



**mental health**  
community coalition ACT



RECONCILIATION  
ACTION PLAN

REFLECT

# Reflect Reconciliation Action Plan

September 2022 – March 2024



*Aboriginal performers taking part in the Mental Health Markets in 2017.*

## Acknowledgement of Country

MHCC ACT acknowledges all Aboriginal and Torres Strait Islander Traditional Custodians and Country and recognises their continuing connection to land, sea, culture and community. We pay our respects to their Elders, past and present.

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*Cover image: Aboriginal artwork at Yankee Hat, Namadgi National Park. Courtesy of Martyman at the English Wikipedia, [CC BY-SA 3.0](#) via Wikimedia Commons.*

# Mental Health Community Coalition ACT

## Reflect Reconciliation Action Plan

### September 2022 - March 2024

## Our business

The Mental Health Community Coalition ACT (MHCC ACT) is the peak body for community-based mental health providers in the ACT. It employs six people out of one office in Canberra. We have one Aboriginal staff member.

## Our RAP

MHCC ACT is developing a Reconciliation Action Plan (RAP) to bring a First Nations perspective to our work, to integrate de-colonisation into our daily activities and to make the organisation a better ally for Aboriginal and Torres Strait Islander peoples.

We have long included Acknowledgement of Country as an opening to our meetings and events and Welcome to Country to our more significant events. We are approaching our RAP as a prompt to change our organisation's culture, rather than a list of tasks to be ticked off.

## Our partnerships/current activities

Our engagement with Aboriginal and Torres Strait Islander peoples has been limited to date. We have long been aware that Aboriginal and Torres Strait Islander peoples are over-represented among those navigating mental health conditions and have been unsure of the most effective way to integrate those stories and statistics with those that we take to the ACT Government and the public.

We have introduced monthly presentations to staff on any aspect of Aboriginal and Torres Strait Islander cultures, which always generates interested discussion. We also seek out First Nations voices in the community to ensure that we are listening to and being led by them.

We have entered into a contract with the Traditional Aboriginal Owners Corporation to deliver cultural awareness training with a mental health focus. MHCC ACT will cover the cost for up to 240 community mental health workers and managers will participate in a three-hour On Country event.

*Richie Allen providing a Smoking Ceremony for the virtual 2021 Mental Health Month Awards ceremony.*





# Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	September 2022	CEO
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2022	CEO
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Office & Events Support Officer
	RAP Working Group members to participate in an external NRW event.	27 May- 3 September 2023	HR & Finance Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2023	CEO
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	September 2022	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	November 2022	CEO
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2022	CEO
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	February 2023	Sector Development Officer
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February 2023	HR & Finance Manager

Aunty Violet Sheridan providing a Welcome to Country for the launch event of Mental Health Month ACT 2022.



## Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2023	Sector Development Officer
	Conduct a review of cultural learning needs within our organisation.	March 2023	HR & Finance Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	September 2022	HR & Finance Manager
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October 2022	Sector Development Officer
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023	Comms & Events Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	Comms & Events Manager
	RAP Working Group to participate in an external NAIDOC Week event.	July 2023	HR & Finance Manager



# Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	February 2023	HR & Finance Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2022	HR & Finance Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	April 2023	HR & Finance Manager
	Investigate Supply Nation membership.	June 2023	HR & Finance Manager



*Musician from Wiradjuri Echoes performing at the Mental Health Month Expo 2018.*



# Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	September 2022	CEO
	Draft a Terms of Reference for the RWG.	December 2022	CEO
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	September 2022	CEO
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	September 2022	HR & Finance Manager
	Engage senior leaders in the delivery of RAP commitments.	September 2022	CEO
	Appoint a senior leader to champion our RAP internally.	September 2022	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	November 2022	HR & Finance Manager
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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.	June annually	Office and Events Support Officer
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Office and Events Support Officer
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	Office and Events Support Officer
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2023	HR & Finance Manager

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**Mental Health Community Coalition ACT**  
**Reflect Reconciliation Action Plan September 2022 - March 2024**

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