



# REFLECT

Reconciliation Action Plan  
February 2015 – February 2016  
Mental Health Australia





## Our Reflect RAP

**Mental Health Australia is committed to reconciliation in Australia. We believe that together we can achieve a reconciled, just and equitable country.**

We are committed to turning our good intentions into real actions and rising to the challenge of reconciling Australia. This Reflect RAP outlines our approach to create meaningful relationships, enhance respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander Australians within our organisation and beyond.

In developing this Reflect RAP, our organisation commits to completing actions that will ensure we are well positioned to implement effective and mutually beneficial initiatives as part of a future RAP. This Reflect RAP, and our future RAP, will identify relationships, respect and opportunities specific to our business and our sphere of influence.

Through this Reflect RAP, Mental Health Australia will focus on building relationships both internally and externally, and raising awareness with our stakeholders to ensure there is shared understanding and ownership of the principles of reconciliation. Development of our future RAP will involve consultation with staff across our organisation and Aboriginal and Torres Strait Islander stakeholders, to achieve our vision for reconciliation.

## Our business

Mental Health Australia is the peak, national non-government organisation representing and promoting the interests of the Australian mental health sector. Our vision is mentally healthy people, mentally healthy communities.

Mental Health Australia's members include national organisations representing consumers, carers, special needs groups, clinical service providers, public and private mental health service providers, researchers and state/territory community mental health peak bodies as well as organisations with a particular interest in mental health. The National Aboriginal Community Controlled Health Organisation is a member of Mental Health Australia.

Mental Health Australia currently employs 22 people; there are currently no employees who identify as being of Aboriginal and/or Torres Strait Islander descent.

Our organisation has the following teams:

- CEO and Executive
- Consumer and Carer Programs
- Policy and Projects
- Corporate, Governance, Finance & HR
- Communications and Stakeholder Engagement



**Mental Health Australia acknowledges  
Ngunnawal Woman Mel Brown for the  
artwork in this Reflect RAP.**



## Our process towards reconciliation

Through our Reflect RAP we will develop strategies and undertake activities to make a meaningful and sustainable contribution to reconciliation in Australia, as well as the wellbeing of Aboriginal and Torres Strait Islander peoples. This includes creating an environment where respectful relationships can further develop and strengthen between Aboriginal and Torres Strait Islander peoples, Mental Health Australia, our members and the mental health sector more broadly.

Our commitment to develop a Reflect RAP was confirmed on 9 October 2013, when Mental Health Australia's Board endorsed and signed a 'Statement of Commitment to Develop a Reconciliation Action Plan'. Our Reflect RAP has been built into our organisation's Strategic Plan (2014-2016) and will inform internal and external policies and strategies.

A Working Group was established in October 2013 and has guided the development of this Reflect RAP.

Mental Health Australia will develop strategies and policies to enhance the understanding of reconciliation among all staff. This will include fostering a better understanding of Aboriginal and Torres Strait Islander cultures and heritage, historical and contemporary contexts, and how Mental Health Australia can make a meaningful contribution towards reconciliation.

We will reflect on the following key areas, which will also inform the development of future RAPs:

- Aboriginal and Torres Strait Islander social and emotional wellbeing within the context of the broader Australian mental health sector,
- Our current level of Aboriginal and Torres Strait Islander cultural awareness and the role of our member organisations, including their current positioning in terms of advocacy and influence, and
- Current Mental Health Australia policy and practices within the context of supporting the principles of relationships, respect and opportunities.

## Our partnerships/current activities

To support the implementation of our 2014-16 Strategic Plan, the Reflect RAP will identify key partnerships with Aboriginal and Torres Strait Islander stakeholders.

Recent activity has included:

- Consulting with Reconciliation Australia about developing a Reflect RAP
- Reconciliation Australia presenting to all Mental Health Australia staff about reconciliation and the process to develop a Reflect RAP
- Consulting with Professor Tom Calma AO, in his position as Social Justice Commissioner, on the development of targets and indicators for mental health in Australia, to ensure the inclusion of issues pertinent to reconciliation
- Facilitating the Mental Health Conference Funding Program, which promotes consumer and carer participation at conferences, with specific places for Aboriginal and Torres Strait Islander participation
- Relationship building with the First Peoples Disabilities Group - Supported Decision Making and Diverse Groups Working Group
- Acknowledging Reconciliation Week with a staff screening of the National Apology (27 May 2014)
- Celebrating National Aboriginal and Islander Day Observance Committee (NAIDOC) Week with a staff morning tea. A Ngunnawal Elder spoke to staff and a local Aboriginal catering service provided morning tea (9 July 2014).



## Over the next 12 months, our organisation commits to:

### Relationships

Actions	Responsibility	Timeline	Deliverables
Maintain the Reflect RAP Working Group	Reflect RAP Working Group	Feb 2015	<ul style="list-style-type: none"> <li>Annual review of the Reflect RAP Working Group, including the opportunity for other staff to participate.</li> </ul>
		Feb 2015	<ul style="list-style-type: none"> <li>Engage an external Aboriginal or Torres Strait Islander representative on the Reflect RAP Working Group.</li> </ul>
		Feb, June, Sept & Dec 2015	<ul style="list-style-type: none"> <li>Meet at least four times a year to monitor and report on Reflect RAP implementation</li> </ul>
Develop external relationships	CEO, Executive, Teams	June 2015	<ul style="list-style-type: none"> <li>Develop a list of Aboriginal and Torres Strait Islander communities, organisations and stakeholders within our local area or sphere of influence that we could approach to help identify potential activities to include in our future RAP.</li> <li>Explore opportunities to develop MOUs with (but not limited to):                             <ul style="list-style-type: none"> <li>- National Aboriginal Community Controlled Health Organisation (NACCHO)</li> <li>- Menzies School of Health Research</li> <li>- Australian Indigenous Doctors Association (AIDA)</li> <li>- Aboriginal Healing Foundation</li> <li>- Indigenous Psychological Association</li> </ul> </li> </ul>
Raise internal awareness of the RAP	Reflect RAP Working Group	March, May, July, Sept., Nov 2015	<ul style="list-style-type: none"> <li>Develop a plan to raise awareness across the organisation about the RAP commitment. This will include activities such as bimonthly learning lunches.</li> </ul>
		March 2015 Board and staff meeting	<ul style="list-style-type: none"> <li>Give a presentation on our RAP commitment to all relevant areas of our business (Board, staff, members), to ensure an understanding of how their areas can contribute to our RAP.</li> </ul>
Celebrate National Reconciliation Week (NRW)	Reflect RAP Working Group and all Staff	July 2015	<ul style="list-style-type: none"> <li>Attend a community event and/or organise an internal event to recognise and celebrate NRW.</li> </ul>

## Over the next 12 months, our organisation commits to:

### Respect

Actions	Responsibility	Timeline	Deliverables
Investigate cultural development	Reflect RAP Working Group and HR Manager	April 2015	<ul style="list-style-type: none"> <li>• Create a business case for cultural awareness, capability and development based on our core business, with findings presented to relevant HR/Learning and Development areas for their input.</li> <li>• Undertake a Board and employee survey to capture baseline data on our current level of understanding around Aboriginal and Torres Strait Islander history, cultures and contributions.</li> </ul>
Celebrate NAIDOC Week	Reflect RAP Working Group and All Staff	July 2015	<ul style="list-style-type: none"> <li>• Participate in a community NAIDOC Week events, or hold an internal event.</li> </ul>
Raise internal understanding of protocols	Reflect RAP Working Group and Executive	July 2015	<ul style="list-style-type: none"> <li>• Develop a plan to raise awareness among employees of the meaning and significance of Aboriginal and Torres Strait Islander protocols, to include the development of Welcome to Country and Acknowledgement of Country protocols and policy.</li> <li>• Purchase Aboriginal, Torres Strait Islander and Australian Flags for the Board room.</li> <li>• Invest in local Aboriginal artwork for boardroom and/or office.</li> </ul>

**Mental Health  
Australia**

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## Over the next 12 months, our organisation commits to:

### Opportunities

Actions	Responsibility	Timeline	Deliverables
Consider Aboriginal and Torres Strait Islander employment	HR Manager and Reflect RAP Working Group	March/ April 2015	<ul style="list-style-type: none"> <li>Scope policies for Aboriginal and Torres Strait Islander employment.</li> <li>Develop strategies to promote Mental Health Australia as an employer of choice for Aboriginal and Torres Strait Islander peoples.</li> <li>Scope ways to encourage the broader mental health sector to consider their policies and procedures for Aboriginal and Torres Strait Islander employment.</li> </ul>
Consider supplier diversity	Reflect RAP Working Group and Corporate Services Manager	March 2015	<ul style="list-style-type: none"> <li>Scope policies and procedures to develop an Aboriginal and Torres Strait Islander supplier diversity program.</li> <li>Develop and distribute a directory of Aboriginal and Torres Strait Islander businesses with a connection to mental health to members.</li> </ul>
Other opportunities	Reflect RAP Working Group and others as identified	November 2015	<ul style="list-style-type: none"> <li>Develop a paper outlining other opportunities that have been identified throughout consultations with internal and external stakeholders. This paper will assist in defining actions for subsequent RAPs.</li> </ul>

### Tracking Progress

Actions	Responsibility	Timeline	Deliverables
Build support for the Reflect RAP	Reflect RAP Working Group	October 2014	<ul style="list-style-type: none"> <li>Develop a comprehensive workplan for the period of this Reflect RAP, including measurable targets and KPI's, evaluation processes and transition plan to the next RAP.</li> </ul>
		May 2015 October 2015	<ul style="list-style-type: none"> <li>Reflect RAP Working Group updates twice yearly.</li> </ul>
		January 2016	<ul style="list-style-type: none"> <li>An annual report on our achievements submitted to Reconciliation Australia.</li> </ul>