

Relationships Australia Victoria's Statement of Commitment to Aboriginal and Torres Strait Islander people and communities in Victoria



Relationships Australia Victoria (RAV) is committed to encouraging a culturally safe and supportive environment for all Aboriginal and Torres Strait Islander people who access RAV services across Victoria. We are very committed to establishing processes that enable inclusion, respect and understanding.

1. RAV acknowledges and recognises:
 - Aboriginal and Torres Strait Islander peoples as the first peoples of Australia;
 - the loss and grief held by Aboriginal peoples and Torres Strait Islanders caused by dislocation from traditional lands, loss of lives and freedom, and the forced removal of children;
 - the ongoing harm done to Aboriginal and Torres Strait Islander families and communities by past government policies and practices.
2. RAV will ensure ongoing development of Aboriginal cultural awareness and competency in RAV senior management, staff and its Board through regular training and learning opportunities.
3. RAV will promote and develop positive practice with Aboriginal and Torres Strait Islander communities and families, that:
 - are developed in collaboration with Aboriginal and Torres Strait Islander people, communities and organisations;
 - recognise the ongoing harm done to families and communities by past practices and policies, and the cumulative impact of disadvantage on Aboriginal and Torres Strait Islander children and families of low income, poor health, inadequate housing, and inappropriate and inaccessible support services.
4. RAV will promote the engagement of Aboriginal and Torres Strait Islander families with its services by promoting culturally safe access to and within all of RAV's services. We will encourage opportunities to deliver specific counselling and dispute resolution services to meet the needs of Aboriginal and Torres Strait Islander clients at Aboriginal Community Controlled Organisations, where appropriate, and when supported by the client and community.
5. RAV will support and highlight positive practice in the delivery of relationship services to Aboriginal and Torres Strait Islander people and communities.
6. RAV will develop and continue to support collaborative working relationships and partnerships with Aboriginal community controlled organisations and services in Victoria.
7. RAV will develop and implement policies and procedures that demonstrate respect for Aboriginal culture and leadership by ensuring that the following are supported and in place (where determined and agreed).
 - A Welcome to Country will be held at all formal RAV events and activities.
 - An Acknowledgment of the Traditional Owners will be read out at RAV meetings. This includes manager meetings, staff team meetings, the full RAV staff meeting, planning days and Board meetings.
 - The display of Aboriginal flag and Torres Strait Islander flag at all RAV centres including the display of both flags at the reception desk/counter and in all meeting rooms at RAV's centres.
 - Ensuring all policies and procedures, plans, promotional material and course program content is relevant to the Aboriginal and Torres Strait Islander community.
 - Involvement of the Aboriginal and Torres Strait Islander community in event planning and delivery.
 - Celebration of Aboriginal and Torres Strait Islander cultures and heritage wherever appropriate.
 - Actively participate in NAIDOC Week and Reconciliation Week events and activities.
8. RAV will encourage opportunities for education, training and employment for Aboriginal and Torres Strait Islander people in all sites across Victoria.
9. RAV will demonstrate its commitment to Aboriginal and Torres Strait Islander communities by ensuring that the organisation's Quality Management Committee guide the Statement of Commitment work and provide advice on RAV's staffing policies and organisational practice to be more culturally appropriate and accessible.

