commission to supervise a process of agreement-making between governments and First Nations and truth-telling about our history.

In 1967 we were counted, in 2017 we seek to be heard. We leave base camp and start our trek across this vast country. We invite you to walk with us in a movement of the Australian people for a better future.

MESSAGE FROM THE CEO

I am proud to present the inaugural Reconciliation Action Plan (RAP) from Midland Women's Health Care Place, which will guide our efforts to embrace, recognise and value Aboriginal and Torres Strait Islander cultures and heritage.

Through this Reconciliation Action Plan, we want to explore opportunities to ensure Aboriginal and Torres Strait Islander peoples and cultures are seen and celebrated.

We continue to work with the Aboriginal and Torres Strait Islander community to gain a better understanding of the First Custodians of this land, and promote a greater understanding and appreciation of their histories.

The RAP builds on our existing commitment to celebrate the Traditional Owners and their heritage.

I commend everyone involved in the development of this plan and our reconciliation journey, with special thanks to the RAP Working Group. It is an important initiative that will create a stronger sense of place and identity now and in the future.

Helen Berry CEO,
Midland Women's Health Care Place

Midland Women's Health Care Place is a registered charity providing subsidised and professional individual and group counselling, wellness programs, individual advocacy and referrals.

We embrace all cultures and abilities and provide services to all women who have experienced perinatal depression, family violence trauma, relationship issues, grief and loss, and those experiencing transgenerational and intergenerational trauma with themselves and/or families, across their life span, offering a social determinant approach.

We are a caring organisation that works collaboratively with the community to find additional help women need to be healthy, safe and fulfilled.

We recognise that women can be vulnerable at different times because of factors including social & economic disadvantage, disability, sexuality or sexual preference, ethnicity and age. We employ 11 staff (by headcount) or 6.2 full-time equivalents (FTE), have a board of 7 and representation from an ambassador. We are proud that two of our team identify as Aboriginal and Torres Strait Islander peoples, ensuring we are connected to the Aboriginal and Torres Strait Islander community.



OUR RAP

Our vision is to ensure we continue in our development as a united organisation that embraces all cultures and is fully inclusive of Aboriginal and Torres Strait Islander peoples, celebrating and valuing their uniqueness.

The development of a Reconciliation Action Plan (RAP) ensures that we respect the first Custodians of Midland Women's Health Care Place and explore opportunities to share important stories and events of the past and create memorable experiences for future generations. This will contribute to a sense of belonging and a vibrant and sustainable shared future at Midland Women's Health Care Place. The RAP supports our purpose to empower and improve/strengthen the wellbeing of all women and families for stronger futures.

The RAP aligns with the following key strategic initiatives:

- Invest in our people and culture
- To seek growth and diversification
- To ensure we are sustainable
- To promote our brand & reputation

The RAP also supports our goal to be fully inclusive particularly in the areas of culture, heritage, identity and community development.

Our RAP Working Group consists of Aboriginal and Torres Strait Islander peoples and non-Indigenous staff.



Helen Berry - Chief Executive Officer



Cassandra Abraham - Peer Advocate and Counsellor



Sue-Ellen Smith - Health Promotion Officer

OUR RAP JOURNEY

Midland Women's Health Care Place knows that ensuring respect for cultural connectedness for the people who use our services, our employees and all Aboriginal and Torres Strait Islander peoples, is vital.

This is why we have given a public commitment to honouring this goal through our Reconciliation Action Plans (RAPs). Midland Women's Health Care Place RAP is a long term strategic approach to facilitate awareness and change within our organisation.

Our RAP will help us to continue to ensure our services are culturally safe and accessible for Aboriginal and Torres Strait Islander peoples. Our RAP will guide us in building enduring partnerships both with our Indigenous employees and at a local community level with Elders and community members.



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RELATIONSHIPS

We are committed through our core business to connect and build relationships, that are inclusive, respectful and encompass shared value in our community. Building healthy trusting relationships and creating opportunities for Aboriginal and Torres Strait Islander people and communities will extend our beliefs to eliminate the obstacles that prevent Aboriginal and Torres Strait Islander people from enjoying the same healthy life experiences and wellbeing as all Australians.



Action	Measureable Target	Responsibility	Timeline
RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting.	The RWG will oversee the endorsement and launch of the RAP.	RAP Working Group	January 2021
	Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG.		April 2021
	Meet at least twice per year to monitor and report on RAP implementation.		April & October Each Year
Develop, maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander people, communities and organisations to support positive outcomes.	Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our area that we could approach to connect with on our reconciliation journey.	RAP Working Group	January 2021 and Ongoing
	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.		January 2021 and Ongoing
Raise internal and external awareness of our RAP to promote reconciliation.	Raise awareness amongst all staff within the organisation about our RAP commitments.	RAP Working Group	January 2021 and Ongoing
	Amend the staff induction checklist to include reference to the RAP.		January 2021
	Ensure RAP is published to our website.		June 2021
	Recognise, participate and celebrate National Reconciliation Week.		27 May - 3 June Each Year
	Ensure all staff are aware Reconciliation Australia's website and resources www.reconciliation.org.au		January 2021

RESPECT

We respect Aboriginal and Torres Strait Islander people and their knowledge and we seek to create genuine opportunities to collaborate and integrate this into our work. By appreciating, learning about and honouring the histories, art and cultures, of Aboriginal and Torres Strait Islander people and by respecting the importance of reconciliation and creating a work place and services that are welcoming to all Aboriginal and Torres Strait Islander people is imperative to ensure our services are culturally appropriate and beneficial.



Action	Measureable Target	Responsibility	Timeline
Explore opportunities to increase cultural competency within the organisation.	Develop internal cultural awareness practice to acknowledge the experiences and contributions of Aboriginal and Torres Strait Islander peoples and cultures. Include messages on our publications that signify these acknowledgements as standard.	RAP Working Group	January 2021
Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, histories and achievements providing learning opportunities to increase understanding and appreciation.	Invite elder/s into our office to share their stories, events of Aboriginal and Torres Strait history, cultures, achievements and beliefs. 2 x per annum.	RAP Working Group	March and October 2021 and Ongoing Annually
	Develop, implement and communicate a cultural protocol documents for Welcome to Country and Acknowledgement of Traditional Owners.		March 2021
	Invite Traditional Owners to provide a Welcome to Country at significant events.		As Required
	Ensure an email signature block, acknowledging the Traditional Owners is available to all staff.		January 2021
Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating events such as NAIDOC Week.	Attend and/or participate in NAIDOC Week Community events as an organisation.	RAP Working Group	First full week in July each year
	Maintain a corporate calendar that promotes days of significance for Aboriginal and Torres Strait Islander peoples.		January 2021 and each year

OPPORTUNITIES

We value the knowledge, skills and connections that Aboriginal and Torres Strait Islander, staff, individuals, partners and communities can bring to our organisation. We are committed to creating opportunities through engagement to develop culturally appropriate services and programs to meet the needs and aspirations of all Aboriginal and Torres Strait Islander peoples. We remain committed to increasing the recruitment and retention of Aboriginal and Torres Strait Islander peoples in our workforce.

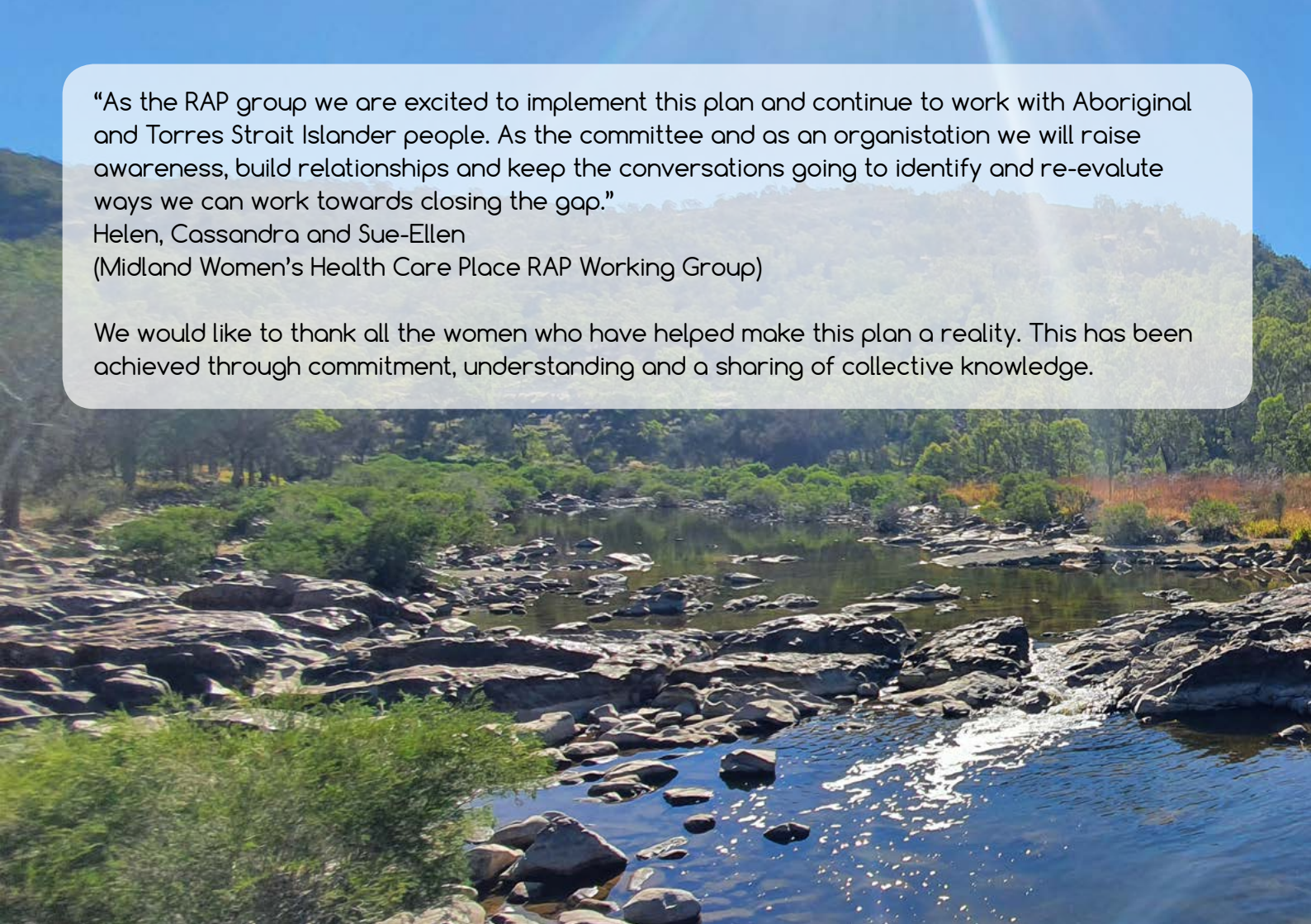


Action	Measureable Target	Responsibility	Timeline
We will create opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	Maintain Aboriginal and Torres Strait Islander representation all levels of the organisation.	RAP Working Group	As Required
	Develop recruitment practices, proactively identify and support the talent of Aboriginal and Torres Strait Islander people.		As Required
	Advertise job vacancies in Aboriginal and Torres Strait Islander media.		As Required
Reflect on existing practice and identify gaps and opportunities to support the future inclusion of cultural considerations into our work.	Develop and implement all new program design and service delivery in association with the RAP working group and Aboriginal and Torres Strait Islander staff.	RAP Working Group	June 2021
	Review existing relationships with Aboriginal and Torres Strait Islander people and communities, considering ways to strengthen and value the relationships.		June 2021
Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.	Introduce procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	RAP Working Group	June 2021
	Encourage staff to procure goods and services from Aboriginal and Torres Strait Islander owned businesses.		Ongoing

GOVERNANCE, TRACKING PROGRESS AND REPORTING

Through effective governance and regular tracking and evaluation of our progress, we will understand the reach of our RAP initiatives, celebrate our achievement, reassess our internal capabilities and identify opportunities for improvement.

Action	Measureable Target	Responsibility	Timeline
Maintain an effective RAP working Group to drive governance of the RAP.	Review, refresh and update RAP.	RAP Working Group	Continuous
	Publically report our RAP achievements, challenges and learnings as part of Midland Women's health Care Place annual report.		Annually
	Maintain Aboriginal and Torres Strait Islander representation on the RAP working group.		Continuous
	Send draft RAP to Reconciliation Australia for review and feedback.		January 2021
	Submit draft RAP to Reconciliation Australia for formal endorsement.		May 2021



“As the RAP group we are excited to implement this plan and continue to work with Aboriginal and Torres Strait Islander people. As the committee and as an organisation we will raise awareness, build relationships and keep the conversations going to identify and re-evaluate ways we can work towards closing the gap.”

Helen, Cassandra and Sue-Ellen

(Midland Women's Health Care Place RAP Working Group)

We would like to thank all the women who have helped make this plan a reality. This has been achieved through commitment, understanding and a sharing of collective knowledge.



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