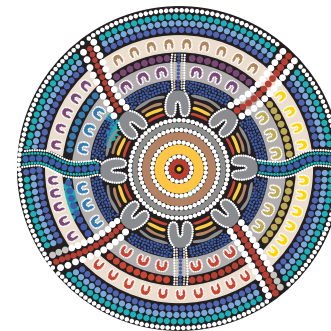


Innovate

Reconciliation Action Plan
July 2021 – July 2023



wellways



Acknowledgement of Country

Wellways acknowledges the Aboriginal and Torres Strait Island peoples, the Traditional Custodians of the lands and seas of Australia. We acknowledge the Traditional Owners of the land in which our regional offices are located.

About the artist

Award-winning artist Heather Kamarra Shearer was commissioned to create an artwork interpreting how the programs and services of Wellways can provide support, advice and ongoing partnerships with Aboriginal and Torres Strait Islander people living with mental health issues or disability and their families, friends and carers. The original artwork hangs in the Wellways Fairfield office in Victoria.



A message from the Chief Executive Officer

Wellways vision of an inclusive community where all people can realise their hopes and potential must support the wellbeing, resilience and success of Aboriginal and Torres Strait Islander peoples. Our core business is to ensure that individuals, carers and families affected by mental health, disability or disadvantage have the same opportunities as every person to belong and thrive. For us, this means accepting the truth of historical and present injustices and harms done to Aboriginal and Torres Strait Islander peoples, and being honest about what it means to make amends. We acknowledge that the inequalities and inequities between Aboriginal and Torres Strait Islander peoples and other Australians prevent all people from healing and flourishing; and we are committed to creating greater equity by upholding rights, creating opportunities to participate, and nurturing pride in the culture and heritage of Aboriginal and Torres Strait Islander peoples. It means that we act as trustworthy partners by supporting self-determination and being led by Aboriginal and Torres Strait Islander peoples in our efforts to improve social and emotional wellbeing. Our Reconciliation Action Plan is our public commitment to do this work and makes us accountable for our actions.

Our 2021-23 Innovate RAP sets our new commitments and asks us to be courageous, open and accountable. I look forward to this next stage of growth and to seeing our culture and the services we deliver making a positive impact to the health and wellbeing of Aboriginal and Torres Strait Islander peoples.

Laura Collister
Chief Executive Officer, Wellways





Our Vision for Reconciliation

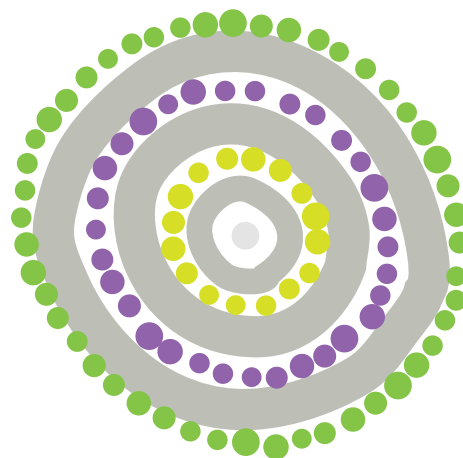
Wellways vision of an inclusive community depends on us doing our part in addressing the injustice and harm done to Aboriginal and Torres Strait Islander peoples and building a community where everyone has the right to flourish. It means supporting self-determination and social and emotional wellbeing for First Nations people, and acting as trustworthy partners in the work we do. Our Reconciliation Action Plan (RAP) is our public commitment to meaningful action towards reconciliation, while also documenting our own reconciliation journey. Our RAP is guided by Aboriginal and Torres Strait Islander peoples – colleagues, community partners, mentors – and shapes how we serve the people we support and how we behave with each other.

To make sure our RAP lives throughout our organisation and is front of mind every day, we asked First Nations staff and senior management to come together to set our Vision and goals that feel like a stretch for us - that feel courageous. We have published these commitments on our website. We also commenced a whole of organisation process to embed the vision and our Courageous Commitments within each region and business area.

This process was designed to:

- Generate discussion and information sharing around Wellways about solidarity, ally-ship and reconciliation with Aboriginal and Torres Strait Islander communities.
- Engage regions and business areas in the RAP, creating specific and region-focused goals and commitments to reconciliation.
- Ensure the RAP is integrated as a core element within regional and business area plans.

These activities led to the development of Courageous Commitments within each region and business area – localised plans aligned with the RAP.



Our Business

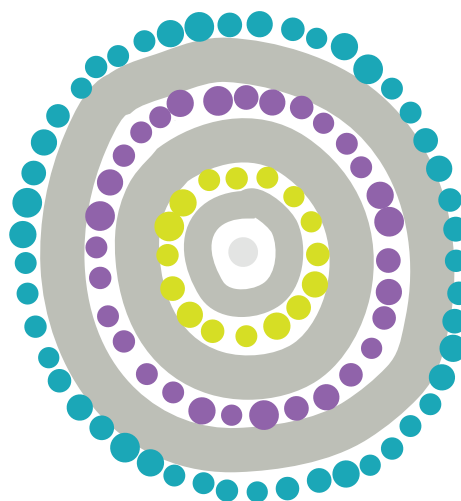
Wellways Australia Limited is a leading not-for-profit mental health and disability support organisation with services across 74 offices in Queensland, New South Wales, the Australian Capital Territory, Victoria and Tasmania. Our services span mental health, disability, carer and family support, and reach thousands of people each year.

We work with a diverse range of individuals, carers and families and communities who are impacted by challenges to their social and emotional wellbeing: mental health issues, disabilities, disadvantage and discrimination. Our services support and connect people, strengthen families and help communities to become more inclusive. We assist people in creating a home and sense of belonging in the community; opportunities to work and learn; and building meaningful relationships and networks of support.

We were established in 1978 by families advocating to improve the services, information and support available to people with mental health issues, their carers, families and communities. Our commitment to advocacy is central to the work we do today, because people must be seen and treated as equals in order to open the door to social and emotional wellbeing, full participation and thriving lives in the community.

Our services bring together evidence from research with an understanding of people's lived experience—what works for them. Our mental health workforce includes clinicians, nurses, community support workers and 'peers'—those who have a lived experience of mental ill health and recovery. Together, they create an approach that focuses on hope and recovery rather than illness.

All Wellways services focus on community inclusion. By community inclusion, we mean a commitment to ensuring all the people we serve have opportunities to fully participate in the community, without stigma and discrimination. Our values of honesty, acceptance, equity, flexibility, commitment and participation are at the heart of everything we do. They're the blueprint for how we work.

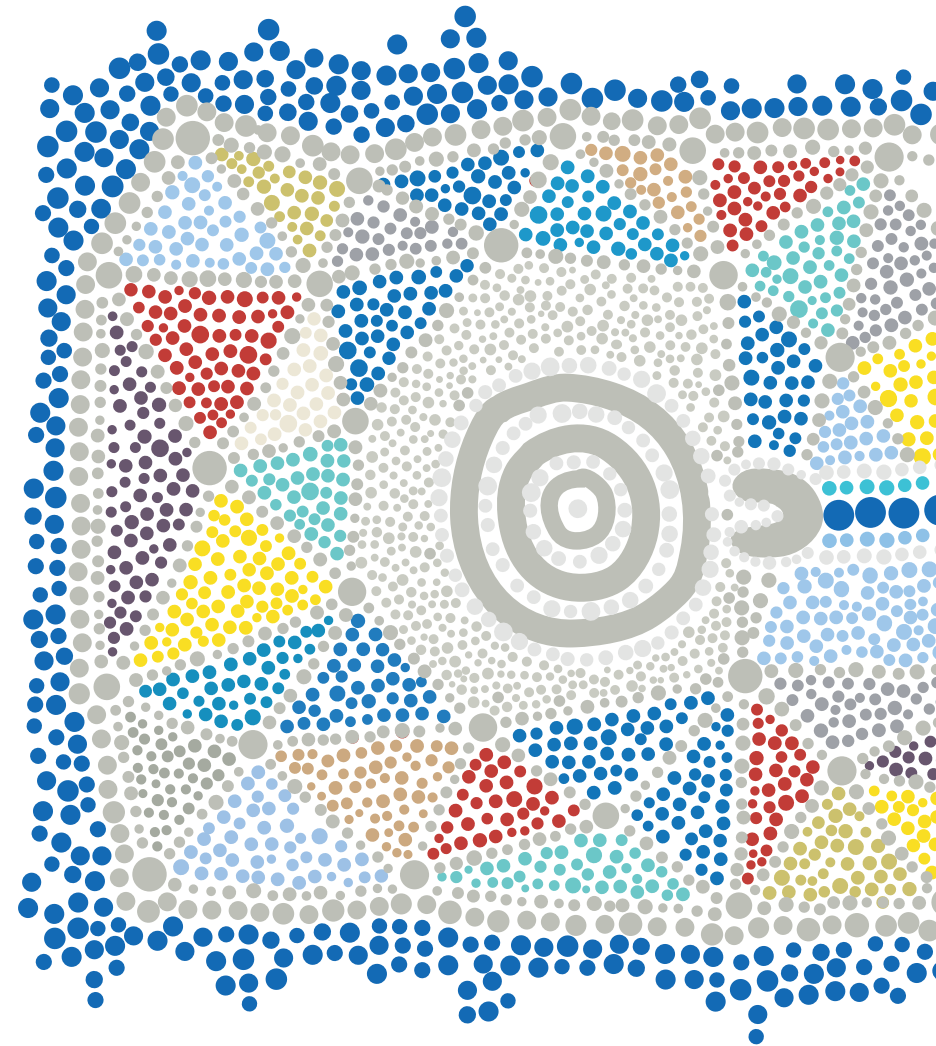
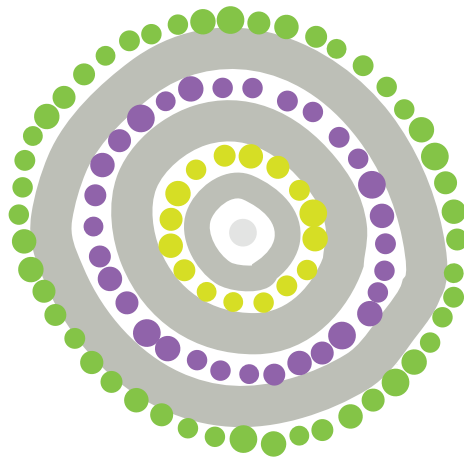


Who we work with

- In 2019-20, we worked with 9,615 people
- In our 2019-20 Experience of Service Survey, 12.9% of Wellways participants identified as Aboriginal and/or Torres Strait Islander people
- 93% of overall respondents agreed or strongly agreed that their cultural needs had been recognised – an improvement from 82% in 2018

Our staff

- As of March 2021, we employ 2,100 staff – including 907 casual employees
- In our 2020 employee survey, 38 staff identified as Aboriginal and Torres Strait Islander people.



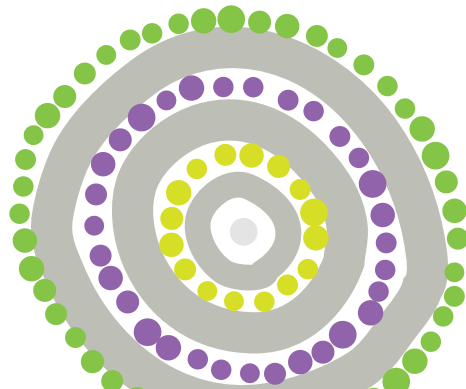
Reflections: Learnings from our first RAP

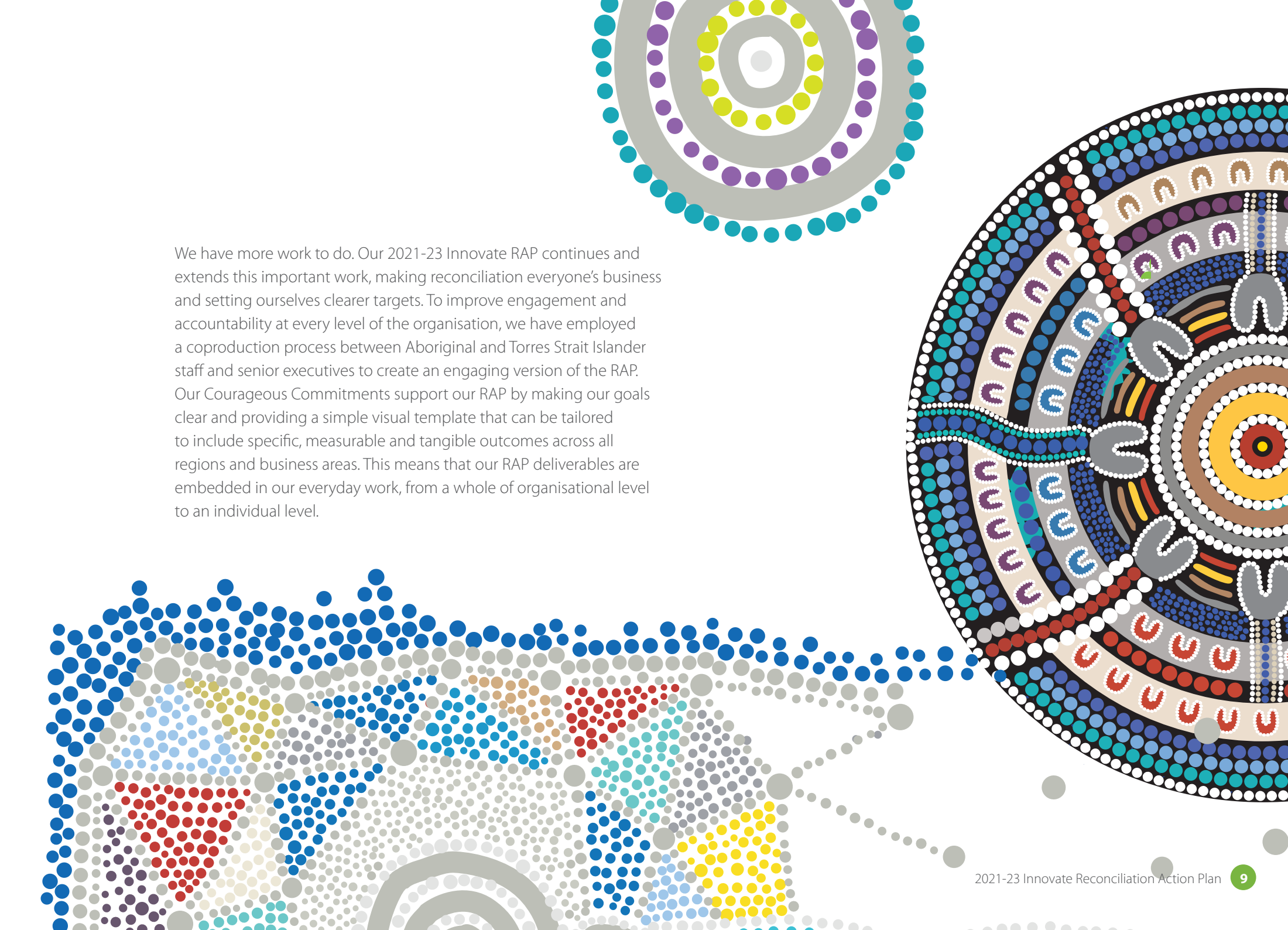
Our RAP journey began with an organisational quality improvement project that looked at creating welcoming environments for people from Aboriginal and Torres Strait Islander peoples. Our first Innovate RAP (2018-20) was led by a commitment from the Leadership Team to understand the steps and priorities we needed to take to contribute to closing the gaps - especially in social and emotional wellbeing (mental health) between Aboriginal and Torres Strait Islander peoples and other Australians.

Since the creation of Wellways inaugural Innovate RAP, we have seen many changes in the organisation. Engaging in the RAP process helped us understand what is required of us to build respectful, ethical and supportive relationships with the Aboriginal and Torres Strait Islander peoples of this country. We discovered we needed to listen to our history as told by Aboriginal and Torres Strait Islander peoples and recognise the truth of colonial violence and the impact of generations of racist policies. We needed to believe Aboriginal and Torres Strait Islander peoples when they say what helps their social and emotional wellbeing. And we needed to show we could be trustworthy partners.

Over the past three years, our RAP helped us to lay the foundations needed to engage in genuine reconciliation work. With our CEO, Directors and Executive Leadership Team leading the way for change, we have seen a majority of staff engage in learning about Aboriginal and Torres Strait Islander peoples and histories and acknowledging the need to spend time on truth telling, deep listening and increasing personal and organisational awareness and accountability.

As we've grown – more than doubling in size during this period - we have employed more Aboriginal and Torres Strait Islander staff members, and served more people from Aboriginal and Torres Strait Islander communities. Having more Aboriginal and Torres Strait Islander peoples' perspectives in our organisation has been a valuable part of learning and building respect and commitment to reconciliation. During this time, we have created some promising partnerships with First Nations-led organisations and service providers – including working jointly to deliver services in the community, sharing office spaces, and sub-contracting services. These experiences have helped us understand how to behave as trustworthy and ethical partners, with a long-term commitment to partnership in each of our regional service delivery areas.



The page is decorated with several Aboriginal dot patterns. In the top right, there is a circular pattern with concentric rings of yellow, purple, and blue dots. To its right is a large, complex circular pattern with multiple layers of dots in various colors (blue, red, white, yellow, grey) and some stylized shapes. In the bottom left, there is a large, abstract pattern of dots in blue, grey, red, and yellow, with some lines extending from it towards the right. The text is positioned in the upper left quadrant, between the top and bottom dot patterns.

We have more work to do. Our 2021-23 Innovate RAP continues and extends this important work, making reconciliation everyone's business and setting ourselves clearer targets. To improve engagement and accountability at every level of the organisation, we have employed a coproduction process between Aboriginal and Torres Strait Islander staff and senior executives to create an engaging version of the RAP. Our Courageous Commitments support our RAP by making our goals clear and providing a simple visual template that can be tailored to include specific, measurable and tangible outcomes across all regions and business areas. This means that our RAP deliverables are embedded in our everyday work, from a whole of organisational level to an individual level.

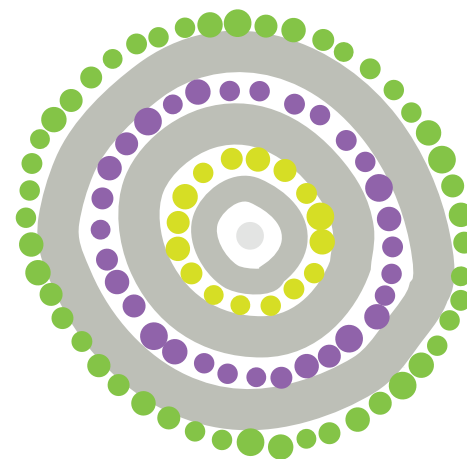
Key achievements from our 2018-20 Innovate RAP

- 1,000+ staff attended cultural and significant events for Aboriginal and Torres Strait Islander peoples, including National Reconciliation Week and NAIDOC events.
- 600+ staff completed face-to-face and online Cultural Awareness training.
- 250+ staff visited First Nations sacred sites as part of local training and relationship building activities.
- 10 staff completed Deadly Thinking "Social, Emotional Wellbeing and Suicide Prevention" training.
- 5 Wellways offices participated in smoking ceremonies led by Aboriginal and Torres Strait Islander Elders.
- \$1,000,000+ was sourced in funding for programs/services that focus on supporting Aboriginal and Torres Strait Islander peoples and include co-design with Aboriginal and Torres Strait Islander peoples and communities.
- \$80,000+ spent on purchasing products and services from businesses and companies led by Aboriginal and Torres Strait Islander peoples.

Example achievement – Strengthening Connections to Culture 21-22 May 2019

An opportunity for 180 people to come together on Country and reconnect with traditions, land and each other. This two-day event was delivered by Wellways in partnership with the Riverina Murray Regional Alliance, Riverina Aboriginal Medical and Dental AC, Griffith Aboriginal Medical Service and local government. The guest speaker was Kyle Vander-Kuyp, and the sessions featured a traditional smoking /cleansing ceremony, a tree-planting activity beside the river, and a range of workshops on:

- Traditional Aboriginal foods
- Men's and Women's Business learning circles
- Stone axes craft
- Fibre work
- Traditional dance





"It's so refreshing working for Wellways, an organisation that places working with our Aboriginal and Torres Strait Islander peoples into our everyday work..."

Stephen Smith, Reconciliation Action Plan Officer



RAP Working Group

The 2021-23 Innovate RAP development, implementation and evaluation process is led by Stephen Smith (Reconciliation Action Plan and Community Engagement Coordinator) and Hannah Weeramanthri (Access and Equity Advisor). It is supported by the RAP working group, comprising Aboriginal and Torres Strait Islander staff at Wellways, senior managers and members of the executive leadership team. The working group oversees progress against our RAP and our external reporting against Reconciliation Australia's indicators, and also monitors progress against our team-based Courageous Commitments – goals that each team have set themselves as part of the RAP. We will continue to use coproduction methods to implement and evaluate our RAP achievements, inviting feedback from First Nations service users, staff, community representatives and Elders to increase accountability outside of our own organisational structures. These methods include:

- Inviting feedback via our regular Experience of Service and Employee Engagement Surveys
- Establishment of a First Nations Staff Caucus that will regularly meet with the CEO
- Reporting to the Executive on the success of partnership projects, particularly feedback from our partners on their experience with Wellways

The RAP Working Group will be responsible for the ongoing monitoring, review and implementation of the Innovate RAP and our Courageous Commitments; in consultation with the Executive Leadership Team and Aboriginal and Torres Strait Islander communities. At the end of 12 months there will be a review of the

RAP Working Group to ensure it represents the communities in which Wellways works.

The working group currently consists of;

- Hannah Weeramanthri – Access and Equity Advisor, Quality and Service Development
- Stephen Smith – Reconciliation Action Plan and Community Engagement Officer
- Emma Constantine – General Manager, Quality and Service Development
- Kevin Armstrong – Program Coordinator, Child Safety
- Patrick Farkas – Team Leader, Supported Independent Living
- Alan Johnson – Senior Manager Organisational Development, People and Culture
- Sandra Nugent – Administrator, Executive Assistant Team
- Zoe Edwards – Internal Communications Advisor, Public Affairs and Marketing

This working group consists of Aboriginal staff members, senior management and executive team members. We will continue to proactively recruit Aboriginal and Torres Strait Islander staff members to join the working group. The working group is accountable to the Chief Executive, Laura Collister, and the Board of Wellways. For the first time, Wellways Board now includes a director who is a First Nations leader – Rod Little. Rod will support accountability for our RAP at the governance level. Stephen Smith is our RAP Officer and RAP Champion, ensuring all staff are aware of and engaged in our RAP.

Our RAP

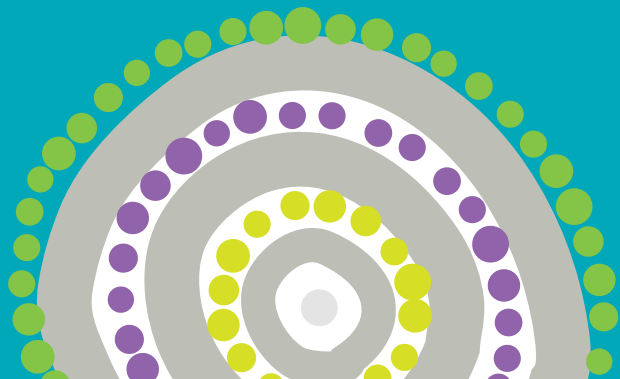
Addressing injustice and racism is our business.

We're not where we want or need to be when it comes to reconciliation in this country and within our organisation. We recognise that mental health and community service organisations, including ours, have not served Aboriginal and Torres Strait Islander peoples equitably and often caused harm and furthered disadvantage and marginalisation. Racism is a health issue. It contributes to poorer mental health outcomes, and for Aboriginal and Torres Strait Islander peoples with disabilities, it means they face double the discrimination. Our vision for reconciliation is that Aboriginal and Torres Strait Islander peoples will experience the same rights, choices and opportunities as every other person. Core to this vision is ensuring Aboriginal and Torres Strait Islander peoples and communities have the opportunity through Wellways programs and services to be supported in self-determination, to heal from injustice and trauma, and to improve wellbeing and thrive.

We will only realise our vision of a truly inclusive community by working alongside Aboriginal and Torres Strait Islander peoples to challenge the systemic discrimination and disadvantage that harm First Nations people, and cause and maintain avoidable stigma, disability and issues in social and emotional wellbeing. This includes taking tangible steps in promoting a voice and true decision making power within our systems of government; supporting equity of access and outcomes in our health and education systems; addressing inequities and harm within our legal and justice systems, and creating opportunities for participation in employment. At an organisational level, it means making sure our policies and practices are tackling discrimination and disadvantage by making sure Aboriginal and Torres Strait Islander peoples are able to access our services and benefit from these. At an individual level, it means practicing anti-racism in our day to day relationships and activities.

Our activities in our first Innovate RAP created a good foundation for this work. But the more we have learnt, the more we have realised how much we don't know – and how important it is to listen and be open to hearing uncomfortable truths. We need to spend more time being guided by Aboriginal and Torres Strait Islander peoples – colleagues, community partners, mentors – to shape how we serve the people we support and how we behave with each other. And we need to invest more in our partnerships with Aboriginal and Torres Strait Islander-led services and businesses.

In our 2021-23 Innovate RAP we make public, proactive and tangible commitments to change the way we do our work. Our Innovate RAP is informed by what we hear Aboriginal and Torres Strait Islander leaders asking for publicly, and our commitments have been co-produced with Aboriginal and Torres Strait Islander staff from Wellways. We commit to listen to what Aboriginal and Torres Strait Islander peoples tell us will help close the gaps in social and economic inequities – social and emotional wellbeing, physical health, employment, education, justice – between peoples in this country. We commit to step up and do our part.



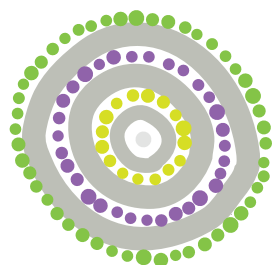


Relationships

Strong relationships between Wellways and Aboriginal and Torres Strait Islander peoples must be based on trustworthy behaviour, respectful interaction that is free of racism, and making decisions in partnership. We will set standards for our behaviour in partnerships and hold ourselves accountable to these. We will focus on National Reconciliation Week as a time to build and deepen relationships by participating in events led by Aboriginal and Torres Strait Islander peoples, and to publicly recognise and celebrate National Reconciliation Week at Wellways through events that promote connection and anti-racism.

Action	Innovate Deliverables	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles and a memorandum of understanding for future engagement.	December 2021	Director of Services
	Establish a First Nations Staff Caucus to meet regularly and discuss experiences within Wellways. This group will meet quarterly with the Chief Executive to provide feedback and advice.	August 2021 November 2021 February 2022, May 2022, August 2022, November 2022, February 2023	Access and Equity Advisor, Quality and Service Development (Q&SD)
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations in each region and business area. These should include social and emotional wellbeing and rights based organisations and be updated annually.	December 2021 December 2022	Reconciliation Action Plan Officer, Q&SD
	Ensure coproduction and consultation with Aboriginal and Torres Strait Islander peoples occurs when applying for tenders, grants and opportunities that impact Aboriginal and Torres Strait Islander peoples and communities. This will be audited six-monthly by the Q&SD Team and reported to the Executive and Board.	October 2021 April 2022	Director of Services
	Include MOUs with Aboriginal and Torres Strait Islander stakeholders and organisations in annual business planning processes and set measureable performance indicators for the relationship.	December 2021 December 2022	Director of Services
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022 May 2023	Reconciliation Action Plan Officer, Q&SD
	RAP Working Group members to participate in at least one external NRW event.	May 2022 May 2023	Reconciliation Action Plan Officer, Q&SD
	Encourage and support staff and senior leaders to participate in more than one external event to recognise and celebrate NRW.	May 2022 May 2023	Reconciliation Action Plan Officer, Q&SD
	Organise at least one NRW event each year in each State and Territory where we operate.	May 2022 May 2023	Reconciliation Action Plan Officer, Q&SD
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2022 May 2023	Reconciliation Action Plan Officer, Q&SD

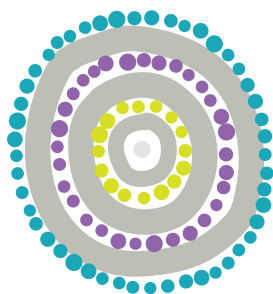
Promote reconciliation through our sphere of influence.	Engage our staff in reconciliation by embedding the RAP into employee induction and orientation processes and including reconciliation as a category within our Learning Library.	July 2021 May 2022 May 2023	General Manager, Q&SD
	Deliver a lunchtime webinar for employees on the aims of the Uluru Statement from the Heart.	December 2021	General Manager, Q&SD
	Communicate our commitment to reconciliation publicly via our website and social media.	May 2022 May 2023	Internal Communications Advisor, Public Affairs and Marketing
	When seeking to procure services, list an organisational RAP as a desirable criterion for applicants. Review annually and report to Executive.	July 2021 June 2022	Director of Services
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	November 2021	Director of Services
	Collaborate with RAP and other like-minded organisations amongst the RAP network to develop ways to advance reconciliation.	November 2021 December 2022	Reconciliation Action Plan Officer, Q&SD
	Establish a peer RAP network with other similar mental health organisations and meet regularly to reflect on progress and encourage accountability	December 2021 April 2022 December 2022 April 2023	General Manager, Q&SD
Promote race relations through anti-discrimination strategies	Educate senior leaders and hiring managers on the effects of racism through delivery of anti-racism training.	December 2021	Manager, People and Culture
	Develop, implement and communicate an anti-discrimination policy for our organisation.	November 2021	Manager, People and Culture
	Work with the First Nations Caucus to consult on our anti-discrimination policy and to explore other strategies or activities to support positive race relations at Wellways.	Nov 2021	Manager, People and Culture
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2021	Manager, People and Culture.



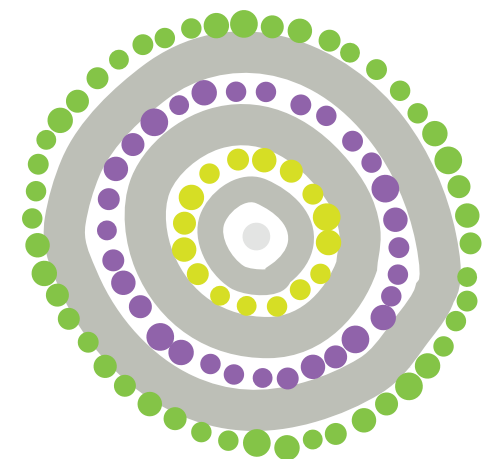
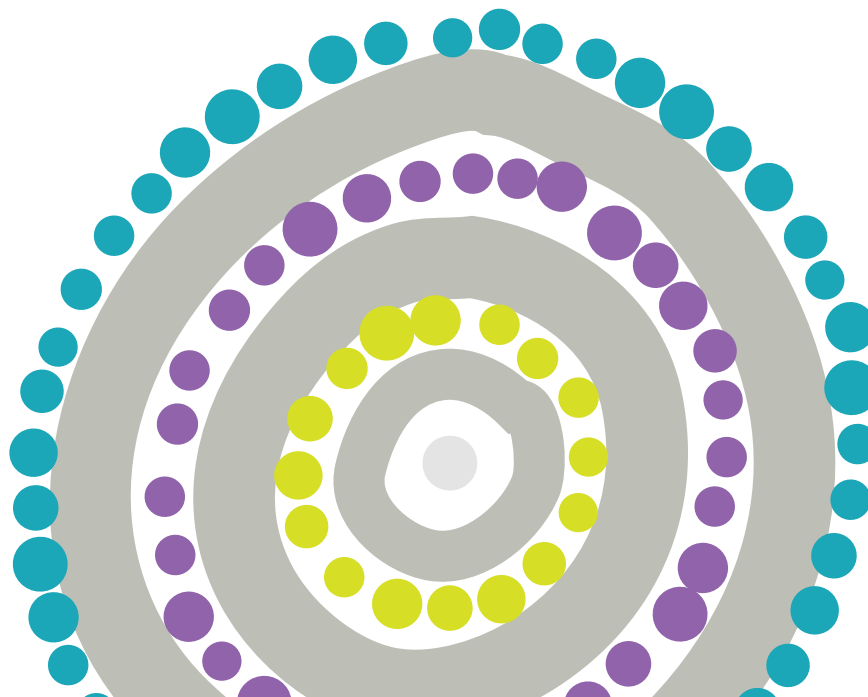


For Wellways, respect means acknowledging the true history of this nation and admitting the wrongs of the past and present. This honesty needs to be combined with respect for the resistance and resilience of Aboriginal and Torres Strait Islander peoples; and continually developing understanding and pride in their histories, cultures and lore. This is vital for creating positive and strength-based outcomes for Aboriginal and Torres Strait Islander staff and participants within the organisation.

Action	Innovate Deliverables	Timeline	Responsibility
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 activity within Wellways, including training activities with Aboriginal and Torres Strait Islander-led organisers. Provide a report to the Learning & Development Committee to inform training budgets and guidance for 2022.	December 2021	General Manager, Q&SD
	Consult Aboriginal and Torres Strait Islander advisors on the implementation and evaluation of our Cultural Integrity Learning Journey (includes all Wellways training and learning opportunities).	December 2021 December 2022	General Manager, Q&SD
	Implement and evaluate our Cultural Integrity Learning Pathway for all our staff. This is a mandatory part of our approved Learner Pathways and features: introductory e-learning modules; face-to-face local training delivered by Aboriginal-led organisations; reflective team learning activities and self-directed learning activities.	July 2021	General Manager, Q&SD
		December 2021 & December 2022 - review	General Manager, Q&SD
	Provide opportunities for RAP working group members, People and Culture managers and other key leadership staff to participate in formal and structured cultural learning.	August 2021 December 2021	General Manager, Q&SD



Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase employees understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2021	General Manager, Q&SD
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	July 2021	Reconciliation Action Plan Officer, Q&SD
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	August 2021 December 2021	Reconciliation Action Plan Officer, Q&SD
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	August 2021 December 2021	General Manager, Q&SD
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July 2021 July 2022	Reconciliation Action Plan Officer, Q&SD
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week, Reconciliation Week and other cultural activities.	June 2022	Manager, People and Culture
	Promote and encourage participation in external NAIDOC events to all staff.	July 2021 and 2022	Reconciliation Action Plan Officer, Q&SD

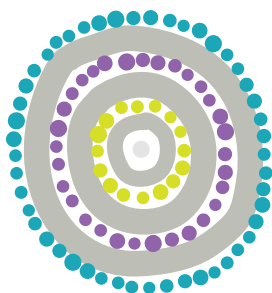


Past treatment, policies and legislation of Australia towards Aboriginal and Torres Strait Islander people has left deficits in all social determinates including economic with Aboriginal Australia. Wellways will walk alongside and work together with Aboriginal and Torres Strait Islander people and communities to create improved life opportunities for Aboriginal and Torres Strait Islander people which supports employment, health, social and cultural development and the building of resilient communities.

Action	Innovate Deliverables	Timeline	Responsibility
Improve access to and quality of service delivery to Aboriginal and Torres Strait Islander peoples	Involve Aboriginal and Torres Strait Islander people in the development of program materials to support accessibility and inform content	April 2022	General Manager, Q&SD
	Report to the Board and Executive on feedback from Aboriginal and Torres Strait Islander people about their experience of service.	November 2021 May 2022	
	Engage Aboriginal and Torres Strait Islander people who access Wellways service as paid advisors in a project to improve the experience of service at Wellways.	November 2022 May 2023 April 2022	
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment and retention, professional development and leadership opportunities.	Develop an Aboriginal and Torres Strait Islander Workforce Strategy to increase recruitment, retention and professional development opportunities – including pathways to leadership.	December 2021	Manager, People and Culture
	Measure and report to the Executive on recruitment and retention rates and professional development hours.	December 2021 and 2022	Manager, People and Culture
	Engage with First Nations Caucus staff to consult on our recruitment, retention, professional development and leadership development strategy.	December 2021 and 2022	Manager, People and Culture
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy with 12 month targets to increase recruitment and professional development hours.	February 2022	Manager, People and Culture



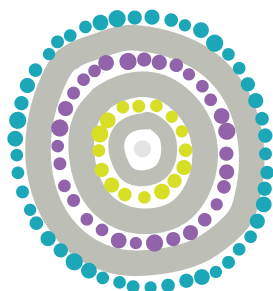
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	December 2021 and 2022 August 2021 December 2021	Manager, People and Culture
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	November 2021	Manager, People and Culture
	Develop a traineeship and apprenticeships plan to support student placements, study scholarships and opportunities for interested Aboriginal and Torres Strait Islander peoples.	April 2022	Manager, People and Culture
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce and review annually.	December 2021 December 2022	Manager, People and Culture
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	July 2021	Director, Corporate Services
	Review Supply Nation participation and report on number of contracts created and money spent.	December 2021 December 2022	Director, Corporate Services
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	July 2021 May 2022	Director, Corporate Services
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	July 2021	Director, Corporate Services
	Establish regular commercial contracts with Aboriginal and Torres Strait Islander businesses.	August 2021 December 2021	Director, Corporate Services





Governance

Action	Innovate Deliverables	Timeline	Responsibility
Maintain an effective RAP Working Group (RWG) to drive governance of the Innovate RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG	July 2021 July 2022 July 2023	General Manager, Q&SD
	Review RWG terms of reference to ensure they are up to date and remain relevant	July 2021	Reconciliation Action Plan Officer, Q&SD
	Meet monthly to drive and monitor RAP implementation.	December 2021 December 2022	Reconciliation Action Plan Officer, Q&SD
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	December 2021, 2022	Reconciliation Action Plan Officer, Q&SD
	Engage our senior leaders and other staff in the development of Innovate RAP commitments.	July 2021, February 2022 review.	General Manager, Q&SD
	Each region and business team to complete localised Courageous Commitments - goals that reflect the overarching RAP and Organisational Courageous Commitments, but that are tailored for specific teams.	July 2021	General Manager, Q&SD
	Publish team Courageous Commitment on Wellways intranet	July 2021	
	Monitor team progress against their commitments as part of data gathering for RAP reporting	December 2021, 2022	
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	July 2021	Reconciliation Action Plan Officer, Q&SD



Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Complete and submit the annual Innovate RAP Impact Measurement Questionnaire to Reconciliation Australia.

September 2021, 2022

Reconciliation Action Plan Officer, Q&SD

Participate in Reconciliation Australia's biennial Workplace RAP Barometer.

May 2022

Reconciliation Action Plan Officer, Q&SD

Report RAP progress to the board quarterly.

October 2021,
January 2022,
May 2022,
July 2022,
October 2022,
January 2023,
May 2023

Reconciliation Action Plan Officer, Q&SD

Report RAP progress, highlights and opportunities to all staff quarterly

October 2021,
January 2022,
May 2022,
July 2022,
October 2022,
January 2023,
May 2023

Reconciliation Action Plan Officer, Q&SD

Publically report our RAP achievements, challenges and learnings, annually.

December 2021, 2022

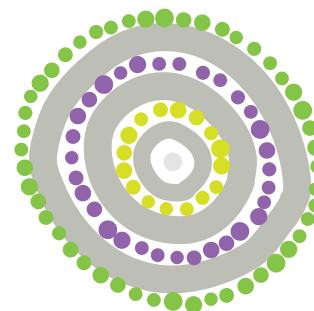
Reconciliation Action Plan Officer, Q&SD

Continue our reconciliation journey by developing our next RAP.

Register via Reconciliation Australia's website to begin developing our next RAP.

January 2023

Reconciliation Action Plan Officer, Q&SD



Wellways Australia is a leading not-for-profit mental health and community services organisation dedicated to ensuring all Australians lead active and fulfilling lives in their community. We work with people with mental health challenges, people living with disability, carers, those requiring community care and others facing disadvantage to help them create the life they want to live.

wellways

WELLWAYS AUSTRALIA LIMITED
ABN 93 093 357 165

National Support Office
276 Heidelberg Road Fairfield VIC 3078
03 8486 4200
wellways.org

