

DPV Health

# Innovate Reconciliation Action Plan 2022-24







## Acknowledgement of Country



*DPV Health acknowledges the Traditional Custodians of the lands on which our services and sites are located. We pay our respects to Elders past, present and extend our deepest regards to all Aboriginal and Torres Strait Islander peoples. We acknowledge the trauma of the Stolen Generations and the impacts of colonisation on Aboriginal and Torres Strait Islander peoples. We also recognise the resilience, strength, and pride of the Aboriginal and Torres Strait Islander communities.*

*We also acknowledge the experience, expertise and capability of our Aboriginal and Torres Strait Islander employees who are currently working, or have previously worked, at DPV Health.*

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# Endorsement from Reconciliation Australia

## A Message from the CEO of Reconciliation Australia

Reconciliation Australia commends DPV Health on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for DPV Health to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, DPV Health will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. DPV Health is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals DPV Health's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations DPV Health on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia

# Board Chair and CEO's Message

We are delighted to present DPV Health's first Reconciliation Action Plan (RAP).

On behalf of our Board, Executive and nearly 800 employees & volunteers, we pay our deep respect to the Traditional Custodians of the lands from which DPV Health operates, and to their Elders past and present, and respectfully acknowledge the rich Aboriginal cultural heritage of this land. We commit ourselves to working with our First Nations Peoples to secure a future with equal opportunities for all.

Reconciliation is about acknowledging past traumas while strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians. DPV Health recognises our organisation has a significant role to play in the achievement of Reconciliation. Accordingly, DPV Health will seek to ensure we are a trusted, inclusive, and culturally responsive organisation. We will walk together with to First Nations People supporting and enabling them in their decisions and taking action to meet their health and wellbeing needs and goals.

Our Innovate RAP details DPV Health's commitment to helping reduce the gap in inequality and access to health service for Aboriginal and Torres Strait Islander people. It is an important milestone in our organisation's reconciliation journey.

DPV Health is a leading community health organisation in Melbourne's growing North. Emerging from the amalgamation between Dianella and Plenty Valley Community Health in 2018, DPV Health and its predecessor organisations have been working with and for our community for nearly 40 years. Our RAP will build on the positive outcomes and relationships that have been achieved. It is intended to signify DPV Health's strong commitment to reconciliation whilst providing a framework to coordinate our activities, resources, and partnerships to ensure our objectives for reconciliation are achieved.

We will monitor performance against RAP actions through our annual plan process and look forward to providing quarterly updates to our community,

people and the First Nations Elders consulted in the development of this plan.

Finally, we would like to acknowledge the commitment, experience and expertise of our Reconciliation Steering Committee which has been integral in the creation of our first RAP, demonstrating what can be achieved when people come together as equal partners.



A handwritten signature in black ink.

**Ms Margaret Douglas**  
Board Chair



A handwritten signature in black ink.

**Don Tidbury**  
Chief Executive Officer

# Responsibility Legend

CEO	Chief Executive Officer
GM MH, FV & C	General Manager Mental Health, Family Violence & Community
EM CE CE	Executive Manager Client Experience & Community Engagement
CPCO	Chief People & Culture Officer
CIO	Chief Information Officer
CFO HP	Chief Financial Officer, Head of Property

# Language Use and Terminology

Acknowledgement	An Acknowledgement of Country is a statement that shows awareness of and respect for the Traditional Custodians of the land you are on and their long and continuing relationship with the land. Unlike a Welcome to Country, it can be delivered by anyone – First Nations people or non-Indigenous people
Cultural Safety	“An environment that is safe for people: where there is no assault, challenge or denial of their identity, of who they are and what they need. It is about shared respect, shared meaning, shared knowledge and experience, of learning, living, and working together with dignity and truly listening”. (Williams, 2008, p. 213-2014)
NAIDOC Week	Held across Australia in the first week of July each year (Sunday to Sunday), to celebrate and recognise the histories, cultures, and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC Week is an opportunity for all Australians to learn about First Nations cultures and histories and participate in celebrations of the oldest, continuous living cultures on earth.
First Peoples	First Peoples is a term broadly used to describe the First Nations Peoples across the globe.
Reconciliation	Reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.



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National Reconciliation Week	National Reconciliation Week (NRW) is a time for all Australians to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia.
Self Determination	Self-determination is an important concept that refers to each person's ability to make choices and manage their own life.
Stolen Generations	Between 1910 and the 1970s*, many First Nations children were forcibly removed from their families as a result of various government policies. The generations of children removed under these policies became known as the Stolen Generations. The policies of child removal left a legacy of trauma and loss that continues to affect First Nations communities, families, and individuals today.
Welcome to Country	Welcome to Country is a ceremony performed by an Elder or Traditional Custodian to welcome visitors to their traditional land. It can only be done by Traditional Custodians of the land that you are on. If no Traditional Custodian is available, an Aboriginal person from a different nation, or a non-Indigenous person, may do an Acknowledgement of Country instead. A Welcome to Country normally takes place at the beginning of an event. The ceremony can take many forms, including singing, dancing, smoking ceremonies, or a speech, depending on the particular culture of the Traditional Custodians.

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# About the Artist

## ▶ Artist Statement

My name is Kahli Luttrell, I am a Yorta Yorta, woman, I have lived in Melbourne my whole life, I work in bright vibrant colours in most of my designs, all my work has a story behind it, with meaning.

My art is a reflection of who I am as an Aboriginal person, many of my pieces of artwork strive to draw attention to the importance of our connection to nature, and the respect shown towards it., for me as Aboriginal artist, I draw on inspiration, from my surrounding, nature, family. There is a piece of myself in each of my artworks, and reflection of my culture and mob in each unique piece of artwork I create.

The importance of our connection as Aboriginal and Torres Strait Islander people to everything in nature, showing respect towards it, the connection we have and sense of belonging to the land, the health of the land and water is central to our culture, each person belongs to a piece of land, knowledge and responsibility to care for the land, through the connection to the land our people have deep sense of identity, purpose and belonging. The colours I use in my artworks, represent our land, and waterways, and how they connect as one, the line work symbolises continues growth, and pathways, and the many land we come from, I work in bright vibrant colours and acknowledges the beautiful land in which we live on.

## ▶ Story behind DPV Health Artwork

The story behind the piece of artwork, is creating opportunities for Aboriginal and Torres Strait Islander people, creating change, strong new pathways, I have incorporated the DPV health colours with black and white, the yellow used throughout the artwork is the ribbon for reconciliation, and strengthening the pathways for future growth, the yellow symbolises growth, opportunities, that will be created for our people. There are three people in the artwork that each have an important role in this commitment to change and reconciliation. Each person holds significant importance to making change the three people symbolise:

1. DPV Health
2. Aboriginal and Torres Strait Islander people/community
3. the third person symbolises new opportunity and growth

The line work represents the pathways that will be created for Aboriginal and Torres strait Islander people, the dots represent the people involved in this change, and the people who are a part of this journey, the importance of this growth to Aboriginal and Torres strait Islander people.





# Our Vision for Reconciliation

Our vision for reconciliation is for a unified nation where all peoples are valued and embraced as equal citizens with a leading voice in shaping Australia's future. All peoples will have access to culturally safe services that have a deep respect for First Nations' histories, cultures and knowledge who understand the impacts of the wrongs of the past and work together to achieve equitable health and wellbeing outcomes.

## Our Purpose

We will engage with the voices and experiences of Aboriginal and Torres Strait Islander people and Aboriginal and Torres Strait Islander communities to plan, deliver, and experience excellent care for every person, every time to have the best health and wellbeing outcomes.

## Our Business

DPV Health is one of Victoria's largest & most comprehensive Not-For-Profit community health, primary care & disability organisations. With 19 sites and 724 employees DPV Health supports a catchment of over 500,000 people across Melbourne's northern growth corridor. The organisation provides an extensive range of COVID response, medical, dental, allied health, nursing, paediatric, youth, disability, mental health, family violence, homelessness, and other programs to support vulnerable people.

DPV Health primarily operates across Melbourne's northern suburbs, located on the traditional lands of the Wurundjeri Woi Wurrung people. It delivers services across five local Government areas (LGAs): Hume, Whittlesea Mitchell, Melton, and Banyule, with the primary catchments being Hume & Whittlesea.

### Aboriginal and Torres Strait Islander communities

DPV Health recognises that we engage with many Aboriginal and Torres Strait Islander communities across the five LGAs. Based on the 2016 Census data, First Nations populations across the five LGAs have been identified as

Local Government Area	Population	Percentage
Hume	1,463	0.7%
Whittlesea	1,635	0.8%
Mitchell	654	1.6%
Banyule	706	0.6%
Melton	1,288	1.0%
Total	5,746	

DPV Health currently employs 724 people in a full-time, part-time, or casual capacity, as of 30 June 2021 of which 11 identify as Aboriginal and/or Torres Strait Islander people.

We actively encourage those who identify as Aboriginal and/or Torres Strait Islander people to apply for positions, and this RAP includes new workforce development strategies to increase opportunities and support for Aboriginal and Torres Strait Islander peoples within DPV Health and across our catchments.

### Aboriginal and Torres Strait Islander health & wellbeing

DPV Health is committed to closing the health equality gap for Aboriginal & Torres Strait Islander peoples. We provide a range of dedicated consultative services with qualified professionals, to support their specific needs and requirements. Services include:

- ▶ Women's Health
- ▶ Child, Family and Paediatric Services
- ▶ Planned Activity Groups
- ▶ Podiatry
- ▶ Diabetes
- ▶ Nutrition
- ▶ Physiotherapy
- ▶ Disability
- ▶ Housing Support
- ▶ Financial Counselling

There is also range of Priority Access Clinics available for the Aboriginal & Torres Strait Islander peoples, including:

- ▶ Dental:
- ▶ Nephrology/Renal
- ▶ Endocrinology
- ▶ Respiratory
- ▶ Mental health
- ▶ Optometry
- ▶ Audiology

## Our RAP

DPV Health recognises the organisation has a key role to play in the achievement of Reconciliation. Our Reconciliation Action Plan, or RAP, details how DPV Health is committed to help reduce the gap in inequality and access to health services between Aboriginal and Torres Strait Islander and non-Indigenous people.

The plan follows Reconciliation Australia's well-established themes of relationships, respect, and opportunities, which aligns with our own organisational values of inclusion, integrity, innovation, excellence & collaboration.

Developed by our people and through engagement with outer Northern Melbourne's Aboriginal and Torres Strait Islander communities, actions include training, cultural awareness, local engagement, a focus on the cultural safety of First Nations children, youth and their families and better policies to recruit and support Aboriginal and Torres Strait Islander employees.

## Our RAP Working Group

The development of the RAP has involved a collaborative process with input from across our organisation. In 2020 DPV Health established the RAP Working Group to guide the development and implementation of the RAP. The RAP working group is led by our RAP Champion, our General Manager of Mental Health, Family Violence and Community.

The RAP Working Group is comprised of 16 people including DPV Health Aboriginal and non-Aboriginal employees. It is chaired by DPV Health's CEO, Mr Don Tidbury and consists of the following staff:

- ▶ Ms Melissa Brickell – Aboriginal Access Worker
- ▶ Ms Karen Milward - Consultant
- ▶ Ms Billie-Jean Williams – Executive Assistant
- ▶ Ms Lennie Kozaris – Client Services Manager
- ▶ Ms Kate Thomas – Inclusion Coordinator
- ▶ Ms Lorie Ciorra – Intake Team Leader
- ▶ Ms Carmel Aliano – Practice Manager Dental
- ▶ Ms Katie Burns – Senior Business Partner People and Culture
- ▶ Mr Sean Kachrimanis – Business Partner People and Culture
- ▶ Ms Neela Konara – Manager Population Health and Community Engagement
- ▶ Ms Kim Manderson – Program Manager Children, Youth and Occupational Therapy
- ▶ Ms Demi Dunston – Manager Community Development and Outreach
- ▶ Ms Debbie Mitchell - General Manager Children, Youth and Disability
- ▶ Mr Rick Jackson – Executive Manager Client Experience & Community Engagement
- ▶ Ms Deb Carrin – General Manager Mental Health, Family Violence and Community

There are 5 Aboriginal and/or Torres Strait Islander members in the Working Group.





## Case Study

As part of DPV Health's commitment to our First Nations People we operate a program called "Elders Motivated and Deadly Social Support Group Elders". This is a planned activity group (PAG) for Aboriginal and Torres Strait Islander Elders, supported by the Positive Ageing Team at the City of Whittlesea. It is for elders who live in or are visiting the City of Whittlesea. This group assists Elders to remain active and involved in their community. Activities include:

- ▶ centre-based activities
- ▶ social outings
- ▶ lunch
- ▶ transport

The name Elders Motivated and Deadly or EMAD was a name given to the group by the members of the group. <https://www.whittlesea.vic.gov.au/community-support/seniors-and-aged/services-for-people-aged-50plus/services-we-deliver/support-for-you-to-live-independently-in-your-home/social-support-groups/>

This is an Aboriginal Health Podiatry Clinic, established, and coordinated by Melissa Brickell, Aboriginal Access Worker DPV Health. Running for over 5 years, the clinic has been a great success as the Elders love both the catch up and the program. Melissa starts each clinic with an Acknowledgement of Country, a cuppa, and a yarn whilst the podiatry services are provided by Suzanne Lawson. Suzanne has built great relationships with the Elders. They find her to be very gentle and caring in her practice, which has their feet stepping out in deadly style.

The program's success is attributed to effective co-planning by DPV Health and the City of Whittlesea Elders program through a focus on the self-determination of expressed needs by the Elders. Whilst the program has enabled ongoing improvements to the participant's improved foot care, it has also enhanced the Elder's access to additional health & well-being programs offered by DPV Health including Women's Health, Community Nursing, Physiotherapy, Dietetics, and other services available to assist the Elders, and the Aboriginal and Torres Strait Islander community.

This has led to an increased uptake of services by the Elders. The Aboriginal Health Podiatry Clinic highlights how co-design of services for the Aboriginal and Torres Strait Islander communities in which the Elders self-determine the content, ultimately enables them to be better informed about their health, whilst experiencing a greater sense of cultural safety and comfortability in receiving these much-needed services at DPV Health.



Burndap Ballit Liang The Journey so far

DPV Health and its former entities has been committed to supporting First Nations health needs for decades; through prioritising access to programs and services aimed to meet the Aboriginal and Torres Strait Islander health needs and to assist Closing the Health Gap. Improving the health of Aboriginal and Torres Strait Islander Communities requires DPV Health to commit to continuous improvement. DPV Health is well progressed on its journey to a culturally competent organisation that understands Reconciliation is a process and ongoing commitment.

Cultural safety is experienced by Aboriginal and Torres Strait Islander peoples, when individual cultural ways of being, preferences and strengths are identified and included in policies, processes, planning, delivery, monitoring and evaluation.

Aboriginal and Torres Strait Islander people experience cultural safety when they can access and self-determine appropriate health care to meet their needs: Services are culturally appropriate, effective, efficient, of good quality; and people are able to challenge personal or institutional racism when they experience it; and trust is established through the services provided.

Cultural safety is about being open-minded and flexible in attitudes towards others. The cultural safety process is lifelong, and the community determines if the service is culturally safe or not.

Culturally safe, accessible, person-oriented, and informed care requires, culturally responsiveness and strength-based practices across the organisation.



DPV Health has engaged with Aboriginal and Torres Strait Islander people in meaningful dialogue and partnerships, examples include:

- Smiles for Miles Bubup Wilam in Thomastown. Bubup Wilam provides Aboriginal children, families, and the community with access to a range of health and wellbeing services and programs centring around the child through attending our long day and kindergarten programs. This is then extended to their school aged siblings and the family.
- Elders Motivated and Deadly - City of Whittlesea Aboriginal and Torres Strait Islander Elders - self-determination planning and evaluation in health care
- Northern Health Aboriginal Advisory Committee – DPV Health is a member of this committee which is auspiced by Northern Health. The committee has oversight of activities which support reconciliation and better health and wellbeing outcomes for First Nations Peoples. It meets four times a year with attendance by senior management and at least 15 Aboriginal and Torres Strait
- Sorry Day, Reconciliation Week and NAIDOC Week are permanent endorsed events in DPV Health's annual events calendar including education sessions, onsite events, and social media.

- Aboriginal and Torres Strait Islander community speakers and guests - participation in events; Harmony Day, Annual General Meetings, launches, Elders Making a Difference Aboriginal Health Podiatry
- Other projects have been delivered in partnership with other local services: Feeding the Mob project, Early Childhood Program, Department of Health Aboriginal and Torres Strait Islander Women's Health project, Aboriginal and Torres Strait Islander Nutrition Program, Aboriginal and Torres Strait Islander Cultural Audit Tool, Aboriginal and Torres Strait Islander dental promotions, Aboriginal and Torres Strait Islander Dental Breakfast Club, Early Years Child Support Program, Health promotion through Wulumperi, Developed Aboriginal and Torres Strait Islander Dental Toothbrush, and Early Years Dental Visit Book
- DPV Health has supported a strong, resilient, confident, competent, culturally safe, and responsive workforce through:
  - Cultural Inclusion, Awareness and Safety Training Programs designed specifically for employees, volunteers, executive, regular 1-1 and mandatory online training
  - Supporting Aboriginal Access Worker education and health training
  - Increasing Aboriginal Access Worker hours of employment
- Including Welcome to Country and Acknowledgement of Country in:
  - Policy and Procedures
  - Annual General Meetings and other important events
- DPV Publications that serve to inform our community about services such as Excellent Care Booklet, reports that document our performance – e.g. DPV Health Quality of Care and Annual report, health promotion materials distributed to our community and internal templates and training materials
- DPV Health's Aboriginal Access Worker has supported Aboriginal and Torres Strait Islander Peoples to access and use DPV Health's Allied Health, Chronic Care, Dental, Population Health, Housing, Podiatry and Physiotherapy Services
- Celebrating Aboriginal and Torres Strait Islander national dates of significance annually - information, articles, posters, resources, film, and display - Sorry Day, Harmony Day, Reconciliation Week, NAIDOC Week, Close the Gap Day, Apology Day, Aboriginal and Islander Children's Day and other events.

DPV Health has aimed to deliver culturally safe and responsive care to Aboriginal and Torres Strait Islander individuals, families, and communities through:

- Providing a culturally safe health service environment - Provision of Acknowledgement of Country plaques, Aboriginal Services Brochure, Aboriginal Posters, and Aboriginal paintings.
- The review and relaunch of a Cultural Audit Tool that measures staff understanding and use of different cultures in our community.
- Aboriginal and Torres Strait Islander Optometry - bi-monthly eye health care and glasses screening - in partnership Victorian College of Optometry.
- Elders Motivated and Deadly - Bi-monthly program, with group health information and promotion sessions, and individual Podiatry Clinic – in partnership with the City of Whittlesea Social Support Group program.
- Aboriginal and Torres Strait Islander Chronic Care Clinics - fortnightly priority specialist clinics.

- Aboriginal and Torres Strait Island Dental Clinic - fortnightly priority care.
- Annual reporting of Aboriginal and Torres Strait Islander Health Program - services, statistics, and successes.
- Aboriginal and Torres Strait Islander Early Childhood Dental Care booklet – developed with Aboriginal and Torres Strait Islander representatives with feedback received from clients that this is a culturally appropriate publication.
- Culturally appropriate advertising for Aboriginal and/or Torres Strait Islander people.
- Aboriginal and Torres Strait Islander Women's Health Project - in partnership with Cancer Council Victoria and the Victorian Aboriginal Health Service aims to promote bowel and breast screening along with well women's checks.
- Distribution of Aboriginal and Torres Strait Islander culturally appropriate health brochures and information.

DPV Health has aimed to ensure cultural safety and Aboriginal and Torres Strait Islander Health perspectives are embedded in all training and education programs:

- Employee training on Aboriginal and Torres Strait Islander cultural awareness, cultural safety, cultural responsiveness -online and in-person.
- Aboriginal and Torres Strait Islander self-determined and led Aboriginal and Torres Strait Islander Cultural training - supported and resourced.
- Employment of a designated Aboriginal Worker for Aboriginal and Torres Strait Islander Health Program - 20 years engagement and perspectives in health service delivery – including client access, referral and support, service delivery, policy, program, practice, advice, and training.



## Our Commitment

DPV Health will embed its commitment to reconciliation through ensuring RAP actions are implemented in a successful and timely manner via the organisation's annual performance monitoring system. All activities will be resourced via the annual budget process and DPV Health's Board, people and community will receive quarterly updates on progress against RAP actions.

Once the RAP is approved, the RAP Working Group will continue to meet quarterly to ensure actions and engagement activities are prioritised and completed on time. Achievement of RAP actions will be included in the Executive's Key Performance Indicator suite.

Community engagement and consultation with the Aboriginal and Torres Strait Islander Communities is fundamental to the creation and delivery of this plan. We will work closely with local Elders and other important Aboriginal and Torres Strait Islander stakeholders across the regions we serve to seek their ideas, input, and participation. Once the plan is approved, we will regularly update the Aboriginal and Torres Strait Islander communities on progress achieved.



## Policy Context

The RAP supports DPV Health to deliver on its vision “A healthier and connected community, with excellent care for everyone”. Our new strategic direction flows from our mission, vision, values, and strategic pillars:

► Strategic Plan 2022 – 2027

- Pillar 1 – Clients, Families & Community
- Pillar 2 – People, Capability & Culture
- Pillar 3 – Excellence, Systems & Infrastructure
- Pillar 4 – Growth, Sustainability & Partnerships

► Vision: ***“A healthier and connected community, with excellent care for all”***

- ▶ Purpose: *“Our purpose is to support you to live a happy and healthy life through the provision of inclusive, locally based health and wellbeing services.”*

The following strategies and policies have objectives that support the delivery of the DPV Health Reconciliation Action Plan (2022 – 2024):

- ▶ Inclusion Strategy: Guides organisational inclusive practice for five priority communities including the Aboriginal & Torres Strait Islander community
- ▶ Excellent Care Framework: Describes how we achieve our goal of planning, delivering, and experiencing excellent care for every person, every time.
- ▶ DPV Health Strategic Plan 2018 – 2022
- ▶ DPV Health Clinical & Community Services Plan 2022 – 2037
- ▶ DPV Health Annual Plan
- ▶ Community Engagement Framework
- ▶ Health literacy Policy
- ▶ Welcome to and Acknowledgement of Country Policy
- ▶ Welcome to and Acknowledgement of Country Procedure

The following provides a broader policy context to implementing DPV Health’s RAP and organisational plans and policies:

- ▶ The Charter of Human Rights and Responsibilities Act 2006
- ▶ Advancing the Treaty Process with Aboriginal Victorians Act
- ▶ Victorian Aboriginal Affairs Framework 2018-2023
- ▶ Victorian Local Aboriginal Networks Five Year Plan 2016/2020
- ▶ Changing the picture: A national resource to support the prevention of violence against Aboriginal and Torres Strait Islander women and their children. Our Watch 2018.
- ▶ United Nations; Declaration on the Rights of Indigenous People
- ▶ Korin Korin Balit-Djak Aboriginal Health, Wellbeing and Safety Plan Dhelk Dja: Safe Our Way: Strong Culture, Strong Peoples, Strong Families is the new Aboriginal 10-year family violence agreement for 2018-2028.
- ▶ Balit Murrup Aboriginal social and emotional wellbeing framework 2017-2027.
- ▶ Marrung 10-Year Education Plan (2016-2026)
- ▶ Kareeta Yirramboi: Victorian Government Aboriginal Employment Strategy
- ▶ Victorian Child Safe Standards (2022)



Family participating in Burndap Ballit Liang

## Case Study

### “Burndap Ballit Liang - My visit to the dentist”

DPV Health’s Health Promotion and Aboriginal Access Teams work closely together on programs to support dental clinical attendance and better oral health outcomes for First Nations peoples. Representatives from both teams attended the Smiles for Miles\* partnership and stakeholder meetings together. Lots of enthusiastic chatter later, it was agreed that an Aboriginal version, specifically designed for the First Nations People of the Smiles for Miles book: “My first visit to the dentist”, would be effective in supporting young Aboriginal oral health.

The book’s content was adapted to be culturally appropriate’ by DPV Health’s Aboriginal Access Worker. The Access Worker is also a local Aboriginal community artist and provided the lovely artwork of Australian plants and animals. A key feature of the artwork was to ensure all the animals painted showed their teeth. It was the artists’ humorous vision that young children would seek to see the strong teeth the animals had while discovering the next aspect of their dental visit. The book – Burndap Balit Liang – means good strong teeth in Woi Wurrung Aboriginal language of the Wurundjeri people. The book describes a young child’s visit to the dentist and includes details of how to make a dental appointment at DPV Health, and what happens when they attend the appointment. We were fortunate to engage a local Aboriginal family for the specific photographs in the book.

The book “Burndap Balit Liang Smiles 4 Miles” was formally launched on World Oral Health Day in 2018 by the DPV Health’s CEO, with a Welcome to Country by local Aboriginal Wurundjeri Elder Ian Hunter. Attendees had the pleasure of entertainment by local Aboriginal musician Troy Kuhl, Yorta Yorta-Wiradjeri, who played the Didgeridoo. The event was well attended by DHSV, playgroups such as VACCA, Hume and Whittlesea councils, and Maternal Child Health Nurses and various other representatives from the local community.

A successful collaboration was established between Aboriginal Maternal Health Nurses from Hume and Whittlesea with whom copies of *Burndap Balit Liang* were shared. They commented positively on the book and use it at 2-year-old “Ages and Stages” visits to introduce oral health and to encourage dental appointments for Aboriginal, and other children.

DPV Health also produced an A1 version book; read to over 75 participants at Universal Children’s Day events in 2020. In 2021, Hume libraries held an online live reading of *Burndap Balit Liang* receiving over 2,000 views. This book is a proven valuable resource, which is also distributed to young Aboriginal dental health clients attending appointments. <https://www.dpvhealth.org.au/app/uploads/2020/03/DPVH-my-first-dental-visit-v3B-web.pdf>

\*Smiles 4 Miles is an oral health promotion program for early year’s settings. It provides centres with a user-friendly framework for educators to promote good oral health for all children, families, and employees.







# Relationships

# Relationships

DPV Health seeks to build relationships of trust and understanding that positively affect individual and population health outcomes to close the gap in life expectancy, education, holistic health, and wellbeing between Aboriginal and non-Aboriginal Australians.

Meaningful and genuine relationships between DPV Health and Aboriginal and Torres Strait Islander peoples are essential to our vision for reconciliation. We acknowledge the deep connection to Country and culture, whilst recognising the inherent health and wellbeing values and rights through our shared history.

The development of effective partnerships between DPV Health and Aboriginal and Torres Strait Islander peoples, communities and organisations is essential to our vision for reconciliation.

Action	Deliverable	Responsibility	Timeline
<b>1</b> Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Executive Manager Client Experience & Community Engagement	SEPTEMBER 2022
	1.2 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations	Executive Manager Client Experience & Community Engagement	SEPTEMBER 2022
	1.3 Invite key people from local Aboriginal and Torres Strait Islander Communities to be on the RAP Advisory Committee.	Executive Manager Client Experience & Community Engagement	SEPTEMBER 2022
	1.4 We will work with Aboriginal and Torres Strait Islander communities to understand and support First Nations self-determination and community led action (including Aboriginal and Torres Strait Islander values, health standards, policies, and current health practices).	General Manager Mental Health, Family Violence & Community	JUNE 2023
	1.5 Improve and strengthen current networks and pathways with Aboriginal and Torres Strait Islander organisations and services, local Aboriginal networks, and Aboriginal Health Workers' networks to ensure continued inclusive and sustained partnerships'	General Manager Mental Health, Family Violence & Community	JUNE 2023

Action	Deliverable	Responsibility	Timeline
<b>2</b> Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources and reconciliation materials to our employees.	General Manager Mental Health, Family Violence & Community	MAY 2023, 2024
	2.2 RAP Working Group members to participate in an external NRW event.	General Manager Mental Health, Family Violence & Community	MAY/JUNE 2023, 2024
	2.3 Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	General Manager Mental Health, Family Violence & Community	MAY/JUNE 2023, 2024
	2.4 Register all our NRW events on Reconciliation Australia's <a href="#">NRW website</a>	General Manager Mental Health, Family Violence & Community	MAY 2023 & MAY 2024
<b>3</b> Promote reconciliation through our sphere of influence.	3.1 Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	General Manager Mental Health, Family Violence & Community	JUNE 2023
	3.2 Communicate DPV Health's commitment to reconciliation publicly.	CEO	DECEMBER 2022
	3.3 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	General Manager Mental Health, Family Violence & Community	JUNE 2023
	3.4 Collaborate with RAP endorsed and other like-minded organisations to develop ways to advance reconciliation.	General Manager Mental Health, Family Violence & Community	JUNE 2023
	3.5 Pursue opportunities to embed RAP vision and aspirations in corporate or strategic documents including the Corporate Plan.	General Manager Mental Health, Family Violence & Community	JUNE 2023
	3.6 Pursue opportunities to embed RAP vision and aspirations in DPV Health's policies.	General Manager Mental Health, Family Violence & Community	JUNE 2023

Action	Deliverable	Responsibility	Timeline
<b>4</b> Promote positive race relations through anti-discrimination strategies.	4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Chief People & Culture Officer	DECEMBER 2022
	4.2 Develop, implement, and communicate an anti-discrimination policy for our organisation.	Chief People & Culture Officer	DECEMBER 2022
	4.3 Engage with Aboriginal and Torres Strait Islander employees and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Chief People & Culture Officer	OCTOBER 2022
	4.4 Educate all DPV Health people on the effects of racism and the nature of institutional racism.	Chief People & Culture Officer	DECEMBER 2022



# Respect



# Respect

DPV Health respect Aboriginal and Torres Strait Islander human rights, peoples, and cultures. We acknowledge the impact that past government policies, laws, and practices have on Aboriginal and Torres Strait Islander peoples and communities today. We aim to provide a culturally safe environment for Aboriginal and Torres Strait Islander peoples by creating a culture of respect through listening and learning that supports reconciliation.

Our reconciliation journey will be strengthened through proactive ways of working that demonstrate respect for Aboriginal and Torres Strait Islander peoples' and communities' protocols.

DPV Health will focus on achieving equality and equity in health for individuals and groups.

*"We will be compassionate, celebrate and embrace diversity".*

As a provider of services to children and youth, DPV Health recognises the importance of encouraging a child's ability to express their culture and enjoy their cultural rights, understanding the strengths of Aboriginal and Torres Strait Islander cultures and its importance to the wellbeing and safety of Aboriginal and Torres Strait Islander children and young people.

Action	Deliverable	Responsibility	Timeline
<b>5</b>  Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	5.1 Conduct a review of cultural learning needs within our organisation.	Chief People & Culture Officer	JUNE 2023
	5.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	Chief People & Culture Officer	JUNE 2023
	5.3 Develop, implement, and communicate a cultural learning strategy for our employees.	Chief People & Culture Officer	DECEMBER 2023
	5.4 Provide opportunities for RAP Working Group members and other key leadership employees to participate in formal and structured cultural learning.	Chief People & Culture Officer	SEPTEMBER 2022
	5.5 Mandate that DPV Health employees must participate in the online DPV Health Aboriginal and Torres Strait Islander Training Course as part of the Inclusion Training Program.	Chief People & Culture Officer	SEPTEMBER 2022
	5.6 Review and update Aboriginal and Torres Strait Islander Cultural training with Aboriginal and Torres Strait Islander community representatives and ensure training is led by First Nations Peoples	Executive Manager Client Experience & Community Engagement	SEPTEMBER 2022

Action	Deliverable	Responsibility	Timeline
<b>6</b> Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Increase employee's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	General Manager Mental Health, Family Violence & Community	DECEMBER 2023
	6.2 Review existing Welcome to and Acknowledgement of Country Policy to ensure it is in line with current practice.	General Manager Mental Health, Family Violence & Community	DECEMBER 2023
	6.3 Invite a local Traditional Owner Elder or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events.	General Manager Mental Health, Family Violence & Community	JUNE 2023
	6.4 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	CEO	SEPTEMBER 2022
	6.5 Review our organisational infrastructure and materials to ensure that they include appropriate cultural protocols	Chief Financial Officer, Head of Property	SEPTEMBER 2022
	6.6 Update DPV Health's communications and style guide to include Aboriginal and Torres Strait Islander language use, terminologies, and artwork.	Executive Manager Client Experience & Community Engagement	OCTOBER 2022
<b>7</b> Build respect for Aboriginal and Torres Strait Islander peoples' cultures and histories by celebrating and commemorating other dates of cultural significance throughout the year'	7.1 Research Aboriginal and Torres Strait Islander dates of significance and include in the DPV Health's Calendar of Events and widely promote through community and social media networks with a growth in participation year upon year.	General Manager Mental Health, Family Violence & Community	DECEMBER 2022
	7.2 Host internal staff events and information sessions around these dates of significance as appropriate'	General Manager Mental Health, Family Violence & Community	JUNE 2023

Action	Deliverable	Responsibility	Timeline
<b>8</b> Build respect for Aboriginal and Torres Strait Islander people's cultures and histories by celebrating NAIDOC Week.	8.1 RAP Working Group to participate in an external NAIDOC Week event/s.	General Manager Mental Health, Family Violence & Community	FIRST WEEK OF JULY 2023, 2024
	8.2 Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week	Chief People & Culture Officer	JUNE 2023, 2024
	8.3 Promote and encourage participation in external NAIDOC events to all employees.	General Manager Mental Health, Family Violence & Community	JULY 2023, 2024
	8.4 DPV Health will actively engage with Aboriginal and Torres Strait Islander communities to celebrate and participate in internal and external NAIDOC Week activities and events.	CEO	JULY 2023, 2024
<b>9</b> Create a culturally safe and welcoming environment for First Nations Peoples	9.1 Develop a plan to implement the Cultural Safety Action Plan.	General Manager Mental Health, Family Violence & Community	JUNE 2023
	9.2 Create a safe and welcoming environment to engage with Aboriginal and Torres Strait Islander employees, clients, and communities by displaying -Aboriginal and Torres Strait Islander: Flags, Acknowledgement of Country, and Plaques.	General Manager Mental Health, Family Violence & Community	JUNE 2023
	9.3 Consult with Aboriginal and Torres Strait Islander community members about what should be considered to support dedicated spaces for Aboriginal and Torres Strait Islander clients, patients, and their families; including language naming of consulting/meeting room/s supported by Aboriginal artwork and culturally safe materials.	General Manager Mental Health, Family Violence & Community	JUNE 2024

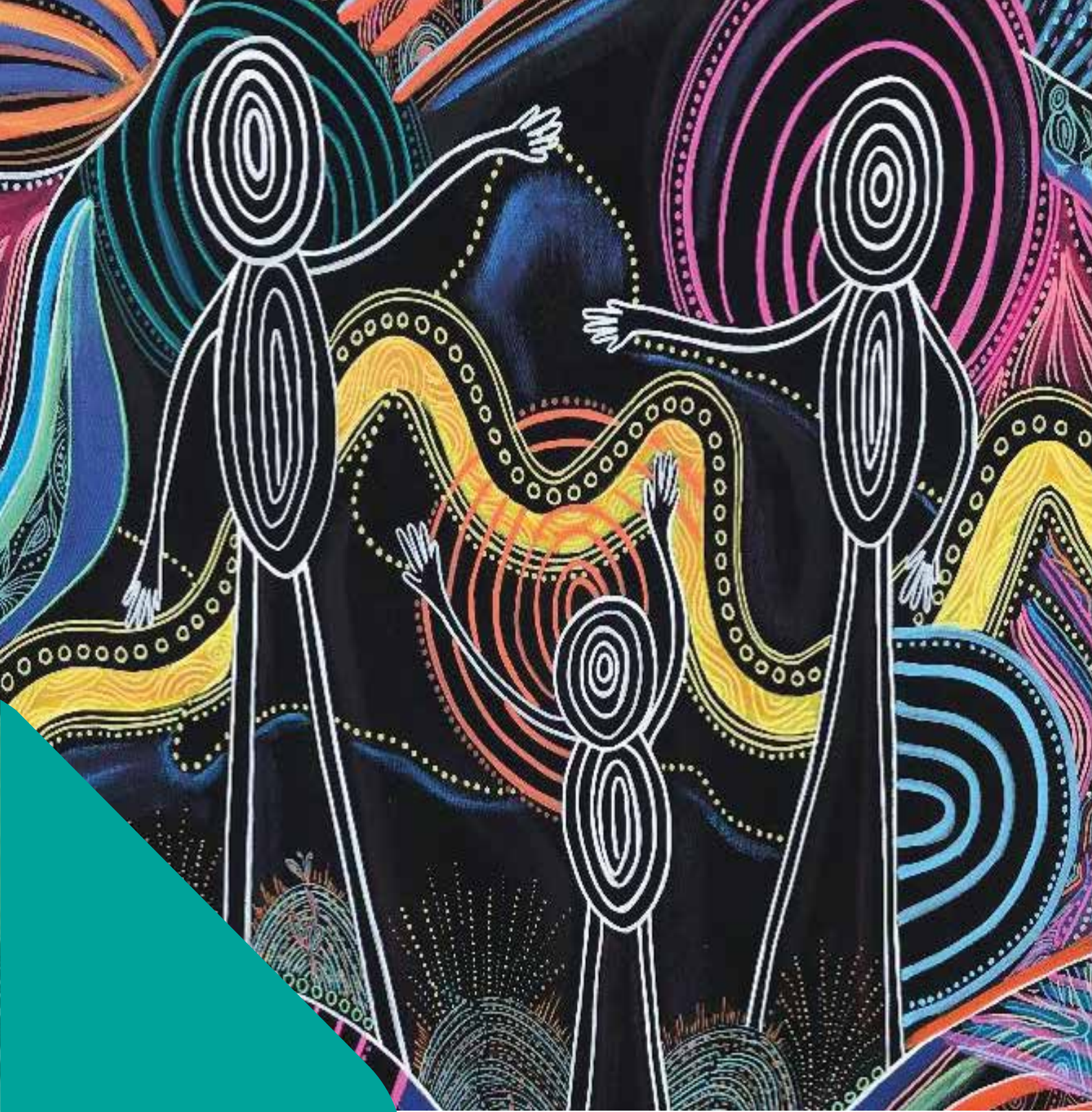


Action	Deliverable	Responsibility	Timeline
<b>10</b> Increase cultural knowledge within our organisation regarding health and wellbeing needs within First Nations communities	10.1 Work with our partners to coordinate a health forum in 2024 for Aboriginal and Torres Strait Islander clients and community members. The forum (such as a Yarning Circle) will aim to provide opportunities for deep listening and encourage greater learning from the wisdom and experience of the Aboriginal and Torres Strait Islander communities.	General Manager Mental Health, Family Violence & Community	MAY 2024
	10.2 Work with our partners to coordinate a health forum for non-Aboriginal staff and partners to learn about health and wellbeing needs of Aboriginal and Torres Strait Islander clients and community members.	General Manager Mental Health, Family Violence & Community	JULY 2024
<b>11</b> Increase staff cultural knowledge and understanding when working with First Nations clients	11.1 Engage with an Aboriginal and/or Torres Strait Islander Elder/community leader to a lunch and learn session with DPV Health to discuss culturally appropriate engagement and protocols when working with Aboriginal and Torres Strait Islander communities and clients.	Chief People & Culture Officer	MARCH 2023
	11.2 Increase staff cultural capability on appropriate engagement protocols when working with Aboriginal and Torres Strait Islander clients.	Executive Manager Client Experience & Community Engagement	JUNE 2024
	11.3 DPV Health employees are supported to participate in other Aboriginal Cultural Training Programs to build their cultural capacity and capability to work effectively with Aboriginal and Torres Strait Islander clients and community.	Chief People & Culture Officer	SEPTEMBER 2022
	11.4 Continue to update the dedicated website page/s for Aboriginal and Torres Strait Islander community engagement, access information and relevant resources.	Executive Manager Client Experience & Community Engagement	DECEMBER 2022



Reconciliation week 2021





Opportunities

# Opportunities

DPV Health recognise the knowledge, skills, and experiences of Aboriginal and Torres Strait Islander employees support us to be a more innovative, creative, and stronger organisation. We will work to improve the recruitment, retention, and professional growth of Aboriginal and Torres Strait Islander employees. We support work opportunities for Aboriginal and Torres Strait Islander volunteers and their communities. We will explore work and career pathways for Aboriginal and Torres Strait Islander employees with our partner organisations. We are committed to creating sustainable economic growth for Aboriginal and Torres Strait Islander individuals, suppliers, and businesses in our organisation.

Action	Deliverable	Responsibility	Timeline
12 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	12.1 Build understanding of current Aboriginal and Torres Strait Islander employees to inform and enable future employment and professional development opportunities.	General Manager Mental Health, Family Violence & Community	JUNE 2023
	12.2 Engage with Aboriginal and Torres Strait Islander employees to consult on our recruitment, retention, mentoring and professional development strategy.	Chief People & Culture Officer	JUNE 2023
	12.3 Identify ways to attract members of Aboriginal and Torres Strait Islander communities to apply for DPV Health employment opportunities.	General Manager Mental Health, Family Violence & Community Chief People & Culture Officer	JUNE 2023
	12.4 Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy that promotes DPV Health as an employer of choice and identifies career pathways in dental, allied health, nursing, administration, and leadership.	General Manager Mental Health, Family Violence & Community Chief People & Culture Officer	JUNE 2024
	12.5 Ensure that data collection on Aboriginal and Torres Strait Islander identification is embedded into recruitment process	General Manager Mental Health, Family Violence & Community Chief People & Culture Officer	JUNE 2024
	12.6 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Chief People & Culture Officer	JUNE 2023
	12.7 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Chief People & Culture Officer	JUNE 2024



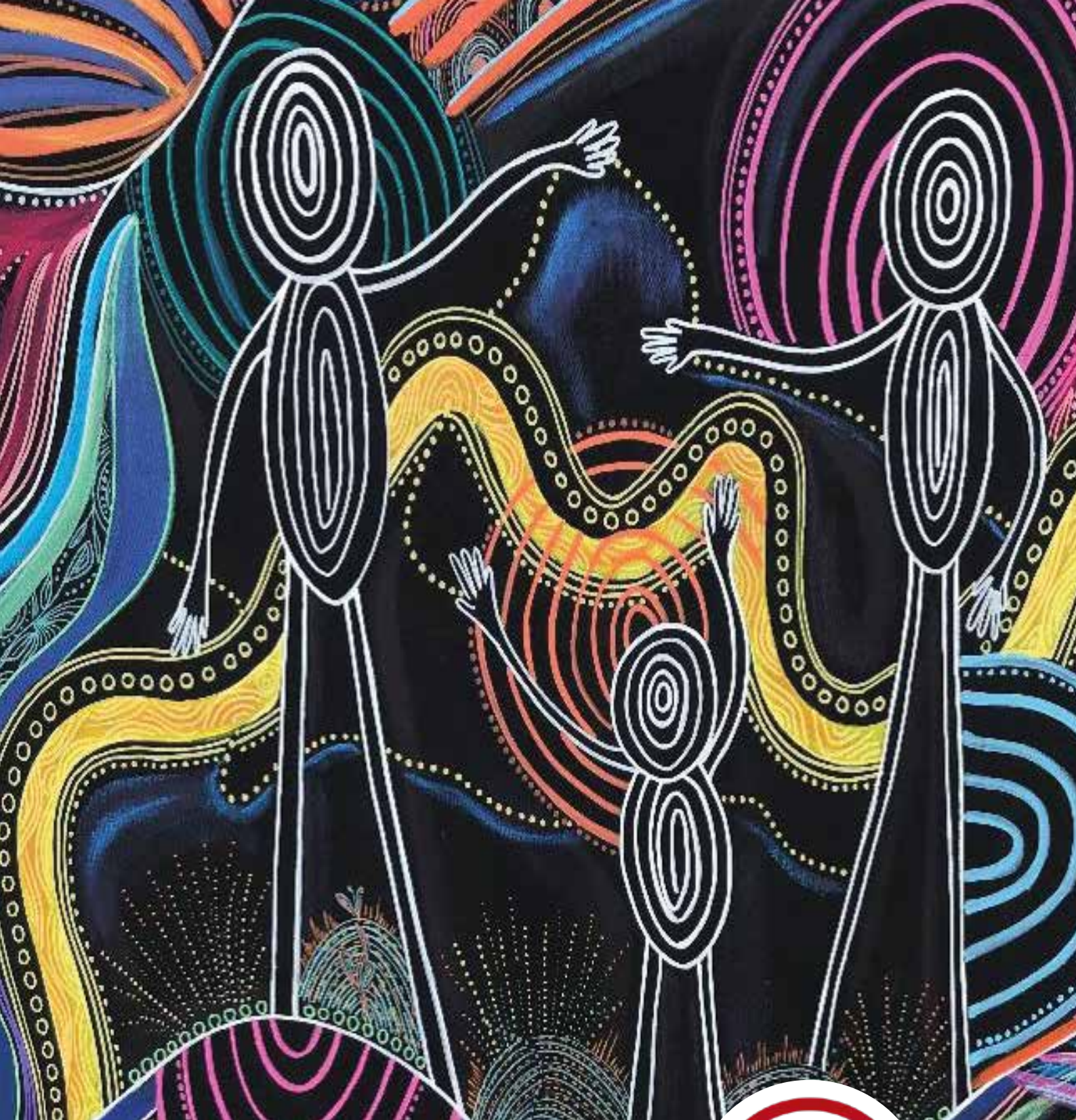
Action	Deliverable	Responsibility	Timeline
	12.7 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Chief People & Culture Officer	JUNE 2024
	12.8 Increase the percentage of Aboriginal and Torres Strait Islander employees employed in our workforce.	CEO	JULY 2024
	12.9 Recruit an Aboriginal or Torres Strait Islander person to the DPV Health Board or Committees or Advisory Groups.	Chairperson	DECEMBER 2022
<b>13</b>  Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	13.1 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Chief Financial Officer, Head of Property	FEBRUARY 2023
	13.2 Investigate Supply Nation and Kinaway Chamber of Commerce Victoria Ltd membership.	Chief Financial Officer, Head of Property	FEBRUARY 2023
	13.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses and services to employees.	Chief Financial Officer, Head of Property	FEBRUARY 2023
	13.4 Review and update procurement practices to ensure DPV Health is procuring goods and services from Aboriginal and Torres Strait Islander businesses, organisations, and external contractors.	Chief Financial Officer, Head of Property	FEBRUARY 2023
	13.5 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Chief Financial Officer, Head of Property	FEBRUARY 2023
	13.6 Develop an engagement strategy within DPV Health's procurement strategy that is inclusive of Aboriginal Community Controlled Organisations, social enterprises and Aboriginal and Torres Strait Islander businesses that ensures procurement of goods and services is in line with DPV Health's values and objectives.	Chief Financial Officer, Head of Property	FEBRUARY 2023

Action	Deliverable	Responsibility	Timeline
14 Increase the cultural appropriateness of our current services for Aboriginal and Torres Strait Islander clients and communities	14.1 Conduct regular audits of our current programs to ensure that they are culturally appropriate and responsive to First Nations communities' needs'	Chief People & Culture Officer	JUNE 2024
	14.2 Work with First Nation stakeholders to identify and implement methods to obtain feedback from Aboriginal and Torres Strait Islander clients and communities around health and wellbeing needs	Executive Manager Client Experience & Community Engagement	JUNE 2023
	14.3 Work with Aboriginal and Torres Strait Islander communities to investigate culturally appropriate support to mental health and wellbeing services and programs.	General Manager Mental Health, Family Violence & Community	JUNE 2024
	14.4 Establish an Aboriginal Mental Health Service Team to provide culturally safe and responsive services to Aboriginal and Torres Strait Islander communities.	General Manager Mental Health, Family Violence & Community	JUNE 2024
	14.5 Continue to enhance the provision of culturally safe and responsive services that properly include Aboriginal Torres Strait Islander children, young people and their families, and acknowledge that if Aboriginal Torres Strait Islander children and young people feel safe to be themselves within DPV Health, this helps to protect them from child abuse	Chief Operating Officer	JUNE 2023
	14.6 Review and ensure that the Health Literacy Strategy includes culturally appropriate language and is culturally responsive for Aboriginal and Torres Strait Islander communities. This will include a review and update of policies, procedures, and publications.	General Manager Mental Health, Family Violence & Community	JUNE 2023
	14.7 Maintain a strong partnership with the Kangan Institute's Indigenous Education Centre to improve DPV Health's staff cultural awareness in delivering services to Aboriginal and Torres Strait Islander students and their communities.	Chief People & Culture Officer	DECEMBER 2022
	14.8 Improve data collection about Aboriginal and Torres Strait Islander communities through: a. Asking the Question Training for Clinicians, Intake teams and Front-Line employees. b. Professional Development forms to voluntarily identify Aboriginal and Torres Strait Islander status.	Chief Information Officer	JUNE 2023

Action	Deliverable	Responsibility	Timeline
	14.9 Training provided to client services incorporates information about the experiences for Aboriginal and Torres Strait Islander people using our services. The, design, content and delivery of this training will be led by Aboriginal and Torres Strait Islander people.	General Manager Mental Health, Family Violence & Community	JUNE 2024
	14.10 Develop an Aboriginal and Torres Strait Islander community profile for the area that DPV Health operates in. This document will provide population, social and health indicators, and service use data.	Executive Manager Client Experience & Community Engagement	JUNE 2023
<b>15</b> Continue to work towards Closing the Gap in First Nations communities' health outcomes through our programs and services'	15.1 Ensure Aboriginal and Torres Strait Islander communities are represented in committees where First Nations health and initiatives relating to Closing the Gap in health outcomes are discussed and planned'.	General Manager Mental Health, Family Violence & Community	SEPTEMBER 2022
	15.2 Continue to work towards Closing the Gap in First Nations community's health outcomes through our core programs and services'	General Manager Mental Health, Family Violence & Community	DECEMBER 2022
	15.3 Develop a Planning, Monitoring and Evaluation framework to ensure all the actions and deliverables related to 'Closing the Gap' are in line with DPV Health's monitoring and review tools.	General Manager Mental Health, Family Violence & Community	DECEMBER 2022







Governance





# Governance

Action	Deliverable	Responsibility	Timeline
<b>16</b>  Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP	16.1 Maintain Aboriginal and Torres Strait Islander representation on the RWG.	General Manager Mental Health, Family Violence & Community	SEPTEMBER, DECEMBER 2022 MARCH, JUNE, SEPTEMBER, DECEMBER 2023 MARCH, JUNE 2024
	16.2 Establish and apply a Terms of Reference for the RWG.	General Manager Mental Health, Family Violence & Community	AUGUST 2022
	16.3 Meet at least four times per year to drive and monitor RAP implementation.	General Manager Mental Health, Family Violence & Community	SEPTEMBER, DECEMBER 2022 MARCH, JUNE, SEPTEMBER, DECEMBER 2023 MARCH, JUNE 2024
<b>17</b>  Provide appropriate support for effective implementation of RAP commitments.	17.1 Define resource needs for RAP implementation.	General Manager Mental Health, Family Violence & Community	AUGUST 2022
	17.2 Engage our senior leaders and other employees in the delivery of RAP commitments.	General Manager Mental Health, Family Violence & Community	SEPTEMBER 2022
	17.3 Define and maintain appropriate systems to track, measure and report on RAP commitments.	General Manager Mental Health, Family Violence & Community	AUGUST 2022
	17.4 Establish an Aboriginal and Torres Strait Islander Advisory Committee.	CEO	SEPTEMBER 2022

Action	Deliverable	Responsibility	Timeline
<b>18</b> Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	18.1 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	General Manager Mental Health, Family Violence & Community	JUNE 2023 JUNE 2024
	18.2 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	General Manager Mental Health, Family Violence & Community	SEPTEMBER 2022 SEPTEMBER 2023
	18.3 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire	General Manager Mental Health, Family Violence & Community	1 AUGUST 2023 1 AUGUST 2024
	18.4 Report RAP progress to all employees and senior leaders quarterly.	General Manager Mental Health, Family Violence & Community	SEPTEMBER, DECEMBER 2022 MARCH, JUNE, SEPTEMBER, DECEMBER 2023 MARCH, JUNE 2024
	18.5 Publicly report on DPV Health's RAP achievements, challenges, and learnings, annually.	CEO	JUNE 2023 JUNE 2024
	18.6 Reconciliation Australia at the conclusion of this RAP	General Manager Mental Health, Family Violence & Community	AUGUST 2024
	18.7 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	General Manager Mental Health, Family Violence & Community	APRIL 2024
<b>19</b> Continue our reconciliation journey by developing our next RAP.	19.1 Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	General Manager Mental Health, Family Violence & Community	JANUARY 2024

# Innovate Reconciliation Action Plan 2022-24

## Contact Details

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