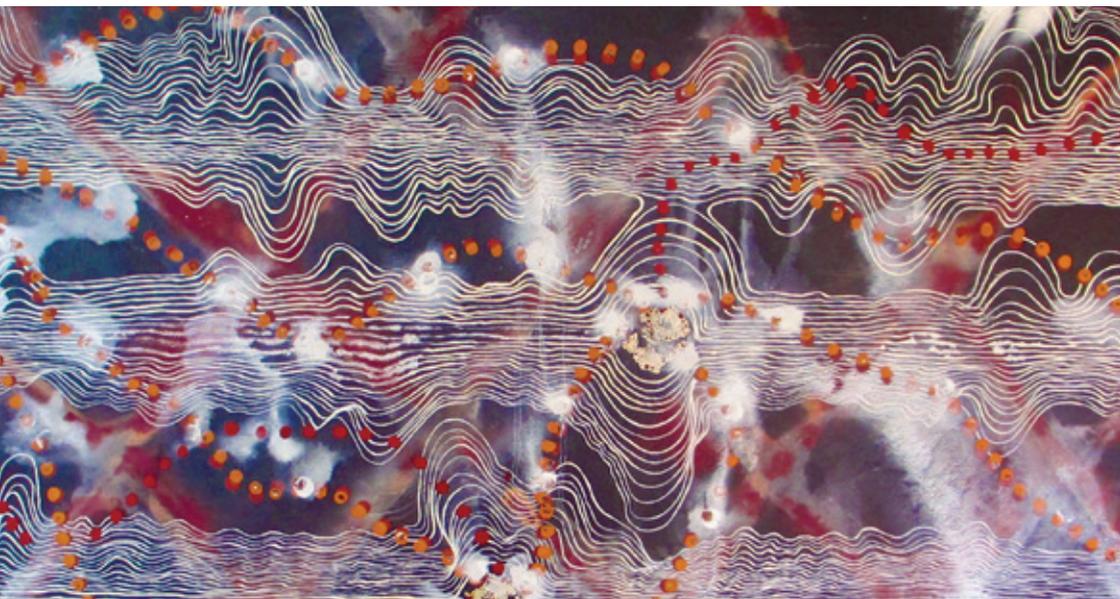


# The Bouverie Centre's Innovate Reconciliation Action Plan 2016 - 2018





## Acknowledgements

The Bouverie Centre acknowledges and thanks Robyne Latham for the use of her artwork throughout this RAP document.

*The Gap* – On the front cover.

The Bouverie Centre acknowledges and recognises that the Wurundjeri People of the Kulin Nation are the Traditional Owners of the land where Bouverie sits.

The Bouverie Centre acknowledges and thanks past graduates of the Indigenous Post Graduate Family Therapy Courses, whose photos are displayed throughout the Bouverie RAP.

The Bouverie Centre acknowledges and thanks individuals who agreed to be consulted in the development of the Bouverie Centre Reconciliation Action Plan in particular Kulin Nation Traditional Owners, Aunty Carolyn Briggs (Boon Wurrung) and Aunty Diane Kerr (Wurundjeri).

Graphic Design: Dixon Patten Jnr, Yorta Yorta and Gunnai.  
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*Bouverie staff at the 2016 NAIDOC March*

## The Bouverie Centre's Statement of Commitment

This statement commits The Bouverie Centre to developing a Reconciliation Action Plan (the Bouverie RAP). The Bouverie Centre acknowledges and respects the traditional customs, languages, knowledge and traditions of Aboriginal and Torres Strait Islander peoples, their physical and spiritual wellbeing and their special relationship with the lands and waterways.

- The Bouverie Centre recognises that family life is the core of Aboriginal and Torres Strait Islander community life, and that these family relationships, links and customs involve particular sets of social and cultural obligations
- The Bouverie Centre Executive and staff will develop a Reconciliation Action Plan which identifies actions, timelines and targets for relationships, respect and opportunities
- In developing our Reconciliation Action Plan, we will be guided by our Elders, who sit on the RAP Advisory Group
- The development of our Reconciliation Action Plan involved establishing a RAP Working Group and RAP Advisory Group, and consulting with our staff, external organisations and our Aboriginal and Torres Strait Islander stakeholders, building on the Bouverie Centres commitment to Reconciliation
- We commit to reporting to Reconciliation Australia on the progress of our RAP annually
- The Bouverie Centre embraces a united approach to equity and inclusiveness, both within our workplace as well as the community.

## The Bouverie Centre's Working Group & Advisory Group

- In 2014 a Bouverie Working Group was convened, chaired by the Director of the Bouverie Centre, and nominated RAP Champion, Dr Jeff Young. This includes a small group of senior Elders in an advisory capacity and with an association with the Bouverie Centre. The Working Group has continued to meet to oversee the development of the RAP, and suggest additions or amendments to be included in the Bouverie Centre's RAP.
- A Reconciliation Advisory Group will be convened, coinciding with the launch of the Bouverie Centre's RAP, to oversee the implementation and monitoring of actions and targets. The Reconciliation Advisory Group is an internally lead group, which also includes Elders from the local community. The Advisory Group will take over from the RAP Working Group to monitor and report on RAP implementation.

## The Bouverie Centre

The Bouverie Centre (first known as The Collins Street Clinic) was originally established as a clinical mental health service for children and adolescents. In 1956, the centre was renamed The Bouverie Clinic following its relocation from Collins Street, in the CBD of Melbourne to Bouverie Street, Carlton. In 1996, La Trobe University took over the management of The Bouverie Centre from the Mental Health Branch of the Victorian Department of Human Services, and added to Bouverie's name the subtitle Victoria's Family Institute. In the decades that followed, the range of clinical academic courses offered by Bouverie expanded and to date, the Centre delivers a number of Graduate Certificate programs. With the appointment of The Bouverie Centre's current director, Dr Jeff Young, the centre has begun to develop closer links with its University auspice which has resulted in the expansion of the research program, established under the previous director, Dr Colin Riess and former research manager, Assoc Prof Amaryll Perlesz.

The Bouverie Centre, Victoria's Family Institute ('Bouverie') combines clinical family therapy, academic teaching, research, workforce development and community education in one integrated service. Our work focuses on the fundamental role of the family and social networks in fostering social, emotional and mental wellbeing. As a demonstration centre within La Trobe University's School of Public Health, Faculty of Health Sciences, Bouverie's close relationship with clinicians, managers and bureaucrats in the human services field enables us to translate socially responsible innovations into practice and to provide one of many bridges between the University and the broader community.

The Bouverie Centre now has over 40 staff, with clinical staff typically working across a number of different service areas including:

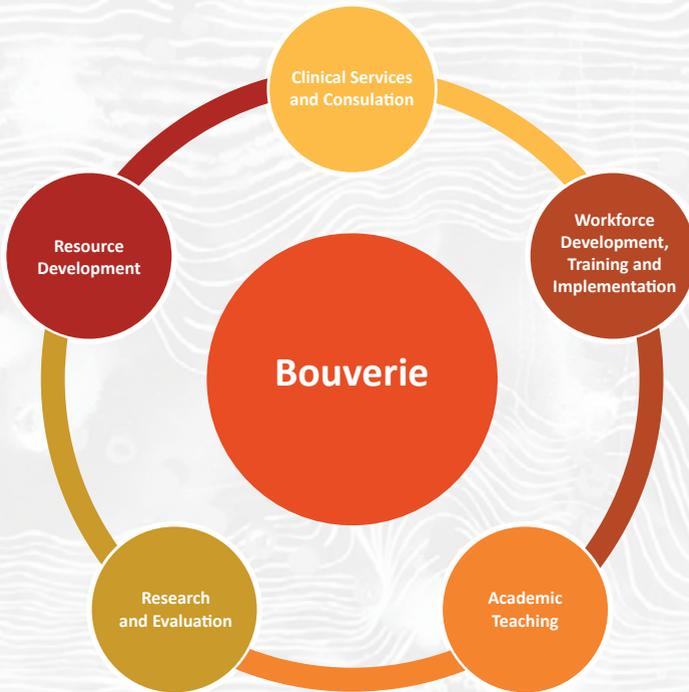
- Direct clinical services in family therapy
- Workforce development; helping services build family sensitive cultures and deliver family inclusive practice
- Academic award courses
- Professional development courses
- Research, including a PhD program and program evaluation.

Our 2010-2012 strategic focus was on the development of a strong executive team and transparent leadership across the Centre; devolution of decision making to staff best placed to make 'on the ground' decisions; and the development of stronger governance, financial and reporting systems. Our 2013-2015 strategic plan builds upon these achievements and aims to better articulate Bouverie's unique approach of integrating theory with practice, evidence-based research with practice-based evidence and conceptual development with tangible outcomes.

The next three years will see the continued development of The Bouverie Centre as a values-driven learning organisation. In promoting closer links with other parts of the University, the plan aims to increase the impact of our work through greater research development, collaboration and strategic partnering in Victoria, across Australia and internationally.

## The Bouverie Centre's Mission Statement

Our mission is to improve the lives of individuals and families through relationship focused services. We engage others using a systemic paradigm to promote healthy relationships and productive change. We conceptualise, develop and deliver innovative systemic services inspired by family therapy and family sensitive practices. The diagram below illustrates how our major programs, which have been developed over many years in response to the needs of our client families, partner organisations, key stakeholders and the broader community, are closely integrated. The services provided by each program are informed in an ongoing recursive way by the ideas, evidence and practices of our other programs and by our work with a wide range of service systems.



Mission Statement from Strategic Plan 2012-2015

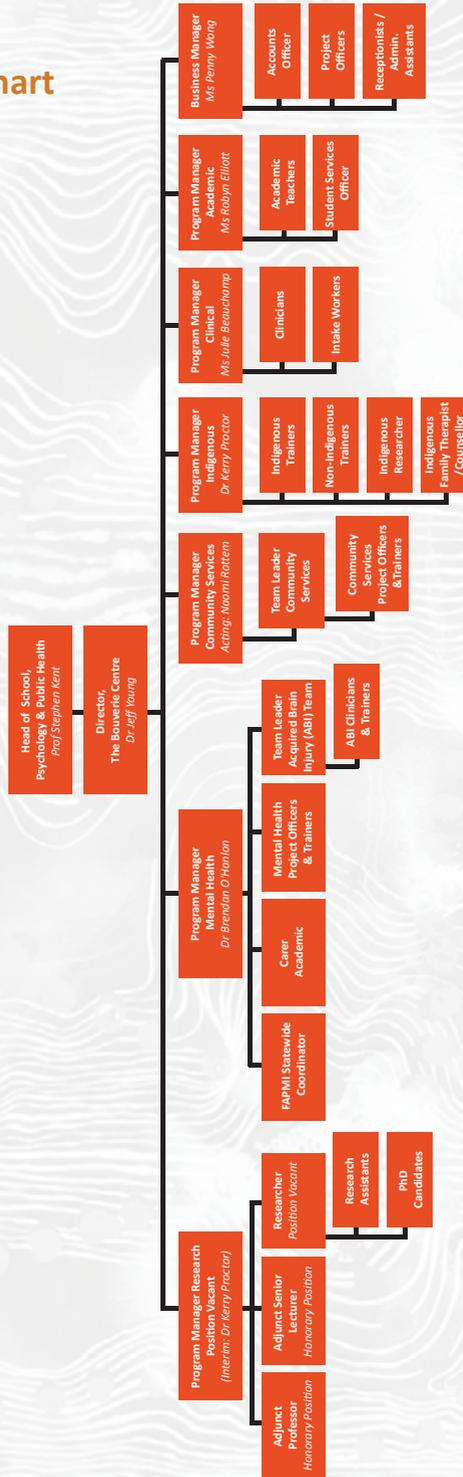
Building on our friendly and professional culture, The Bouverie Centre uses all of the knowledge gained from being a learning organisation and from the integration of our programs to help families enjoy healthy relationships.

## The Bouverie Centre's Values

The Bouverie Centre is a values-driven learning organisation that embraces:

- *Openness, reflection and continual development*
- *Goodwill, generosity and good humour*
- *Commitment, passion and hard work*
- *The appreciation of complexity and context*
- *Embracing diversity and mutual respect*
- *Flexibility and versatility*
- *Innovation, creativity and discipline*
- *Non-blaming, warmth and directness*
- *Competence, excellence and leadership*
- *Making a difference.*

# Organisational Chart



# The Bouverie Centre Strategic Objectives 2016 – 2018

## 1. INFLUENCE

To build Bouverie's profile and relevance by influencing policy, opinion and practice.

## 2. ACCESSIBILITY

To make our services, resources and expertise accessible to a wider range of people.

## 3. EVIDENCE

To ensure that Bouverie's leadership in family focused work is informed and extended by evidence and up-to-date research.

## 4. THE RIGHT PEOPLE

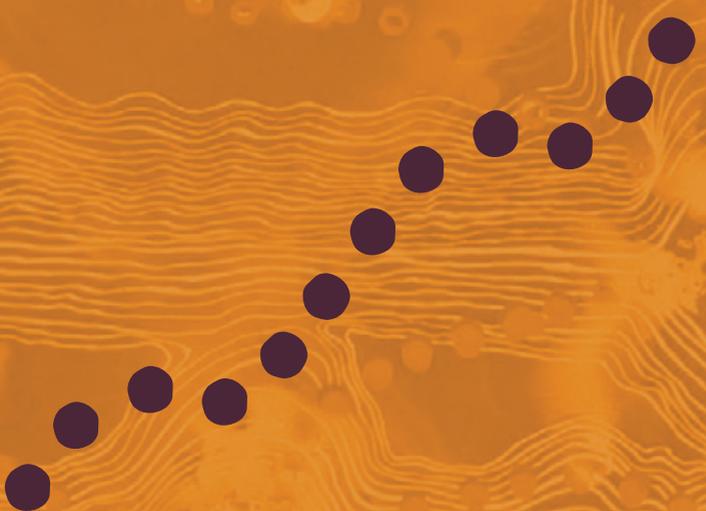
To provide a rich work culture where people are supported to grow personally and professionally.

## 5. PRACTICE INNOVATION

To promote innovation and its translation into services; building on our strengths and targeting key emerging international developments.

## 6. DIVERSITY

To be more inclusive of diverse and lived experience in the development and delivery of our services.



## Key Areas for Action for 2016 – 2018.

The Bouverie Centre has identified key areas of action, linked to the Bouverie Strategic Plan. These include:

### Relationships

The relationship between The Bouverie Centre and Aboriginal and Torres Strait Islander peoples is based on respect, commitment and true reconciliation, including:

- Ongoing consultation process with Aboriginal and Torres Strait Islander peoples and their families
- Active promotion of working with Aboriginal and Torres Strait Islander peoples, their families and organisations
- Recognition and involvement in events that actively promote reconciliation.
- Commitment to making a difference in Aboriginal and Torres Strait Islander family's lives.

### Respect

Respect for Aboriginal and Torres Strait Islander peoples and their families whose wellbeing, cultures, lands and histories are important to The Bouverie Centre in its efforts to consult and engage with Aboriginal peoples and Torres Strait Islander peoples. The Bouverie Centre respects people's right to self-determination.

The Declaration on the Rights of Indigenous Peoples is as follows:

#### Article 3

Aboriginal and Torres Strait Islander people have the right to self-determination. By virtue of that right they freely determine their political status and freely pursue their economic, social and cultural development.

#### Article 4

Indigenous peoples, in exercising their right to self-determination, have the right to autonomy or self-government in matters relating to their internal and local affairs, as well as ways and means for financing their autonomous functions.

## Opportunities

Aboriginal and Torres Strait Islander peoples, their families and organisations are highly valued by the Bouverie Centre, and will be consulted in identifying new opportunities and collaborations that would increase Aboriginal and Torres Strait Islander wellbeing.

- Support Aboriginal and Torres Strait Islander peoples acquiring academic qualifications through the provision of scholarships and opportunity in Bouverie academic programs
- Mentor Aboriginal and Torres Strait Islander peoples into higher level and executive positions at Bouverie
- Identifying employment opportunities for Aboriginal and Torres Strait Islander peoples across all areas of Bouverie
- Develop and deliver Aboriginal and Torres Strait Islander focused research
- Develop and deliver culturally appropriate clinical programs to Aboriginal and Torres Strait Islander peoples at the Bouverie Centre.

## Our Vision for Reconciliation

The Bouverie Centre's RAP and Vision for Reconciliation includes accountability to the Aboriginal and Torres Strait Islander families and Communities - providing a working meaningful document that addresses Aboriginal and Torres Strait Islander family health and longevity, inequity of health outcomes, social justice issues, learning potential and Aboriginal and Torres Strait Islander peoples' traditional healing practices.

The impact of past policy and trauma on the lives of Aboriginal and Torres Strait Islander Australians supports the fact that Aboriginal and Torres Strait Islander Australians continue to have low health standards.

At Bouverie, Reconciliation means providing a culturally safe and welcoming place for Aboriginal and Torres Strait Islander Peoples; keeping Bouverie accountable to the RAP; continuing to provide a learning and spiritual environment; identifying Aboriginal and Torres Strait Islander aspirations and dreams and support the development of the collaborative black and white models for teaching and family therapy.



*2016 Indigenous team at Bouverie  
with Shaun Coade from Berry Street Childhood Foundation*

## Our RAP

The Bouverie Centre committed to the development and implementation of the Bouverie RAP in 2014. It was developed in full cooperation and consultation with local Aboriginal Elders, Victorian Aboriginal and Torres Strait Islander communities, local Aboriginal and Torres Strait Islander organisations, mainstream community organisations and Bouverie staff.

The Bouverie Centre recognises Aboriginal and Torres Strait Islander protocols, histories and cultural authority.

The Bouverie RAP has developed/is proposing actions that include:

- Providing a “culturally safe” and “culturally friendly” place
- Funding the employment of Aboriginal and Torres Strait Islander workers
- Ongoing consultation with Victorian Aboriginal communities
- Mainstream course development and delivery that is culturally safe
- Continuing Bouverie flexibility in the delivery of courses in Aboriginal communities
- Development of a RAP Advisory Group
- Approval of Award Courses for the Indigenous workforce Black/white model of teaching and clinical work - Bouverie commits to using an Aboriginal/non-Aboriginal team of trainers and workers wherever possible within the Indigenous team
- Inviting Aboriginal and Torres Strait Islander key note speakers and presenters to address Bouverie forums, including Professor Kerry Arabena at the Bouverie Mental Health Mini Conference, and Andrew Jackomos (Commissioner for Aboriginal Children and Young People) to launch the Bouverie Indigenous Impact Analysis Report
- The ongoing success of Indigenous training program, with 90% Aboriginal and Torres Strait Islander retention in the University award programs
- Cultural sensitivity training
- Participating and hosting NAIDOC celebrations
- Reconciliation Week recognition and participation
- The Long Walk recognition and participation
- Development of an Indigenous Healing Garden for visitors to Bouverie
- Development of an internal Indigenous Healing Garden for Bouverie staff
- Formalised partnerships with Aboriginal and Torres Strait Islander organisations
- Research partnerships
- A proposal for scholarships/internships for Aboriginal and Torres Strait Islander students.



*Robbie Latham and Matt Russell at Bouverie*



# Relationships

The Bouverie Centre acknowledges the negative impacts of racism and discrimination of institutional and personal relationships on Aboriginal and Torres Strait Islander peoples and their families. The Bouverie Centre is committed to achieving the best outcomes for Aboriginal and Torres Strait Islander peoples and their families.

ACTION	RESPONSIBILITY	TIMELINE
Develop, implement and monitor the Bouverie RAP.	Project Manager Director	July 2016
	Project Manager	Until July 2016
	Project Manager	March, June, September, December annually
	Project Manager	November 2017
	Director  Bouverie Executive	September 2016
	Director  Project Manager	Feb, May, July, September annually
	Project Manager  RAP Advisory Group	Feb, May, August, November annually
	Director  Bouverie Executive	Yearly review in September
	Project Manager	February annually

**Focus Area:** Develop strong and meaningful relationships with Traditional Owners and other Aboriginal and Torres Strait Islander individuals, families and organisations.



## MEASURABLE TARGET

A RAP Working Group is convened, comprising Bouverie staff and Traditional Owner representation from Boon Wurrung and Wurundjeri to oversee the development, endorsement and launch of the RAP.

Regular meetings held by the RAP Working Group to develop the Bouverie RAP.

Traditional Owner representatives from Boon Wurrung and Wurundjeri are kept updated on RAP developments and actions, through regular consultation.

Launch The Bouverie Centre Innovate RAP 2016 - 2018.

A RAP Advisory Group Chaired by the RAP champion is convened, comprising of Bouverie staff, Aboriginal Elders and Traditional Owner representation, and other identified representatives. to oversee implementation of The Bouverie Centre Innovate RAP 2016-2018.

The RAP Advisory Group hold a minimum of 4 meetings annually. Attendance of these meetings are monitored.

The RAP Advisory Group provides quarterly reporting to the Bouverie Executive.

The RAP Advisory Group Monitor and endorse implementation of the Bouverie RAP.

Review and update Terms of Reference for the RAP Advisory Group.

## ACTION

Develop, strengthen and nurture a strong working relationship between the Bouverie Centre, state and federal government Ministers and stakeholders.

## RESPONSIBILITY

Project Manager  
Director

Project Manager

Project Manager

Project Manager

Director

Bouverie Executive

Project Manager

Project Manager

Program  
Managers

Program  
Managers

Project Manager

## TIMELINE

Review September  
annually

November 2016

Review August  
annually

Review July  
annually

Review March  
and September  
annually

For discussion at  
the first Advisory  
Group meeting  
of the year. –  
September 2016

For Review  
February 2017

December 2017

December 2016

December 2016

Review in August  
annually

## MEASURABLE TARGET

Relevant Ministers invited to key Bouverie Centre events.

Identify stakeholders through the development of a stakeholder strategy.

Develop Memorandums of Understanding (MOU) and potential partnerships through consultation with stakeholders.

Develop at least two MOU's with Aboriginal organisations annually.

Explore opportunities to strengthen new avenues of partnership with Aboriginal and Torres Strait Islander partners.

Host at least 2 events annually with existing Aboriginal and Torres Strait Islander partners' i.e. Victorian Aboriginal Child Care Agency (VACCA.)

Build on the existing Aboriginal and Torres Strait Islander research being undertaken by the Indigenous Program at Bouverie. Extend these opportunities to other Bouverie program areas.

Encourage other areas of Bouverie to include and investigate Aboriginal and Torres Strait Islander research in their programs.

Develop a partnership with an Aboriginal and Torres Strait Islander Research Unit.

Develop a list of Aboriginal and Torres Strait Islander Research organisations.

Develop a partnership with an Aboriginal and Torres Strait Islander research organisations.

Ensuring that Traditional Owners, Elders, Aboriginal leaders and communities are invited to Bouverie Centre activities.

ACTION	RESPONSIBILITY	TIMELINE
Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	Project manager	27 May- 3 June, annually
	RAP Advisory Group	
	Project manager	27 May- 3 June, annually
	RAP Advisory Group	
Director Bouverie Executive	27 May- 3 June, annually	
		Project Manager

ACTION	RESPONSIBILITY	TIMELINE
Celebrate and Raise awareness of the Bouverie RAP. All Bouverie to “own” the RAP.	Project Manager	June annually
	RAP Advisory Group	
	Project Manager	Reviewed in August annually
	Bouverie Executive	
	Director	Review in August annually
	RAP Advisory Group	
Program Managers		
Director	Feb, May, August and November annually	
Bouverie Executive		
Project Manager	July annually	

## MEASURABLE TARGET

Host at least one event for National Reconciliation Week at The Bouverie Centre.

Staff and RAP Advisory Group members to participate in at least one external National Reconciliation Week events.

Ensure the Bouverie Executive are represented at National Reconciliation Week internal and external events.

Register our NRW events via Reconciliation Australia's NRW website.

## MEASURABLE TARGET

At least one RAP story is published on the Bouverie website and Facebook page each year.

Include RAP commitments in the Bouverie 2016 – 2018 Strategic Plan, As a way to immerse the RAP commitments in Bouverie, and ensure the involvement of the entire Bouverie staff.

RAP is discussed at quarterly Bouverie Program Team meetings.

RAP is a standing item at all Executive meetings on a quarterly basis.

Promote reconciliation through ongoing active engagement with all stakeholders.

# Respect

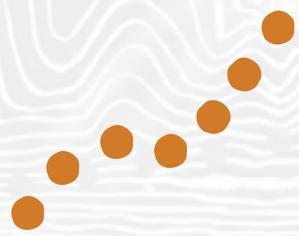
The Bouverie Centre acknowledges the negative impacts of racism and discrimination of institutional and personal relationships on Aboriginal and Torres Strait Islander peoples and their families. The Bouverie Centre is committed to achieving the best outcomes for Aboriginal and Torres Strait Islander peoples and their families.

ACTION	RESPONSIBILITY	TIMELINE
Engage Bouverie employees in understanding the protocols around 'Acknowledgement of Country' and 'Welcome to Country' ceremonies to ensure that there is shared meaning behind the ceremonies.	Program Managers	November 2016  Reviewed August annually
	Project Manager	July annually

ACTION	RESPONSIBILITY	TIMELINE
Engage employees in cultural learning to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	Program Managers  Project Manager	November 2016  Review August annually



**Focus Area:** Acknowledging Traditional Owners and the Aboriginal and Torres Strait Islander Communities and improving the cultural capacity of The Bouverie Centre.



## MEASURABLE TARGET

Develop, implement and communicate a cultural protocol document for Bouverie.

Identify at least two significant events for which a Welcome to Country from a Traditional Owner will be included.

Identify at least one significant event for which a Smoking Ceremony is held.

Ensuring that an Acknowledgement of Country is included in the commencement of all meetings and events.

Maintain and review a list of key contacts for organising a Welcome to Country.

## MEASURABLE TARGET

Have all Bouverie staff participate in Aboriginal and Torres Strait Islander cultural awareness training.

Implement and review an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines continuous cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion).

ACTION	RESPONSIBILITY	TIMELINE
Engage Bouverie staff in celebrating significant Aboriginal and Torres Strait Islander events such as NAIDOC Week.	Project Manager Program Managers Director	Review August annually
	Director	July annually
	Project Manager	October annually
	Director	July annually
	Director	July annually
	Director of the Bouverie Centre	August review annually
	Project Manager	September annually

ACTION	RESPONSIBILITY	TIMELINE
Develop an Indigenous Healing Garden at the Bouverie Centre to reflect our commitment to Aboriginal and Torres Strait Islander healing.	Project Manager	June 2017
Collaboratively share the space with Foundation House.	Project Manager	June 2017



## MEASURABLE TARGET

Encourage and support staff to support and participate in at least 2 cultural events a year .i.e. Sorry Day, National Apology Day.

NAIDOC Week will be celebrated throughout the Bouverie Centre, including staff participating in the NAIDOC March and involvement in Victorian Aboriginal community events.

Include participation in cultural events in Bouverie Centre staff Annual Plans. Each staff member to include participation in cultural events in Annual Plans.

Host at least one event for NAIDOC Week at Bouverie (flag raising/morning tea for community).

Encourage all Bouverie staff to Participate in Aboriginal March from the Aboriginal Health Service to Federation Square.

Ensure the Bouverie Executive are represented at cultural events i.e. Sorry Day.

Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.

## MEASURABLE TARGET

Launch of shared Healing Garden.

Encourage Aboriginal and Torres Strait Islander and non- Aboriginal peoples to visit the Healing Garden.

**ACTION**

Creating a welcoming environment.

**RESPONSIBILITY**

Project Manager

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Project Manager

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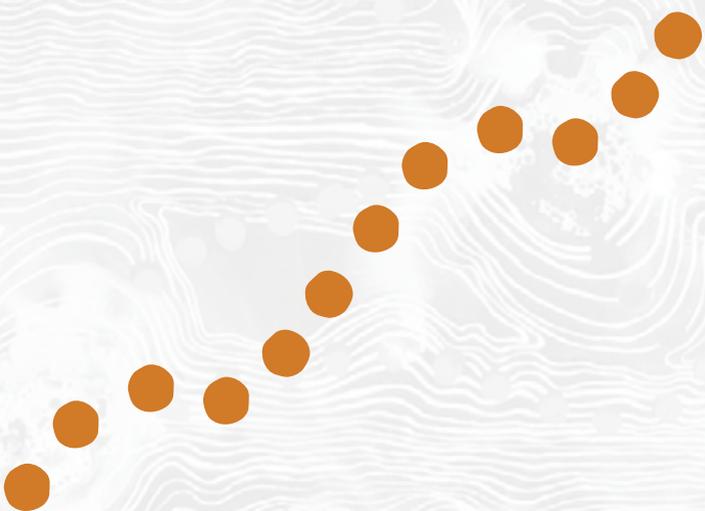
Project Manager

**TIMELINE**

December 2016

December 2016

June 2017



## MEASURABLE TARGET

The placement of a Womenjenka Welcome Plaque at the Bouverie Centre.

Acknowledgement of Traditional Owner signage located in the main entrance to Bouverie.

Have Aboriginal and Torres Strait Islander stories placed in Bouverie corridors, clinical rooms, training rooms and reception, telling the impact of the Stolen Generations including stories of hope and reconciliation.



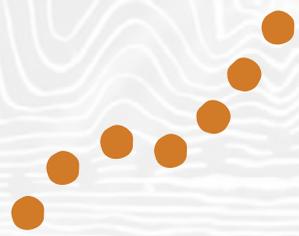
# Opportunities

Aboriginal and Torres Strait Islander Peoples are highly valued by the Bouverie Centre, and they will be consulted in identifying new opportunities and collaborations that would increase Aboriginal and Torres Strait Islander wellbeing.

ACTION	RESPONSIBILITY	TIMELINE
Continue to provide opportunities for Aboriginal and Torres Strait Islander Peoples to undertake training in Bouverie courses.	Bouverie Executive	Review August annually
	Director	
	Bouverie Executive	Review August annually
	Bouverie Executive	Review August annually
	Director	
	Bouverie Executive	Review August annually
	Director	

ACTION	RESPONSIBILITY	TIMELINE
Scholarships for Aboriginal and Torres Strait Islander Peoples.	Project Manager	Review October annually
	Director	Review October annually
	Director	Review October annually

**Focus Area:** Aboriginal and Torres Strait Islander Peoples are highly valued by the Bouverie Centre, and they will be consulted in identifying new opportunities and collaborations that would increase Aboriginal and Torres Strait Islander wellbeing.



## MEASURABLE TARGET

Provide 10 free places annually for Aboriginal and Torres Strait Islander peoples to participate in workshops at Bouverie.

Review discounted rates for external training for Aboriginal and Torres Strait Islander organisations.

Explore opportunities for how to best engage Aboriginal and Torres Strait Islander peoples in Bouverie training.

Facilitate co-training between Aboriginal and Torres Strait Islander peoples and Community Services Programs at least once a year.

## MEASURABLE TARGET

Explore further possibilities of scholarship opportunities for Aboriginal and Torres Strait Islander Peoples to participate in post graduate qualifications at Bouverie.

Provide at least 2 scholarships to Aboriginal and Torres Strait Islander students in the Post Grad Family Therapy course.

Provide at least 2 scholarships to Aboriginal and Torres Strait Islander students in the Masters Family Therapy course.

## ACTION

Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.

## RESPONSIBILITY

Director

Program Managers

Director

Bouverie Executive

Project Manager

RAP Advisory Group

## TIMELINE

Review August annually

June 2017

September annually

Review June 2016

Review October annually

Review August annually

Review July annually

Review August annually

Review August annually

## MEASURABLE TARGET

Investigate opportunities at Bouverie to increase Aboriginal and Torres Strait Islander employment.

Collect information on current Aboriginal and Torres Strait Islander staff, to inform future employment opportunities.

HR procedures reviewed and policies developed to ensure barriers to Aboriginal and Torres Strait Islander employees are able to be addressed.

Offer ongoing employment opportunities.  
Investigate ongoing employment opportunities for casual Aboriginal and Torres Strait Islander staff at Bouverie.

Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.

Continue to Pilot different approaches to increase Aboriginal and Torres Strait Islander employment within Bouverie (this may include training pathways, internships, cadetships, work experience), and within all program areas.

Advertise all Bouverie vacancies in Aboriginal and Torres Strait Islander media.

Mentor Aboriginal and Torres Strait Islander Peoples into senior positions at Bouverie.

Investigate the development of a mentoring program for Aboriginal and Torres Strait Islander staff at Bouverie.

ACTION	RESPONSIBILITY	TIMELINE
Increase the number of Aboriginal and Torres Strait Islander Peoples using Bouverie services.	Bouverie Director	Review in September 2018
	Program Managers	
	Program Managers Indigenous Team Mental Health Team	Review in September 2017
	Project Manager	December 2016
	Project Manager	February annually

ACTION	RESPONSIBILITY	TIMELINE
Investigate opportunities to increase supplier diversity within Bouverie.	Project Manager	March 2017
	Project Manager	August 2016
	Project Manager	June 2018

ACTION	RESPONSIBILITY	TIMELINE
Increased numbers of Aboriginal and Torres Strait Islander peoples and organisation utilising Bouverie programs.	Program Managers	August review annually
	Director	

## MEASURABLE TARGET

Continue to collaborate with potential partners to explore opportunities to increase the number of Aboriginal and Torres Strait Islander Peoples utilising Bouverie services.

The Mental Health program at Bouverie to Investigate the development of opportunities for linkage and potential partnerships with services working with Aboriginal and Torres Strait Islander people with serious mental illness.

Include the Promotion of the Taekwondo sessions at Bouverie to the Aboriginal and Torres Strait Islander communities within the developing communications strategy.

At least 2 Aboriginal and Torres Strait Islander children per year take up Taekwondo at Bouverie.

## MEASURABLE TARGET

Review procurement policies and barriers to Aboriginal and Torres Strait Islander businesses and develop a business case to procure Aboriginal and Torres Strait Islander business.

Educate Bouverie staff about using Aboriginal and Torres Strait Islander businesses.

Develop at least one commercial relationship with an Aboriginal and Torres Strait Islander organisation.

## MEASURABLE TARGET

All Bouverie programs to review their effectiveness and inclusiveness regarding their relationships with Aboriginal and Torres Strait Islander Peoples in their programs.



# Tracking Progress and Reporting



## **ACTION**

Launch the Reconciliation Action Plan.

## **RESPONSIBILITY**

Project Manager

## **TIMELINE**

November 2016

## **ACTION**

Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measurement Report.

## **RESPONSIBILITY**

RAP Advisory Group  
Executive  
Project Manager

## **TIMELINE**

September annually  
June 2018

## **ACTION**

Review, refresh and update RAP and monitor RAP actions and progress.

## **RESPONSIBILITY**

Executive  
RAP Advisory Group

## **TIMELINE**

September 2017

## MEASURABLE TARGET

RAP published and promoted.

RAP available on Bouverie website.

RAP displayed in foyer.

RAP distributed to Bouverie stakeholders.

RAP registered on RA website.

## MEASURABLE TARGET

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

Investigate participating in the RAP Barometer.

## MEASURABLE TARGET

Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.

Send draft RAP to RA for formal feedback and endorsement.





the bouverie centre  
VICTORIA'S  
FAMILY  
INSTITUTE

Healthy Relationships in families  
Established 1956.



RECEPTION ↑





[www.bouverie.org.au](http://www.bouverie.org.au)



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