

FWT+DP RAP Newsletter April 2013

Key Messages / Learning from our journey so far....



Welcome to FWT+DP's first formal RAP (Reconciliation Action Plan) Newsletter! We will use this space to share our story and learning from our own RAP Journey and to share resources and tips for others looking at doing their own RAP.

The formal development of our RAP (launched in March 2013) was just under 12 months. However the overall process started about 7 years ago, when as an organisation we started thinking about and asking ourselves questions in 2 main areas:

- How we were doing in our service delivery to Aboriginal workers and community?
- How we were doing in encouraging and supporting mainstream workers and services were to exploring these issues for themselves?

From there we started:

- Reaching out more to Aboriginal community to hear things from their point of view;
- Trying new approaches and then;
- Adjusting programs we delivered to better meet needs;

In our efforts to better support Aboriginal workers we soon realised that one of the best ways to stay connected and responsive to Aboriginal community needs and issues was to employ an Aboriginal worker, leading to Jackie Stewart joining our team. Jackie's work has been an invaluable contribution to our aims to better informed and more responsive to Aboriginal workers professional development needs.

In our efforts to support mainstream workers and services to be better informed and equipped to understand and respond to Aboriginal families and communities we have aimed to support a deeper cross cultural understanding... in a word helping us all to 'listen' more deeply to what Aboriginal people are saying....

We greatly encourage all mainstream services to think about embarking on their own RAP development journey and hope to share our own learning along the way. In that spirit we would like to share a few things that we think are important to keep in mind.

Support a designated person to spearhead things along – for us, Julianne Abood has been this person. Her dedication and passion are matched only by her clear thinking and practical step by step approach to making change happen.

Form a small RAP working group – In our case this involved 5 team members, including our Aboriginal worker, who worked together to nut through the issues and tasks and help to inform and support management and staff and keep people engaged and connected to the journey.

Don't feel daunted – if you are already thinking about developing a RAP (or just the fact you were interested) is likely you are already a good way down the road.

Recognise what you've already done - Start the process by thinking about all the work you have already done as well as where you hope to go next.

Bring everyone in your organisation along with you from the start – take the time to help people understand what a RAP is, why it's needed and make time and space for people to talk about where they fit in that journey. For us this has included doing cross cultural training together and sharing DVD's, books, articles and stories that helped the whole team (management and staff) develop a better understanding of the historical impact of colonisation on Aboriginal culture and community, giving us the space to reflect together on how injustice and past pain lives on today.

Get help and support along the way - take up the offers of resources and support from Reconciliation Australia, talk to other organisations and groups that have done or are currently doing their own RAP's

Formally embed your goals and aspirations - for this work into budgets, policy, job descriptions, work plans and strategic plans to make sure it is protected and supported well into the future.

Be practical - Overarching motherhood statements are OK – but get really practical – set yourself step by step tasks that describe what you will do and what outcome you are hoping to achieve.

It an ongoing process – Be in it for the long gentle haul..... set yourself targets that are realistic and achievable and commit to reviewing them regularly.

And finally keep **checking our FWT+DP website for all our updates and resources** for developing RAPS and staying connected to Aboriginal culture and community.

**To see more of our RAP Resources, video clips
and information visit us at: www.fwtdp.org.au**

Want to know more about doing your own RAP?

Come along to our next "Let's Get Connected Forum....."

Let's Get Connected in 2013

A Facilitated Forum Series working to improve access
for Aboriginal and Torres Strait Islander children and families
to mainstream family and community services across Metro West



The forum will include:

- World café style event showcasing the work services in Metro West have achieved through working toward developing a Reconciliation Action Plan (RAP)
- Opportunity to join in on 'learning conversations' with workers from different service types already on a RAP journey
- Hear about the support and resources available to develop your own service RAP
- Update on Metro West Access Action Plan implementation process and how your service can contribute
- Opportunity for workers to network and identify potential partnerships

When: Thursday 27 June 2013

Where: Penrith RSL 8 Tindale Street, Penrith

Time: 9.00am - 12.00pm

Cost: Free

Code: CP13LGC

Morning tea provided



Family Worker Training
+ Development Programme Inc.

Register online www.fwtdp.org.au

For more information please contact
Maria Losurdo on 9620 6172 or
email marial@fwtdp.org.au