ACWA Strategy to Action Day

Engaging First Nation Families in Change: Presenter Tamara Grant.

7th March 2024

Uniting

Uniting's First Nations People and Place Strategy

Our Strategy:

Our People

We will consciously grow our First Nations workforce and ensure our First Nations people are empowered to enrich their career experiences and capabilities.

Our Capability

We will invest in enhancing our cultural capabilities to be a culturally safe, responsive and empowering employer, partner and service provider.

Our Partners

We will purposefully invest in genuine and respectful partnerships with Aboriginal communities to promote and grow place-based and First Nations led responses.

Our Leadership

We are committed to strong governance including leadership practices to uphold our integrity and accountability to First Nations people and communities.

Our Impact

We will elevate the First Nations agenda and impact systems empowering First Nations people and communities through innovation, advocacy and research.

Our Ambition:

Copyright © Uniting

Putting our principles into practice.

Our Aboriginal Service Delivery Principles cover 4 main areas:

Respect, integrity and cultural acknowledgement.

Acknowledging the cultural diversity among Aboriginal peoples, and promoting inclusion of this diversity, helps to build relationships of respect and trust.

Relationships in community.

Uniting is committed to forging partnerships and working collaboratively with Aboriginal peoples and organisations to improve access to our services, input into our planning and service delivery, and quality of our services and health outcomes.

Opportunities, engagement and capacity building.

Uniting continues to develop and strengthen its relationships with Aboriginal peoples, organisations and communities, so that mutual opportunities can be identified and explored in responding to circumstances and challenges.

Support and development for Aboriginal team members.

We commit to being a great workplace for Aboriginal employees and, as part of the Uniting Church, we are working to confront injustice and break the cycle of disadvantage for First Australians.

Demonstrating innovation

Improving our current practice- increasing cultural responsiveness across all service delivery models

Setting baseline of staff knowledge, confidence and support to work alongside First Nation Families

Developing culturally appropriate feedback opportunities to elevate and uplift lived experience

Commitment is from the top down, setting the expectation to be bold and innovative. To lead the difference in the NGO space!

Example: going deeper session

Having protected time to build staff capability

Space to be vulnerable

Time to decolonize our views and practice to rebuild with

Appropriate cultural understanding and a culture lens moving forward