



REFLECT RECONCILIATION ACTION PLAN

November 2020 – December 2021



RECONCILIATION
ACTION PLAN

REFLECT



Suicide Prevention
Australia

Foreword

It is with both pleasure and pride that we introduce Suicide Prevention Australia's Reconciliation Action Plan articulating our commitment to a just, equitable and reconciled nation for all Australians.

Suicide Prevention Australia acknowledges the Traditional Custodians on the lands where we all work and live, and we recognise their continuing connections to land, water and community. We pay our respects to Elders past, present and emerging, as the land was never ceded.

As the national peak body for the suicide prevention sector advocating for the meaningful reduction of suicide in Australia, Suicide Prevention Australia has a clear role to lead the sector in engaging with Aboriginal and Torres Strait Islander communities and supporting the sector address the unacceptably high rate of suicide among to Australia's First Peoples.

Aboriginal and Torres Strait Islander peoples die from suicide at double the rate of non-Indigenous Australians. We are cognizant of the significance of reconciliation in improving social and emotional wellbeing by addressing the risk factors unique to Aboriginal and Torres Strait Islander communities. Intergenerational trauma, social marginalisation, dispossession, loss of cultural identity, community breakdown and the artefacts of colonialism have had a profound impact on the mental health, wellbeing and lives of Aboriginal and Torres Strait Islander peoples.

Suicide Prevention Australia is committed to recognising, seeking out, and including the unique expertise of Aboriginal and Torres Strait Islander peoples to co-design solutions for suicide prevention. We recognise the right to self-determination and our social responsibility to respect and include the expertise of Aboriginal and Torres Strait Islander Peoples as to their own needs, concerns, and solutions, at all levels. Suicide Prevention Australia is signatory to the Uluru Statement from the Heart, which articulates the aspirations of Aboriginal and Torres Strait Islander peoples for self-determination, justice, truth telling and respect.

For Suicide Prevention Australia, our Reconciliation Action Plan (RAP) serves as a roadmap that will guide us in our efforts to advocate for the design and delivery of inclusive suicide prevention policies and programs that reflect the lives and experiences of Aboriginal and Torres Strait Islander peoples. It is a tangible measure of our commitment to make a difference in the lives of Aboriginal and Torres Strait Islander peoples and communities, and a plan which reflects our values of integrity, inclusivity, respect, collaboration and innovation.

We are committed to becoming an Aboriginal and Torres Strait Islander employer of choice. To do all of this, we recognise that we need to strengthen our partnerships with Aboriginal and Torres Strait Islander stakeholders and communities. We acknowledge Suicide Prevention Australia's staff, Board, members, supporters and partners that work alongside us in implementing our Reconciliation Action Plan for their ongoing support and commitment to reconciliation.




Nieves Murray - CEO
Suicide Prevention Australia




Angela Emslie
BOARD CHAIR
Suicide Prevention Australia



Strength and Courage

The art work shows a circle of people representing the community and the appropriate organisations coming together to help the individual out of the darkness into the light with the assistance of many hands. The connected dots represent the network of support services that that are needed and also represents spreading the message of hope that there is help out there.

The two Cockatoo feathers (Darkinjung Custom) represent are symbols of strength and courage. The bright colours represent life, joy, and happiness.

We believe this covers the brief of suicide prevention, different abstracts that can be dissected.

Artist's profile

The artwork is from Lindon Dargin, a Yorta Yorta man originally from Cummeragunja. Lindon has been painting since he was in his early teens. Lindon has struggled with depression over the years and has fought his demons. He has had to bury several people from suicide. Lindon is at The Glen at the moment working on himself to better himself for his kids, so he can be there for them. Artwork is a good way for Lindon to express himself and a good form of meditation for him.

The design agency

Ingeous studios is a full service Indigenous graphic design and digital creative agency based in Cairns which specialises in creating unique and impactful experiences for both new and existing brands. Established in 2000 ingeous studios works locally, nationally and international throughout the design, digital creative and innovation spaces.

www.ingeousstudios.com

Our business

Suicide Prevention Australia is the national peak body for suicide prevention. Supporting and strengthening our members' services and programs for more than 25 years, we're working to build a stronger suicide prevention sector, a robust and evidence based policy agenda and a more effective regulatory and funding environment. We act as a key conduit and point of connection between Government and the sector. Our ultimate goal is to achieve a world without suicide.

While our offices are based in Sydney, our reach is nationwide. We count among our 200+ members some of Australia's largest suicide prevention and mental health organisations, as well as some of the smallest. Our members also include researchers, government bodies, practitioners and those with a lived experience of suicide, based in capital cities as well as in rural and remote areas.

Suicide Prevention Australia employs a small team of fifteen staff, guided by a Board of ten subject matter experts, industry and policy leaders. While we do not have any Aboriginal and/or Torres Strait Islander staff at this time, our Board includes Dr Vanessa Lee, a Yupungathi and Meriam woman, is a social-epidemiologist in Medicine and Health, with a position in the National Centre for Cultural Competence at the University of Sydney. Our National Suicide Prevention Conference is also informed by a panel of Aboriginal and Torres Strait Islander experts.

Suicide Prevention Australia regularly advertises vacant positions in Aboriginal and Torres Strait Islander newspaper publications. We are continuing to investigate strategies to improve Aboriginal and Torres Strait Islander representation within our organisation.

Our RAP

Suicide Prevention Australia is committed to the principles of self-determination, justice and honesty for Aboriginal and Torres Strait Islander peoples. As signatory of the Uluru Statement from the Heart, we advocate for recognition of Aboriginal and Torres Strait Islander peoples within the Constitution as a critical step in realising the importance of Aboriginal and Torres Strait Islander autonomy.

Implementing this RAP is a key organisational goal for Suicide Prevention Australia. With the direction of our Board and executive, we will embed the principles of reconciliation in our day to day operations and in our strategic objectives. We will achieve this through regular reporting and monitoring of the actions outlined in this plan, and by regularly informing all Suicide Prevention Australia staff of their responsibilities under the RAP and the need to take part in our reconciliation journey to leave a foot print for the next generation to continue.

By employing a RAP champion we are demonstrating the importance of Aboriginal and Torres Strait Islander inclusion into the every day business of our organisation. The RAP champion will be the Director, Membership and Community Engagement who is appointed by, and accountable to, the Chief Executive Officer. The Director, along with the Membership and Community Engagement team, has primary responsibility for the development and execution of Suicide Prevention Australia's membership strategy. This includes a focus on retention of existing members by ensuring organisational relevance, as well as growing and diversifying membership via a well-articulated and resonant member value proposition.



Our partnerships and current activities

Suicide Prevention Australia will continue to further the goals of reconciliation by advocating for action to address the high rate of suicide deaths among Aboriginal and Torres Strait Islander peoples. Our submissions to government inquiries, representations to politicians and senior government officials, and policy research regularly highlights the special attention needed to address Aboriginal and Torres Strait Islander Peoples suicide rate. We are committed to reconciliation from a policy standpoint to solutions that is led by Aboriginal and Torres Strait Islander peoples, reflecting the principle of self-determination highlighted in the Redfern Statement and the Uluru Statement from the Heart; the embedment in all policies will enable a successful address of the needs of Aboriginal and Torres Strait Islander people towards the overarching goal of suicide prevention.

Our membership and community outreach team regularly explores opportunities to partner with Aboriginal and Torres Strait Islander led initiatives and groups. Suicide Prevention Australia counts a range of organisations among its membership who work with Aboriginal and Torres Strait Islander communities. Recently, Suicide Prevention Australia has been exploring ways to support the Deadly Minds program: a youth focussed suicide prevention and social inclusion initiative operated throughout rural and regional areas.

During the National Suicide Prevention Conference specific focus is placed on the cultural needs of the Aboriginal and Torres Strait Islander communities including adopting Aboriginal and Torres Strait Islander protocols, sourcing Aboriginal and Torres Strait Islander counsellors and engaging with Elders of Traditional Lands to better understand how Suicide Prevention Australia can support their communities.

Relationships

Action	Deliverables	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	March 2021	Director Membership and Community Engagement
	<ul style="list-style-type: none"> Engage with identified Aboriginal and Torres Strait Islander stakeholders and organisations to explore membership options and identify two organisations (minimum) for potential membership 	April 2021	Director Membership and 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 2021	Director Membership and Community Engagement
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	May 2021	Director Membership and Community Engagement
	<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. 	27 May - 3 June 2021	Director Membership and Community Engagement

Relationships

Action	Deliverables	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	February 2021	Director Membership and Community Engagement
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	February 2021	Director Membership and 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. 	April 2021	Director Membership and Community Engagement
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. 	April 2021	Director, Finance and Administration
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	April 2021	Director, Finance and Administration
	<ul style="list-style-type: none"> Provide report to Chief Executive Officer summarising outcomes of review. 	April 2021	Director, Finance and Administration

Respect

Action	Deliverables	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. 	February 2021	Director, Finance and Administration
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	February 2021	Director, Finance and Administration
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. 	February 2021	Director Membership and 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. 	April 2021	Director Membership and 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 2021, July 2021	Director Membership and Community Engagement
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	July 2021	Director Membership and Community Engagement
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	July 2021	Director Membership and Community Engagement

Opportunities

Action	Deliverables	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. 	February 2021	Director, Finance and Administration
	<ul style="list-style-type: none"> Build understanding of Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	February 2021	Director, Finance and Administration
	<ul style="list-style-type: none"> Implement strategies to attract Aboriginal and Torres Strait Islander people to employment within Suicide Prevention Australia, including advertising with Aboriginal and Torres Strait Islander recruitment websites. 	January 2021	Director, Finance and Administration
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 to increase opportunities for procurement from Aboriginal and Torres Strait Islander owned businesses 	March 2021	Director, Finance and Administration
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	May 2021	Director, Finance and Administration

Governance

Action	Deliverables	Timeline	Responsibility
10. Working Group (RWG) to drive governance of the RAP.	• Draft a Terms of Reference for the RWG.	March 2021	Chair, Governance Committee
	• Board to oversee implementation of RAP commitments	March 2021	Chair, Governance Committee
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	March 2021	Chair, Governance Committee
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	March 2021	CEO
	• Engage senior leaders in the delivery of RAP commitments.	March 2021	CEO
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2021	Director, Finance and Administration
	• Director, Finance, will be responsible for monitoring performance and Board reporting	March 2021	
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2021	Director, Finance and Administration
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	August 2021	Director, Membership and Community Engagement



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