



Reflect

Reconciliation Action Plan

June 2021 - June 2022



STRIDE For better
mental health

Contents

CEO's message	3
Our vision for reconciliation	4
Acknowledgement Statement	5
Our business	6
Our RAP	9
Relationships	10
Respect	12
Opportunities	14
Governance	16
Acknowledgement of Artists	17-18

Message from our CEO

On behalf of Stride, I am proud to present our Reflect Reconciliation Action Plan. It begins our journey to support First Nations peoples' and is an essential step in truth-telling and healing through learning and reflecting.

The Reflect RAP aims to lay the foundations by clearly setting out the steps we will take to prepare Stride for reconciliation initiatives. This period will help us understand where and how our existing relationship with Aboriginal and Torres Strait Islander stakeholders lies in strength and where weaknesses exist. In turn, this guides our vision for reconciliation by exploring our sphere of influence and collaborating to ensure our future RAPs are meaningful, mutually beneficial, achievable, and sustainable.

In establishing our first RAP, Stride will focus on cultivating relationships through respect and learning; and building opportunities that support better understandings of First Nations people's experiences of social and emotional wellbeing within our existing service operations and as an employer. These learnings and opportunities will facilitate Stride to build upon existing partnerships, guided us to address gaps and facilitate organisational collaboration and learning.

I want to express my thanks to the Reconciliation Action Plan Working Group as representatives of Stride, who have taken the time to develop this plan and commit to leading the actions to ensure the plan remains front and present.

This RAP is a statement of our commitment to reconciliation, now and into the future. We look forward to sharing our journey experiences as we participate in the truth-telling and learning of our histories.



Acting CEO
Drikus van der Merwe



Our Vision for Reconciliation

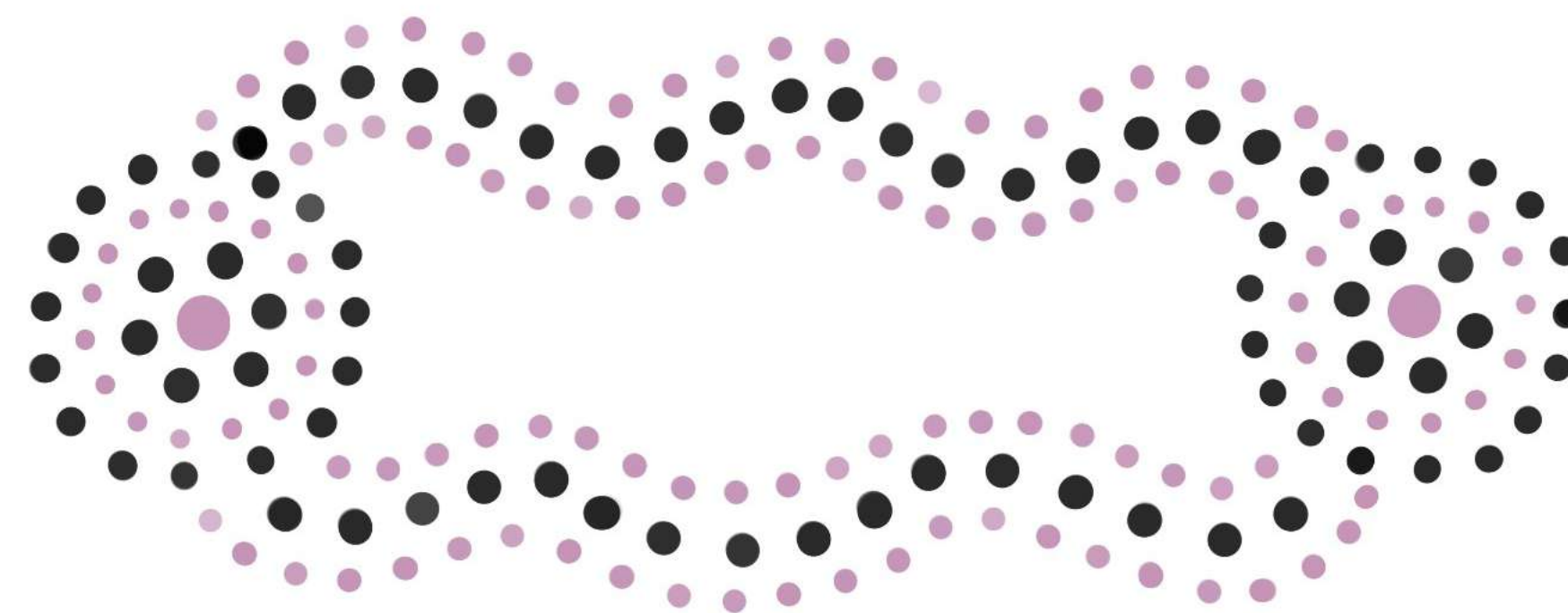
We support Reconciliation Australia's vision to inspire and enable all Australians to contribute to the reconciliation of the nation.

Reconciliation involves justice, recognition and healing. It is about helping all Australians move forward with a better understanding of the past and how the past affects the lives of Aboriginal and Torres Strait Islander peoples today.

Our Reconciliation Action Plan 2021-2022 is consistent with our strategic direction where we will work together for mental health and wellbeing today and tomorrow, through our four pillars:

- Intervene Early
- Support Wellbeing
- Best People &
- Learn & Influence

Stride acknowledges the various Traditional Custodians of the land on which our services operate. We pay deep respect to the Elders, thank them for their custodianship of the land, and express our sorrow for past injustices.



Artwork by Jodie Freeman; Stride staff member, proud Gamilaroi Woman



Acknowledgement Statement

We acknowledge the First Nations Custodians of the land on which we live and work, and of the many different nations across the wider regions from which we all come.

We pay our respects to the Elders, past, present and emerging as the holders of the memories, the traditions, the culture and the spiritual wellbeing of the First Nations people across this nation. We acknowledge any Sorry Business that may be affecting the communities as a whole.

We recognise that First Nations peoples have occupied and cared for this continent since the dawn of time & they remain spiritually and culturally connected to this country. We recognise that First Nations peoples are subject to the profound impacts of colonisation, racism, social exclusion, intergenerational trauma and other negative historical and social determinants on their wellbeing and mental health.

Stride is committed to the continual acknowledgement of the resilience belonging to all First Nations people. Their strength to overcome and sustain their identity through colonial domination reflects their integrity from within themselves and as a collective.

Stride recognises the significance of First Nations people's unique way of healing through cultural practices. We aim to embrace each individual's, family, and community story and their choices to embark on social and emotional recovery together.

In the spirit of reconciliation, partnership and mutual respect, we will continue to work collaboratively with First Nations peoples to shape our community mental health services to recognise and respond to the needs and aspirations of the communities to which we serve.

Through our RAP we aim to ensure our services are co-designed to provide both best practice in service delivery and improve workplace relations and opportunities to transform attitudes through action to develop cultural awareness and understanding and foster relationships between employees and First Nation peoples.



Our Business

Stride is an Australian based organisation with 63 services across the states and territories of Queensland, New South Wales, Victoria & ACT. Stride provides a range of community based mental health services. We provide services to support people at all stages of their mental health and wellbeing journey, from early intervention, designed to support children, young people and adults at-risk of developing mental health conditions, to services for people with persistent and complex needs.

Stride presently has over 700 employees working across our corporate, residential, community and integrated services with 4% identifying as First Nations peoples.

ImpaRa

ImpaRa is a program coproduced in collaboration with local Aboriginal people of the Yugambeh (Logan) and Mununjali (Beautesert) regions. Meaning ‘the sun rising red’, the word ImpaRa comes from the Nganyaywana language and refers to the sun’s life and energy source and its representation of hope and new beginning. As a program, ImpaRa embodies a holistic approach to the development of Aboriginal and Torres Strait Islander person’s mind, body, spirit, cultural connection, community and life skills.

The ImpaRa program works to improve the quality of life for young Aboriginal and/or Torres Strait Islander persons by offering structure and socially based activities. We provide an opportunity for young people to develop personally and professionally.



Our Business Cont.

ImpaRa program aims to:

- Support young Aboriginal and/or Torres Strait Islander people who experience social isolation with wellbeing and mental health concerns
- Increase their ability to participate in social, recreational and educational activities
- Improve their quality of life so as to live successfully at an optimal level of independence in the community by assisting participants to:
 - Develop new skills and/or re-learn old skills
 - Develop social networks
 - Participate in community activities
 - Increase confidence
 - Accomplish personal goals



Our Business Cont.

Thursday Island

The program is designed to enhance the social and emotional wellbeing for individuals experiencing a severe mental illness, aligning with Queensland Health Aboriginal and Torres Strait Islander Mental Health Strategy 2016–2021 (Strategy) to eliminate the gap in the mental health outcomes between Aboriginal and Torres Strait Islander Queenslanders and non-Aboriginal and Torres Strait Islander Queenslanders.

By intervening early and engaging individuals in a meaningful way throughout their recovery journey, enables programs to be developed and delivered in a manner to support individual, carer and family needs utilising recovery oriented and trauma informed practices. Recognising the expertise of individuals, families, carers and peer support workers in policy, planning, delivery and evaluation of services improves communication, supports meaningful and influential partnerships and fosters integration and coordination of care resulting in high quality services and better outcomes. The program will recognise unique practices associated with providing psychosocial support and rehabilitation to Aboriginal and Torres Strait Islander people.

We recognise that we are not a specialist First Nations health service, however, our aim is to ensure Stride's existing and future services are culturally welcoming and appropriate so that First Nations people may exercise choice, control and self determination to access our services.

Our RAP

This is our first Reconciliation Action Plan. Our first priority is to create an inclusive and diverse workplace and challenge ourselves to celebrate and incorporate Aboriginal and Torres Strait Islander cultures and knowledge in our daily work.

This plan aims to build meaningful partnerships built on respect and create new pathways and opportunities.

Our RAP Working Group was formed in June 2020 and has representatives from all streams and regions in which we operate. Our RAP Working Group has formed 3 sub-groups: Marketing and Events, Learning & Development, People & Culture & Leadership with a primary lead in each group to ensure progression towards RAP actions.

Our RAP champion and Executive Sponsor is Nicole Dickson, General Manager of our Integrated Services.

RAP Working Group

Executive Sponsor

Nicole Dickson
General Manager, Integrated Services

Marketing & Events

Helen Bouropoulos
National Manager Marketing

Learning & Development

Jane Preece
Learning & Development Business Partner

People & Culture

Julianne Upton
National Manager People & Culture

Relationships

We are serious about acknowledging, respecting and working with the Aboriginal and Torres Strait Islander communities and organisations in the regions in which we operate services. Whilst we have a few longstanding relationships we seek new ways to deepen these and develop new relationships across our broader regions. We also aim to participate in the national approach to Closing the Gap.

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	• Identify First Nations stakeholders and organisations within our local service areas	Jun 2021	Learning & Development Lead
	• Engage with existing partnerships to support reconciliation activities	Sep 2021	Marketing & Comms Lead
	• Research best practice and principles that support partnerships with First Nation stakeholders and organisations	Aug 2021	Learning & Development Lead
	• Develop guide to support Stride teams to establish and strengthen relationships	Dec 2021	Learning & Development Lead
2. Build relationships through celebrating National Reconciliation Week (NRW)	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May 2022	Marketing & Comms Lead
	• Each RAP Working Group member to identify and participate in an external local NRW event, providing a small article for Patterson Post to promote and share knowledge	27 May - 3 Jun, 2022	All RWG members
	• Share Reconciliation Australia's NRW resources, knowledge and pathway with Leadership & Management group	May 2022	Marketing & Comms Lead
	• Stride Service Managers/Leaders to share information through team meetings and having information available in office in relation to NRW	27 May - 3 Jun, 2022	All Manager & Leaders

Relationships Cont.

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> • Communicate our commitment to reconciliation to all staff through frequent project updates and access to shared resources <ul style="list-style-type: none"> ◦ Quarterly project updates in Pat Post ◦ Session at Leadership & Manager's Meeting 	Jun 2021, Sep 2021, Jan 2022, Apr 2022 Jun 2021	NM Marketing Executive Sponsor
	<ul style="list-style-type: none"> • Identify strategy and plan to gather information regarding broader workforce knowledge and perceptions relating to reconciliation and potential organisation strategies 	Aug 2021	Learning & Development Lead
	<ul style="list-style-type: none"> • Identify external stakeholders that our organisation can engage with on our reconciliation journey 	Sep 2021	Marketing & Comms Lead
	<ul style="list-style-type: none"> • Identify RAP organisations that we could approach to collaborate with on our reconciliation journey 	Dec 2021	NM Marketing
	<ul style="list-style-type: none"> • Define our Reconciliation Statement 	Jul 2021	Executive Sponsor
4. Promote positive race relations through anti-discrimination strategies	<ul style="list-style-type: none"> • Research best practice protocols and policies in areas of race relations and anti-discrimination 	Mar 2022	Marketing & Comms Lead
	<ul style="list-style-type: none"> • Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs 	Dec 2021	NM P&C

Respect

We acknowledge and respect the culture and contribution First Nations peoples have contributed to forming the identity, community and environment of Australia. We give opportunity for truth telling and collaborate to heal past wrongs through greater understanding and cultural learnings. We are committed to building welcoming and respectful places for work and communities that recognise the foundations laid before us.

Action	Deliverable	Timeline	Responsibility
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	<ul style="list-style-type: none"> • Conduct a review of cultural learning needs within our organisation. • Establish a cultural training plan for all staff • Read and summarise existing resources to guidance to what Stride will incorporate into future RAP plans. <ul style="list-style-type: none"> ◦ Gayaa Dhuwi Declaration ◦ Workplace RAP Barometer ◦ Bringing them home ◦ Truth Telling Symposium Report 	Aug 2021, Sep 2021, Jul 2021	Learning & Development Lead
	<ul style="list-style-type: none"> • Develop a protocol for Welcome to Country and Acknowledgement of Country 	Sep 2021	Executive Sponsor
	<ul style="list-style-type: none"> • Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols 	Aug 2021	Executive Sponsor
	<ul style="list-style-type: none"> • Define how we include local traditional language and an Acknowledgement of Country in all Stride documents 	Jul 2021	Marketing & Comms Lead
	<ul style="list-style-type: none"> • Identify local customs of the First Nations people within our organisation's operational areas. 	Feb 2022	Learning & Development Lead
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	<ul style="list-style-type: none"> • Managers/Leaders to facilitate discussions in relation to cultural protocols in Team meetings 	Jul 2021	Marketing & Comms Lead

Table continued over page >

Respect Cont.

Action	Deliverable	Timeline	Responsibility
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	<ul style="list-style-type: none">• Introduce our staff to NAIDOC Week by promoting external events in our local area• RAP Working Group to participate in an external NAIDOC Week event• Encourage and support services to facilitate / engage in one NAIDOC week event• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week via Paterson Post and Intranet banner	NAIDOC Week July 2021	Marketing & Comms Lead
4. Expand knowledge of broader cultural events and occasions	<ul style="list-style-type: none">• Identify calendar of events for First Nations celebrations &/or important dates to incorporate into annual calendar	Dec 2021	Marketing & Comms Lead

Opportunities

We are committed to exploring ways to enhance economic and employment opportunities for First Nations peoples and organisations by incorporating best practice strategies to increase the number and skills of our Aboriginal and Torres Strait Islander staff through a range of employment strategies, culturally appropriate professional development and training.

Action	Deliverable	Timeline	Responsibility
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	Sep 2021	Workforce Lead
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	Dec 2021	Workforce & Learning & Development Lead
	• Review position descriptions, job ads and recruitment practices to ensure culturally appropriate language and considerations are in place	Aug 2021	Workforce Lead
	• Explore framework that supports First Nations peoples onboarding	Dec 2021	Workforce Lead
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	<ul style="list-style-type: none"> • Identify opportunities for procurement from Aboriginal and Torres Strait Islander owned businesses • Investigate Supply Nation membership 	Feb 2022	GM Corporate Services

Opportunities Cont.

Action	Deliverable	Timeline	Responsibility
3. Investigate capacity building opportunities to improve service delivery to Aboriginal and Torres Strait Islander people	<ul style="list-style-type: none">• Seek opportunities and partnerships for wider service delivery that is appropriate for the needs of Aboriginal and Torres Strait Islander people - support Aboriginal and Torres Strait Islander people to access culturally appropriate health, housing, AOD and income supports	Apr 2022	NM Business Development
	<ul style="list-style-type: none">• Support regional capacity building of First Nations mental health workers (social and emotional wellbeing workers - explore and expand peer model/work experience, placement/internship and upskilling opportunities	Apr 2022	Workforce Lead
	<ul style="list-style-type: none">• Incorporate co-design strategies to ensure service facilities and design (including artwork) are welcoming to First Nations peoples	Mar 2022	NM Business Development

Governance

Stride will be able to measure our progress toward reconciliation through the actions in this Reconciliation Action Plan to reframe the relationship across three key areas—relationships, respect and opportunities. Stride is committed to ensuring genuine and meaningful engagement, participation and development of RAP activities.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	<ul style="list-style-type: none"> • Maintain a RWG to develop RAP and govern implementation • Review a Terms of Reference for the RWG • Ensure Aboriginal and Torres Strait Islander representation on the RWG 	Jul 2021	Executive Sponsor
	<ul style="list-style-type: none"> • Define resource needs for RAP implementation • Engage senior leaders in the delivery of RAP commitments 	Jul 2022	Executive Sponsor
2. Provide appropriate support for effective implementation of RAP commitments	<ul style="list-style-type: none"> • Define appropriate systems and capability to track, measure and report on RAP commitments ° Create project timeline to monitor actions and progress 	Jul 2021	NM Projects
	<ul style="list-style-type: none"> • Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia 	Sep 2021	Executive Sponsor
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	<ul style="list-style-type: none"> • Participate in the Workplace RAP Barometer 	May 2022	Executive Sponsor
	<ul style="list-style-type: none"> • Register via Reconciliation Australia's website to begin developing our next RAP • Liaise with Reconciliation Australia to develop a new (RAP) based on learnings, challenges and achievements 	Jan 2022	Executive Sponsor
4. Continue our reconciliation journey by developing our next RAP	<ul style="list-style-type: none"> • Submit a new draft (RAP) to Reconciliation Australia for formal review and endorsement. 	Apr 2022	Executive Sponsor

Acknowledgement of Artist

“A journey of mental health and reconnection on Wiradjuri Country”

Jasmine Williams



Artist statement: The Goanna is the totem of the Wiradjuri Nation. It is nurturing and protecting its eggs (the next generation of people).

It is surrounded by the three rivers: the Wambool (now known as the Macquarie River), the Kalari (the Lachlan River) and the Murrumbidjeri (the Murrumbidgee River).

The top right corner represents a man and women on the mental health journey.

The dot work circles represent each kinship connection and the individuals and groups that have supported the person on their journey to recovery - each interaction and experience is important and shapes who we are.

The LikeMind and Aftercare (Stride's former name) logos represent the access and bridge to services and support.

About the artist: Jasmine Williams is a proud Wiradjuri/Wolgalu Yinaa (woman), mother and partner. Her songlines come from Brungle and Cowra, NSW. Jasmine works for Stride as the Aboriginal Mental Health Worker in our LikeMind centre in Wagga Wagga, NSW.

For more details regarding our RAP please contact our Executive Sponsor,
Nicole.Dickson@stride.com.au or 0433 496 296

