





Cassie Leatham is a Taungurung / Wurundjeri artist with a special interest in mental health. Having suffered from depression for the past ten years, she now mentors young people with mental health issues. Whilst teaching art techniques and skills in Indigenous culture, Cassie encourages young people having difficulties to reach out, seek treatment and not to be ashamed.

The imagery in Cassie's artwork symbolises the struggles facing Aboriginal young people with mental ill-health and the help that is available.

The centre circle and the colours that surround it represent communities binding together. The sun is the giver of life and hope as the hands reach out to catch its beams. The sun's rays then expand to four circles.



Top left circle: a gathering of people yarning and giving each other support, connecting and embracing their self worth and knowledge from Elders.



Top right circle: family support and rejoicing under a rainbow. Communication with family is very important in understanding and acknowledging mental health issues.



Bottom left circle: The Scar Tree - as the outer bark has been taken from the tree over time it heals its wounds, but a scar always remains. The Scar Tree heals and it's strong and stands tall.



Bottom right circle: Nurturing Indigenous peoples and culture, baby gum leaves surround the hands. The leaves grow and as they grow they get bigger and stronger.



The footprints on the left represent journey - one's journey over time.



The five gum leaves on the left represent the five language groups of the Kulin Nation.



The swirls of natural earth on the bottom of this work represent remote communities.



The darkness of the night sky with mountains in cross-hatching and symbols of stars shining brightly represent our ancestors always looking after us in the Dreamtime.



Forewords



As Chairman of Orygen, The National Centre of Excellence in Youth Mental Health, I am proud to introduce our first Reconciliation Action Plan. At Orygen, our vision is for all young people to enjoy optimal mental health as they grow into adulthood, and in striving for this vision at a national level, Aboriginal and Torres Strait Islander young people are a key target group. Aboriginal and Torres Strait Islander young people are more likely to be impacted by mental ill-health than non-Aboriginal young people, and too many are at risk of developing health issues which will impact their capacity to live full and productive lives.

Aboriginal and Torres Strait Islander Australians are at higher risk of suicide and we know that the impacts of racism, both overt and subtle, can have severe detrimental effect on the mental health and wellbeing of young people in these communities.

We also recognise the intergenerational impact of Australia's history, a history that had meant that Aboriginal and Torres Strait Islander young people have not had access to the same quality and accessibility of health and support services as non-Aboriginal people. In working toward the establishment of a national youth mental health system it is vitally important that the needs of Aboriginal and Torres Strait Islander Australians are prioritised.

This 'Reflect' Reconciliation Action Plan for 2015-16 will give us an opportunity for introspection and consultation to improve our cultural intelligence and to begin a process of reconciliation that will be the responsibility not just of the Board and Executive, but of every member of our team.

Orygen recognises that we have a long way to go in this space and this Reconciliation Action Plan is just the first step. As The National Centre of Excellence in Youth Mental Health, we will be partnering with Aboriginal and Torres Strait Islander-led organisations to better understand the communities in which we are working and to ensure that our work is informed by the views, and reflects the needs, of Aboriginal and Torres Strait Islander young Australians.

A handwritten signature in black ink, appearing to read 'Peter Smedley', with a horizontal line underneath.

Mr Peter Smedley
Chairman

Orygen, The National Centre
of Excellence in Youth Mental Health





As Executive Director of Orygen, The National Centre of Excellence in Youth Mental Health, I am equally proud to be sharing our organisation's first 'Reflect' Reconciliation Action Plan.

In adopting this plan we are committing ourselves to a vital process of reconciliation that I want to result in real transformative change for Aboriginal and Torres Strait Islander young people with mental ill-health. As The National Centre of Excellence in Youth Mental Health, we have the opportunity to provide national leadership on youth mental health issues, however in this space our first duty as an organisation is to look internally, to consult with partners, and to improve our cultural intelligence in relation to Aboriginal and Torres Strait Islander communities.

It is imperative that we get this process right, and this Reconciliation Action Plan, and those that will follow it, will ensure we invest the necessary time, effort and expertise into this vitally important activity.

As an organisation we will need to ask ourselves the hard questions. Are our clinical models acceptable and effective for Aboriginal and Torres Strait Island young people? Is our research translating into treatments that are culturally appropriate in these communities? There will be vast and long-lasting benefits for our organisation, and for all Aboriginal and Torres Strait Islander young people in answering these questions, and the many more we will uncover throughout this process.

I am looking forward to working with the Board, our Executive Team and all our staff to deliver Orygen's 2015-16 Reconciliation Action Plan.

A handwritten signature in black ink that reads "Patrick D. McGorry".

Professor Patrick McGorry AO
Executive Director

Orygen, The National Centre
of Excellence in Youth Mental Health



Orygen's first RAP, our Reflect RAP, is a demonstration of our commitment to ensuring that our work reflects culturally appropriate practice and promotes inclusion and equity.

About the Reflect RAP

The Reconciliation Action Plan (RAP) is about organisations from every sector turning good intentions into real actions and rising to the challenge of reconciling Australia. A RAP is a business plan that uses a holistic approach to create meaningful relationships, enhance respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander Australians.

The RAP program includes four types of RAPs, each offering a different level of engagement and support. In developing a Reflect RAP, designed for organisations starting out on their RAP journey, our organisation commits to completing specific actions over the next 12 months to ensure we are well positioned to implement effective and mutually beneficial initiatives as part of future RAPs.

This Reflect RAP will allow Orygen to focus on building relationships both internally and externally, and on creating a shared understanding and ownership of our RAP within our organisation. It should position us well for the development of future RAPs that will outline further actions specific to our sphere of influence within the youth mental health sector.

Our business

Orygen, The National Centre of Excellence in Youth Mental Health is a world-leading research and knowledge translation organisation focusing on mental ill-health in young people.

At Orygen, our leadership and staff work to deliver cutting-edge research, policy development, innovative clinical services, and evidence-based training and education to ensure that there is continuous improvement in the treatments and care provided to young people experiencing mental ill-health.

Our work has created a new, more positive approach to the prevention and treatment of mental disorders, and has developed new models of care for young people with emerging disorders. This work has been translated into a worldwide shift in services and treatments to include a primary focus on getting well and staying well, and health care models that include partnership with young people and families.

Orygen works both nationally and locally to improve the mental health of young people. Our national policy, training and research activities are conducted across Australia, often in partnership. In Victoria, we provide clinical services in the northwest and west of Melbourne through the four headspace centres which we manage. We employ approximately 200 staff, all of whom are located in Victoria. Currently, only one staff member identifies as Aboriginal.



Our RAP

Orygen's first RAP, our Reflect RAP, is a demonstration of our commitment to ensuring that our work reflects culturally appropriate practice and promotes inclusion and equity. It grew from the development of the organisation's first Strategic Plan since becoming The National Centre of Excellence in Youth Mental Health. The Strategic Plan *Solutions in mental health for all young people 2014 - 2018*, commits the organisation to working with Aboriginal and Torres Strait Islander people in our endeavours to improve the mental health and wellbeing of young Australians.

We have approached development of our RAP in two phases. In the 'research and reflection' phase, we established the current situation at Orygen in relation to staff members' experiences and feelings about Aboriginal and Torres Strait Islander cultures. This was done through a staff survey and in-depth interviews with key staff from each Division. We found that Orygen staff strongly support the development of a RAP and recognise the needs for Orygen to better engage with Aboriginal and Torres Strait Islander young people and communities. They appreciate that there are reputational, but more importantly, ethical risks in not undertaking this work, or in doing it poorly.

In the 'development' phase we formed a RAP Working Group with representatives from each Division, and to ensure a strong Aboriginal voice, enlisted three external Aboriginal members with an interest in youth mental health. The Group has an Executive Champion who ensures senior management and the Board are informed and engaged in all aspects of our RAP.

Our current activities

Orygen acknowledges that it is at the beginning of its journey towards reconciliation. Although we are involved in some research projects involving Aboriginal communities and our staff strive for cultural inclusivity in their work, as an organisation, we have much to learn about Aboriginal and Torres Strait Islander cultures and the inter-generational impact of Australia's history.

Through the headspace centres Orygen operates in the northwest and west of Melbourne we have made progress to ensure their clinical approaches are culturally inclusive. Our headspace centres are part of a wider national network of centres and have been able to engage and participate in a range of activities offered by the headspace National Office to support our journey towards reconciliation.

The recent establishment of The National Centre of Excellence in Youth Mental Health provides a timely reminder that we must broaden our thinking and embrace Aboriginal and Torres Strait Islander cultures. There is work to be done at all levels of the organisation to ensure we make a positive contribution towards reconciliation.

Over the next 12 months, Orygen commits to the following actions and deliverables:



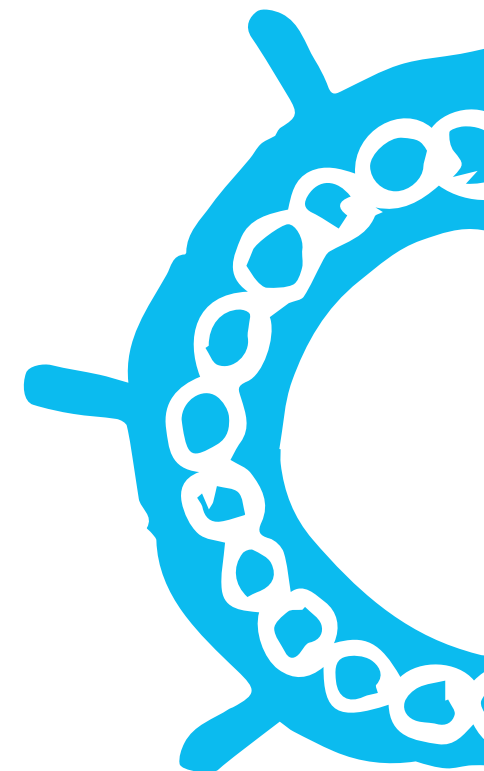


Relationships

Orygen will work to build strong relationships and meaningful partnerships with Aboriginal and Torres Strait Islander people and organisations.

ACTION	RESPONSIBILITY	TIMELINE	DELIVERABLES
Establish and maintain a RAP Working Group	Director, Strategy and Development	Dec 2015	1. The RAP Working Group has overseen the development, endorsement and launch of our RAP. The Group is comprised of staff members from each Division and external stakeholders and includes Aboriginal and non-Aboriginal members.
	RAP Coordinator	Aug 2016	2. The RAP Working Group meets at least monthly to progress projects, monitor and report on RAP implementation.
	Youth Participation and Engagement Coordinator & RAP Coordinator	Jan 2016	3. A mechanism for cross-communication between the RAP Working Group and Aboriginal and Torres Strait Islander members of Orygen's Youth Advisory Council is established.
Develop external relationships at a local and national level	Director, Strategy and Development	Sep 2015 to Jan 2016	4. A plan and timeline for approaching external organisations and sharing the outcomes is developed, once the RAP Working Group is confident that the organisation is ready to take this step. The plan includes organisations relevant to all Divisions and is coordinated across Divisions to avoid overlap.
	RAP Working Group	Sep 2015	5. An engagement protocol and debriefing and sharing process is developed to support staff to develop external relationships. This process will be one of continual learning.
	RAP Working Group	Nov 2015	6. A list of relevant Victorian Aboriginal communities, organisations and stakeholders that we could approach is developed, with a view to increasing our understanding and scoping the potential for future activities and partnerships.
	Director, Strategy and Development & Executive Group	Nov 2015	7. A list of relevant national and interstate Aboriginal and Torres Strait Islander organisations and stakeholders is developed, again with a view to increasing our understanding and scoping the potential for future activities and partnerships.
	RAP Coordinator	Jan - Aug 2016	8. Various staff to conduct meetings and hold debriefings with peak body organisations and Elders.

ACTION	RESPONSIBILITY	TIMELINE	DELIVERABLES
Raise internal awareness of the RAP	RAP Working Group & Comms and Digital Media Coordinator	Dec 2015	9. An internal communications plan is developed to raise awareness across the organisation about our RAP commitment and to share knowledge on issues affecting Aboriginal young people.
	RAP Working Group	Jan 2016	10. Presentations on our RAP commitment are made to all Divisions and to the Executive Group to ensure staff have an understanding of how their area can contribute to the RAP.
	Director, Corporate Services	Aug 2016	11. A copy of the RAP is given to all staff and to all new staff as part of the induction program.
Acknowledge significant Aboriginal and Torres Strait Islander dates/ events	RAP Working Group & Comms and Digital Media Coordinator	Oct 2015 to Jun 2016	12. A plan for acknowledging and celebrating National Reconciliation Week (NRW) (27 May – 3 June) is developed. The focus will be on building internal awareness of the RAP.
	RAP Working Group	May 2016	13. Staff are encouraged to attend a NRW event.
	RAP Coordinator	Jun 2016	14. Reconciliation Australia's NRW resources and reconciliation materials are circulated to our staff.
	RAP Coordinator	Jun 2016	15. RAP Working Group members participate in an external event to recognise and celebrate NRW.
Comms and Digital Media Coordinator	Mar, May 2016	16. National Close the Gap Day (19 March) and Sorry Day (26 May) are acknowledged through online communications.	





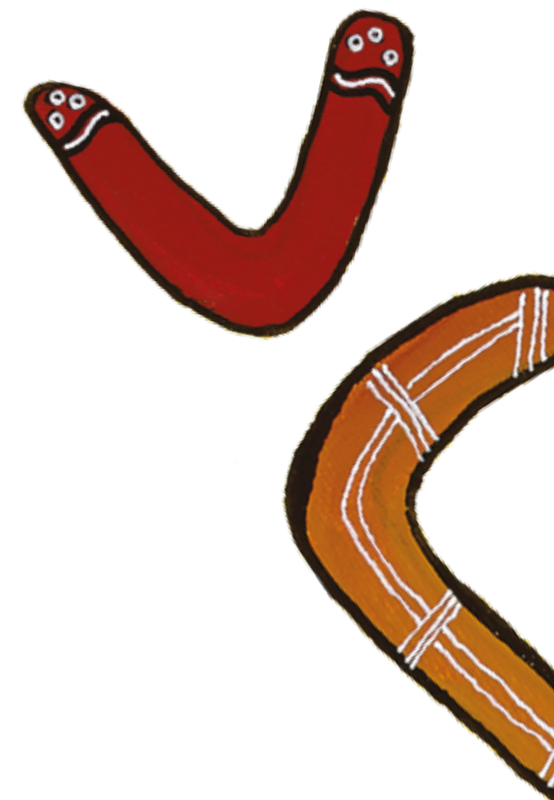
Respect

Orygen respects cultural diversity. We are committed to understanding and acknowledging Australia's history and its impact on the social and emotional wellbeing of Aboriginal and Torres Strait Islander young people. We will promote and celebrate Aboriginal and Torres Strait Islander cultures and build cultural awareness at every level of the organisation, acknowledging that the development of cultural competency is an on-going learning experience.

ACTION	RESPONSIBILITY	TIMELINE	DELIVERABLES
Support staff's cultural development	Director, Strategy and Development	Nov 2015	17. A Brief on cultural awareness training options for staff is developed and presented to the Corporate Services and Skills and Knowledge Divisions for their input.
	RAP Coordinator	Feb - Jul 2016	18. Cultural awareness training is offered to all staff.
	RAP Coordinator	Sep 2015	19. Indicative baseline data on our employee's previous exposure to cultural awareness training and work experiences within Aboriginal and Torres Strait Islander communities has been captured.
Celebrate Aboriginal and Torres Strait Islander significant dates /events	RAP Working Group & Comms and Digital Media Coordinator	Oct 2015 to Jul 2016	20. A plan for acknowledging and celebrating NAIDOC Week (1st Sunday - 2nd Sunday in July each year) is developed. The focus will be on participation in community events and partnerships.
	RAP Working Group	Jul 2016	21. Staff have received information about the meaning of NAIDOC Week and the local Aboriginal peoples and communities.
	RAP Coordinator	Jul 2016	22. RAP Working Group members have participated in an external NAIDOC Week event.



ACTION	RESPONSIBILITY	TIMELINE	DELIVERABLES
Raise internal understanding of protocols	RAP Working Group	Jan 2016	23. The Traditional Owners of the lands and waters in our local area (Parkville and headspace sites) is explored, documented and shared with staff.
	RAP Working Group	Jan 2016	24. A Protocols Guideline and plan is developed and implemented to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols).
	Director, Corporate Services	Dec 2015	25. Signage acknowledging the traditional custodians of the land is erected at the public entrance of each Orygen site. Information is provided to staff on the relevance of the signs.
Commission Aboriginal artwork	RAP Coordinator	Nov 2015	26. Aboriginal artwork significant to Orygen's is produced and included in the final presentation of the RAP in time for the launch.
Improve the cultural appropriateness of services offered by Orygen	Director, Clinical Division	Dec 2016	27. The way we ask young people about their cultural heritage and identity is reviewed to ensure cultural appropriateness and consistency.
	Director, Research Division	Aug 2016	28. The Youth Research Council, together with the Research Division, has developed protocols for improving the cultural appropriateness of Orygen's research practices. The protocols are embedded in the Research Review Committee processes.
	Director, Skills & Knowledge	Mar 2016	29. The Skills and Knowledge Division has reviewed training and resource development guidelines and ensured Aboriginal and Torres Strait Islander considerations have been included.

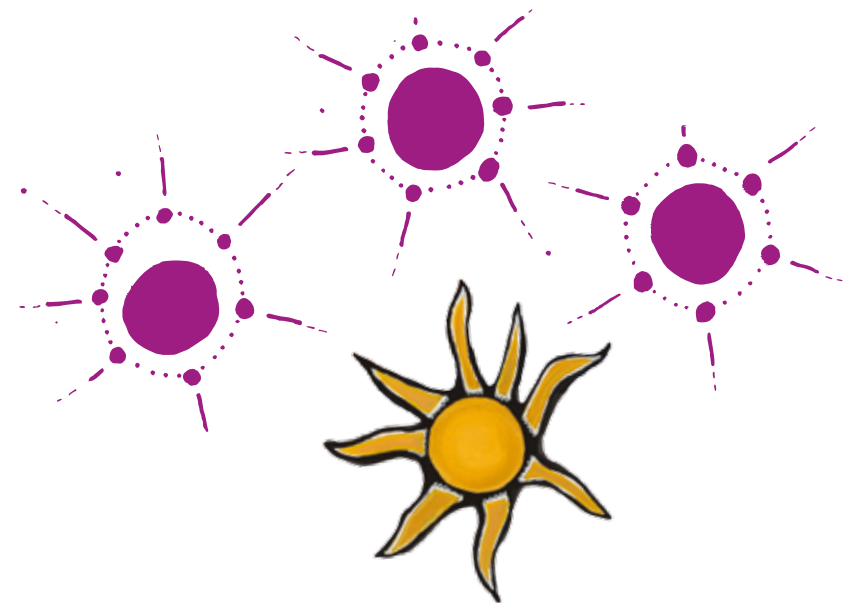




Opportunities

Orygen will pursue opportunities to support the development of Aboriginal and Torres Strait Islander people and organisations.

ACTION	RESPONSIBILITY	TIMELINE	DELIVERABLES
Encourage Aboriginal and Torres Strait Islander employment	Director, Corporate Services	Aug 2016	30. A business case for increasing Aboriginal and Torres Strait Islander employment within our organisation is scoped. It includes baseline data on current Aboriginal and Torres Strait Islander employees and suggestions for HR and recruitment practices that reduce barriers to employment.
Consider supplier diversity	RAP Working Group	Feb 2016	31. RAP Working Group members and relevant staff increase their understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.
	RAP Working Group	Mar 2016	32. Relevant suppliers are identified and their contact details are provided to staff.

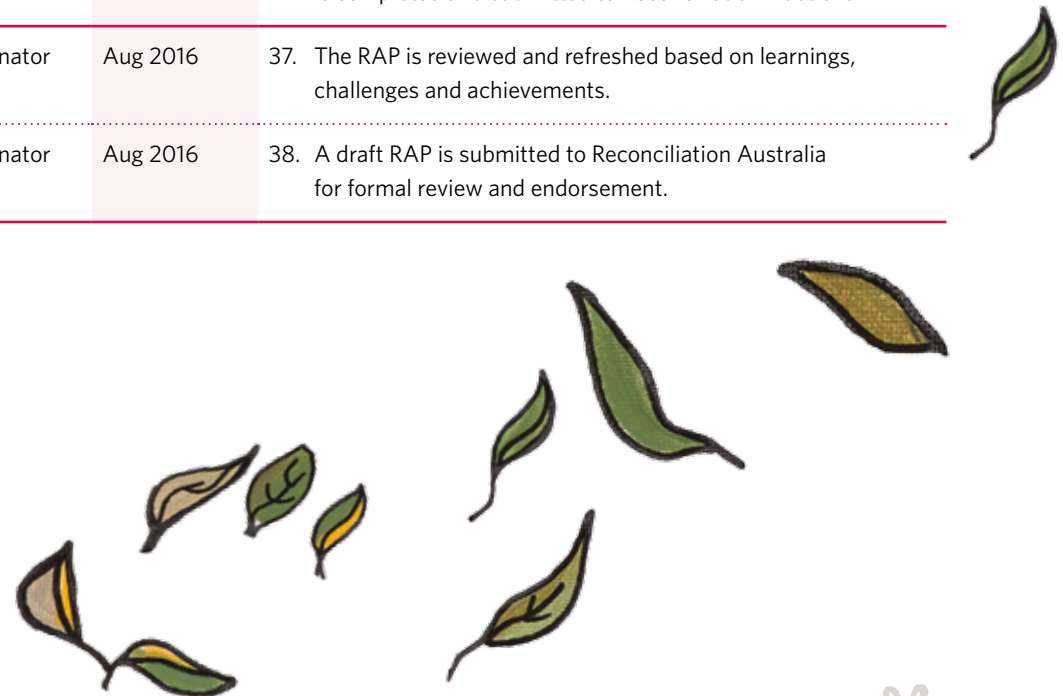




Tracking progress and reporting

Orygen is committed to achieving measurable outcomes towards reconciliation. We will track and review progress against this plan every quarter, share our learnings and celebrate our achievements on our reconciliation journey.

ACTION	RESPONSIBILITY	TIMELINE	DELIVERABLES
Allocate resources for the RAP	Director, Strategy and Development	Sep 2015	33. We have defined available resourcing for our RAP and appointed an external coordinator to assist with development.
Embed RAP activities into work practices	Executive Director & Divisional Directors	Dec 2015 Jun 2016	34. Each Division has RAP commitments included in annual work plans.
Report on progress and achievements	RAP Coordinator	Dec 2015, Apr 2016, Aug 2016	35. Progress reports are prepared and shared with staff.
	RAP Coordinator	Aug 2016	36. The annual RAP Impact Measurement Questionnaire is completed and submitted to Reconciliation Australia.
Review and Refresh the RAP	RAP Coordinator	Aug 2016	37. The RAP is reviewed and refreshed based on learnings, challenges and achievements.
	RAP Coordinator	Aug 2016	38. A draft RAP is submitted to Reconciliation Australia for formal review and endorsement.







The Executive Champion on the Reconciliation Action Plan Working Group can be contacted via

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