

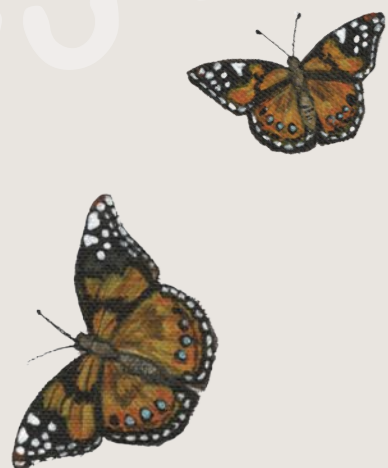


Nursing and Midwifery Health Program Victoria

# Reflect Reconciliation Action Plan

February 2024–February 2025





## Acknowledgement of Country

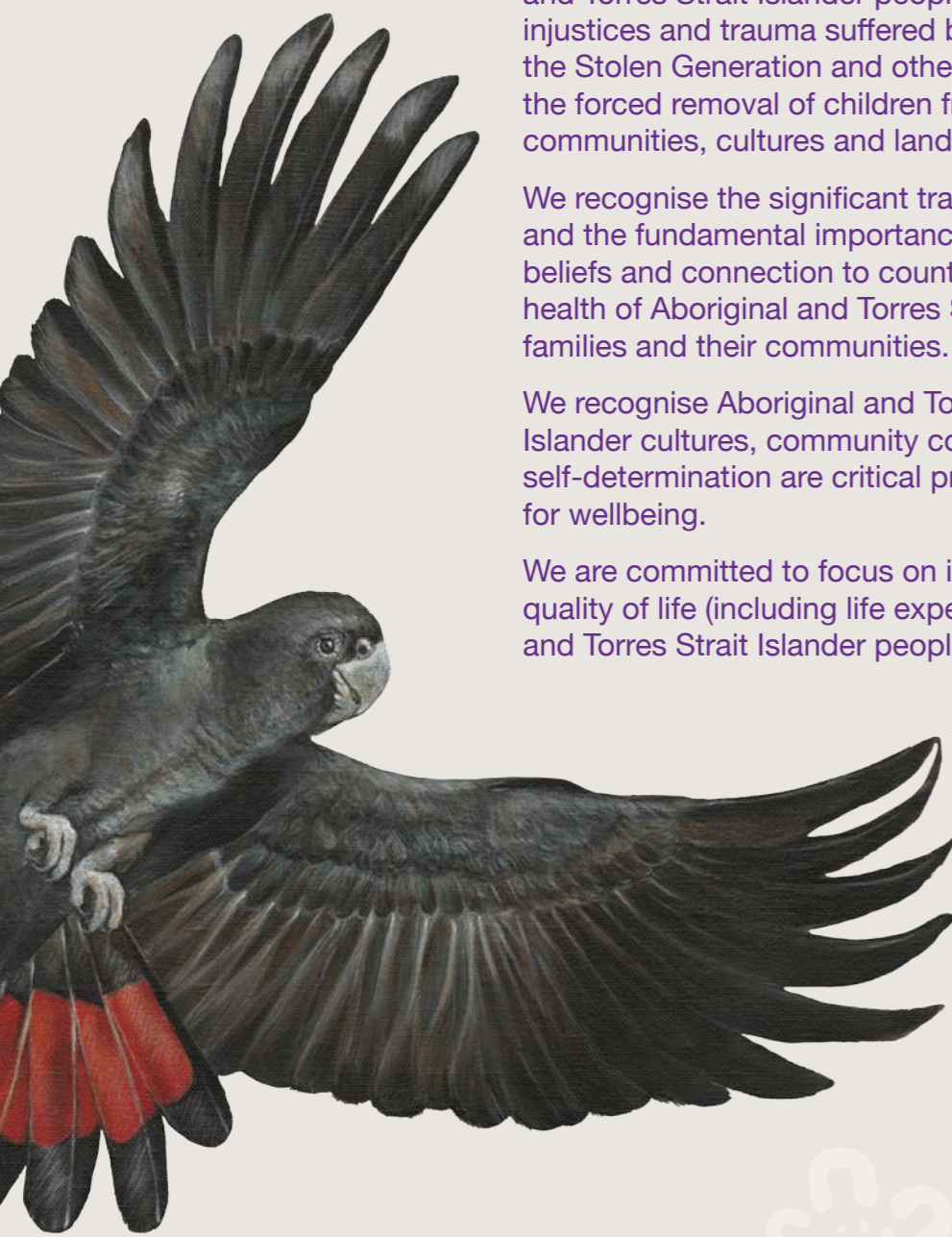
**Nursing and Midwifery Health Program Victoria (NMHPV), which includes Child Protection Health Program (CPHP), acknowledges the Traditional Owners of all the lands on which we work and pay respect to Elders past, present and emerging.**

We acknowledge and apologise to the Aboriginal and Torres Strait Islander peoples of Australia for the injustices and trauma suffered because of colonisation, the Stolen Generation and other policies, such as the forced removal of children from their families, communities, cultures and land.

We recognise the significant trauma of colonisation and the fundamental importance of cultural traditions, beliefs and connection to country and land for the health of Aboriginal and Torres Strait Islander peoples, families and their communities.

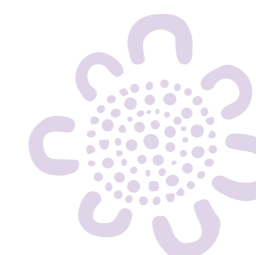
We recognise Aboriginal and Torres Strait Islander cultures, community connections, and self-determination are critical protective factors for wellbeing.

We are committed to focus on improving health and quality of life (including life expectancy) of Aboriginal and Torres Strait Islander people families.



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## NMHPV CEO and Board Statement



**Our organisation wants to contribute to greater opportunities and outcomes for First Nations peoples. Our Reconciliation Action Plan outlines our authentic commitment to working with First Nations people, particularly nurses and midwives, to build meaningful relationships designed to support and partner in the important work of improving the health and wellbeing of First Nation's people. We embark upon this journey with humility and recognition of the many years' experience and wisdom of First Nations people.**

Our person-centred approach to service delivery promotes self-determination and individual empowerment, assisting with informed and considered decision-making. This approach is mirrored in our Reconciliation Action Plan, where we recognise and respect the power and importance of the First Nations peoples lived experience, and that we are on a journey of discovery together based on trust, respect and a willingness to learn.

Our primary objective is to promote an environment where individual First Nations nurses and midwives feel empowered to engage for assistance and support with their sensitive and unique health needs. Further, we want First Nations colleagues to be confident, through their advocacy, to share these messages to a broader audience within our professions. We believe our Reconciliation Action Plan will guide us in achieving these outcomes.

We are optimistic that the ambitions we have set will continue our reflection and learning about how we deliver our services, that are culturally responsive and inclusive for all. We consider this the first formal step in our organisation's reconciliation journey

and signals a commitment to deepening our understanding and actively contributing to reconciliation by working in respectful and meaningful partnerships with others.

We look forward to the next steps in the journey for our organisation with the release of our Reflect Reconciliation Action Plan.

**Glenn Taylor**  
*Chief Executive Officer*  
Nursing and Midwifery  
Health Program Victoria

**Kath Riddell**  
*Chair*  
Nursing and Midwifery  
Health Program Victoria

## Reconciliation Australia CEO statement



**Reconciliation Australia welcomes Nursing and Midwifery Health Program Victoria to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.**

**Nursing and Midwifery Health Program Victoria joins a network of more than 2,500 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.**

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Nursing and Midwifery Health Program Victoria to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Nursing and Midwifery Health Program Victoria, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

**Karen Mundine**  
*Chief Executive Officer*  
Reconciliation Australia



## About the Artwork

The red-tailed cockatoo in this painting holds profound cultural significance for First Nations peoples. Sacred within the community, it features in many stories, songlines, ceremonies and is often reflected in family totems. This revered bird plays a crucial role in dispersing seeds for future food and medicine plants, embodying spirituality and a deep connection to the land.

Knowledge and wisdom are central in this painting, emphasising integrity, respect, communication, and care within the nursing and midwifery health program. Nurses and midwives are symbolised as 'painted lady' butterflies flying around the red-tailed black cockatoo, honouring its values.

The medicine flowers and leaves throughout the painting symbolise healing. This painting illustrates reconciliation as a collective effort between First Nations peoples and medical professionals, aiming to heal past wrongs, promote understanding, and build a more inclusive and equitable future.

The intricate dots around the cockatoo and throughout the painting symbolise the organisation's commitment to reconciliation, emphasising the importance of acknowledging the past, collaborating for the future and healthcare professionals' role in promoting health and equity. The larger dots represent community, interconnections, and the complex relationships within the healthcare system and beyond.

## About the Artist

**Grace is a proud Wurundjeri Woman who is pleased to represent her community and Aboriginal community. She is the youngest daughter of three children and was born in Ferntree Gully in Victoria.**

She has painted and created in different media and forms for most of her life achieving qualifications in the fine arts and interior design industry. A very innovative mid-career artist, she began painting at a very young age and was mentored by her mother and grandmother. Together they taught her the methodology of using details and tiny shimmering dots to create complex optical effects to tell the stories about her culture.

Over the years, Grace has further developed her skills as an artist to become an extraordinarily talented colourist and designer, experimenting with elements of line, colour and form, realism, silhouette and traditional dot art to create her beautiful lace-like paintings. At the simplest level, her bush wildflowers represent the bush land and bush seeds scattered across our beautiful country. Other themes in Grace's paintings are the Victorian and Australian native animals and birds, which feature in many of her artworks.

## Our Reconciliation Journey

**NMHPV is a small not for profit organisation with 18 staff. A Reconciliation Action Plan working group was formalised in March 2023 to champion, promote and develop the Reconciliation Action Plan.**

**The working group included representatives across the organisation:**

- Glenn Taylor  
CEO
- Mark Aitken  
Deputy Director
- Janet Copland  
Quality Coordinator
- Nicole Gordon  
Administration Officer
- Carolyn McDonald  
Senior Clinician (NMHPV)
- Janine Cull  
Program Manager Child Protection Health Program (CPHPV)

Currently no members of our RAP Working Group identify as First Nations people. We will work as part of this RAP to establish Aboriginal and/or Torres Strait Islander representation as part of the RWG.

## Our Vision for Reconciliation



**For NMHPV, reconciliation is about recognising and respecting the First Peoples of this land, acknowledging past and ongoing injustices and inequalities, and doing what we can to create a just, equal and respectful future.**

It requires us to reflect, change and move forward with humility. It is a vital step in our nation's healing and one that we want to be a part of.

Through our RAP journey, we have learnt more about the historical trauma caused by colonisation and the ongoing trauma that continues to this day.

We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of the lands and waters of Australia. We recognise that sovereignty was never ceded and that these lands and waters were, and always will be, belonging to Aboriginal and Torres Strait Islander peoples.

We recognise the trauma caused by dispossession and acknowledge that the struggle for justice continues to this day.

We commit ourselves to working towards a community that respects and recognises First Peoples, their truths and their histories, and celebrates their ancient and diverse cultures.

We commit ourselves to continuing our learning journey. This RAP is a beginning, not the end. We have more to learn and more to do for we are determined to play our part in righting past and present wrongs.

We commit ourselves to listening, supporting and working with Aboriginal and Torres Strait Islander people, drawing on the wisdom they offer to ensure everything we do is inclusive, compassionate and culturally safe.

We believe that when we embed this wisdom in our work practices, policies and procedures, we will improve the service we provide to Aboriginal and Torres Strait Islander people and see benefits for everyone: our staff, our participants and our wider community.

We also believe this is the right thing to do.



## NMHPV Our Business

**Nursing and Midwifery Health Program Victoria (NMHPV) was established in 2006. It is a free, confidential and independent support service for Victorian nurses, midwives and students of nursing and midwifery experiencing sensitive health issues related to their mental health, substance use, family violence or any issue impacting their health and wellbeing.**

NMHPV was designed by nurses and works within a recovery focused counselling framework which is delivered by experienced nurses and midwives. It is centred on supporting our colleagues in managing the challenges life presents and the impact on individual health and wellbeing.

NMHPV also supports employers, managers, and People and Culture personnel to promote the health and wellbeing of their nursing and midwifery workforce and assist when experiencing sensitive health issues.

NMHPV aims to remove the barriers to support by providing, an easily accessible service without the need for a formal referral, individually tailored support and counselling, and information and resources to support and promote health and wellbeing.

CPHPV (Child Protection Health Program Victoria) is contracted by the Victorian Department of Families, Fairness and Housing to deliver Child Protection Health Program Victoria (CPHPV). Established in July 2018 CPHPV is a service specifically designed to support Child Protection Practitioners experiencing sensitive health issues related to their work or personal lives. CPHPV provides every Victorian Child Protection Practitioner access to free and confidential advice, and referral to an independent, accredited health provider.

NMHPV employs eighteen people. To date, there are no identified Aboriginal and Torres Strait Islander people employed within NMHPV.

NMHPV provides services to nurses, midwives and student nurses and midwives who live and / or work in the state of Victoria only. NMHPV has one (1) office, in Cremorne, Victoria.

## NMHPV Vision, Values and Mission

### Vision

A healthy and safe nursing and midwifery profession

### Our Shared Values

- Integrity
- Respect
- Communication
- Care



### Mission

We are a nurse led organisation committed to the health, well-being and resilience of nurses and midwives. We do this by adopting a person-centred approach to our work which includes:

- Providing a sensitive response to all those whom we come in contact
- Providing appropriate and considered information, advice and referral options
- Providing case management and counselling support for nurses and midwives and students of nursing and midwifery with; alcohol and other drug problems, and or mental health concerns, and or family violence challenges and or other sensitive concerns which impact their health. This is provided in order to promote individual health and wellbeing
- Reducing risks to those who use nursing/midwifery services by assisting nurses/midwives to maintain their health
- Providing advice and a pathway of support for employers managing nurses/midwives with health issues relating to drug & alcohol and or mental health and or family violence challenges and or other sensitive concerns
- Supporting resilience and self-care through prevention & early intervention programs and education and training
- Developing partnerships to pursue research opportunities to guide and direct our work.

## Our Reconciliation Action Plan

**Our Reconciliation Action Plan (RAP) is not just a piece of paper. It is our road map to reconciliation.**

**We want it to guide us and keep us accountable. We want it to show Aboriginal and Torres Strait Islander people that we recognise they have unique needs, that we are listening to their voices, and that we are open and willing to change.**

We believe the actions we have included will:

- Promote cultural safety within our organisation and ensure Aboriginal and Torres Strait Islander colleagues experience culturally safe and compassionate care and through it, better health outcomes
- Encourage Aboriginal and Torres Strait Islander colleagues to use our service, knowing it is a safe and culturally respectful place
- Increase opportunities for Aboriginal and Torres Strait Islander colleagues to work with us
- Strengthen our relationships with Aboriginal and Torres Strait Islander nurses and midwives and representative organisations such as Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM), National Aboriginal Community Controlled Health Organisation (NACCHO) and Victorian Aboriginal Community Controlled Health Organisation (VACCHO)
- Build our capacity to advocate effectively on behalf of Aboriginal and Torres Strait Islander colleagues when they call on us to do so

- Encourage Aboriginal and Torres Strait Islander stakeholders to promote and advocate for our service because they know we walk our talk
- Deepen our personal and collective cultural understanding about the lived experience of Aboriginal and Torres Strait Islander people so we can grow our reconciliation efforts, personally and professionally.

We hope that this renewed and deliberate commitment to respect, relationships and opportunities for and with our Aboriginal and Torres Strait Islander colleagues will change our organisation for the better and encourage the many people and organisations we touch to commence their own reconciliation journey.

Our Reconciliation Action Plan will be championed by Glenn Taylor, CEO & Janet Copland, Quality Coordinator.

The RAP working group will meet regularly to manage the implementation of activities listed in our Reflect RAP.

# Relationships



| Action   | Deliverable  | Timeline             | Responsibility  |
|--|--|----------------------|---|
| <b>Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b> | Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.                                    | April 2024           | <ul style="list-style-type: none"> <li>Lead: CEO</li> <li>Support 1: Quality Coordinator</li> <li>Support 2: Board Chair</li> </ul> |
|  | Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.                     | April 2024           | <ul style="list-style-type: none"> <li>Quality Coordinator</li> </ul>   |
|  | Take up an organizational membership of Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM).                                      | April 2024           | <ul style="list-style-type: none"> <li>CEO</li> </ul>   |
|  | Research with the aim of establishing a working relationship/group with any local Aboriginal and Torres Strait Islander Child Protection Worker Organisations. | Oct 2024             | <ul style="list-style-type: none"> <li>CPHPV Manager</li> </ul>   |
|  | Invite Aboriginal and Torres Strait Islander speakers to present on history, health and culture at one of the NMHPV educational days.                          | Nov 2024             | <ul style="list-style-type: none"> <li>CEO</li> </ul>   |
| <b>Build relationships through celebrating National Reconciliation Week (NRW).</b>   | Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.  | May 2024             | <ul style="list-style-type: none"> <li>Quality Coordinator</li> </ul>   |
|  | RAP Working Group members to participate in an external NRW event.   | 27 May - 3 June 2024 | <ul style="list-style-type: none"> <li>Quality Coordinator</li> </ul>   |
|  | Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.                                   | 27 May - 3 June 2024 | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support: CEO</li> </ul>                                   |
|  | Promote NRW through the NMHPV website, NMHPV social media and CPHPV Newsletter.  | May 2024             | <ul style="list-style-type: none"> <li>Lead: Communication Coordinator</li> <li>Support: Quality Coordinator</li> </ul>             |
| <b>Promote reconciliation through our sphere of influence.</b>   | Communicate our commitment to reconciliation to all staff.   | April 2024           | <ul style="list-style-type: none"> <li>CEO</li> </ul>   |
|  | Identify external stakeholders that our organisation can engage with on our reconciliation journey.  | May 2024             | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support 1: CEO</li> <li>Support 2: Board Chair</li> </ul> |
|  | Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.                                     | May 2024             | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support 1: CEO</li> <li>Support 2: Board Chair</li> </ul> |
| <b>Promote positive race relations through anti-discrimination strategies.</b>   | Research best practice and policies in areas of race relations and anti-discrimination.  | June 2024            | <ul style="list-style-type: none"> <li>Quality Coordinator</li> </ul>   |
|  | Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.  | May 2024             | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support 1: CEO</li> <li>Support 2: Board Chair</li> </ul> |
|  | Research inclusive practices and how we can promote those guidelines.  | Oct 2024             | <ul style="list-style-type: none"> <li>Quality Coordinator</li> </ul>   |

# Respect



| Action   | Deliverable  | Timeline                | Responsibility  |
|--|--|-------------------------|---|
| <b>Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b> | Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation. | April 2024              | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support 1: CEO</li> <li>Support 2: Board Chair</li> </ul>   |
|  | Conduct a review of cultural learning needs within our organisation.   | April 2024              | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support: CEO</li> </ul>                                     |
|  | Ensure all staff at NMHPV are enrolled in the CATSINaM Cultural and Humility Training.   | Feb 2024                | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support: CEO</li> </ul>                                     |
| <b>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>   | Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.   | July 2024               | <ul style="list-style-type: none"> <li>Quality Coordinator</li> </ul>   |
|  | Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.                         | Feb 2024                | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support 1: CEO</li> <li>Support 2: Board Chair</li> </ul>   |
|  | Explore the options for developing relationship with local Aboriginal and Torres Strait Islander groups.   | July 2024               | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support: CEO</li> </ul>                                     |
| <b>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>  | Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.  | June 2024               | <ul style="list-style-type: none"> <li>Quality Coordinator</li> </ul>   |
|  | Introduce our staff to NAIDOC Week by promoting external events in our local area.   | June 2024               | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support 1: CPHPV Manager</li> <li>Support 2: CEO</li> </ul> |
|  | RAP Working Group to participate in an external NAIDOC Week event.   | First week in July 2024 | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support: CEO</li> </ul>                                     |



## Opportunities



| Action  | Deliverable   | Timeline       | Responsibility  |
|---|---|----------------|---|
| <b>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b> | Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.   | September 2024 | <ul style="list-style-type: none"> <li>Lead: CEO</li> <li>Support: Board Chair</li> </ul>           |
|   | Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. | June 2024      | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support 1: CEO</li> </ul> |
|   | Explore the options of engaging an Aboriginal and/or Torres Strait representative for the board.  | June 2024      | <ul style="list-style-type: none"> <li>Lead: CEO</li> <li>Support: Board Chair</li> </ul>           |
| <b>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>                  | Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.  | July 2024      | <ul style="list-style-type: none"> <li>Lead: CEO</li> <li>Support: Board Chair</li> </ul>           |
|   | Investigate Supply Nation membership.   | May 2024       | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support 1: CEO</li> </ul> |



### Contact Details

NMHPV | 2023 Nursing and Midwifery Health Program Victoria

**Phone:** 03 9415 7551 | **Email:** admin@nmhp.org.au

Monday to Friday 8.30am to 5.00pm  
Suite 6, 150 Chestnut Street, Cremorne Victoria 3121

Child Protection Health Program Victoria

**Phone:** 1800 998 333  
Suite 6, 150 Chestnut Street, Cremorne Victoria 3121 Australia |

### For more information, contact:

**Janet Copland, Quality Coordinator**  
**Email:** janet.c@nmhp.org.au

## Governance



| Action  | Deliverable   | Timeline               | Responsibility  |
|---|---|------------------------|---|
| <b>Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b>  | Form a RWG to govern RAP implementation.  | April 2024             | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support: CEO</li> </ul> |
|   | Draft a Terms of Reference for the RWG.   | April 2024             | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support: CEO</li> </ul> |
|   | Establish Aboriginal and Torres Strait Islander representation on the RWG.  | September 2024         | <ul style="list-style-type: none"> <li>Lead: CEO</li> <li>Support: Board Chair</li> </ul>         |
|   | Annual Report of RWG activities to the NMHPV Board.   | September 2024         | <ul style="list-style-type: none"> <li>Quality Coordinator</li> </ul>                             |
| <b>Provide appropriate support for effective implementation of RAP commitments.</b>   | Define resource needs for RAP implementation.   | March 2024             | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support: CEO</li> </ul> |
|   | Engage senior leaders in the delivery of RAP commitments.   | April 2024             | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support: CEO</li> </ul> |
|   | Appoint a senior leader to champion our RAP internally.   | March 2024             | <ul style="list-style-type: none"> <li>CEO</li> </ul>   |
|   | Define appropriate systems and capability to track, measure and report on RAP commitments.  | March 2024             | <ul style="list-style-type: none"> <li>Lead: Quality Coordinator</li> <li>Support: CEO</li> </ul> |
| <b>Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b> | 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          | <ul style="list-style-type: none"> <li>Quality Coordinator</li> </ul>                             |
|   | Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.  | 1 August annually      | <ul style="list-style-type: none"> <li>Quality Coordinator</li> </ul>                             |
|   | Complete and submit the annual RAP Impact Survey to Reconciliation Australia.   | 30 September, annually | <ul style="list-style-type: none"> <li>Quality Coordinator</li> </ul>                             |
| <b>Continue our reconciliation journey by developing our next RAP.</b>  | Register via Reconciliation Australia's website to begin developing our next RAP.   | Nov 2024               | <ul style="list-style-type: none"> <li>Quality Coordinator</li> </ul>                             |



