



The Domestic Violence Action Centre
**Reflect Reconciliation
Action Plan**

MAY 2021- MAY 2022



We acknowledge the Traditional Owners of the lands and waters on which we live and work. We pay our respect to Elders, past, present and emerging.

We recognise the unique journey of Aboriginal and Torres Strait Islander Women and the contributions their voices make within our organisation and the wider community.



About the artwork and Artist



The Artwork 'The Pretty Painting'

This visually pretty painting hides the hurt, pain and suffering at the hands of Domestic Violence. It tells this story by using a collection of colours, marks, shapes, and symbols which, at first glance, it is easy to dismiss Domestic Violence happening in our families and across our communities.

You will see in the top left-hand side of this artwork; the large meeting place symbol representing the DVAC team banding together to work on ways to provide support and ways to help those in need.

The dinawaan/emu prints, represent others who work with DVAC to help and walk the journeys of those experiencing and recovering from Domestic Violence. There are other meeting place symbols of Elders sitting at the edge of safe spaces in this artwork who come together to support DVAC in their communities.

The flowers represent those who have passed away from DV, linking them to the mourning of those left behind and the blue spinning symbols show the turmoil caused around in your head. The yellow marks and shapes, show the people who are breaking the DV cycle.

Artist Biography

Susie Klein is a Jaularoi woman and is passionate about agencies offering culturally appropriate family violence services to First Nations families and communities. Susie is a member of the Board of the Domestic Violence Action Centre and our Reconciliation Action Plan Working Party. Susie is passionate about how we continue our Reconciliation Journey, build relationships across the region, and promote violence prevention.

Susie has spent many years working with families who have experienced trauma with her own company "Aim High Counselling Pty. Ltd" as well as a small business "Susie Klein Creative and Self Expressive Art," specialising in counselling, skills training, education and mediation. Susie is a professional Artist and has pioneered an Art for Relaxation therapeutic workshop that promotes healing through creative and self-expressive arts.



Our Business

The Domestic Violence Action Centre (DVAC) provides a range of services to prevent and respond to family, domestic and sexual violence.

Our vision is: *Passionate Leaders creating freedom from gender based violence.*

DVAC works with individuals and communities to eliminate, prevent and respond to domestic, family violence, and sexual violence by:

- Collaboratively providing quality support services;
- Challenging social norms and structures that enable people to use violence/enable the use of violence;
- Building awareness and capacity within the community; and
- Encouraging egalitarian relationships.

Our core values are the pillar for our work at DVAC. Our values are Community, Accountability and Resilience.

The DVAC team consists of trained Domestic Violence Specialists and Counsellors who are experienced in specialist domestic, family, and sexual violence support to individuals who are experiencing, have experienced or who are using violence in their relationships. We have a total of 64 staff including full time, part time and casual employees. In January 2021 we recruited to a newly created Aboriginal and Torres Strait Islander identified position working in partnership with Liworaji Aboriginal Corporation. Three staff on our team identify as being Aboriginal or Torres Strait Islander people.

We provide services from Monday to Friday, 9am to 5pm, to people in:

Greater Ipswich including all Ipswich Metro, into Goodna, out to Laidley and just past Gatton, down to Boonah and up to Toogoolawah; and

Toowoomba including all suburbs, the Darling Downs, part of the Maranoa (excluding Roma), and the townships of Warwick, Stanthorpe, Dalby, Chinchilla, Goondiwindi, Oakey, and Pittsworth.

We acknowledge and respect that we provide services across the lands and waters of the Bundjalung, Barranggam, Jarowair, Jagera, Ugarapul and Yuggera Peoples.

You will find detailed information about our organisation and the services we provide on our website www.dvac.org.au



Our RAP and our Partnerships

Our vision for Reconciliation is an Australia that embraces unity between Aboriginal and Torres Strait Islander peoples and other Australians. Our vision is where there is historical acceptance of our shared history and removal of negative race relations. Where all Australians embrace the Elders past, present and future for the strengths and wisdom that they bring to our Nation's future.

At DVAC we are developing our Reflect RAP because we respect the cultural strength, knowledge, and richness of Aboriginal and Torres Strait Islander peoples. We embrace diversity and we are committed to working collaboratively with Aboriginal and Torres Strait Islander peoples, organisations and communities. To all Aboriginal and Torres Strait Islander women, your families, and communities we acknowledge your right to self-determination, and we will stand beside you.

We are excited to be embracing our Reflect RAP and to use our RAP to develop goals, to learn and grow, and support us to achieve our vision for reconciliation. Our RAP Champions are our CEO and Business Manager, working together with members of our RAP Working Party.

Our RAP implementation

We will establish a RAP Working Party, ensuring that Aboriginal and Torres Strait Islander staff are central to our Working Party. We will meet quarterly to progress our RAP deliverables and involve our staff in our RAP. We will report back to our broader DVAC Community on our RAP implementation progress.

Our partnerships

The Domestic Violence Action Centre values our relationships and partnerships with Aboriginal and Torres Strait Islander peoples and community organisations. We have referral, and care and support partnerships with Aboriginal Community Controlled Organisations currently in place and look to extend this by increasing awareness about our RAP and reconciliation, and identifying Aboriginal and Torres Strait Islander stakeholders within our local communities.

We currently work in partnership with Liworaji Aboriginal corporation to provide a co located and dual supported Aboriginal Identified Family and Domestic Violence worker. We appreciate the two-way learning we all experience and the culturally safe engagement and support service for Aboriginal and Torres Strait Islander communities.



Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	July 2021	Business Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2021	Business Manager
	Launch the Reflect RAP to create increased awareness of Reconciliation.	July 2021	CEO
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2021	Business Manager
	Host a movie screening event for NRW.	May 2021	Business Manager
	RAP Working Party members to participate in an external NRW event.	June 2021	Business Manager
	Encourage and support staff, senior leaders and Board to participate in at least one external event to recognise and celebrate NRW.	June 2021	CEO
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff, through inclusion on the Website and internal communications.	May 2021	Business Manager
	Identify external stakeholders that our organisation can engage with on our reconciliation journey via creation of a full stakeholder analysis.	July 2021	CEO
	Develop a co-designed reconciliation artwork between stakeholders, clients and staff to demonstrate commitment and vision for reconciliation.	July 2021	CEO
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	October 2021	Business Manager
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	February 2022	Business Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February 2022	Human Resources Business Partner

Respect



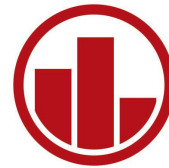
Action	Deliverable	Timeline	Responsibility
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation including a staff survey of cultural learning needs and interests.	September 2021	CEO
	Develop a plan for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2022	CEO
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Include reference to Country where services are provided next to the English term in all organisational and promotional documents.	December 2021	CEO
	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols at DVAC.	September 2021	CEO
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories including celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week through an organisational commitment to celebrating NAIDOC Week and encourage staff to attend NAIDOC Week events	June 2021	Business Manager
	RAP Working Party to participate in an external NAIDOC Week event.	First week in July 2021	Business Manager
	Display AITSIS map of Indigenous Australia, National Apology and Statement from the Heart in all office locations.	May 2021	Business Manager

Opportunities



Action	Deliverable	Timeline	Responsibility
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	November 2021	Business Manager + CEO
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2021	Business Manager + CEO
	Review recruitment process for inclusion and reduction of barriers for employment of Aboriginal and Torres Strait Islander peoples.	October 2021	Business Manager + CEO
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a policy for procurement from Aboriginal and Torres Strait Islander owned businesses.	July 2021	Business Manager
	Investigate Supply Nation membership.	July 2021	Business Manager
3. Improve DVAC service delivery to Aboriginal and Torres Strait Islander peoples and communities.	Design a culturally sensitive service delivery feedback process with the advice of Aboriginal and/or Torres Strait Islander staff.	December 2021	Business Manager
	Implement feedback process across the organisation's services to provide clients who identify as Aboriginal and/or Torres Strait Islander the chance to provide feedback.	May 2022	Business Manager

Governance



Action	Deliverable	Timeline	Responsibility
1. Establish and maintain an effective RAP Working Party (RWP) to drive governance of the RAP.	Form a RAP Working Party comprised of decision making staff across the organisation to govern RAP implementation.	June 2021	CEO
	Draft a Terms of Reference for the RAP Working Party.	June 2021	CEO
	Establish Aboriginal and Torres Strait Islander representation on the RAP Working Party.	June 2021	CEO
	Meet at least four times per year to drive and monitor RAP implementation.	May, July, October 2021 February 2022	CEO
2. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	June 2021	Business Manager
	Engage senior leaders and the Board in the delivery of RAP commitments.	June 2021	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2021	CEO
	Develop tool to measure impact of RAP implementation.	January 2021	Business Manager
3. 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	Business Manager
	Maintain RAP progress as a standing agenda item on all staff meetings.	December 2021	CEO
	Continue to share minutes and progress notes from RAP meetings with all staff.	December 2021	Business Manager
4. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	May 2022	CEO

Contact Details

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