



April 2016 to June 2018

OUR APPROACH



PHaMs Campbelltown at NAIDOC week 2015

One Door Mental Health (previously The Schizophrenia Fellowship of NSW) acknowledges that reconciliation is an ongoing process. We are committed to engaging in reconciliation by contributing to a reduction in the large gap between Aboriginal and Torres Strait Islander peoples and the broader Australian community in health, finance, education and other determinants of well-being.

One Door Mental Health acknowledges the unique position of Aboriginal and Torres Strait Islander peoples as the First Australians. In addition, our organisation recognises that European colonisation and settlement of Australia has resulted in the loss of land, children and kin, languages and traditional cultural practices of Aboriginal and Torres Strait Islander peoples and that colonisation led to the dispossession, alienation and impoverishment of Australia's First peoples.

One Door Mental Health recognises the negative consequences that colonisation has had upon the health, mental health and well-being of Aboriginal and Torres Strait Islander peoples and they continue to face social and economic disadvantage, accentuated by ongoing prejudice and racism.

One Door Mental Health endeavours to contribute to Australia's reconciliation journey between Aboriginal and Torres Strait Islander peoples and other Australians in the following ways:

- Positively engaging with Aboriginal and Torres Strait Islander Australians in its programs by identifying the needs of First Australians in the various local communities where we provide services. This is done with the aim of raising mental health awareness in these communities and delivering positive messages about our ability to provide services and support.
- Being committed to developing a long standing and mutual relationship with Aboriginal and Torres Strait Islander communities and peak bodies in order to build a relationship of learning, collaboration, respect, partnership, trust and friendship. Through this relationship, One Door Mental Health can act confidently and ensure that its services consider and adequately represent the needs and views of Aboriginal and Torres Strait Islander communities.
- Engaging current and future staff in training to engender respect for Aboriginal and Torres Strait Islander cultures and enhance their work with Aboriginal and Torres Strait Islander communities. This will ensure that our services deliver the best outcomes for all individuals engaged in our programs and services
- Explore opportunities for Aboriginal and Torres Strait Islander employment through Aboriginal and Torres Strait Islander training organisations and assigned placements for these trainees in One Door Mental Health..

Front cover: We acknowledge Sue Williamson for donation of her artwork 'The Gathering', which we have used on the front cover of the RAP. Sue is a Wiradjuri Woman from Central West NSW and Area Leader of our services in Dubbo.

OUR VISION FOR RECONCILIATION



This artwork was made by John Ridgeway. John is a 25 year old Biripi man who has been involved with PHaMS Dubbo for over 12 months in a variety of capacities.

John is passionate about his art and happy and proud for his work to be incorporated into the RAP.

One Door Mental Health is committed to working towards 'a society in which people with mental illness are valued and treated as equals'. This includes assisting Aboriginal and Torres Strait Islander people to access mental health services.

One Door Mental Health's vision for reconciliation is to create an environment that has mutual respect, social justice and advocacy for Aboriginal and Torres Strait Islander people living with mental illness.

Our goals include:

- **Relationships:** Developing long standing and mutual relationships with Aboriginal and Torres Strait Islander communities and peak bodies in order to foster learning, collaboration, respect, partnership, trust and friendship.
- **Respect:** Building understanding and awareness of the experiences, beliefs and practices of Aboriginal and Torres Strait Islander people within our communities. This enables the development of stronger relationships, appropriate services and active engagement in practical reconciliation.
- **Opportunities:** Creating opportunities to foster confidence in all our services in their interactions with the Aboriginal and Torres Strait Islander community. This includes working towards a culturally inclusive and appropriate approach to recovery that is defined by the client's personal success.

OUR BUSINESS

One Door Mental Health recognises the relationship between mental illness and social disadvantage.

One Door Mental Health (previously The Schizophrenia Fellowship of NSW) began in 1985 with a public meeting attended by more than 300 people. It was then established as a not for profit community based organisation working in the field of mental illness.

One Door Mental Health is committed to improving the circumstances and lives of people with a serious mental illness, their families, carers, and professionals working in the area. One Door Mental Health respects all people and holds a vision of a society where people with a mental illness are valued and treated as equals. We are committed to providing support and innovative programs for consumers, families, carers and the broader community.

One Door Mental Health works to:

- Eliminate stigma and create a society that is understanding and accepting.
- Ensure that people with a mental illness, and their carers and relatives, have access to information and appropriate services.
- Advocate on behalf of people with a mental illness, their carers and relatives and mental health professionals, for better government policy in the areas of research, treatment, rehabilitation, housing and other relevant areas.
- Provide innovative programs and support.
- Ensure that One Door Mental Health has effective and accountable management.

One Door Mental Health has a diversity of experienced and qualified staff employed across its services. One Door Mental Health employs around 240 people. It also enjoys the support of hundreds of people who volunteer their time in numerous ways. As of January 2016, One Door Mental Health employs fifteen Aboriginal or Torres Strait Islander staff (around 5% of all staff).

One Door Mental Health operates services in 54 locations in NSW and the ACT. We provide a broad range of face-to-face, telephone and online services to people with a mental illness and to family members and carers. We provide various training and education programs and services. We also play an active role in advocating for improved mental health services and policies.

One Door Mental Health's clients (both carers and consumers) include Aboriginal and Torres Strait Islander people, particularly in its Respite and Personal Helpers and Mentors Program (PHaMS) services. The locations where there are larger numbers of Aboriginal and Torres Strait Islander clients are in Campbelltown/Camden, the South Coast, Wagga Wagga and Orana/Far West (including Dubbo).

The following organisations support One Door financially:

- NSW Department of Health;
- Commonwealth Department of Health and Ageing;
- Commonwealth Department of Social Services;
- Commonwealth Department of Employment;
- NSW Department of Sport and Recreation; and,
- Various private and company donations.

OUR RECONCILIATION ACTION PLAN

THE HISTORY OF OUR RECONCILIATION JOURNEY

Since its inception, One Door Mental Health has been committed to principles of cultural sensitivity. Being inclusive is a strong part of our history.

Reconciliation is a process that requires a long-term commitment to building and maintaining links to Aboriginal and Torres Strait Islander communities with realistic and tangible results.

In late 2012, the Fellowship in partnership with the NSW Department of Education & Communities - State Training Services, and coordinated by the Mental Health Coordinating Council, employed three Aboriginal trainees, including training in the Mental Health Certificate IV. The trainees were all employed into the Personal Helpers and Mentors Program (PHaMs) in Eurobodalla, Shoalhaven and Dubbo.

This action started conversations around the development of a RAP. These discussions were initiated by the Chief Executive Officer with the full support of the Board. Discussions also started in local communities with Aboriginal and Torres Strait Islander program participants, local Elders and Lands Councils.

In April 2013, a meeting was convened of our Aboriginal and Torres Strait Islander staff and other interested staff, management, and invited guests with an interest in supporting the RAP's development. Over the next year, we worked towards developing our first RAP, with a small RAP Working Group to champion it.

The original RAP working group members were:

- Rob Ramjan, Chief Executive Officer
- Dr Angela Argent, Policy Officer
- Danielle Muscat, Quality Improvement Coordinator
- Gwen Perman, Team Leader Eurobodalla PHaMs
- David Cain, Manager Remind
- Sonia Skewes, Carer Assist
- Monica Ruffy, D2DL Canberra
- Sue Williamson, Team Leader Dubbo PHaMs

To coincide with drafting the RAP, we undertook extensive consultation with local Aboriginal and Torres Strait Islander groups and individuals. The consultation phase included hosting social events, forums and discussions, informal and formal, in rural and metropolitan areas to ensure that the RAP was on the right track. The draft RAP was also presented at the 2014 Annual Staff Conference for whole of staff input and discussion as well as to management and the Board for endorsement.

STATEMENTS ABOUT OUR COMMITMENT TO RECONCILIATION

Each new carer or consumer who registers with One Door Mental Health is given a Client Handbook that outlines what to expect from us. It includes a section called 'Your Cultural Needs and Values' that acknowledges our commitment to building links with Aboriginal and Torres Strait Islander peoples by providing culturally sensitive mental health and wellbeing programs.

PARTNERSHIPS WITH ABORIGINAL AND TORRES STRAIT ISLANDER SERVICES

One Door Mental Health's Partners in Recovery in South Western Sydney (PIR SWS) has formed a partnership with Gandangara Health Service to provide integrated services for people of all cultural backgrounds, especially focusing on assisting people with an Aboriginal and Torres Strait Islander background. It is believed that this has resulted in more successful referrals and easier access to mental health services. Gandangara is also a member of the PIRSWs consortium.

PIR SWS built a partnership with Tharawal Aboriginal Corporation, to help build a tailored approach to assisting Aboriginal and Torres Strait Islander people experiencing severe mental illness, accommodation issues and substance misuse. A key innovation of the project is a cultural connector position to help connect consumers with the appropriate professional.



One Door Mental Health is also building connections with Gamarada, a healing and leadership program in Sydney's inner west. The partnership was celebrated by the gift of an impressive artwork, created by Sue Williamson from Dubbo's Personal Helpers and Mentors Program (PHaMS).

Delivering tailored community services

Our local mental health services, including our PHaMS and Respite Services support consumers, carers and families with more complex mental health issues providing a range of recreational and vocational activities and referral and support to other services to improve their health and wellbeing. These services have strong cultural connections. In the PHaMS service, a team leader and two other staff members are Aboriginal, 40% of our clients in the PHaMS service in Dubbo are Aboriginal and Torres Strait Islander people.

Aboriginal staff and trainees from Dubbo, Shoalhaven and Eurobodalla attended the Aboriginal Mental Health Workers' Conference at Wagga Wagga University. The Team Leader and the Aboriginal Trainee from Dubbo delivered a workshop presentation.

In 2013, Dubbo PHaMS in partnership with re.mind training services hosted and participated in community activities which included working in partnership with Aboriginal Health and Medical Research Council and also the Ngarru Mayin Elders, Narromine. These activities included Wiradjuri language lessons, visits to the Narromine Cultural Museum and mental health awareness sessions. Staff travelled to 'Orana Haven', a rehabilitation facility at Brewarrina (Far West NSW), to undertake a mental health workshop with staff, residents and community members. The re.mind Manager spent time in Dubbo meeting with local Aboriginal and Torres Strait Islander individuals and groups about what they would like to see in the area of mental health training.

In 2015, Dubbo continued to develop and strengthen community links with Aboriginal and Torres Strait Islander peoples, communities and services, by undertaking weekly outreach to Wellington, Narromine, Gilgandra, Trangie and Warren.

Eurobodalla has continued to invest in their work with Aboriginal and Torres Strait Islander communities in Bodalla, Wallaga Lake and Narooma where there is great disparity in social wellbeing and a high need for long term trusting relationships with services.

For example, Eurobodalla developed a strong working relationship with the Wallaga Lake community and together held a two day Aboriginal Mental Health First Aid training program in 2013. The group consisted of women, Elders and young women who came together and shared as well as successfully completed the course.

Another two Aboriginal Mental Health First Aid training courses were held at this time for South Coast workers, community and Elders with a view to promoting mental health awareness, education and wellbeing for Aboriginal and Torres Strait Islander peoples.

Helping Hands at Nowra has introduced an Aboriginal and Torres Strait Islander art group to increase inclusiveness of First Australian people. This has now become an ongoing art/craft group.

Celebrating NAIDOC Week

Our PHaMS team in Wollongong celebrated the 10th Anniversary of NAIDOC week in 2014 with the theme 'Serving Country: Centenary & Beyond'. The day included a traditional opening ceremony followed by an address from a returned First Australian ANZAC serviceman. The last post was played as he raised the flag to half-mast, acknowledging the other First Australian soldiers that never made it home. As the last note sounded, the large crowd released balloons in the traditional colours of Black, Red and Yellow. It was a very moving and thought provoking ceremony.

Over the course of the day, Illawarra community services and people young and old engaged in conversation over service provisions, while singers and traditional dancers provided entertainment.

Community Festivals

One Door Mental Health's Sanctuary Respite Service was part of the Annual Guringai Festival in mid-2014 to celebrate Australia's First Peoples' culture in the Northern Sydney region.

The intention of the festival is to share in a way of life of First Australians, oriented toward optimal health and wellbeing. A way of life in which mind, body and spirit are integrated, so people are reminded to live more fully within the human and natural environments, connected to each other and the 'oneness'.



The festival included the Weaving Bridges Project with 'Yarn to Yarn' weaving workshops with schools and community groups. This work resulted in a large scale art installation, which took the form of three beautiful whales inspired by local rock carvings.



Our Mental Health Respite and Carer Support program was part of the Wingecarribee Aboriginal Community Services Expo & Family Fun Day in Bowral.

One Door hosted an information table with Carer Assist, and provided a kinetic sand display for kids to play.

Staff Conference 2014

The RAP committee contracted the services of Koomurri a NSW based Aboriginal and Torres Strait Islander entertainment, education and cultural provider to do a smoking ceremony and open

the conference. They brought along paintings and artefacts for viewing as well as staying and interacting with staff during the breaks.

At the conference, all staff had the opportunity to hear an update on the RAP process and to contribute to its implementation.

RAP Working Group

One Door Mental Health continues to have a RAP Working Group including Aboriginal and Torres Strait Islander employees and other staff. It represents staff from all levels and services from across One Door Mental Health. We also have good connections with Aboriginal and Torres Strait Islander community members who it regularly consults with when delivering and evaluating services to ensure that they remain culturally appropriate.

Each member of the group contributes to advancing reconciliation in an equal way. The RAP working group members represent staff from across the state and from each program. The members of the RAP Working Group during 2015 were:

- Luis Franco – Support Facilitator, PIR Inner West
- Mydie Keegan – Carer Advocate, Carer Assist Taree
- Todd Marr – Support Worker, Dubbo PHaMs
- Anthony Martin – Support Worker, PHaMs Employment Wagga Wagga
- Sue Read – Support Worker, Campbelltown-Camden Employment PHaMs
- Kathleen Ross – Carer Advocate, Carer Assist, Goulburn
- Erin Stefan – Carer Advocate, Carer Assist Bankstown
- Carly Warner – Support Worker, Shoalhaven PHaMs
- Kate Wilson - Quality Improvement Coordinator, Gladesville

1. RELATIONSHIPS

One Door Mental Health is committed to developing long standing and mutual relationships with Aboriginal and Torres Strait Islander communities and peak bodies in order to build a relationship of learning, collaboration, respect, partnership, trust and friendship. Through these relationships, we can act confidently and ensure that its services consider and adequately represent the needs and views of Aboriginal and Torres Strait Islander communities

Action	Responsibility	Timeline	Deliverable
1.1 RAP Working Group (RWG) actively monitors RAP development, including implementation of actions, tracking progress and reporting	CEO with RAP Working Group (RWG) Chair	Jun 2016 Jun & Dec 2016, Jun & Dec 2018 Jun 2016 Jul 2016, Jul 2017 Oct 2016, Apr & Oct 2017	a. RWG to oversee the development, endorsement and launch of RAP b. Meet at least twice a year to monitor and report on RAP implementation c. Update a Terms of Reference for the RWG d. Create a yearly plan of activities to support the RAP e. Report RAP progress and achievements to the Board and Senior Executive Team at least twice a year
1.2 Celebrate National Reconciliation Week (NRW) as a way of providing opportunities for Aboriginal and Torres Strait Islander employees and other employees to build relationships	RWG Chair with Team Leaders	May–Jun 2016 May–Jun 2017	a. Organise at least one internal NRW event each year b. Register all NRW events on the Reconciliation Australia website
1.3 Raise internal and external awareness of One Door Mental Health's RAP	RWG Chair CEO RWG Chair	Nov 2016, April & Nov 2017 As needed Dec 2017	a. Report on RAP progress during staff meetings and board meetings b. Continue to outline our commitment to reconciliation and the RAP during staff orientation c. Develop and implement a strategy to communicate our RAP to all internal and external stakeholders
1.4 Consult with Aboriginal and Torres Strait Islander representatives to improve knowledge and partnerships	RWG Chair & members RWG Chair & members RWG Chair with CEO	Dec 2016, 2017 Jun 2017 Dec 2017	a. Identify Aboriginal and Torres Strait Islander organisations and communities that One Door Mental Health can partner with on future reconciliation initiatives b. Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement c. Continue to build links and regularly consult with Aboriginal communities and organisations

2. RESPECT

Respect refers to an understanding and awareness of the experiences, beliefs and practices of people within our communities. This enables the development of stronger relationships, appropriate services and active engagement in practical reconciliation.

We respect and recognise Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia. We will demonstrate our respect to Australia's First Peoples by ensuring the practice of Welcome to Country and Acknowledgment of Country are conducted at all appropriate times.

We acknowledge that Aboriginal and Torres Strait Islander peoples and other Australians have shared a traumatic history and this has sculpted Australian society. We also believe that it is never too late to commence a journey of moving forward together and starting a new chapter in history in order to build a future that we want for all Australians.

One Door Mental Health respects Aboriginal and Torres Strait Islander cultures as one of the most rich and resilient cultures in Australia. We will demonstrate our respect for Aboriginal and Torres Strait Islander cultures in our daily practice as well as being physically visible in our sites of operation. We will work to support and recognise the values and traditions of the Aboriginal and Torres Strait Islander cultures in everything we do to unite all Australians working towards a true sense of reconciliation.

Action	Responsibility	Timeline	Deliverable
2.1 Continue to pay respect and acknowledge Australia's First Peoples by embedding Aboriginal and Torres Strait Islander cultural protocols within the organisation	CEO	Feb, Jun 2017	a. Invite a Traditional Owner to provide a Welcome to Country at all of One Door Mental Health's major public gatherings including Staff Conference and Parliamentary Lunch
	RWG Chair	Oct 2016	b. Encourage employees to provide an Acknowledgement of Country at all other public events
	RWG Chair RWG Chair	Dec 2016, Nov 2016	c. Develop a list of contacts for organising a Welcome to Country. d. Revise and communicate One Door Mental Health's Aboriginal and Torres Strait Islander cultural protocols
2.2 Acknowledge Aboriginal and Torres Strait Islander peoples as Traditional Custodians of the land in our publications and offices	RWG Chair	Dec 2016	a. Revise One Door Mental Health's Acknowledgement of Country statement in consultation with Traditional Custodians
	RWG Chair	Dec 2016	b. Frame the Acknowledgement of Country statement and display in One Door Mental Health's head office
	RWG Chair	Dec 2016	c. Include an Acknowledgement of Country in our publications, on the website and email signatures

Action		Responsibility	Timeline	Deliverable
2.3	Enhance employee knowledge and understanding around the diversity of Aboriginal and Torres Strait Islander cultures	CEO and HR Manager	Dec 2016 Dec 2017 Mar 2018 Mar 2018	a. Capture baseline data on staff knowledge of First Australian cultures, histories and achievements b. Develop and supply toolkits to staff including Yarning Tools and cultural event materials to build engagement with indigenous clients and the wider indigenous community c. Develop and pilot Aboriginal and Torres Strait Islander cultural awareness training d. Investigate opportunities to develop an online module relating to Aboriginal and Torres Strait Islander culture for staff orientation course
2.4	Provide opportunities for employees to acknowledge and celebrate NAIDOC Week and other significant Aboriginal and Torres Strait Islander cultural events	CEO and HR Manager CEO and HR Manager HR Manager CEO with RWG Chair	April 2016 Jul 2016, 2017 April 2016 Dec 2016, 2017	a. Review HR policies and procedures to ensure that there are no barriers to Aboriginal and Torres Strait Islander staff to participate in NAIDOC Week activities b. Provide opportunities for Aboriginal and Torres Strait Islander employees to participate in NAIDOC Week events/activities c. Record Aboriginal and Torres Strait Islander staff attendance at training d. Encourage all staff to participate in at least one Aboriginal and Torres Strait Islander event or celebration per year
2.5	Embed the needs of Aboriginal and Torres Strait Islander peoples by demonstrating respect, understanding and support of their cultural systems and practices	HR Manager HR Manager	April 2016 April 2016	a. Provide the opportunity for Aboriginal and Torres Strait Islander peoples to apply for cultural leave b. Review and update One Door Mental Health's leave policy to include the terms and conditions of cultural leave for Aboriginal and Torres Strait Islander peoples
2.6	Create a culturally safe environment for Aboriginal and Torres Strait Islander staff and visitors	RWG Chair RWG Chair and members	Dec 2016 Mar 2017	a. Purchase Aboriginal and Torres Strait Islander Flags for all sites b. Conduct a visual audit of the office sites to ensure that we have culturally safe environments
2.7	Increase the representation of Aboriginal and Torres Strait Islander peoples in our marketing and communication platforms	RWG Chair and members RWG Chair & Webmaster RWG Chair and members	Mar 2017 Mar 2017 Mar 2018 Dec 2017	a. Source and distribute relevant Aboriginal and Torres Strait Islander mental health information and make available through our sites b. Include reference to the RAP and relevant success stories on our website and social media platforms c. Maintain a collection of Aboriginal and Torres Strait Islander art works d. Display and appropriately acknowledge Aboriginal and Torres Strait Islander artwork and stories at all our sites

3. OPPORTUNITIES

Our vision of supporting, developing and celebrating resilience and community strength is underpinned by our ability to develop the skills and experience of people involved in our organisation including staff, volunteers and those engaged in our services.

We commit to fostering confidence in all our services in their interactions with the Aboriginal and Torres Strait Islander community. This includes working towards a culturally inclusive and appropriate approach to recovery that is defined by the client's personal success.

Action	Responsibility	Timeline	Deliverable
3.1 Investigate opportunities within One Door Mental Health to increase employment opportunities for Aboriginal and Torres Strait Islander peoples	HR Manager with RWG Chair	Dec 2016	a. Capture baseline data on current Aboriginal and Torres Strait Islander employees to inform future developments
		Dec 2017	b. Review HR policies and procedures to address any barriers to Aboriginal and Torres Strait Islander employees and applicants
		Mar 2018	c. Continue to engage with Aboriginal and Torres Strait Islander employees to consult on employment strategies including professional development
		Mar 2018	d. Develop an Aboriginal and Torres Strait Islander employment and retention strategy as part of overall employment and retention strategy
		Mar 2018	e. Advertise employment opportunities in Aboriginal and Torres Strait Islander media platforms and networks (such as Koori Mail and/or ourmob.com)
		Mar 2018	f. Investigate different approaches to increasing Aboriginal and Torres Strait Islander employment within our organisation (including training pathways, apprenticeships, internships, cadetships, work experience)
3.2 Investigate opportunities to increase Aboriginal and Torres Strait Islander supplier diversity within One Door Mental Health	Head Corporate Services with RWG Chair	Dec 2016	a. Review procurement policies to address barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses
		Dec 2016	b. Review and reform procurement strategy, policy and processes to incorporate supplier diversity principles
		Dec 2016	c. Develop a list of Aboriginal and Torres Strait Islander businesses
		Dec 2016	d. Educate staff about procuring goods and services from Aboriginal and Torres Strait Islander businesses
		Dec 2016	e. Investigate becoming a member of Supply Nation
		Dec 2017	f. Develop a commercial relationship with an Aboriginal and Torres Strait Islander business, if competitive

4. TRACKING PROGRESS AND REPORTING OPPORTUNITIES

Action	Responsibility	Timeline	Target
4.1 Report RAP achievements, challenges and learnings to internal and external stakeholders	CEO	Sep 2016, 2017 Oct 2016, Apr & Oct 2017 Mar 2018	<ul style="list-style-type: none"> a. Develop and implement reporting mechanisms b. Report on RAP progress and achievements to the Board and Senior Executive Team c. Investigate publicly reporting on RAP achievements
4.2 Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measurement Report	CEO	Sep 2016, Sep 2017	<ul style="list-style-type: none"> a. Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually
4.3 Refresh and update a new RAP for One Door Mental Health	CEO	Oct 2017 Dec 2017 Feb 2018	<ul style="list-style-type: none"> a. Liaise with Reconciliation Australia to draft a new RAP for One Door Mental Health based on learnings, challenges and achievements from our previous RAP b. Send draft RAP to the Board and Senior Executive Team for approval prior to seeking formal endorsement by Reconciliation Australia c. Send draft RAP to Reconciliation Australia for formal review, feedback and endorsement

Also refer to Actions 1.1d and 1.3a

CONTACT DETAILS

For further information about this Plan, contact:

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COMMUNITY CONSULTATION HAS BEEN UNDERTAKEN WITH THE FOLLOWING PEOPLE

Bruce Wilson – Aboriginal Dementia Advisory Coordinator, Catholic Community Services, Orana

Vicki Parish – Aboriginal Care Worker, Nangana Home Care

Brian Slade – Awabakal Elder Keith Toomey – Wiradjari Elder

Mrs D. Chatfield – Wiradjari Elder Valda Naden – Aboriginal Elder

Don Nolan – Aboriginal Elder

Ruth Carney – Chairperson on behalf of Ngarru Mayin Elders' Aboriginal Corporation

Wallaga Lake Koori Community / Yuin People

Ngaarda Women's Group – Wallaga Lake / Yuin People

Ken Zulumovski – Director, Gamarada Indigenous Healing and Life Training Initiative

Davina Jackson – Munjala Aboriginal Corporation

Amber Roberts - Reconciliation Australia

Betty Solomon - Elder, Yuin People Deanna Campbell - Elder, Yuin People

Geraldine Thomas - Elder, Yuin People Lorraine Naylor - Elder, Yuin People

Kenneth James Campbell - Elder, Yuin People

Ngaardi Women's Group (Wallaga Lake Yuin People)

Executive Committee - Julie Parsons, Sonya Naylor, Kerry Parsons, Anne Greenaway - Merrimans Land Council, Wallaga Lake Yuin People, Amanda Tighe - Yuin People, Rena Flanders - Yuin People, Angela Parsons - Yuin People, Marlene Dunn - Yuin People, Ashley Parsons - Yuin People, Yuin Kelly - Yuin People

Back cover: We acknowledge Matthew McGann, Aboriginal Recovery Support Worker, Personal Helpers and Mentors Program, Shoalhaven for contributing his artwork to our Reconciliation Action Plan. Matt is a proud Yuin man from the Far South Coast of NSW and is very passionate about his artwork.

