



# Youth Off The Streets

Innovate Reconciliation Action Plan July 2017 – June 2019



*Father Chris Riley's*

**youth**  
off the streets®



RECONCILIATION  
ACTION PLAN

INNOVATE

# A Message From Reconciliation Australia CEO

Reconciliation Australia congratulates Youth Off the Streets on developing its second Reconciliation Action Plan (RAP).

By adopting an Innovate RAP, Youth Off the Streets demonstrates its readiness to develop and test innovative approaches to reconciliation, and champion reconciliation at every level of the organisation. Youth Off the Streets' commitments in this RAP see it well placed to continue this progress across the key pillars of reconciliation—relationships, respect and opportunities.

Youth Off the Streets understands the importance of building and maintaining meaningful, respectful relationships with Aboriginal and Torres Strait Islander peoples and organisations, in order to achieve mutually beneficial outcomes. It displays this commitment through its actionable goal to work collaboratively with Aboriginal facilitators to incorporate yarning circles into its routine business.

Respect and understanding for Aboriginal and Torres Strait Islander peoples, histories and cultures is key to Youth Off the Streets core values. It champions these values by committing to implementing a plan for all employees undergo cultural competency training.

Youth Off the Streets is committed to driving reconciliation through developing employment and training opportunities for Aboriginal and Torres Strait Islander peoples. It demonstrates this dedication through its deliverable to support scholarships for Aboriginal and Torres Strait Islander students through a national program.

On behalf of Reconciliation Australia, I commend Youth Off the Streets on this Innovate RAP, and look forward to following its continued reconciliation journey.

Karen Mundine

Chief Executive Officer

Reconciliation Australia



# Our Vision for Reconciliation

Youth Off The Streets (YOTS) aims to be a culturally and socially inclusive service strongly connected to our Aboriginal partners in the wider community. All our staff will be culturally aware and formally trained in cultural competencies and will actively embrace the principles and practices of reconciliation.



# Our Business

Youth Off The Streets is a NSW-based non-denominational community organisation. We support young people who may be homeless, drug dependent or recovering from abuse as they work to turn their lives around. It is our goal that young people will leave our care drug free, with a high school education, living skills and a full or part time job in hand.

We have services and programs in the following regions of NSW: Wollongong, South West and Western Sydney; Griffith and Bourke, South Eastern Sydney, Southern Highlands, the Hunter Valley and Sydney metropolitan. We currently have an outreach program in Logan, QLD. We have a national program that provides 2 year scholarships, including mentoring and support to disadvantaged young people to help them achieve their study and employment goals.

Youth Off The Streets employs 218 full-time, part-time and casual staff. We currently have 19 staff who identify as Aboriginal and/or Torres Strait Islander peoples. We are committed to actively recruiting and retaining Aboriginal and Torres Strait Islander employees and trainees. In the last three years, our retention rate for Aboriginal staff has been 90%.

**Vision:** Youth Off The Streets' vision is that we are well planned and balanced to meet the needs of all our stakeholders and in doing so we are focused on outcomes, community and sustainability.

**Mission:** Youth Off The Streets is helping disconnected young people discover greatness within, by engaging, supporting and providing opportunities to encourage and facilitate positive life choices.

**Values:** Youth Off The Streets staff share a common set of values that provide a framework for everything they do. These values are:

- ✓ Passion
- ✓ Dedication
- ✓ Respect
- ✓ Engagement
- ✓ Integrity

# Our RAP

Our RAP journey began six years ago when Youth Off The Streets made a strategic decision to increase the number of Aboriginal and Torres Strait Islander staff to meet the cultural needs of an increasing number of Aboriginal and Torres Strait Islander youth in our care.

Since that time, our organisation has developed an Aboriginal Services Unit managed and staffed almost entirely by Aboriginal and Torres Strait Islander staff.

Youth Off The Streets started its RAP journey in September 2011 and developed its first RAP which was approved by Reconciliation Australia in November 2012.

Our first RAP focused on:

- Building cultural awareness for all staff;
- Establishing and developing relationships with Aboriginal and Torres Strait Islander Elders, communities and organisations where our programs are located; and
- Implementing Welcome to Country and Acknowledgement of Country protocols and improving knowledge for all staff through access to current and culturally appropriate information.

We have faced challenges during our RAP journey such as increased workloads, increased resourcing needs, developing an organisation-wide unified understanding of what Reconciliation is and what it means for YOTS.

Another challenge is a continuing lack of confidence by many non-Aboriginal staff when engaging with Aboriginal and Torres Strait Islander services, community and with Elders . Becoming culturally aware is so important, but having the confidence to put learning into practice in a day-to-day context is more difficult.

In the last 12 months, we have reflected on the central importance of “going back to basics” and ensuring that all our staff and our Board are supported to be fully culturally aware and culturally competent to support the young people and families in our care and to develop and maintain important relationships and partnerships.

Acknowledging the need to invest more carefully in core cultural learning for all our staff reflects our values (Passion, Respect, Integrity, Dedication and Engagement) and connects our organisation to our practice principles of putting our clients and their needs at the centre of everything we do.



We have made significant in-roads on our reconciliation journey including:

- Increased resources and staffing in our Aboriginal Services team
- Outreach programs engaging with Aboriginal youth and communities
- Actively supporting young people to formally identify their Aboriginality and reconnect with family through Link-Up services
- Supporting self-determination principles in Aboriginal youth interactions
- Creating culturally safe and welcoming environments
- Educating non-Aboriginal youth about Aboriginal culture and history
- Participating in Aboriginal Inter-Agency Groups and steering committees
- Providing internal cultural support and advice to non-Aboriginal staff

Our staff and young people regularly and enthusiastically participate in key events such as:

- National Close the Gap Day
- Invasion Day
- NAIDOC Week
- Sorry Day
- National Apology Day
- Harmony Day
- National Reconciliation Week

It is through the participation of these significant events that we have recognised that to gain the enduring trust and confidence of Aboriginal and Torres Strait Islander services, communities, youth and Elders we work alongside, we must demonstrate that we are working hard to become a genuinely culturally aware, culturally competent and reconciled organisation.



# RAP Committee

Our Reconciliation Action Plan Committee consists of 13 staff (including two Aboriginal people) from across the organisation supported by Aboriginal Expert Advisors (2 internal and 2 external) and 3 support staff.

The role of our Committee is to communicate RAP information to each of our services throughout our organisation and to collaborate with RAP “action owners” to ensure the implementation of key RAP action items.

## Our RAP Committee

### Evan Walsh

Government Advocacy & Funding Manager,  
RAP Chair

### Dwayne Knight

Cultural Support Advisor (Aboriginal Committee  
Member)

### Kylie Mitchell

Youth Worker, Koch Centre for Youth & Learning

### Sean Ly

Youth Worker, Fairfield Outreach

### Clare Mannion

Community Development Coordinator, Inner  
West Youth Homelessness Service

### Hannah Quade

Manager, National Scholarship Program

## Support Staff

### Shân Short

Research & Evaluation Manager

### Nicole Gorrie

Executive Assistant- Corporate Services

### Diana Kupresak

Teacher, Chapel School

### Peter Cohen

Youth Worker, Inner West Youth Homelessness  
Service

### Kelly Anderson

Education Project Manager

### Meri Carovska

Youth Worker, Bankstown Outreach

### Stephen Kovacs

Youth Worker, Holroyd Outreach

### Thomas Burns

Teacher, Craig Davis College

### Allyson Evans

Youth Worker, Blacktown Outreach

### Dan O’Keeffe

Marketing & Communications Manager

## RAP Expert Advisors

The purpose of the RAP Expert Advisors is to provide culturally specific advice and guidance as well as appropriate introductions between Youth Off The Streets and Aboriginal and/or Torres Strait Islander organisations, Elders, leaders and communities.

### **Robyn Ridgeway**

Humanities Teacher, TAFE NSW OTEN (external)

### **Dr Joanne Buckskin**

Western Sydney University WSU (external)

### **Chad Ritchie**

Aboriginal Services Director (internal)

### **Dwayne Knight**

Cultural Support Advisor (internal)

In line with Reconciliation Australia's framework, our third RAP has been developed as an Innovate RAP to build on successful workplace and community activities and test new activities and strategies. We have continued to structure these around building meaningful relationships, greater respect and sustainable opportunities.





# Our Partnerships

Youth Off The Streets' services and programs partner with a wide range of Aboriginal and Torres Strait Islander organisations and Elders.

We do so primarily to:

- Support the cultural needs of the Aboriginal and Torres Strait Islander young peoples in our care
- Support our Aboriginal staff and trainees
- Build stronger connections with local communities
- Invite cultural expertise and knowledge into our organisation, and
- Culturally educate our staff and open them to new knowledge and experiences to enhance their cultural competencies and awareness.

We have a comprehensive list of partnerships for each area of our business, which is updated annually.



# Case Study 1: Fairfield Outreach

## Highlight of Services/Individuals Engaged by Fairfield Outreach

In 2016 Pindarri, Walking in Two Worlds (an Aboriginal run company that focuses on cultural appreciation, learning, mentoring and organisational development), were engaged to run an arts workshop at the launch of our Drop-in Centre in Canley Vale.

Bradlee Cummins facilitated the workshop which involved traditional dot painting and art. Bradlee explained how to compose the art, and chatted about the meaning behind each piece and the language of symbols.

Staff and young people also placed their handprints on a didgeridoo, which was then taken back to be wood finished. We had positive outcomes for engagement and increased cultural awareness for the young people involved.

We have an ongoing relationship with a local Elder, Uncle Harry Allie. Since 2015, Uncle Harry has been invited to perform Acknowledgement of Country at all of our significant events. He has also come down to engage and chat with our young people on site.

Young people have been keen to sit down and chat with him, and he has always been happy to share culture and understanding. We have observed that Indigenous young people are particularly interested to engage with him, expressing enthusiasm in connecting with an Elder.

## Activities with Young People

We run activities across all our sites during National Reconciliation Week and NAIDOC Week. Our activities focus on conversations of increasing cultural awareness in our diverse group of young people and increasing pride of culture amongst our Indigenous young people.

We have invited Uncle Harry Allie to be involved in an art workshop and to chat to young people. During NAIDOC Week, we selected a short film as part of ABC's NAIDOC schedule to show to young people at Drop-in. An Indigenous young person was encouraged to lead a short discussion and others were invited to share their ideas.

## Training and Professional Development

Three staff have been trained in Traditional Indigenous Games facilitation through Sport and Recreation (NSW Office of Sport). The course is based on research and community consultation to select games based on traditional Indigenous sports, and gave us the tools and knowledge to use them in a youth work setting.



## Future Plans

We are continually seeking for the best way to engage Indigenous young people in our setting. To achieve this, we are beginning to build a stronger relationship with the Aboriginal Services team of YOTS.

We hope an Aboriginal Youth Worker will be able to come down in the near future and become a familiar face to young people on site, which will facilitate easier referrals and linking up to activities.

We have investigated and are attempting to engage an Aboriginal staff member from outdoor education company, Optimum Experiences. We have utilised them in the past for their team building activities. They have recently introduced a cultural component, where an Aboriginal worker facilitates a yarning circle.





# Case Study 2: ASPIRE Education Program

## Partnership

The Youth Off The Streets ASPIRE Program partnered with the Indigenous education charity AIME (Australian Indigenous Mentoring Experience), which is a program that trains young mentors to support disadvantaged Indigenous students to stay in school and achieve educationally.

Our partnership was initiated in 2014 by a Youth Off The Streets School Manager and the Aboriginal Youth Worker. During this time AIME ambassadors mentored the ASPIRE teachers and Youth Workers in Aboriginal education and cultural activities.

In 2016, the AIME program was fully implemented into the ASPIRE program for Term 1. AIME mentors visited our school on a weekly basis. During this time, influential people such as Aboriginal Elders came to the school and spoke to the Aboriginal students. There were four girls and six boys participating in the program in 2016.

Throughout Term 1, 2016, the AIME program provided various interactive games, art, singing and rapping. However, the focus of the partnership was to encourage the students to finish school and provide the support to help them achieve this goal. AIME mentors are Aboriginal young people who have themselves finished high school or are attending university. This proved a great inspiration for the ASPIRE students as they had role models and people to encourage them.

The feedback from both sides of the partnership has been positive. The AIME mentors have enjoyed seeing the changes in the students and their success stories. From an educational perspective, Youth Off The Streets teachers agreed that the AIME program has built confidence in their Aboriginal students.

Various students have gained positive outcomes from this program. For example, one of the ASPIRE students received an award in 2016 for being an AIME ambassador. That student now has a goal to finish High School and go to University while working for the AIME program.

During the AIME partnership, some ASPIRE students, who have often been withdrawn from other students, made friends with Aboriginal students from different schools. The AIME program encouraged students to get to know others and encouraged them to interact with new people. These students have kept in contact and developed positive relationships.

Funding permitting, the ASPIRE program will be continuing its partnership with AIME in 2018 and beyond, as it has proven a great success to the staff and students. The effective outcomes that were evidently seen in 2016 are a great indication of the importance of this partnership for Youth Off The Streets.

## Case Study 3: Bourke Outreach

Bourke Outreach has an informal partnership with the *Maranguka Justice Reinvestment Project* in Bourke where we will often arrange community activity days as well as youth council meetings in conjunction with Maranguka Community Hub. The role of the Maranguka Community Hub in Bourke is to research the needs of people in Bourke and identify the barriers or causes of incarceration starting at a grass roots level.

The other primary role the Maranguka Hub has in Bourke is to facilitate meetings for specific target groups (YOTS participates in Working Group focusing on 8 to 18 year olds), and to ensure accountability of services with their roles in community. Youth Off The Streets is a primary player in these meetings and is often asked to lead or be involved in activities or initiatives aimed at youth in Bourke.

YOTS Bourke Outreach team are constantly in communication with community Elders, especially at Alice Edwards Village where we run an ongoing BBQ and activities program where we provide food and drinks for the kids and their families. We also facilitate group activities at these events to assist with engagement and relationship building with the families in that community.

Bourke Outreach often runs cultural activities to National Parks and outlying areas. We are lucky to have an ex-National Parks and Wildlife worker as a Youth Worker on our team. We are currently in the process of identifying cultural leaders for these sorts of programs who we hope will be able to identify cultural sites, give information and pass on stories to the young people in our programs about Aboriginal culture and history in our local area.

Our partnerships with Bourke Police, PCYC and the Bourke Shire Council have strengthened in recent months and during January 2017; we were able to have a bus with at least two youth workers out on the streets from 4pm-12am engaging with kids and encouraging them to go home or to safe accommodation at a reasonable hour.

This initiative saw the incidences of malicious damage and break and enters in Bourke decreased by almost 50% on last year's figures. As a result, YOTS Bourke Outreach continues to provide this service to the community three nights a week in consultation with the police and local Council. This service also gives us a great opportunity to build relationships with young people, encourage good behavior, contribute to reducing antisocial behavior among youth and to identify the immediate needs of the young people we encounter on the streets (e.g. wound care, clothing, toiletries, safe accommodation etc.).

# Case Study 4: Blacktown Outreach

Blacktown Outreach has formed some key partnerships with local Aboriginal and Torres Strait Islander services.

## Daramu, Marist Youth Care

Daramu works with young Indigenous people who have been in contact with the Juvenile Justice system. This service provides casework to young offenders and aims to stop young people reoffending.

The Blacktown Outreach team attended the launch of Marist Youth Care RAP, which was held at Daramu.

We have also had young people from the Daramu program attend our Outreach service. Furthermore, attending our Outreach program has been added to some of Daramu's clients' case plans.

## Marrin Weejali

Marrin Weejali is an Indigenous alcohol and other drugs support service based in Mt Druitt. This service supported our 2016 NAIDOC event by holding a stall at the event.

## Link Up

Link Up was a key partner in 2016 at our COLAB Outreach in Mt Druitt. Link Up supports homeless Indigenous people by providing supplies such as blankets. This service also supports Indigenous people to find their families and connect with their Nations, Country and Culture.

## Ngallu Wal

Ngallu Wal is an Aboriginal Child and Family Centre. Ngallu Wal supported our White Ribbon Day event by being the half way stopping point for our walk against domestic violence. This provided a large number of young people the chance to see and learn about the service.

We also supported their NAIDOC event by running the barbeque and holding an information stall. We have also utilised this service to support young Indigenous families to gain vital resources such as cots and baby clothes.



## Muru Mittigar

Muru Mittigar is a cultural centre based in Penrith, where we have taken young people for school holiday activities.

The young people learnt all about Aboriginal culture including Nations and languages, plants and bush medicines, animals and food from the land, painting and the significance of art, storytelling, kinship, Aboriginal music and dance. All of this was taught to the young people through engaging activities.

## Blacktown Outreach Key Community Partners

### Uncle Greg Simms

Uncle Greg is a well-respected Aboriginal Elder in the Blacktown area. He attends our major events and performs the Welcome to Country for these events.

He has a wide variety of roles including “Elder on Campus” for Western Sydney University and he is an activist for reconciliation, a cultural educator, traditional woodcarver and storyteller.

### John Boney

John Boney is an Aboriginal artist, cultural teacher and long-term member of Muru Mittigar. John ran an Aboriginal art program with the young people from Blacktown Outreach.





## Relationships

It is important to us to enter into relationships being respectful of the past, present and future for all Aboriginal and Torres Strait Islander peoples. We are learning to recognise the diversity and richness within Aboriginal and Torres Strait Islander cultures to help us form sustainable partnerships.

Our relationships with Traditional Owners and Community Elders will be respectful and welcoming; these relationships will inform and enrich all our staff to ensure that Aboriginal and Torres Strait Islander young people in our care are supported in culturally appropriate ways.

Providing opportunities for Aboriginal and Torres Strait Islander young people to build independent relationships and connect to their cultures and heritages is an important part of our contribution to the journey towards reconciliation.

**Focus Area:** Growth in Aboriginal Services that are community based and culturally sensitive; Youth Off The Streets will have positive partnerships and be well connected.

Action	Deliverables	Timeline	Responsibility
<b>1. RAP Committee actively monitors RAP development and implementation of actions, tracking progress and reporting</b>	<ul style="list-style-type: none"> <li>RAP Committee oversees the development, endorsement and launch of the RAP.</li> </ul>	July 2017	RAP Chair
	<ul style="list-style-type: none"> <li>Ensure Aboriginal and Torres Strait Islander peoples are represented on the Committee.</li> </ul>	January 2018, January 2019	RAP Chair
	<ul style="list-style-type: none"> <li>Meet at least twice per year to monitor and report on RAP implementation.</li> </ul>	Every February, March, April, June, August, October 2017, 2018, 2019	RAP Chair
	<ul style="list-style-type: none"> <li>Conduct an annual review of the RAP Committee Terms of Reference.</li> </ul>	December 2017, 2018	R&E Manager
<b>2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.</b>	<ul style="list-style-type: none"> <li>Organise at least one internal event for NRW each year.</li> </ul>	June 2018, 2019	Koch Centre Manager
	<ul style="list-style-type: none"> <li>Register our NRW event via Reconciliation Australia's NRW website.</li> </ul>	June 2018, 2019	RAP Chair
	<ul style="list-style-type: none"> <li>Support an external NRW event.</li> </ul>	June 2018, 2019	RAP Chair
	<ul style="list-style-type: none"> <li>Ensure our RAP Committee participates in an external event to recognise and celebrate NRW.</li> </ul>	June 2018, 2019	RAP Chair
	<ul style="list-style-type: none"> <li>Continue to extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories.</li> </ul>	April 2018, 2019	Director of Education
	<ul style="list-style-type: none"> <li>Continue to encourage staff to participate in external events to recognise and celebrate NRW.</li> </ul>	April 2018, 2019	Director of Education
	<ul style="list-style-type: none"> <li>Include link to RA's NRW resources in new staff packs.</li> </ul>	December 2017, 2018	HR Manager



<b>3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.</b>	<ul style="list-style-type: none"> <li>• Continue to meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.</li> <li>• Continue with implementation and growth of current engagement plan to work and partner with our Aboriginal and Torres Strait Islander stakeholders. This will include:               <ul style="list-style-type: none"> <li>○ Representatives from services to attend interagency meetings</li> <li>○ Aboriginal Cultural Coordinator making and continuing contact with Aboriginal and Torres Strait Islander Land Councils</li> </ul> </li> </ul>	<p>March, June, September &amp; December 2017, 2018</p> <p>March, June, September &amp; December 2017, 2018</p>	<p>Cultural Support Advisor</p> <p>Cultural Support Advisor</p>
<b>4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.</b>	<ul style="list-style-type: none"> <li>• Implement and review a strategy to communicate our RAP to all internal and external stakeholders via Facebook, "Fathers Word" internal correspondence and "Streets Ahead" Bi-annual newsletter.</li> <li>• Promote reconciliation through ongoing active engagement with all stakeholders.</li> </ul>	<p>July 2017 December 2017</p> <p>December 2018</p>	<p>Marketing &amp; Communications Manager</p> <p>Cultural Support Advisor</p>
<b>5. YOTS Schools raise awareness of reconciliation and Aboriginal and Torres Strait Islander culture and history with all students.</b>	<ul style="list-style-type: none"> <li>• Integrate Reconciliation And Other Related Aboriginal &amp; Torres Strait Islander Issues Into Schools Curriculum And Term Plans.</li> <li>• Continue To Include Yarning Circles In Our Schools As A Part Of A Regular School Routine. The Experience Will Be Shared Via Manager's Development Days.</li> </ul>	<p>February, May, August, November 2017, 2018</p> <p>February, May, August, November 2017, 2018</p>	<p>Director of Education</p> <p>Director of Education</p>



## Respect

Relationships or partnerships cannot be sustained without respect. Respect is foundational to healing. We value and celebrate cultural diversity and embrace individuality and differences of opinion.

As an organisation, we acknowledge the impact on Aboriginal and Torres Strait Islander people of destructive past policies and practices and are aware of the impacts of ongoing racism within our country.

Through listening, learning and sharing we hope to increase our understanding so our organisation can continue to support the needs and aspirations of Aboriginal and Torres Strait Islander young people and their communities.

**Focus Area:** Strong PRIDE-based (Passion, Respect, Integrity, Dedication and Engagement), inclusive culture.

Action	Deliverables	Timeline	Responsibility
1. Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	<ul style="list-style-type: none"> <li>Develop and implement a cultural competency-training plan for our staff, which defines timeframes and cultural learning needs for all our employees and identifies various cultural learning options (online, face-to-face workshops or cultural immersion).</li> </ul>	July 2017	Training Manager
	<ul style="list-style-type: none"> <li>Work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness and competency training.</li> </ul>	July 2017	Director of Aboriginal Services
	<ul style="list-style-type: none"> <li>Train all YOTS staff in cultural competency as a priority, with YOTS committing to 200 licenses for this training. Priority training to RAP Committee, Executive and all Managers</li> </ul>	December 2017	Training Manager
	<ul style="list-style-type: none"> <li>Distribute Reconciliation Australia's Share Our Pride online tool to all staff and during staff induction</li> </ul>	July 2017	Marketing & Communications Manager
2. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning	<ul style="list-style-type: none"> <li>Review and re-launch current cultural protocol document for Welcome to Country and Acknowledgement of Country. Produce a two-page protocol summary document and distribute to the organisation</li> </ul>	July 2017	Marketing & Communications Manager
	<ul style="list-style-type: none"> <li>Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.</li> </ul>	July 2017	Corporate EA
	<ul style="list-style-type: none"> <li>Continue to invite a Traditional Owner to provide a Welcome to Country to at least one significant event. The YOTS Annual Open Day or Annual Presentation Night are examples.</li> </ul>	July & December 2017, 2018	Cultural Support Advisor
	<ul style="list-style-type: none"> <li>Continue to include Acknowledgement of Country at the commencement of important internal and external meetings.</li> </ul>	July & December 2017, 2018	Director Corporate Services



	<ul style="list-style-type: none"> <li>Organise and display an Acknowledgment of Country plaque at key YOTS sites (KOCH, Merrylands, Alexandria, Don Bosco Home, and Cordeaux Heights)</li> </ul>	October 2017	Operations Manager
<b>3. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week (first week of July, annually)</b>	<ul style="list-style-type: none"> <li>Check HR policies and procedures annually to ensure there are no barriers to staff participating in NAIDOC Week.</li> </ul>	September 2017	HR manager
	<ul style="list-style-type: none"> <li>Continue to provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.</li> </ul>	July 2017, July 2018	Cultural Support Advisor
	<ul style="list-style-type: none"> <li>Continue to hold an internal or external NAIDOC Week event</li> <li>Continue to support an external NAIDOC Week community event.</li> </ul>	July 2017, July 2018  July 2017, July 2018	Outreach Development Manager  Marketing & Communications Manager
<b>4. Acknowledge and celebrate dates of significance to Aboriginal and Torres Strait Islander Communities and promote positive images and stories</b>	<ul style="list-style-type: none"> <li>Continue to share, celebrate and recognise Aboriginal and Torres Strait Islander dates of significance.</li> </ul>	December 2017, 2018	Marketing & Communications Manager
	<ul style="list-style-type: none"> <li>Update our image database to regularly include Aboriginal and Torres Strait Islander peoples in our publications and our website.</li> </ul>	October 2017, 2018	Marketing & Communications Manager
	<ul style="list-style-type: none"> <li>Download all dates of significance onto YOTS Outlook system</li> </ul>	July 2017	IT Services Manager



## Opportunities

Youth Off The Streets believes it is vital to work alongside Aboriginal and Torres Strait Islander youth and communities to offer opportunities for them to achieve self-determination, and to support them in creating a better future for themselves.

This is important to us as it provides Aboriginal and Torres Strait Islander youth and staff with the skills, knowledge and experience to become leaders in their own communities and within our organisation.

In addition, this process also provides opportunities for our non-Aboriginal staff and young people in our care to learn and grow in cultural awareness and competency from our contact with our Aboriginal colleagues and the young Aboriginal people in our care.

**Focus Area:** Young people are self-sufficient, proud and productive members of their communities; Excellence in workforce and work environment.

Action	Deliverable	Timeline	Responsibility
<b>1. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace</b>	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy.</li> </ul>	December 2017	HR Manager
	<ul style="list-style-type: none"> <li>Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.</li> </ul>	October 2017	Director Aboriginal Services
	<ul style="list-style-type: none"> <li>Advertise all vacancies in Aboriginal and Torres Strait Islander media.</li> </ul>	December 2017, December 2018	HR Manager
	<ul style="list-style-type: none"> <li>Continue to collect and review information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.</li> </ul>	July 2017	HR Manager
	<ul style="list-style-type: none"> <li>Seek expert external advisor review of Aboriginal and Torres Strait Islander professional development strategy.</li> </ul>	July 2017	HR Manager
	<ul style="list-style-type: none"> <li>Continue to review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.</li> </ul>	September 2017	HR Manager
	<ul style="list-style-type: none"> <li>Invite Aboriginal and/or Torres Strait Islander representation on recruitment and selection panels.</li> </ul>	October 2017	HR Manager
	<ul style="list-style-type: none"> <li>Continue to include in all job advertisements 'Aboriginal and Torres Strait Islander people are encouraged to apply'.</li> </ul>	July 2017	HR Manager
	<ul style="list-style-type: none"> <li>Engage with external Aboriginal and Torres Strait Islander peoples and/or consultants (such as Aboriginal Employment Strategy group) to advise on recruitment, employment and retention strategies,</li> </ul>	December 2017, December 2018	Cultural Support Advisor



	including professional development.		
<b>2. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation</b>	<ul style="list-style-type: none"> <li>Review procurement policies and procedures to identify barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services.</li> <li>Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.</li> <li>Develop one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.</li> <li>Encourage all staff to utilise the Supply Nation database when procuring goods and services.</li> </ul>	December 2017	Operations Manager
		December 2017	Operations Manager
		December 2017	Marketing & Communications Manager
		December 2017	Marketing & Communications Manager
<b>3. Build partnerships and relationships with Aboriginal and Torres Strait Islander young people and their support networks.</b>	<ul style="list-style-type: none"> <li>Continue to support scholarships for Aboriginal and Torres Strait Islander students through our National Scholarship Program</li> <li>Each area of our business to develop at least one new partnership or relationship with an Aboriginal and Torres Strait Islander organisation or service provider each year in order to enhance the opportunities for young Aboriginal and Torres Strait Islander people we work with.</li> <li>Each area of business to investigate opportunities to involve the families of our Aboriginal and Torres Strait Islander clients in our provision of support.</li> </ul>	September 2017, 2018	Scholarship Manager
		December 2017, 2018	Director Outreach Services
		November 2017, November 2018	Director Sydney Homelessness Services



# Governance, Tracking Progress and Reporting

Action	Deliverable	Timeline	Responsibility
<b>1. Report RAP achievements, challenges and learnings to Reconciliation Australia</b>	Continue to complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	September 2017, 18, 19	Research & Evaluation Manager
	Continue to participate in the RAP Barometer.	May 2018	Research & Evaluation Manager
<b>2. Report RAP achievements, challenges and learnings internally and externally</b>	Continue to publically report our RAP achievements, challenges and learnings at our annual staff meeting, through our social media and website platforms and in our annual report.	December 2017, December 2018	Marketing & Communications Manager
	Provide monthly Manager report up-dates	March, June, Sept., Dec., 2017, 2018	R&E Manager
	Provide quarterly internal RAP up-dates from RAP Chair	March, June, Sept., Dec., 2017, 18	RAP Chair
	Provide RAP up-dates and stories on our website and social media platforms	March, June, Sept., Dec., 2017, 18	Marketing & Communications Manager
	Share RAP progress with our external partners and supporters through our newsletters and e-news distributions	July & December 2017, 18	Marketing & Communications Manager
<b>3. Review, Refresh and Update RAP</b>	Liaise with Reconciliation Australia to develop a new rap based on learnings, challenges and achievements.	March 2018	Research & Evaluation Manager
	Send draft RAP to Reconciliation Australia for formal feedback and endorsement.	September 2018	Research & Evaluation Manager

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## Artwork

Youth Off The Streets paid RS Creative Solutions to produce a unique artwork for the organisation. Youth Off The Streets would like to thank Rhonda Sampson for her hard work and dedication.

Youth Off The Streets is accredited as a Designated Agency and maintains policies and procedures that comply with the benchmark standards as defined by the Office for Children the Children's Guardian.

All donations over \$2.00 are tax deductible.

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