



RECONCILIATION ACTION PLAN, 2016-2018

POSITION STATEMENT

Our Vision for Reconciliation

The WRISC vision for reconciliation is a nation that provides safety, equity and opportunity for all Australians - a nation where respect includes an understanding at a national and community level of the long history of injustice against ATSI peoples, and recognition that moving away from injustice requires a deeper knowledge and understanding of ATSI peoples' diverse cultures and heritage.

In achieving this vision WRISC will seek to:

- Further develop relationships between the ATSI and non-ATSI community of Ballarat.
- Ensure that the working environment and services provided by WRISC are welcoming, respectful, culturally safe and appropriate to all Aboriginal persons.
- Improve the wellbeing of women and children within the Indigenous community of Ballarat through appropriate service provision, employment, support and advocacy.

Our RAP

WRISC'S Board of Governance (then known as the Central Highlands Women's Collective Inc.) made the decision to develop a RAP at its strategic planning day in February 2011. This decision was readily adopted and supported by all members of our organisation. A working group was established shortly thereafter to develop and champion our RAP. This group comprised two Board members including an Aboriginal elder who sat on our Board, the Executive Officer and two staff members. In October 2011 WRISC's Statement of Commitment to develop an action plan was formally endorsed by WRISC's Board of Governance.

Relationships

WRISC has provided Government funded family violence services for Aboriginal and Torres Strait Islander (ATSI) women and children in our community since 2003. Respectful relationships with ATSI communities are central to our capacity to provide culturally appropriate and safe services.

Respect and trust are critical to WRISC's core business of responding to and assisting women and children who have been victims of family based violence. Our model of care draws on a healing and strengths based approach, and is underpinned by a human rights framework. Our practice model is supported by a comprehensive assessment and care plan for each woman and child.

Our relationships and partnerships with the broader community and integrated service system enable us to deliver our care plans.

Respect

At WRISC respect requires that cultural competence is everybody's business. That cultural competence is best fostered in a workplace that values diversity, that understands difference, is accepting of cultural knowledge and that has the awareness to adapt to diversity in a safe and appropriate way. Working in a culturally competent way helps WRISC to work together with our local ATSI community to celebrate and respect ATSI communities and cultures.

Focus area:

- Provision of culturally safe and relevant services at WRISC, working toward cultural security.
- Celebrate and respect Aboriginal and Torres Strait Islander cultures.

Opportunities

WRISC will provide opportunities for Aboriginal and Torres Strait Islander (ATSI) people, organisations and communities to support our vision for safety, equality and opportunity for all people. Providing opportunities for education, training and employment enhances our capacity to provide culturally safe services and promote self-determination, healing and reconciliation.