



*Helping people get their lives back on track.*

# RECONCILIATION ACTION PLAN 2022

*Goldfields Rehabilitation Service Inc*

**Vision Statement:** Our vision is to listen to Australia's first nations peoples, in ensuring that Aboriginal and Torres strait islander cultures, values and heritages are recognized and respected, with a focus on local first nations people's traditions, and cultures in helping those who are affected by substance addiction and mental health issues.

**Core Values:** Compassion, Respect, Cultural responsiveness, Professionalism and Reliance

## Organisational RAP Objectives:

- To provide a culturally safe, drug-free environment to promote and help establish a healthier lifestyle.
- Focus on the problems that underlie addiction and relapse prevention including, but not limited to, cultural and social issues where appropriate.
- Provide a holistic treatment service that will help achieve physical, mental, emotional, social, and spiritual wellbeing via medical treatment, individual and group counselling, education, psychosocial activities, and group support.
- To impart living skills to not only overcome addiction but to lead a more meaningful and fulfilling life.

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	<b>Goals</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Measurable target</b>
1	To review reconciliation plan 2013 and continue existing Aboriginal advisory/consulting group	GRSI staff	October 2022	Recommendation of revised reconciliation plan by Aboriginal advisory group.
2	To establish and strengthen mutually beneficial relationships with Aboriginal and Torres strait islander services/ stakeholders	GRSI staff	October 2022	Sharing RAP ideas with other local agencies to improve RAP Action's, deliverables, and targets
3	To work towards the standard on culturally secure practice and through Reconciliation Australia RAP framework to gain accreditation	BOM and staff	ongoing	Maintain the standard on culturally secured practice and AOD human services accreditation  Maintaining a "STRETCH" RAP through Reconciliation Australia
4	To provide a 15 week culturally appropriate program/activities	Staff	Ongoing	To incorporate strong mind strong spirit, gender group and MHC guidelines on treatment service
5	To implement culturally secure Aboriginal and Torres Strait Islander Recruitment and retention guide to inform best practice	Staff	Ongoing	HR reflective of the guidelines having specific indigenous position role statement
6	To work alongside local services that work with marginalised Aboriginal people in order to increase the likelihood that the Aboriginal communities' access to service.	Staff	Ongoing	Partnership and MOU

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7	To develop a more culturally appropriate working environment by increasing the understanding, value, and recognition of Aboriginal and Torres strait islander cultures, histories, knowledge, and rights through ongoing cultural learning i.e., Cultural awareness training	BOM and Staff	Ongoing	Aboriginal artwork is displayed in counselling offices and at the reception area  GRSI staff completion of cultural awareness training
8	To acknowledge client input and feedback regarding respect to culture and belief	Staff	ongoing	GRSI feedback form reflected questions regarding respect for feelings, culture, and beliefs. (Refer to GRSI client survey form)
9	Demonstrate respect to Aboriginal and Torres strait islander peoples by observing cultural protocols.	Staff	Ongoing	Develop an understanding of local indigenous people's cultural protocols through ongoing listening and learning from established Indigenous organisations, cultural awareness training and participation in national and local Aboriginal days of celebration such as NAIDOC week, Reconciliation week and local events.