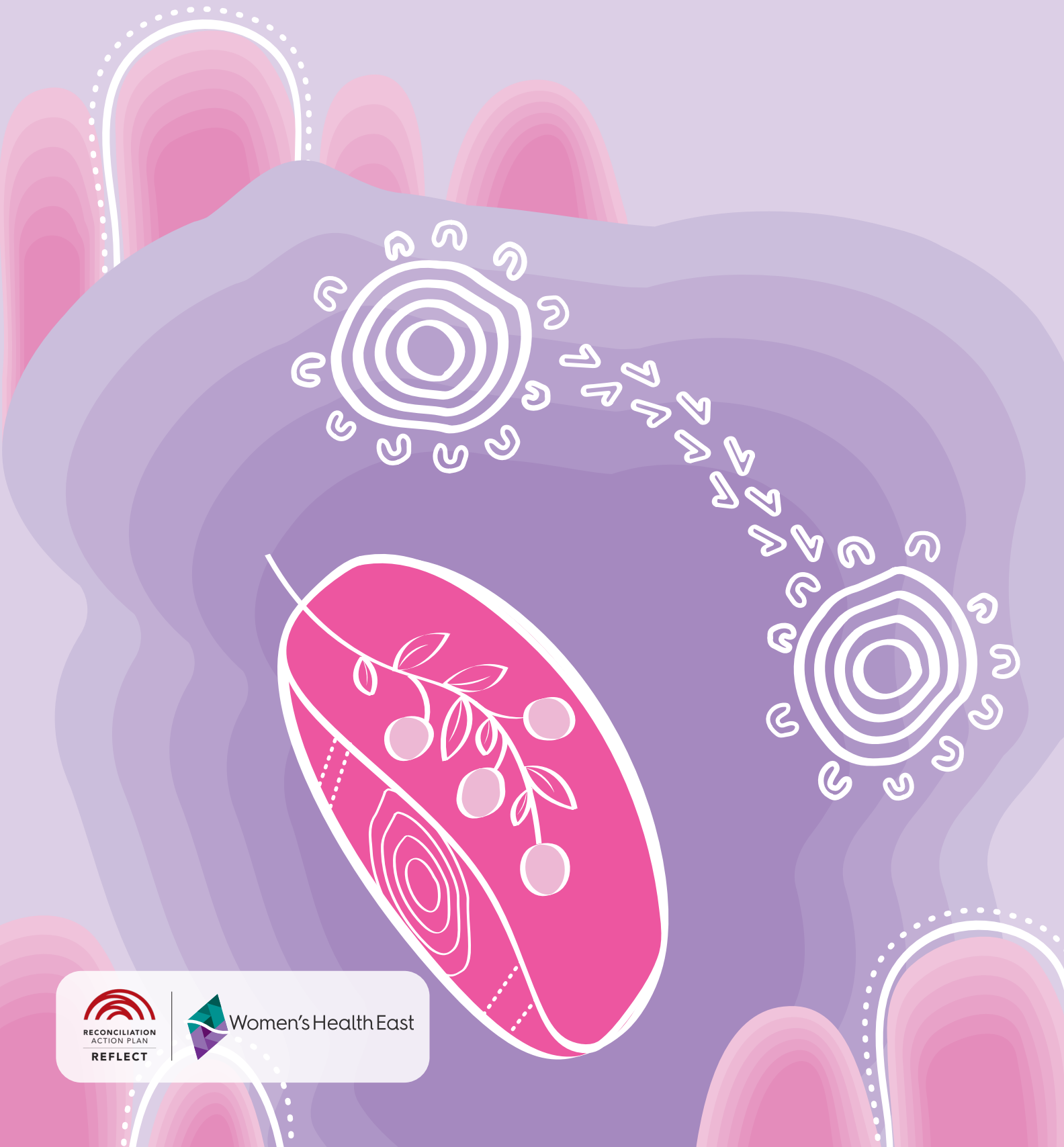


Women's Health East

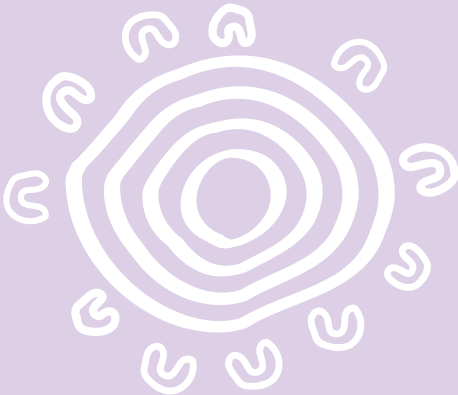
Reflect Reconciliation Action Plan

March 2023 – March 2024



Contents Page

Page	Contents
3	RAP Design Statement
4	Statement from CEO of Reconciliation Australia
5	Statement from Women's Health East CEO
6	Our Business
7	Our RAP - Why we are developing a RAP
8	Our Approach
9	Our Current Activities
10	Relationships
11	Respect
12	Opportunities
13	Governance
14	Contact Details



RAP Design Statement

The Indigenous art presented in this document was created by Alanna Sandy, a Tuangurung artist. The artwork showcases vibrant imagery and cultural symbols that promote a better understanding of the importance of Aboriginal women's health.

The visuals were designed to be inclusive of all Indigenous women, including Aunties, Sisters, Sister girls, and Elders. This inclusivity is demonstrated in the range of culturally significant artifacts such as dilly bags adorned with clap sticks, a coolamon that is holding bush food/medicine and basket weaving.

Basket weaving which plays a crucial role in women's business brings out conversations. The experience of being part of weaving groups is having conversations and learning sacred knowledge from Elders, learning about health and other journeys with Aunties and Sisters.

Art plays a significant role in Indigenous culture and can be utilised to provide Indigenous women with a voice to discuss Women's Business safely while celebrating the strength of community, the value of cultural practices, and the importance of open dialogue in addressing the well-being of Aboriginal women.



Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes Women's Health East to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Women's Health East joins a network of more than 2,200 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Women's Health East to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Women's Health East, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Statement from Women's Health East CEO

I am delighted to present Women's Health East's inaugural Reflect Reconciliation Action Plan (RAP).

At Women's Health East, we proudly serve as the women's health promotion agency for Melbourne's eastern region. We are privileged to work on the unceded lands of the Wurundjeri Woi-wurrung people of the Kulin Nation.

Women's Health East is dedicated to closing the gap in health outcomes for Aboriginal and Torres Strait Islander women by advancing gender equality, preventing violence against women, and improving women's sexual and reproductive health. This work is underpinned by our organisational values of human rights, social justice, diversity and inclusion, partnership and collaboration, innovation, and respect. They shape our vision and our commitment to reconciliation.

We aspire for this plan to strengthen and cultivate respectful and trusting relationships with Aboriginal organisations, women, and their communities, and we are fully committed to listening to and amplifying their voices. Through the RAP, we will integrate culturally safe practices within our workplace and the health promotion programs we deliver to Aboriginal women, aiming to advance their health, wellbeing, and self-determination.

To foster a culture of learning and growth within our organisation, Women's Health East will support our Board and staff to deepen their understanding of Aboriginal histories, cultures, and customs.

We will be a steadfast ally to ensure that the unique rights of First Nations peoples are acknowledged, respected, and upheld through truth telling, Treaty, and a Voice to Parliament.

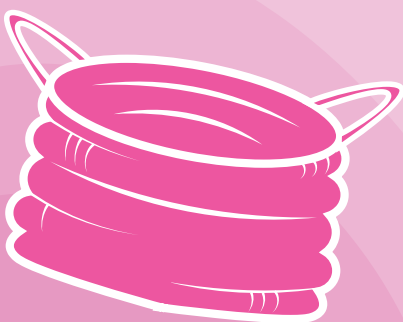
We are excited to be formally commencing our reconciliation journey of listening, learning and growth, as we work towards achieving a shared sense of fairness, justice and equity.

—
Elly Taylor

Chief Executive Officer
Women's Health East



Women's Health East



Our Business

Women's Health East is the women's health promotion agency for Melbourne's east. We work across the unceded lands of the Wurundjeri Woi-wurrung people, with our region covering the seven local government areas of the Yarra Ranges, Knox, Maroondah, Manningham, Monash, Whitehorse and Boroondara. Our vision is equality, empowerment, health, and wellbeing for all women.

We deliver programs for women who experience discrimination and marginalisation to advance gender equality, prevent violence against women and improve sexual and reproductive health. We also deliver training and build the capacity of organisations in our region to ensure that their programs, services, and workplaces are more inclusive of women and diverse communities and can support their health and wellbeing.

Working at a regional level, we partner with local health, social and community services, local government, not-for-profits, and women in the community to achieve lasting change. Advocacy is an important part of our work, as we strive to change the conditions and systems that cause gender inequality and other forms of discrimination. All of our work – from program delivery through to advocacy – is guided by evidence and informed by women's lived experiences.

Women's Health East has one office located in Doncaster East and 24 employees. We do not have any staff who identify as being of Aboriginal and/or Torres Strait Islander people. We understand that culturally safe and meaningful employment opportunities for Aboriginal and Torres Strait Islander women is central to economic participation and self-determination. Women's Health East is committed to increasing meaningful employment opportunities for Aboriginal and Torres Strait Islander women in our workplace.

Our RAP - Why we are developing a RAP

Women's Health East is strongly committed to reconciliation and Victoria's truth-telling and Treaty processes. Our work contributes to creating equitable, safe, respectful communities free from racism, violence, and discrimination. A Reconciliation Action Plan provides us with the opportunity to better understand our history and role, reflect on our progress to date, and identify what we need to improve, while ensuring transparency and accountability throughout the process.

Women's Health East recognises that the unequal distribution of power and discrimination influences people's experiences of health, safety, and wellbeing. We recognise that for Aboriginal and Torres Strait Islander peoples, colonisation, racism and ongoing government practices and policies have resulted in discrimination, dispossession, the forced removal of children from families, the breakdown of kinship and community networks, and the loss of country, cultures, languages, and identity. This has led to Aboriginal and Torres Strait Islander women and their communities experiencing widespread grief, loss, intergenerational trauma, and poor health and wellbeing. We are committed to listening to local Aboriginal and Torres Strait Islander women and their communities, and to work in ways that promote healing, self-determination and health and wellbeing.

The region that Women's Health East services is known historically as a corridor of institutions in which many Aboriginal and Torres Strait Islander peoples were placed following their forced removal from family, kin, and community. Working in the east on the unceded lands of the Wurundjeri Woi-Wurrung people, we acknowledge the leadership, strength, resilience, and survival of Aboriginal and Torres Strait Islander peoples, as well as their rich cultures, stories, and knowledge.

Our Approach

As a women's health service working to advance gender equality, prevent violence against women and improve sexual and reproductive health, we recognise the importance of women's and men's business.

Our Reconciliation Action Plan focuses on working with and amplifying the voices of Aboriginal and Torres Strait Islander women and girls in Melbourne's east.

We recognise the significant leadership role of Aboriginal and Torres Strait Islander Elders and women in their communities and the knowledge that they hold to redress structural issues to achieve positive social change. We are committed to working in partnership with Aboriginal and Torres Strait Islander women and girls to advance reconciliation with our local communities in ways that are meaningful and that promote self-determination.

We realise the importance of embedding cultural safety in our workplace and programs to ensure that Aboriginal and Torres Strait Islander women, girls and communities can participate in our programs, partnerships, and organisation. This requires our whole organisation – including our Board, staff and volunteers – to be engaged in

and committed to our reconciliation journey. Our staff and Board are committed to a process of self-reflection to support organisational development and growth, which is crucial to implementing our Reconciliation Action Plan.

Our Reconciliation Action Plan will be championed by Elly Taylor, CEO. Elly has a strong commitment to reconciliation, having led the development of Reconciliation Action Plans at the Royal Women's Hospital and GenWest (formally Women's Health West). Elly will drive engagement and awareness of the RAP and ensure all actions are delivered in partnership with our staff and board.



Our Current Activities

Women's Health East recognises the importance of self-determination and developing respectful partnerships with Aboriginal and Torres Strait Islander organisations, women, girls, and communities in Melbourne's eastern region to progress our reconciliation journey.

Women's Health East provides cultural learning opportunities to ensure that staff have the understanding and skills required to ensure culturally safe practices.

Women's Health East has done this by engaging local organisations in our region to deliver:

- Karen Milward Consulting's Aboriginal Cultural Awareness Training (2020);
- Mullum Mullum Indigenous Gathering Place's Cultural Walk (2022);
- Oonah's Cultural Safety Guidelines training (2022);
- Oonah's How to be a Good Ally training (2022);
- Oonah's Cultural Audit (2017; 2022).

This work has been overseen by an internal working group, which has now been established as the Reconciliation Action Plan Working Group.

The RAP Working Group currently consists of the following staff members:

- Elly Taylor, CEO
- Belinda Crockett, Health Promotion Manager
- Claire Butselaar, Team Leader – Community Engagement
- Melanie Chapman, Executive and Finance Assistant
- Ada Castle, Sexual and Reproductive Health Promotion Coordinator
- Naomi King Bol, Bicultural Worker



Relationships

Action	Deliverable	Timeline	Responsibility
1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	May, 2023	Team Leader – Community Engagement
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	June, 2023	Team Leader – Community Engagement
2 Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff. 	May, 2023	Communications Coordinator
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	June, 2023	CEO
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	June, 2023	CEO
3 Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	September, 2023	CEO
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	June, 2023	Team Leader – Community Engagement
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	September, 2023	Manager for Equality and Respect
4 Promote positive race relations through anti- discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	September, 2023	Sexual and Reproductive Health Promotion Coordinator
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	February, 2024	Quality and Projects Officer

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.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	October, 2023	Health Promotion Manager
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	June, 2023	Health Promotion Manager
6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	June, 2023	Team Leader – Community Engagement
	<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. 	September, 2023	Team Leader – Community Engagement
7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	June, 2023	Communications Coordinator
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June, 2023	Communications Coordinator
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	July, 2023	CEO

Opportunities

Action	Deliverable	Timeline	Responsibility
8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	April, 2023	Team Leader – Community Engagement
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	December, 2023	Team Leader – Community Engagement
9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	March, 2023	Sexual and Reproductive Health Promotion Coordinator
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	March, 2023	Executive Assistant



Governance

Action	Deliverable	Timeline	Responsibility
10 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain and support a RWG to govern RAP implementation. 	March, 2024	CEO
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	April, 2023	Team Leader – Community Engagement
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	March, 2024	CEO
11 Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	June, 2023	Health Promotion Manager
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	March, 2023	CEO
	<ul style="list-style-type: none"> Maintain a senior leader to champion our RAP internally. 	March, 2023	CEO
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	July, 2023	Team Leader – Community Engagement
12 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> 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. 	June annually	CEO
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	August annually	Executive Assistant
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	September, 2023	Health Promotion Manager
13 Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia’s website to begin developing our next RAP. 	December, 2024	CEO



Women's Health East

Contact Details:

Elly Taylor

Position: CEO

Phone: 0498 455 161

Email: etaylor@whe.org.au

