

FRSA's Reconciliation Action Plan 2010-2013

Consultation Draft



Our Vision for Reconciliation

FRSA's vision for reconciliation is that we recognise, respect and value Aboriginal and Torres Strait Islander peoples in all our efforts to enhance the wellbeing, safety and resilience of all Australian children, families and communities. To achieve this vision we aim to:

1. Demonstrate our respect for Indigenous culture and heritage;
2. Acknowledge the harm done to Indigenous families and communities by past practices and social policies;
3. Promote understanding and respectful relationships between Indigenous and non-Indigenous people;
4. Support and highlight positive practice in the delivery of family and relationship services to Indigenous communities;
5. Increase training, employment and professional development opportunities for Indigenous workers in the family services sector; and
6. Work collaboratively with our member organisations and related social service sectors to address Indigenous disadvantage and enhance the wellbeing, safety and resilience of Indigenous families.

Our Reconciliation Action Plan

FRSA has developed this (draft) Reconciliation Action Plan to give life to the vision and aims articulated above. In doing so we have clearly stated our commitment to reconciliation, identified the actions that we can take to make a difference to closing the gap and set targets that can be used to measure our progress. We seek feedback on this draft action plan from our member organisations, funding bodies and other stakeholders. Within our member organisations we are keen to have input from staff that identify as Aboriginal and/or Torres Strait Islander as well as those who are not Indigenous. We will also consult with other peak groups, national networks and government agencies with relevant interests.

Our Work

Family Relationship Services Australia (FRSA) is a national peak body for community organisations that work to strengthen the wellbeing, safety and resilience of families, children and communities across Australia. FRSA has over 140 member organisations ranging in size from very large organisations that work across multiple state/territory jurisdictions to very small organisations that are focused on providing services to a local area and/or specific population group. Many of our member organisations deliver services that are funded by the Federal Government as part of the Family Support Program and/or the Family Law System. FRSA works in partnership with member organisations and with the Federal Government to enhance service delivery and inform public policy.

Relationships	The wellbeing, safety and resilience of Indigenous children, families and communities must firstly be enhanced through respectful relationships between Indigenous and non-Indigenous people, this is fundamental to all of our work.		
Focus area: FRSA will foster the provision of increased learning opportunities to improve cultural understanding and competency of those working in and supporting family and children's services.			
Action	Responsibility	Timeline	Measurable Targets
1. Promote understanding and respectful relationships between Indigenous and non-Indigenous people.			
1.1 FRSA fosters and values respectful relationships with Indigenous community leaders and organisations.	FRSA Board, Executive Director and Staff	Ongoing	Relationships with Indigenous leaders and organisations are strengthened – there is more regular communication and engagement in the work of FRSA.
1.2 FRSA invests in the ongoing development of cultural competency in our staff team through training and learning opportunities.	Executive Director	By end 2010 then ongoing	All FRSA staff to attend at least 1 training or learning event in 2010.
1.3 FRSA supports Indigenous cultural competency training for practitioners working in family support services through: <ul style="list-style-type: none"> • Promoting training opportunities; • Connecting training providers and practitioners; • Working with training providers and universities; • Encouraging investment in training (by funding bodies, service providers, corporate sponsors, philanthropic donors and communities); • Recognising the value of ongoing skills development; and • Understanding and working to address barriers to training – particularly for smaller organisations and those in rural/remote locations. 	FRSA Board, Staff and Member Organisations	2010 - 2012	A growing number and proportion of practitioners working in family services participate in cultural competency training. Indigenous cultural competency training is included in workforce development plans for the family support and family law sectors.
2. Support and highlight positive practice in the delivery of family and relationship services to Indigenous communities			
2.1 Support the dissemination and implementation of the Indigenous Practice Guide developed by SNAICC with Federal Governing funding, together with new and existing resources available to support good practice.	Deputy Director and Communications Officer	2010 - 2013	The Indigenous Practice Guide and other resources are taken up and implemented by service providers – to be reviewed 2011.
2.2 Enhance the FRSA website to provide information about resources and ways to engage with Indigenous clients and communities. This could include programs that outline partnerships with Indigenous organisations and	Communications Officer with advice from FRSA members.	Upgrade website in 2010 then	FRSA website enhanced as indicated by feedback from service providers.

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communities, and highlight positive resources and models already developed. This could also provide a sharing space for ideas and programs.		ongoing	
2.3 Include services and programs that work primarily with Indigenous families in the mix of service visits that are undertaken every year by FRSA staff and Board Members to build understanding and engagement across the FRSA network.	FRSA Board and Staff	2010 - 2013	At least two visits to services or programs that work primarily with indigenous families are scheduled every year.
2.4 Actively promote examples of good and emerging practices through inclusion in submissions and publications, newsletters and presentations, conference, website and other mechanisms.	FRSA Staff	2010 - 2012	Successful projects and programs are identified and promoted.

Respect	Identity and wellbeing are built on the connections between people, culture, land and heritage this is central to our work, it underpins our capacity to engage with Indigenous people and learn from Indigenous culture.		
Focus area: FRSA acknowledges the impact of past practices and policies and advocate for the inclusion of Aboriginal and Torres Strait Islander people's input and participation in events, programs and publications.			
Action	Responsibility	Timeline	Measurable Target
3. Demonstrate our respect for Indigenous culture and heritage			
3.1 Advocate for new advisory mechanisms to support continuous improvement in service delivery to Aboriginal and Torres Strait Islander families, children and young people, including (but not limited to) the establishment of a National Advisory Group on Indigenous Service Delivery in the Family Support Program.	FRSA Board and Staff with advice from RAP Reference Group	2010 – 2011	Establishment of an Advisory Group for the Family Support Program and/or other mechanisms to support continuous improvement.
3.2 Incorporate guidance for event planning in the FRSA policy manual to ensure that FRSA events include: <ul style="list-style-type: none"> Welcome to country Acknowledgement of traditional owners 	Executive Director	By April 2010	National Conference and other FRSA events demonstrate respect for Aboriginal and Torres Strait Islander culture and heritage.

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Action	Responsibility	Timeline	Measurable Target
<ul style="list-style-type: none"> Content relevant to reconciliation and Indigenous service delivery Involvement of Indigenous peoples in event planning and delivery Celebration of Indigenous culture and heritage (where appropriate) 			
4. Acknowledge the harm done to Indigenous families and communities by past practices and social policies			
4.1 FRSA works to recognise and respect the needs of Indigenous peoples and communities when undertaking policy or program analysis and developing recommendations.	FRSA Board and Staff	Ongoing	FRSA publications and submissions include reference to the unique needs of Indigenous peoples and communities.
4.2 Develop a statement that acknowledges harm for use in FRSA publications and submissions.	Executive Director	2010	Statement is developed and included in publications and submissions.

Opportunities	Our work is enhanced by the leadership of Indigenous people, organisations and communities; opportunities for leadership can be increased through training, employment and ongoing skills development.		
Focus area: FRSA will work collaboratively with other social service organisations and individuals to enhance training, employment, ongoing development and support opportunities for indigenous persons and communities.			
Action	Responsibility	Timeline	Measurable Target
5 Increase training, employment and professional development opportunities for Indigenous workers in the family services sector.			
5.1 Convene and support an Indigenous practitioner network.	FRSA Staff and Members	2010 - 2012	Indigenous practitioner network is convened (subject to resource availability).
5.2 Identify and share strategies for increasing or enhancing employment opportunities for Indigenous peoples.	FRSA Membership and Staff	2010 - 2012	Strategies are identified and shared with the FRSA network.

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5.3 Adapt employment practices that maximize opportunities for the employment of Indigenous staff at FRSA.	FRSA Board and Staff	2009 - 2012	Employment practices are reviewed and practical strategies adapted.
5.4 Support Indigenous practitioner involvement in the FRSA National conference and other events.	FRSA Staff	2009 - 2012	Practitioner involvement is demonstrated.
6. Work collaboratively with our own member organisations and related social service sectors to address Indigenous disadvantage and enhance the health and wellbeing of Indigenous families			
6.1 Develop and maintain supportive partnerships with relevant organisations including (but not limited to): <ul style="list-style-type: none"> • SNAICC; • Reconciliation Australia and • Indigenous owned organisations working with families. 	FRSA Board and Staff	2010 - 2012	Partnerships develop and grow.
6.2 Support economic development by utilising and promoting products, services and initiatives of Indigenous communities and businesses.	FRSA Staff and Reference Groups	2009 - 2012	Through direct purchases and the promotion of products, services and suppliers we contribute to Indigenous economic development.

Tracking progress and reporting			
Action	Responsibility	Timeline	Measurable Target
RAP developed in consultation with members and stakeholders, approved by Reconciliation Australia and publicly celebrated.	FRSA Staff in consultation with the RAP Reference Group	March 2010	RAP on FRSA website and Reconciliation Australia's. RAP publicly launched and celebrated. RAP distributed to members and stakeholders.
RAP implementation monitored regularly.	FRSA Staff and FRSA Board with advice from RAP Reference Group	6 monthly commencing August 2010	Executive Director to report to the Board and RAP Reference Group.
RAP reported on annually.	Executive Director – Reporting to the FRSA Board and Membership	June 2010 and annually	RAP Report sent to Reconciliation Australia and publicly celebrated on both the FRSA and Reconciliation Australia's websites. Actions have been performed and targets measured.
RAP refreshed annually.	FRSA Staff	March 2010 and annually	Refreshed RAP sent to Reconciliation Australia, accepted and publicly celebrated on both FRSA and Reconciliation Australia's websites.