

FWT+DP RAP Follow Up List April 2012 (Team Brainstorm at Planning Meeting)

- Identify and develop FWT+DP's policy position on our organisation's responsibility to advocate for the rights of Aboriginal Australians:
 - * identify how and where this is applied in practice, eg: information on our website; info in trainer's brief; shared with job applicants / at interviews; providing information to training participants
 - * In relation to information provision to training participants, explore most effective way to do this (keeping in mind the balance of keeping people both engaged and informed), eg: would we do this at all events or in other more specific / targeted ways?
 - * Actively model and promote our own position / choices / policies to the sector, eg: via information sharing through CRN and/or other avenues
- Include FWT+DP RAP Plan / work in Annual Report (as its own full section)
- Include FWT+DP RAP plan / work in our next Strategic Planning cycle as a way to name and strengthen long term (5 – 10 year) organisational commitment
- Once we have developed our RAP plan, ask Aboriginal Elders, workers, community to make comment and adjust plan accordingly.
- Review Bringing Them Home Report to assess where / how relevant to FWT+DP events / planning
- Set up a RAP specific page on our website that gives information on our own journey and process and provide other relevant information and links (want something that is creative and interactive – not just written information)
- Identify culturally significant dates and events
 - * promote this information on our website and on our monthly calendars
 - * give information to all staff (via written lists, on shared calendar, and kitchen wall chart) to include in their own promotion, participation and planning for their role / project
 - * all workers to also use this information to support our Aboriginal workers with their work loads and to free them up to participate in planning and attending events
 - * Plan relevant events to coincide with significant celebrations / events, eg: NAIDOC week, Sorry Day, etc.
- Have RAP journey / process as a regular team meeting agenda item and use to share information, stories and reflections
- Develop clear best practice protocols and procedures for trainers on providing training to Aboriginal workers and the inclusion of Aboriginal history / impacts in relation to their topic area

- Add a question to our standard On The Day and/or Monkey Survey Questionnaires to track cross – cultural relevance of our training, ie:
 - * On the Day Form: *If you are Aboriginal, did you find this training to be relevant, respectful and accessible?* (Very Much 5.....4.....3.....2.....1.....0 Not at All)
 - * Monkey Survey: Did this training provide you with information on how to better respond to Aboriginal families / communities in relation to this topic area?
 - * (could consider adding the same for CALD participants)

- Hold in-service workshops / information sharing sessions, future topics:
 - * Identity papers – what were / are they and what is their impact?
 - * What is the “Indigenous Wellbeing model”? (as named in Bringing Them Home Report)
 - * Explore how/why ANGER impacts Aboriginal people and dealing with anger respectfully

- Deliver relevant / specific training to the sector to raise awareness that supports the building of effective and respectful relationships between mainstream workers and services and Aboriginal families and communities, future topics:
 - * Add ‘stolen Generation’ as a discussion topic on Koori Yarn Session agenda
 - * IMPACT of Stolen Generation on CURRENT thoughts, feelings and behaviours of Aboriginal families and communities TODAY and how best to support this as workers. Perhaps a number of events aimed at drilling down to potential specific impacts on self concept and parenting and linking information / awareness and empathy to practice knowledge and skills