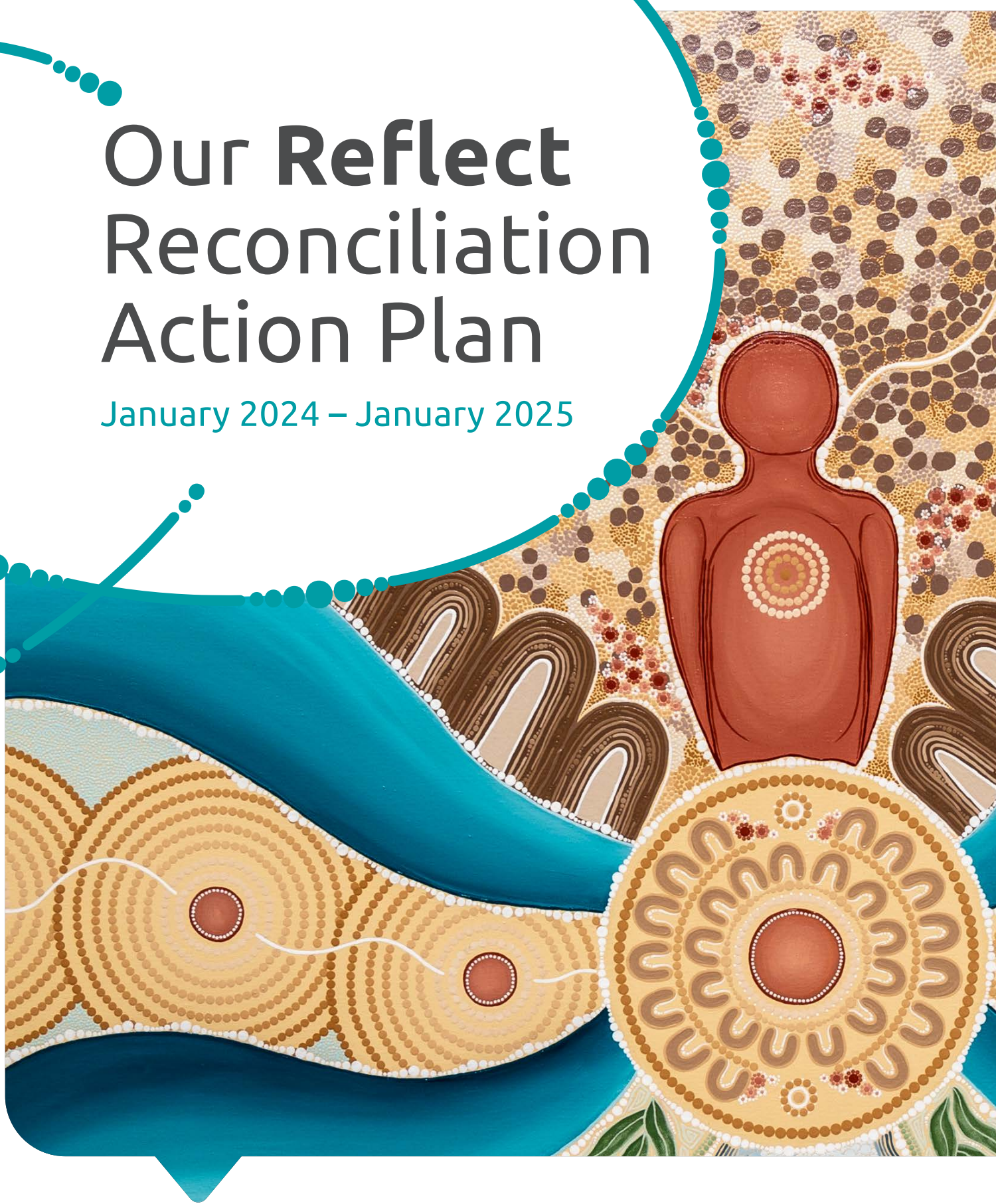


Our Reflect Reconciliation Action Plan

January 2024 – January 2025



**Consumers of
Mental Health WA**
Listen. Advocate. Change.



**RECONCILIATION
ACTION PLAN**

REFLECT



Consumers of Mental Health WA respectfully acknowledge the traditional custodians of the land on which we work, Whadjuk Nyoongar Boodjar. We are privileged to work within the beautiful surrounds of Boorloo and we pay our respects to Elders past and present. We also acknowledge the traditional custodians throughout Western Australia and their continuing connection to the land, waters and community and we pay our respects to their Elders past and present.





Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes Consumers of Mental Health WA to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Consumers of Mental Health WA joins a network of more than 2,500 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.



This Reflect RAP enables Consumers of Mental Health WA to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Consumers of Mental Health WA, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





About the Artwork

This Artwork symbolises what lived experiences are and one's journey in finding a space where you can express and overcome the things in life that have made you feel alone and lost. Proving that with a little bit of kindness and respect from others, you can be in an inclusive environment that is empowering and connected to community.

The symbol in the centre of the painting symbolises community and a safe space for anyone to come to when feeling unwell. It encompasses the values and principles of the CoMHWA community, allowing them to express themselves with no judgement and guiding them on a journey where they will have support from those who have had similar or shared experiences, seeing them as their peers. This allows them to be in a space with trust, equality, respect and understanding, allowing them to identify what is their truest and happier selves.

About the Artist

Chynna Chadderton is a proud Yamatji-Malgana woman from Gutharragulda (Shark Bay, Western Australia) and self-taught Aboriginal artist. She has always had a passion for art and craft since she was a little girl. Painting is a form of stress relief and has also been a healing tool to help manage depression due to childhood trauma. Painting allows her to shut out the outside world and calm her mind. She paints because it is the only way she can express herself in a way that others can understand and find beautiful.



Statement from our CEO and Chairperson

We are incredibly proud to introduce our first Reflect Reconciliation Action Plan (RAP). This marks a significant landmark for all of us individually, as well as us collectively, at Consumers of Mental Health WA.

We recognise that true progress towards reconciliation requires sincere reflection, understanding, and action. The development of this Reflect RAP has been a journey of learning and collaboration for each of us and reflects the commitment to reconciliation of our Board and staff.

This Reflect RAP is a significant moment in our journey. It is a statement of intent to continue to build a workplace culture built on respect, equality, and inclusivity. It is a roadmap that guides us towards embedding reconciliation into the fabric of our organisation. Through this process, we aim to 'listen, advocate and change' when it comes to Aboriginal and Torres Strait Islander social and emotional wellbeing and mental health.

CoMHWA was born of the unwavering belief that people with a lived experience of mental health issues should have an equal say in the policies, services and supports that we want. Not what other people want for us. This is fundamental to our human rights. The disability sector put this succinctly as 'Nothing about us, without us' and this should be no different to the human rights of Aboriginal and Torres Strait Islander Australians.

We wholeheartedly support and accept the invitation offered to us through the 'Uluru Statement from the Heart'.

Our Reflect RAP is not an end point; rather it's a starting point. It sets the foundation upon which we will build our future actions, initiatives, and relationships. As we embark on this journey, we urge our members and supporters to equally embrace this commitment personally and professionally.



Darren Munday
Chief Executive Officer

Kayla Schembri
Chairperson



We are working for a world where people with lived experience of mental health issues are self-directed, self-empowered, respected and connected to community.





Our Business

At Consumers of Mental Health WA (CoMHWA), we're more than Western Australia's peak body for people living with mental health issues. We're a community – created by and for people with lived experience – coming together to help each other navigate the mental health system and drive positive change in the sector, society and our lives.

As WA's peer-led mental health consumers' association, we're always listening to our members and developing the services people with lived experience need to empower themselves.

From using our collective voice to advocate for systemic change to helping individuals advocate for themselves. From education resources that help combat stigma and discrimination to online training and in-person workshops. From peer-to-peer support to peer-led workplace programs.

CoMHWA currently employs 26 staff members including our Policy and Research Officer – Aboriginal Mental Health. Our office is based in Cloverdale (Beeloo), WA in the Perth (Boorloo) Metro area.

Our Reconciliation Action Plan

At CoMHWA we represent all mental health consumers. In order to do this, it is essential that we take action to achieve justice, equity and respect for Aboriginal and Torres Strait Islander people. CoMHWA recognises that Aboriginal and Torres Strait Islander people disproportionately experience mental health distress, trauma and suicidality. If we are not representing the lived experience of Aboriginal and Torres Strait Islander people, then we are not representing all lived experience consumers.

CoMHWA understands that Aboriginal and Torres Strait Islander lived experience recognises the effects of ongoing negative historical impacts and/or specific events on the social and emotional wellbeing of Aboriginal and Torres Strait Islander peoples. It encompasses the cultural, spiritual, physical, emotional and mental wellbeing of the individual, family or community.

We are committed to engaging in reconciliation by contributing to a reduction in the large gap between the wellbeing of Aboriginal and Torres Strait Islander people, and the broader Australian community, by advocating for holistic and culturally appropriate support. We are committed to advocating for the rights of Aboriginal and Torres Strait Islander people to have their voices, perspectives and preferences reflected in the services and programs that they engage with and that aim to serve them.

CoMHWA's hope for reconciliation is to create an environment grounded in mutual respect, strong principles of social justice and empowerment and advocacy support for Aboriginal and Torres Strait Islander people experiencing mental health challenges.

We hope to create a RAP that is true to our organisational values:

- **Kindness:** We maintain a friendly and generous way of working that is considerate of others.
- **Respect:** We demonstrate respect for Aboriginal and Torres Strait Islander people and champion the value of respect.
- **Inclusivity:** We are an inclusive workplace and work to be inclusive in the ways in which we collaborate with and work with community members and other organisations.
- **Courage:** We demonstrate courage in working according to our values and taking actions that align with them.
- **Partnership:** working in partnership with Aboriginal and Torres Strait Islander people and community-controlled organisations

CoMHWA has formed a working group with organisational wide representation to ensure an approach that has impact on and input from each of our areas of work and is not dependent on any specific staff member to lead, coordinate or action our plan. Our RAP Working Group (RWG) consists of:

- Chief Executive Officer
- Advocacy Manager
- Senior Policy and Research Officer
- Communications Officer
- Life Launchpad Project Manager
- ASPIRE Peer Workforce Development Coordinator
- Peer Pathways Project Manager
- Peer Lead

We have appointed a RAP Champion, CoMHWA CEO Darren Munday, to ensure accountability and leadership in our efforts.

We have also engaged professional Aboriginal consultants, Kaala Barna, in this area to assist our efforts. Kaala Barna facilitated four workshops with RWG members to develop our first RAP template draft and our implementation plan.



We first attempted to begin a RAP in 2022, but because a smaller working group was in charge, staffing changes meant that our efforts were not consistent or substantial enough to continue. Previous reconciliation-related work has not had a meaningful impact and has created some hesitance among stakeholders. Developing our RAP has been added to our Strategic Plan to highlight its importance, and new leadership and a refreshed working group have ensured that we commit to our actions.

Our partnerships/current activities



We have recently entered into a partnership with registered training organisation, Maar Moorditj, to assist with aspects of their delivery of the Certificate IV in Mental Health Peer Work to Aboriginal and Torres Strait Islander people who are interested in Peer Work.



We have created resources to support service navigation of the mental health and housing systems for staff at Derbarl Yerrigan.



Internal activities/initiatives: CoMHWA has hosted NAIDOC events for members and staff and attended local City of Belmont activities and events. This year, CoMHWA has hosted a National Reconciliation Week breakfast.



CoMHWA has made public statements supporting an Aboriginal and Torres Strait Islanders Voice to Parliament.



CoMHWA have become a member of Reconciliation WA and Allies for Uluru.



We have appointed a Policy and Research Officer – Aboriginal Mental Health within our Systemic Advocacy Team.



We have run two sessions of cultural awareness training in June and July with Djoona.



All staff have been given the opportunity to attend training by 'Acknowledge This' to understand more about, and to formulate their own personal Acknowledgement of Country.



CoMHWA has appointed Kaala Barna, to assist with the development of our RAP.



We have commissioned Aboriginal artist Chynna Chadderton to paint a significant artwork titled 'Lived Experiences' for our office entry to represent CoMHWA's mission and our reconciliation journey.



Relationships

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	Apr 2024	Lead: CEO Support: Systemic Advocacy Team, Peer Pathways Team, Life Launchpad Team, ASPIRE Team
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	Feb 2024	Lead: Advocacy Manager Support: Systemic Advocacy Team
Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2024	Communications Officer
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May – 3 June 2024	Lead: CEO Support: Management Team
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May – 3 Jun 2024	CEO
Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	Jan 2024	CEO
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	Feb 2024	Lead: Advocacy Manager Support: Systemic Advocacy Team
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	Aug 2024	Lead: Advocacy Manager Support: Systemic Advocacy Team



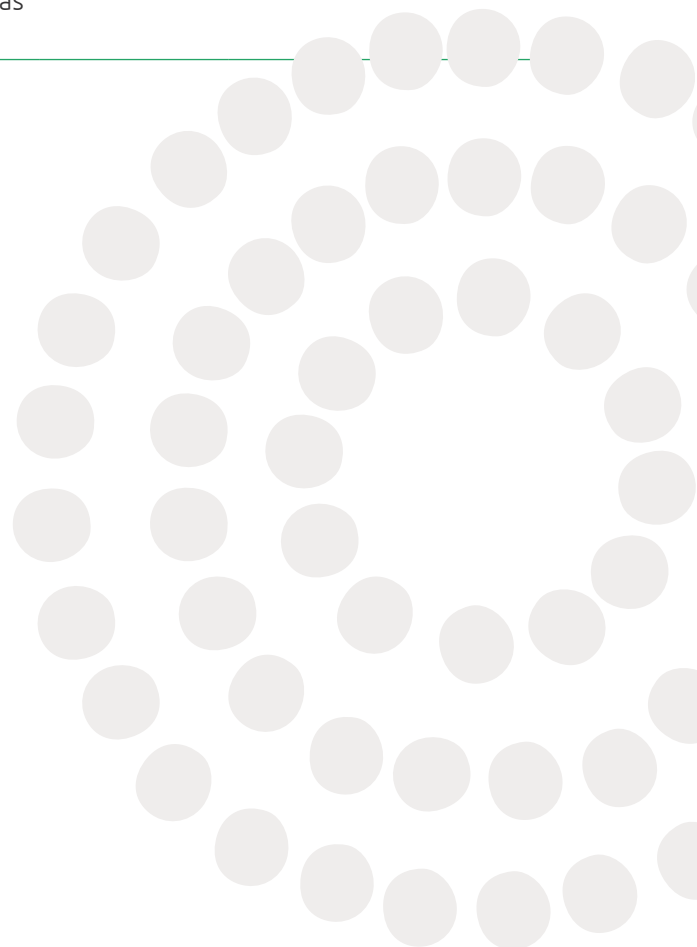
Action	Deliverable	Timeline	Responsibility
Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	Apr 2024	Lead: Advocacy Manager Support: Systemic Advocacy Team
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	Jul 2024	Administration Manager
Amplify the voices of Aboriginal and Torres Strait Islander people and communities within and in relation to your organisation.	<ul style="list-style-type: none"> CoMHWA will focus Systemic Advocacy efforts to explore, develop and implement ways to enable the voices of Aboriginal and Torres Strait Islander people with social and emotional wellbeing issues to be heard, understood and acted on within the WA mental health sector. 	Aug 2024	Advocacy Manager
	<ul style="list-style-type: none"> All CoMHWA Systemic Advocacy position papers will be informed by Aboriginal Social and Emotional Wellbeing (SEWB) issues. 	Jun 2024	Policy and Research Officer – Aboriginal Mental Health
	<ul style="list-style-type: none"> CoMHWA will develop and support a paid Aboriginal and Torres Strait Islander Reference group made up of CoMHWA volunteers across the state to consider, review and recommend actions on Aboriginal and Torres Strait Islander SEWB issues. 	Feb 2024	Policy and Research Officer – Aboriginal Mental Health



Respect

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	May 2024	CEO
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	Apr 2024	Lead: CEO Support: Team Managers
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	Mar 2024	Lead: CEO Support: Administration Manager
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	Jun 2024	Lead: CEO Support: Team Managers
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	May 2024	Communications Officer
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	Jun 2024	Communications Officer
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First Week in July 2024	Lead: CEO Support: RAP Working Group

Action	Deliverable	Timeline	Responsibility
Promote positive internal and external communications strategies with staff and community.	<ul style="list-style-type: none"> Demonstrate our support for the Uluru Statement from the Heart through external and internal communications. 	Feb 2024	Communications Officer
	<ul style="list-style-type: none"> Support staff to understand power and privilege. 	Jul 2024	CEO
	<ul style="list-style-type: none"> Showcase the value and contributions of Aboriginal and Torres Strait Islander people on a notice board in the common staff area. 	Mar 2024	Administration Manager
	<ul style="list-style-type: none"> Create opportunities for staff to have informal conversations with our Aboriginal and Torres Strait Islander stakeholders in order to break down stigmas and barriers. 	Sep 2024	Lead: CEO Support: Management Team





Opportunities

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	Feb 2024	CEO
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	Jul 2024	Lead: CEO Support: Administration Manager
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	Mar 2024	Lead: CEO Support: Administration Manager
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	Feb 2024	Administration Manager
Enable opportunities for Aboriginal and Torres Strait Islander students to grow and develop through targeted and tailored courses in the organisation.	<ul style="list-style-type: none"> Provide Aboriginal Certificate IV Mental Health Peer Work students opportunities for work experience and employment pathways within CoMHWA. 	Jan 2024	Peer Work Coordinator
	<ul style="list-style-type: none"> Conduct a review of existing training material to make training and education content inclusive and culturally safe for Aboriginal and Torres Strait Islander members. 	May 2024	Lead: CEO Support: Peer Education Lead, ASPIRE and Life Launchpad Managers



Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain a RWG to govern RAP implementation and review progress of RAP in July 2024. 	Jul 2024	CEO
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	May 2024	Advocacy Manager
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	Jul 2024	Advocacy Manager
Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	Feb 2024	CEO
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	Jan 2024	CEO
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	Feb 2024	Lead: CEO Support: Systemic Advocacy Team
	<ul style="list-style-type: none"> Appoint a senior leader to champion our RAP internally. 	Jan 2024	CEO
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 Sep Annually	Advocacy Manager
	<ul style="list-style-type: none"> 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. 	Jun annually	
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey. 	1 Aug annually	
Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	Dec 2024	Advocacy Manager



**Consumers of
Mental Health WA**

Listen. Advocate. Change.

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