

# Aboriginal and Torres Strait Islander Strategy

**MISSION**  
**AUSTRALIA**

Aboriginal and Torres Strait Islander peoples are respectfully advised that this document may contain images and/or voices of deceased persons. In some instances, images of clients may also be included, however, names and images may have been changed to protect the privacy and identity of the individuals we support.

# Mission Australia's Commitment to Reconciliation

As a Christian organisation, we look to live out God's work as directed through our Founding Purpose: Inspired by Jesus Christ, Mission Australia exists to meet human need and to spread the knowledge of the love of God.

Creating a safe, inclusive environment for all people is fundamental to who we are because we believe it is an expression of God's love. As an organisation we have made a clear commitment to reconciliation which we have articulated as:

**Our vision for reconciliation is that Aboriginal and Torres Strait Islander peoples of this country will be restored to a place of equity, dignity and respect.**

We aspire to the healing of our national soul and for Aboriginal and Torres Strait Islander cultures to be fully valued, with broken relationships restored and social inequalities eradicated. Mission Australia is committed to working alongside Aboriginal and Torres Strait Islander people to heal the wounds of the past and move together into the future.

We will foster a strengths-based approach to empower Aboriginal and Torres Strait Islander people and communities to lead the work that affects them. As part of our bold Strategy 2030 we will deliver on our aspirations under our Aboriginal and Torres Strait Islander Strategy as part of Strategic Direction 3: Empowering Change.

As part of our Aboriginal and Torres Strait Islander Strategy we will focus our reconciliation efforts on four pillars:

## **Pillar 1: Building a culturally Safe Organisation**

Aboriginal and Torres Strait Islander peoples seek to work and remain working at Mission Australia.

## **Pillar 2: Culturally Appropriate Service Delivery**

Mission Australia provides culturally safe and high-quality supports and housing.

## **Pillar 3: Positive Partnerships**

Mission Australia focuses on positive partnerships at a community, state and national level.

## **Pillar 4: Courageous Voice for systems change**

Decision-makers are persuaded to change systems to enable choice and voice.



## Pillar 1 Culturally Safe Organisation

**Focus – Aboriginal and Torres Strait Islander peoples seek to work and continue working at Mission Australia.**

We are committed to creating a culturally safe organisation for Aboriginal and Torres Strait Islander people by engaging in a process of continuous learning and practice improvement and ensuring Aboriginal and Torres Strait Islander voices are guiding us as we develop strategies, policies, practices, and workplace cultures that support self-determination and address unconscious bias, discrimination, and racism.

As part of the organisation's journey towards becoming a culturally safe workplace we are supporting all staff to develop cultural understanding through ongoing learnings and creating leadership and career development opportunities for Aboriginal and Torres Strait Islander staff.

### Guiding Documents:

- Cultural Safety Framework
- Diversity & Inclusion Strategy
- Aboriginal and Torres Strait Islander Workforce Plan
- Cultural Learning Strategy



## Pillar 2 Culturally Appropriate Service Delivery

**Focus – Mission Australia provides culturally safe and quality supports and housing.**

Mission Australia is committed to a strengths-based and trauma-informed approach to service delivery and housing supports. We recognise that Aboriginal and Torres Strait Islander individuals, families and communities share some histories and experiences, and also have some different histories and experiences, and that they hold diverse attitudes, beliefs and faiths.

Mission Australia is committed to “**meeting people where they are**” and respecting diversity in individuals and communities.

### Guiding Documents:

- Cultural Safety Practice Guideline
- Client Participation Framework

## **Pillar 3** Positive Partnerships

**Focus – Mission Australia focuses on positive partnerships at a community, state and national level.**

Mission Australia is dedicated to helping staff build positive, culturally respectful partnerships with Aboriginal and Torres Strait Islander organisations, groups, and communities at the local, state, and national levels. This includes Aboriginal Community Controlled Organisations (ACCOs) and Aboriginal Community Housing Providers (ACHPs). We recognise that each community is unique, and partnerships should be created in a way that fits the local community's needs, strengths, and opportunities.

**Guiding Documents:**

- Partnership Framework
- Guiding Principles for Partnering with Aboriginal and Torres Strait Islander organisations and communities
- Aboriginal and Torres Strait Islander Partnership Kit
- Aboriginal and Torres Strait Islander Procurement Plan

## **Pillar 4** Courageous Voice

**Focus – Decision-makers are persuaded to change systems to enable choice and voice.**

Mission Australia is committed to being a courageous voice so that decision-makers are persuaded to change systems to enable choice and voice.

Mission Australia actively advocates for systems, policy and program changes, seeking to influence government policy-makers and decision-makers to create the human services system that best supports the people we serve and all people experiencing disadvantage in Australia. Our advocacy efforts inform the public, platform the voices of the people and communities we serve and reflect our values as an organisation.

**Guiding Documents:**

- Engagement Strategy
- Government Relations Strategy