ODYSSEY HOUSE
VICTORIA

STRETCH RECONCILIATION ACTION PLAN

JAN 2024 - JAN 2027

RECONCILIATION
ACTION PLAN
STRETCH

Cover art "Jaynaya" by artist Crystel Gay 2022. This was used by Odyssey House Victoria to help celebrate NAIDOC 2022.

“My painting is the colours of my community’s flag and my daughter’s handprint represents a future warrior woman.”

Odyssey House Victoria Reconciliation Action Plan
January 2024

All artwork included in this document has been created by residents or clients of Odyssey House Victoria, adapted, used and credited with permission.

We thank all contributing artists.

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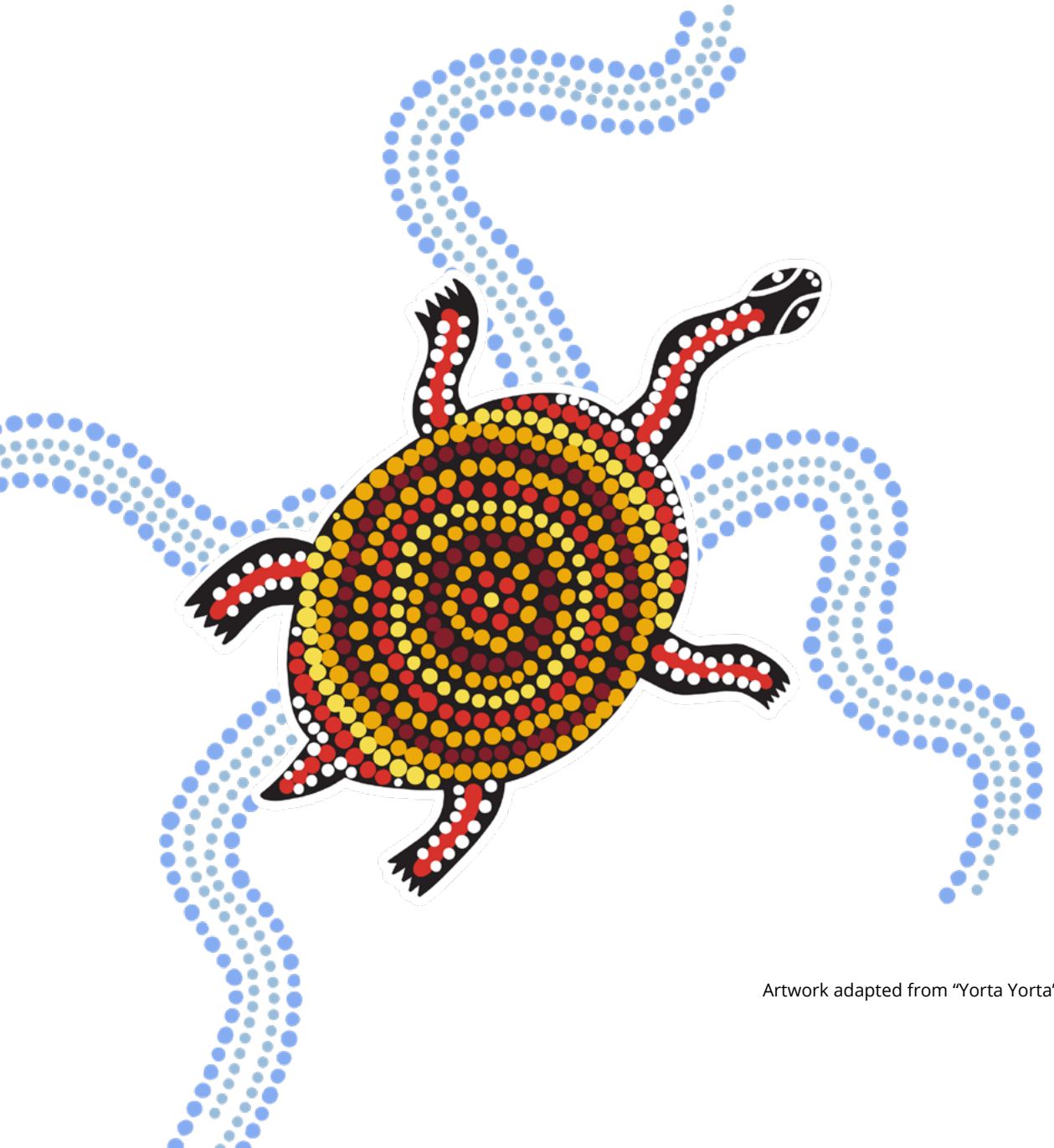

Artwork adapted from “Yorta Yorta” by Anthony Asta 2021.

“...When I paint anything, I paint with meaning to me and my life experiences.

While I don’t identify as a member of the LGBTQIA+ community, I can relate to the feeling of rejection, feeling misunderstood, and having to hide who I am & my own self-identity.

So I am passionate about supporting equal rights, and I do believe every one of us has the right to be who we want to be, however way we want to express that and with no judgement.”

And so when I combine the Boonwurrung story (of Bunjil) with equality...I came up with this painting.

Get Up for you, Stand Up for you, Show Up for community...”

“Bunjil” by Nakita Partington 2022.

Taungurong Mob.

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Message from our CEO

Odyssey House Victoria acknowledges Aboriginal and Torres Strait Islander peoples as belonging to the oldest continuing culture in human history. We celebrate this.

We acknowledge that sovereignty to this land was never ceded. We remind ourselves of this and walk together in reconciliation.

We also acknowledge that Aboriginal and Torres Strait Islander peoples have suffered profound trauma because of Australia's laws and policies. We are sorry for this and commit ourselves to assisting in the healing that is needed.

Odyssey House has been offering services to the Victorian community for more than 40 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 have made some good progress in ensuring that our programs and services are relevant, safe, and accessible to Aboriginal and Torres Strait Islander peoples. However, we know that we can do better.

This Stretch Reconciliation Action Plan (2024-2027) 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 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 Odyssey House create meaningful and rewarding opportunities that build on the successful work already undertaken through our first and second Reconciliation Action Plans (2012-2015 and 2017-2020).

We acknowledge that COVID-19 has had a big impact on the Victorian community, and it has restricted some activities in our previous Reconciliation Action Plans. We will continue to work with Aboriginal community members and clients to develop creative solutions to these ongoing challenges.

We have set ourselves some ambitious goals and targets, but we do not wish to be limited by these. Our intention is to do the best we can, as we set about achieving our overall purpose of improving the lives of those impacted by alcohol and other drug related harm.

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.

Signed

Dr. Stefan Gruenert

Message from Reconciliation Australia

On behalf of Reconciliation Australia, I congratulate Odyssey House Victoria (OHV) on its formal commitment to reconciliation, as it implements its second Stretch Reconciliation Action Plan (RAP).

Formed around the pillars of relationships, respect, and opportunities, the RAP program helps organisations realise the critical role they can play in driving reconciliation across their work and area of expertise. Offering services across the state for over 40 years, OHV is a specialist treatment organisation dedicated to improving the lives of individuals who experience significant or long-term problems from alcohol and other drug use.

Through the creation of this Stretch RAP, Odyssey House Victoria continues its commitment to closing the gap in health outcomes, and to building respectful and positive relationships with Aboriginal and Torres Strait Islander peoples. In doing so, it is building upon the considerable experience it garnered in previous RAPs.

OHV's vision for reconciliation is a nation where all Australians have the opportunity to live in healthy and safe communities and it understands this can only be realised through First Nations-led and culturally safe supports. In practice, this has involved embedding cultural practice within its two residential services, developing more flexible and culturally appropriate arrangements for service admission across all areas. Two-way relationship building has also been an important focus for OHV. This pursuit of mutually beneficial relationships led to the development of new consortium arrangements with local Aboriginal services such as Victorian Aboriginal Child Care Agency and Victorian Aboriginal Health Service.

The importance of self-determination in the health space comes through clearly in OHV's newest Stretch RAP as it continues to centre commitments around listening, learning and collaboration. Continuing its for-community-by-community approach, OHV will develop a co-designed framework to guide its services and programs through an Aboriginal and Torres Strait Islander lens.

In support of this work, OHV has also set out a plan for increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development. Meaningful efforts in this space will ensure First Nations voices continue to be heard in the development of treatment solutions for their communities.

Considering the sensitive and essential nature of its work, I am heartened to see OHV's emphasis on two-way relationships and First Nations-led solutions. On behalf of Reconciliation Australia, I commend Odyssey House Victoria on this second Stretch RAP and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our Vision for Reconciliation

Lower Plenty therapeutic community fire pit.

Odyssey House Victoria recognises, respects and values the role Aboriginal and Torres Strait Islander peoples have in our history and culture as the Custodians and Traditional Owners of this land.

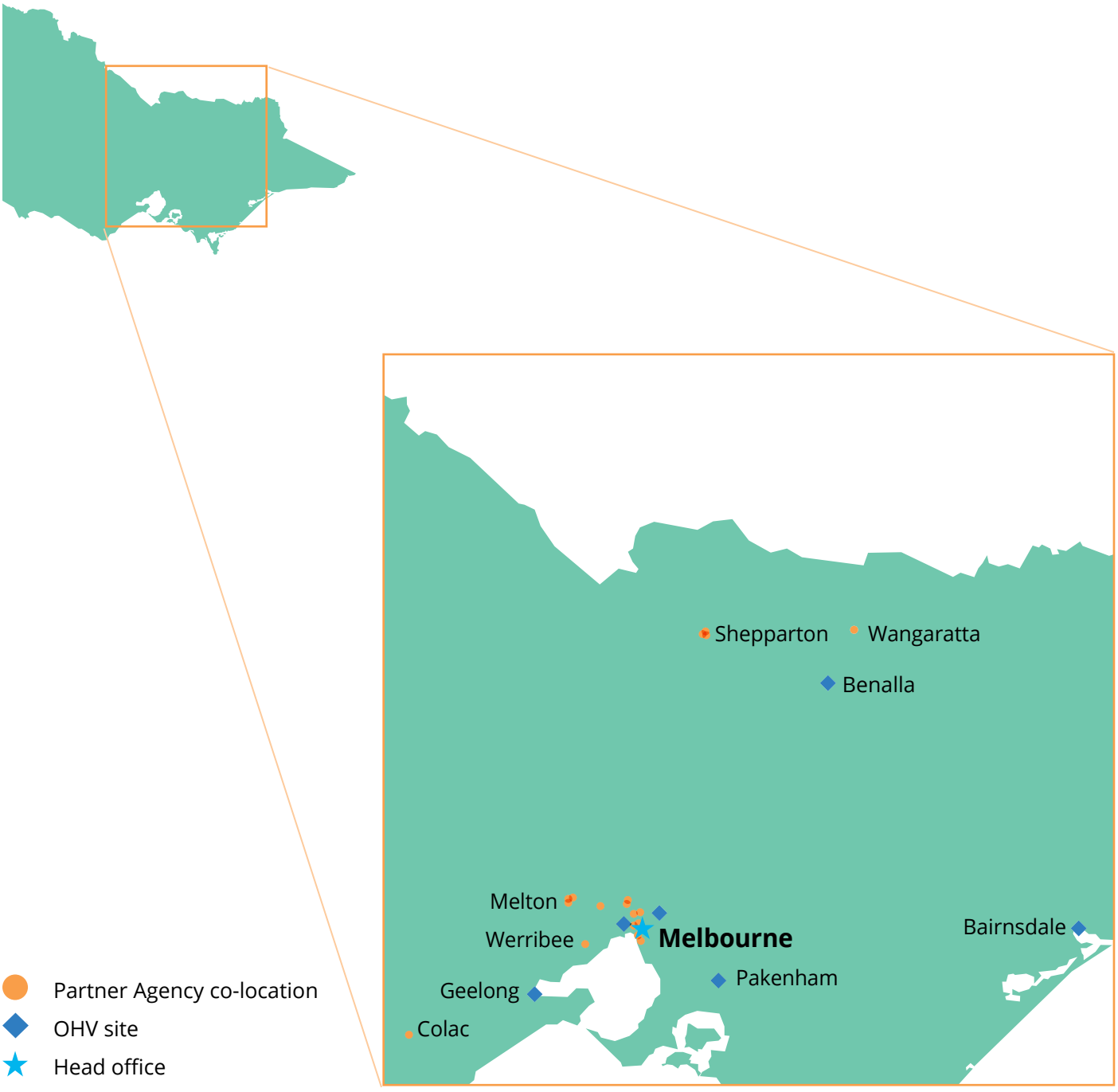
Odyssey House Victoria's vision for reconciliation is a nation where all Australians have the opportunity to live in healthy and safe communities. We are committed to collaborating with Aboriginal and Torres Strait Islander peoples to improve the health, wellbeing and life opportunities of their communities. 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. Odyssey House Victoria seeks to redress this by providing services that empower and promote access and equity.

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

Our Business

Odyssey House Victoria has been a place of hope and positive change for individuals working towards breaking their pattern of addiction for over 40 years. We are a multi-service, multi-site agency operating in metropolitan and rural locations across Victoria. Our services include residential rehabilitation, community-based counselling and day programs, forensic, child, youth, adult and family services and a registered training organisation.

Odyssey House Victoria's purpose is to provide opportunities for change and growth by reducing drug use, improving mental health and reconnecting people to their values, their family and the community. Odyssey House Victoria employs over 280 staff across metropolitan and rural Melbourne. Currently nearly 10% of staff and volunteers identify as Aboriginal and/or Torres Strait Islander people.



Our Previous Reconciliation Action Plans

Odyssey House Victoria has implemented two Reconciliation Action Plans, an initial Reconciliation Action Plan from 2012 till 2015 and a Stretch Reconciliation Action Plan from 2017 till 2019. These plans have helped guide the organisation around increasing accessibility, visibility and partnerships with Aboriginal and Torres Strait Islander people and communities within both residential and community based Alcohol and Other Drug treatment services provided by Odyssey House Victoria.

Learnings and achievements

Our Reconciliation Action Plans have also supported Odyssey House Victoria doing things differently when engaging with Aboriginal and Torres Strait Islander communities including:

- embedding cultural practice within our two residential services at Lower Plenty and Bairnsdale, developing more flexible and culturally appropriate arrangements for service admission across all areas.
- developed new consortium arrangements with local Aboriginal services such as Victorian Aboriginal Child Care Agency and Victorian Aboriginal Health Service,
- provided intensive support through the Aboriginal Metropolitan Ice Program in the North West Melbourne region,
- Kids in Focus Program provided case management support to Aboriginal children and families, with 24.6% of clients identifying as Aboriginal
- commenced working with the Koori Women's Diversion program and diverting Koori women from deepening contact with the criminal justice system by supporting clients appearing before the Koori Court.
- our shorter term residential rehabilitation service in Benalla Victoria called Circuit Breaker has a higher graduation rate than other similar services and that it continues to have a higher Aboriginal and Torres Strait Islander People cohort with around 40% of women in the program identifying as Aboriginal.

Challenges

Odyssey House Victoria spent much of its Stretch RAP in either stage 3 or stage 4 lock down restrictions This created some barriers around completing the current Stretch Reconciliation Action Plan activity and commencing the consultation internally and externally to develop our next RAP for 2020 till 2022.

Our Aboriginal Cultural Advisor continued to provide cultural awareness support and secondary consult to staff through one on one and small group video conferencing.

Odyssey House Victoria's residential services continued to host weekly smoking ceremonies and facilitate their Aboriginal and Torres Strait Islander programs under strict COVID -19 Safe guidelines.

We also strived to maintain communication with and support Aboriginal and Torres Strait Islander partner agencies that often were struggling with their own issues relating to the pandemic including housing overcrowding during isolation and stay at home orders, the lack of access to technology in maintaining business operations and the vulnerability of the community to the virus.

Looking forward

Seeking approval for our new Stretch Reconciliation Action Plan 2024 till 2027 opens up new opportunities for our organisation to build on the previous work undertaken by enhancing training opportunities, looking at Aboriginal representation at a governance level, taking a focus on the intersectionality of LGBTQIA+ Aboriginal people and educating staff, clients and residents about the upcoming Voice referendum.

Adapted from artwork by Wayne Morgan.

Our Reconciliation Action Plan

Odyssey House Victoria has been providing services to Aboriginal peoples since its inception in 1979. The Odyssey House Victoria 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 third 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, Odyssey House Victoria acknowledges that distant, recent and continuing experiences of dispossession and social and emotional wellbeing can determine the attitudes and reactions of Aboriginal people today.

This Reconciliation Action Plan aims to collaborate the work completed by Odyssey House Victoria programs and employees under the previous RAP and continue to improve a service-wide initiative upon which to ground our work culture and practices.

We have worked with staff and clients who identify as Aboriginal, Aboriginal-run organisations which we work with on a daily basis, our Working Groups and Elders to develop this Reconciliation Action Plan. We acknowledge a salient barrier to successful implementation is our operation across many locations, and thus the structure of our Working Groups allows a top down and bottom up approach to implementation, so it becomes one of Odyssey House Victoria's standard ways of working.

Odyssey House Victoria 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 the Aboriginal people who access our programs. Our Stretch RAP aims to focus on embedding these learnings in our everyday culture and practices and by meeting measurable targets.

Original artwork by Chris Thorne, representing the five pillars of Odyssey.

Our Reconciliation Action Plan

(cont.)

Working Groups

Aboriginal Advisory Council meets four times a year to ensure provision of culturally appropriate services and processes to Aboriginal and Torres Strait Islander people and to monitor RAP progress and facilitate partnerships with Aboriginal services. OHV's Reconciliation Action Plan is a standing Agenda Item at the meetings.

- Comprised of OHV's CEO, Executive Manager Residential Services, Aboriginal Cultural Advisor, Manager People and Program Development and three external Aboriginal leaders.

Reconciliation Action Plan Working Group meets every two months and oversees the implementation of the Reconciliation Action Plan across Odyssey House Victoria including reporting and data management. The RAP Advisory Group gains input from the Site Working Groups. The Group also meets with OHV's Aboriginal Consultant, Elders and local communities to discuss the implementation of the RAP and associated policies.

- Comprised of the Aboriginal Cultural Advisor, Manager People and Program Development, Executive Manager Residential Services and a minimum of one other representative from staff • who identifies as an Aboriginal and/or Torres Strait Islander person and one or more other interested OHV staff.

Site Working Groups (WG) meet regularly within existing team meetings to discuss local implementation plans and progress on site to ensure the RAP is being promoted and implemented. Each site has a designated champion to provide leadership to this process. Progress and outcomes are then fed to the RAP Working Group. Each Site WG also provides feedback on progress made in developing partnerships with local Aboriginal organisations, Aboriginal communities and Elders.

- Comprised of a site RAP champion, the Catchment and/or one or more Program Managers, and a minimum of one other site staff.

Aboriginal Staff Network meets face to face twice a year on the day before the staff development day and also online at least bimonthly. These meetings provide cultural supervision (provided by external Aboriginal consultant) and supportive catch ups.

- Comprising all OHV staff who identify as Aboriginal

Aboriginal Communities of Practice (COPP) is a bimonthly facilitated group that includes a mix of case studies, updates and information sharing.

- Comprising RAP champions and all staff across the agency who work with Aboriginal people, with all sites and programs represented.

"Heading Home" by Steven

Our Reconciliation Action Plan

Relationships

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

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

Relationships Action 1: Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverable		Responsibility	Timeline
1.1	Meet with the local 8 Aboriginal and Torres Strait Islander stakeholder organisations to continuously improve guiding principles for engagement.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• JAN 2024 • JAN 2025 • JAN 2026
1.2	Review, update and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• JAN 2024 • Review JAN 2025 • Review JAN 2026
1.3	Establish and maintain 3 formal two-way partnerships with Aboriginal and Torres Strait Islander communities or organisations.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• FEB 2024 • MAR 2025 • AUG 2026

Relationships Action 2: Build relationships through celebrating National Reconciliation Week (NRW).

Deliverable		Responsibility	Timeline
2.1	Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• APR 2024 • APR 2025 • APR 2026
2.2	RAP Working Group members to participate in 4 external NRW events.	• Manager of People and Program Development	• 27 MAY- 3 JUN 2024 • 27 MAY- 3 JUN 2025 • 27 MAY- 3 JUN 2026
2.3	Encourage and support staff and senior leaders to participate in 2 external events to recognise and celebrate NRW.	• Executive Director, Residential Treatment Services	• 27 MAY- 3 JUN 2024 • 27 MAY- 3 JUN 2025
2.4	Organise 4 internal NRW events, including at least one organisation wide NRW event, each year.	• Aboriginal Cultural Advisor • Executive Admin Officer	• 27 MAY- 3 JUN 2024 • 27 MAY- 3 JUN 2025 • 27 MAY- 3 JUN 2026
2.5	Register all our NRW events on Reconciliation Australia's NRW website.	• Aboriginal Cultural Advisor • Executive Admin Officer	• APR 2024 • APR 2025 • APR 2026

Relationships Action 3: Promote reconciliation through our sphere of influence.

Deliverable		Responsibility	Timeline
3.1	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• FEB 2024
3.2	Communicate OHV's commitment to Reconciliation publicly.	• Executive Director Development • Aboriginal Cultural Advisor	• FEB 2024 • FEB 2025
3.3	Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• NOV 2024
3.4	Collaborate with 4 organisations who have existing RAPs and other like-minded organisations, to implement innovative approaches to advance Reconciliation	• Manager of People and Program Development • Aboriginal Cultural Advisor	• FEB 2025 • FEB 2026
3.5	Develop site based action plans for 10 OHV sites andprograms based on local cultural needs and staff understanding of cultural knowledge to ensure engagement at the local level and that staff participation is more tangible. • List the names of sites or programs participating in action planning.	• Aboriginal Cultural Advisor • Site and program managers	• APR 2024
3.6	Meet with 10 service stakeholders OHV is in partnership with to ensure that Reconciliation Actions Plans align. • List the names of the service stakeholders OHV is engaged with.	• Manager of People and Program Development • Aboriginal Cultural Advisor • Relevant catchment managers • Relevant residential services managers.	• SEP 2024 • SEP 2025

Adapted from artwork by Wayne Morgan.

Our Reconciliation Action Plan

Relationships (cont.)

Relationships Action 4 : Promote positive race relations through anti-discrimination strategies.

Deliverable		Responsibility	Timeline
4.1	Continuously review and look to improve HR policies and procedures concerned with anti-discrimination.	• Human Resources Manager	• FEB 2025
4.2	Engage with Aboriginal and Torres Strait Islander staff and/or Advisors to continuously improve OHV's anti-discrimination policy.	• Human Resources Manager	• NOV 2024 • NOV 2025
4.3	Develop, implement and communicate an anti-discrimination policy for our organisation.	• Human Resources Manager	• FEB 2024
4.4	Provide ongoing education opportunities for senior leaders and managers on the effects of racism with 100% compliance on required training.	• Human Resources Manager	• SEP 2024 • SEP 2025
4.5	Senior leaders to publicly support anti-discrimination campaigns, initiatives, or stances against racism.	• Manager of People and Program Development	Review annually • JUL 2024 • JUL 2025

Relationships Action 5 : Develop a co-designed framework which guides OHV services and programs and provides an Aboriginal and Torres Strait Islander lens.

Deliverable		Responsibility	Timeline
5.1	Facilitate a workshop with Aboriginal and Torres Strait Islander stakeholders, communities, and consumers to develop a framework which provides input into OHV services and programs.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• JUN 2024 • JUN 2025
5.2	Communicate and promote the framework to staff and stakeholders by documenting the framework and publishing on the OHV website.	• Manager of People and Program Development • Aboriginal Cultural Advisor • Executive Admin Officer	• NOV 2024
5.3	Embed the framework in OHV Practices.	• Manager of People and Program Development • Aboriginal Cultural Advisor • Executive Admin Officer	• NOV 2024

Artwork adapted from "Yorta Yorta" by Anthony Asta.

"Rainbow Serpent" by Sarah Morgan.

Our Reconciliation Action Plan

Respect

Odyssey House Victoria recognises the breakdown of family structures caused by the impacts of colonisation and the removal of children from their families and the impacts felt by members of the stolen generations and their families. We acknowledge how this plays a significant role in ongoing intergenerational trauma and addiction. OHV recognises the profound impact on culture that exacerbates the exclusion and trauma of Aboriginal and Torres Strait Islander Peoples in Australia. OHV continues to work towards providing opportunities for healing and promoting re-engagement with land, culture and family.

Focus area: OHV will embed, share and celebrate Aboriginal cultural practice, activity and policy development throughout its programs and services, guided by Aboriginal staff, advisors, residents and communities. We will normalise cultural sensitivity, awareness and participation as core business to our Board, staff, volunteers, students, clients and the communities we serve.

Respect Action 1 : Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

	Deliverable	Responsibility	Timeline
1.1	Conduct a review of cultural learning needs within our organisation.	• Aboriginal Cultural Advisor	• OCT 2024
1.2	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the implementation of a cultural learning strategy.	• Aboriginal Cultural Advisor	• OCT 2024
1.3	Implement and communicate a cultural learning strategy for our staff including providing cultural learning for new staff during on-boarding as a standard part of the induction package.	• Aboriginal Cultural Advisor	• FEB 2025
1.4	Commit all RAP Working Group members, HR managers, senior executive group to undertake formal and structured cultural learning during their on-boarding online.	• CEO	• JUN 2024
1.5	80% of all staff, volunteers and Board undertake formal and structured online cultural learning and 30% of all staff will undertake face to face cultural learning.	• CEO	• JUN 2024
1.6	Include a cultural component into the annual staff Performance & Development Review process e.g. all staff to attend a minimum of one Aboriginal cultural event annually.	• OHV Managers	• JUL 2024

Respect Action 2 : Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverable		Responsibility	Timeline
2.1	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country Protocols through a variety of mechanisms including online training, educational emails, verbal messaging from leaders and distribution of document.	• Aboriginal Cultural Advisor	• NOV 2024 • NOV 2025
2.2	Implement and communicate a cultural protocol document (tailored for all local communities we operate in), including protocols for Welcome to Country or Acknowledgement of Country	• Aboriginal Cultural Advisor	• NOV 2024
2.3	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at 2 significant events including the annual all staff development day and annual Therapeutic Community House Graduation Ceremony	• Aboriginal Cultural Advisor	• JUL + DEC 2024 • JUL + DEC 2025
2.4	Include an Acknowledgement of Country or other appropriate protocols at the commencement of all OHV and partnership meetings.	• Aboriginal Cultural Advisor	• FEB 2024
2.5	Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events.	• CEO	• JAN 2024
2.6	Display 10 Acknowledgment of Country plaques in our office/s or on our buildings.	• Aboriginal Cultural Advisor	• JAN 2024
2.7	Improve access to Acknowledgement of Country process to support staff who are less confident in performing this by: • adding this to all meeting agenda templates • hosting a list of variations of the Acknowledgement on the OHV portal	• Aboriginal Cultural Advisor	• JAN 2024

Adapted from artwork by Wayne Morgan.

Our Reconciliation Action Plan

Respect (cont.)

Respect Action 3 : Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverable		Responsibility	Timeline
3.1	RAP Working Group to participate in an external NAIDOC Week event.	• Aboriginal Cultural Advisor	First week • JUL 2024 • JUL 2025 • JUL 2026
3.2	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	• Aboriginal Cultural Advisor	• JAN 2024
3.3	Support all staff to participate in 4 NAIDOC Week events in our local area	• Aboriginal Cultural Advisor	First week • JUL 2024 • JUL 2025 • JUL 2026
3.4	In consultation with Aboriginal and Torres Strait Islander stakeholders, support 2 external NAIDOC Week events each year.	• Manager of people and program Development • Aboriginal Cultural Advisor • Human Resources	• JUL 2024 • JUL 2025 • JUL 2026

Respect Action 4 : Enhance the recognition and voice of Aboriginal and Torres Strait Islander People within the community and across Australian society.

Deliverable		Responsibility	Timeline
4.1	Undertake 1 staff activity that educates understanding around the Uluru Statement of the Heart.	• Manager of people and program Development • Aboriginal Cultural Advisor • Human Resources	• AUG 2024 • JUL 2025
4.2	Undertake 2 staff activities that educate understanding of the Victorian Aboriginal Treaty.	• Manager of people and program Development • Aboriginal Cultural Advisor • Human Resources	• AUG 2024 • JUL 2025
4.3	Implement an organisational policy that provides an alternative public holiday option for staff on the 26th of January each year.	• Manager of people and program Development • Aboriginal Cultural Advisor • Human Resources	• JAN 2024 • DEC 2025

Lucknow therapeutic community fire pit.

Our Reconciliation Action Plan

Opportunities

Odyssey House Victoria acknowledges the history of colonisation and the impact that this has had on Aboriginal and Torres Strait Islander Peoples. Odyssey House Victoria is committed to a whole of organisation approach to inclusive cultural practice that will build capacity and leadership within our Aboriginal and Torres Strait Islander-identifying workforce and clients in addition to the Aboriginal services we partner with.

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.

Opportunities Action 1 : Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

Deliverable		Responsibility	Timeline
1.1	Engage with Aboriginal and Torres Strait Islander staff to consult on the effectiveness of our recruitment, retention and professional development strategy.	• Aboriginal Cultural Advisor • CEO	• JUL 2024 • JUL 2025
1.2	Review and update an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.	• Human Resources • Aboriginal Consultant	• FEB 2024
1.3	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	• Aboriginal Cultural Advisor • Human Resources	• MAR 2024
1.4	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	• Aboriginal Cultural Advisor • Human Resources	• FEB 2024
1.5	Two Aboriginal and Torres Strait Islander employees to be supported to take on management and senior level positions.	• CEO	• FEB 2025
1.6	Increase Aboriginal and Torres Strait Islander employment by 2% per annum.	• HR Manager	• DEC 2024 • DEC 2025 • DEC 2026
1.7	Create an annual event where OHV Aboriginal staff come together in person to discuss cultural needs and preferences with accommodation and transport provided for those travelling from rural sites.	• Aboriginal Cultural Advisor	• AUG 2024 • AUG 2025 • AUG 2026
1.8	Provide Cultural Supervision to Aboriginal Cultural Advisor by a skilled senior member of community	• Manager of People and Program Development	• JAN 2024 • JAN 2025 • JAN 2026 Monthly

Opportunities Action 2 : Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes

Deliverable		Responsibility	Timeline
2.1	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	• Business executive	• JAN 2024
2.2	Investigate Supply Nation membership.	• Business executive	• AUG 2024
2.3	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	• Business executive	• SEP 2024
2.4	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	• Business executive	• MAR 2024
2.5	Maintain commercial relationships with 6 Aboriginal and/or Torres Strait Islander businesses.	• Business executive	• JUL 2024 • JUL 2025
2.6	Identify annual spend with Aboriginal and Torres Strait Islander businesses and set target for increased spending	• Business executive	• JUL 2024 • JUL 2025 • JUL 2026
2.7	Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation.	• Aboriginal Cultural Advisor	• OCT 2024

Opportunities Action 3 : Promote and enhance staff understanding and clinical practice around intersectionality of Aboriginal, Torres Strait Islander and LGBTQIA+ identity within OHV services and programs.

Deliverable		Responsibility	Timeline
3.1	Review current accessibility of OHV services for Aboriginal LGBTQIA+ clients/ residents.	• Manager of People and Program Development • Rainbow Tick Advisory Group	• FEB 2024
3.2	Identify and engage an appropriate consultant/ trainer to support opportunities of improvement	• Manager of People and Program Development • Rainbow Tick Advisory Group	• FEB 2024
3.3	Provide specific Aboriginal/LGBTQIA+ inclusive practice training to 60% of OHV staff	• Manager of People and Program Development • Rainbow Tick Advisory Group	• JUN 2025

Our Reconciliation Action Plan

Governance

Governance Action 1 : Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.

Deliverable		Responsibility	Timeline
1.1	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	• Aboriginal Cultural Advisor	• FEB 2024/25/26 • MAY 2024/25/26 • AUG 2024/25/26 • NOV 2024/25/26
1.2	Review and update the Terms of Reference for our RWG.	• Manager of People and Program Development	• AUG 2024
1.3	Meet at least four times per year to drive and monitor RAP implementation.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• FEB 2024/25/26 • JUN 2024/25/26 • AUG 2024/25/26 • NOV 2024/25/26

Governance Action 2 : Provide appropriate support for effective implementation of RAP commitments.

Deliverable		Responsibility	Timeline
2.1	Embed resource needs for RAP implementation.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• AUG 2024
2.2	Embed key RAP actions in performance expectations of senior management and all staff.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• SEP 2024
2.3	Embed appropriate systems and capability to track, measure and report on RAP commitments.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• SEP 2024
2.4	Maintain an internal RAP Champion from senior management.	• Manager of People and Program Development	Review annually • JUL 2024 • JUL 2025
2.5	Include our RAP as a standing agenda item at senior management meetings.	• Manager of People and Program Development	Review annually • JUL 2024 • JUL 2025 • JUL 2026

Governance Action 3 : Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Deliverable		Responsibility	Timeline
3.1	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	• Manager of People and Program Development	Review annually • JUN 2024 • JUN 2025 • JUN 2026
3.2	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	• Manager of People and Program Development	• 1 AUG 2024 • 1 AUG 2025 • 1 AUG 2026
3.3	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	• Manager of People and Program Development	• 30 SEP 2024 • 30 SEP 2025 • 30 SEP 2026
3.4	Report RAP progress to all staff and senior leaders quarterly.	• Aboriginal Cultural Advisor	• FEB 2024/25/26 • JUN 2024/25/26 • AUG 2024/25/26 • NOV 2024/25/26
3.5	Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• JUN 2024 • JUN 2025 • JUN 2026
3.6	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• APR 2024 • APR 2026
3.7	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	• Manager of People and Program Development	• SEP 2026

Artwork adapted from "Jaynaya" by Crystel Gay.

Governance (cont.)

Governance Action 4: Enhance the OHV board understanding knowledge and engagement with Aboriginal and Torres Strait Islander people.

Deliverable	Responsibility	Timeline
4.1 Support the OHV Board to identify recruit and appoint an Aboriginal and Torres Strait Islander person to the Board.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• FEB 2024
4.2 Provide an annual progress report against the RAP to the board.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• AUG 2024 • AUG 2025 • AUG 2026
4.3 Provide 2 enhanced / immersive cultural professional development opportunities for OHV Board members over the life of the plan.	• Manager of People and Program Development • Aboriginal Cultural Advisor	• AUG 2024 • AUG 2025 • AUG 2026

Governance Action 5: Continue our reconciliation journey by developing our next RAP.

Deliverable	Responsibility	Timeline
5.1 Register via Reconciliation Australia's website to begin developing our next RAP.	• Manager of People and Program Development	• JAN 2026

Contact

For any enquiries about our RAP, please contact our CEO

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Position: Chief Executive Officer
Phone: 0438 545 934
Email: sgruenert@odyssey.org.au

Lower Plenty therapeutic community art room.

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VICTORIA