

# BERRY STREET'S REFLECT Reconciliation Action Plan

November 2020–November 2021



**BERRY  
STREET**

Believing In  
Children,  
Young People,  
Families &  
Their Future.

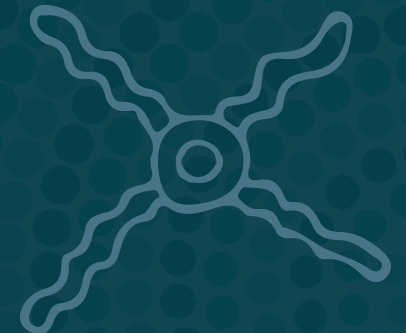
  
RECONCILIATION  
ACTION PLAN  
REFLECT

## ACKNOWLEDGEMENT OF COUNTRY

Berry Street acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the lands, skies and waterways across Australia. We pay our respects to Aboriginal and Torres Strait Islander Elders past and present.

We acknowledge Elders as holders, protectors and educators of Aboriginal and Torres Strait Islander cultures. We pay respect to the emerging Elders to come and support the Aboriginal and Torres Strait Islander children and young people in our care to connect to their cultures, countries and communities.

Berry Street recognises that sovereignty was never ceded and acknowledges the continuing impact colonisation has had on Aboriginal and Torres Strait Islander peoples to date. We commit to ensuring all staff understand our true history, as an organisation and as a country, and recognise the importance of acknowledging the Traditional Custodians of the lands in which we operate.

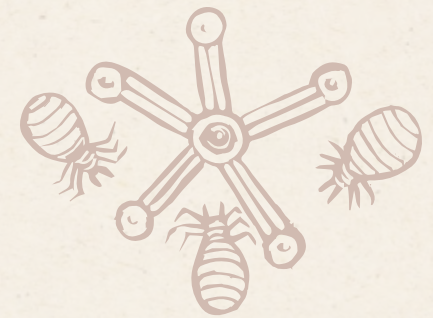




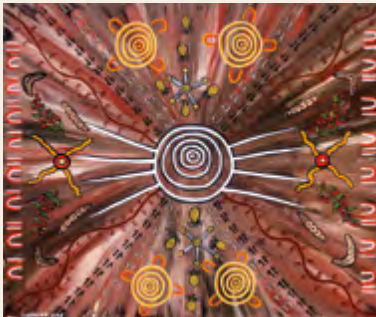
## THE ARTISTS

### Reconciliation Action Plan Artwork

'Elements of Earth' was created on Gunaikurnai Country in Morwell, Victoria by The Gathering Place's Elders Art Group and The Koorie Youth Group. The Gathering Place is a culturally safe environment for mobs throughout Australia to feel warmly welcomed, engage in cultural activities and to strengthen cultural connection. Berry Street's Reconciliation Action Plan art project was designed in conjunction with The Gathering Place to create a space for the Elders Art Group to pass down cultural artistic knowledge to the young mob at The Koorie Youth Group. This project produced four artworks. Individually, these four artworks represent Earth, Fire, Water and Air. Collectively, they represent the four elements that coexist to bring harmony on earth. This concept is reflective of Aboriginal and Torres Strait Islander peoples and all Australians working together to achieve reconciliation.



### Elements of Earth



Earth



Water



Fire



Air



## ARTIST BIOGRAPHIES



### Uncle Dennis Seymour

is an 89-year-old Elder from Maryunga Country. Uncle Dennis has been painting for over 50 years. He graduated from Morwell TAFE with a Cert 3 and 4 in Aboriginal Art. In addition to these academic achievements, Uncle Dennis graduated from Federation University with a Masters in Visual Arts in 2016 at 86 years old. Throughout his artistic journey, Uncle Dennis has specialised in painting landscapes, utilising canvas and oil. In the last five years, Uncle Dennis has been painting with Ochre.



### Aunty Gloria Whalan

is an Elder from Wiradjuri Country. Aunty Gloria recalls her first artistic experience at age four. Aunty Gloria was camping with her grandmother, picked up a stick and utilised the soil to create Aboriginal art. She recalls her grandmother teaching her from a very young age. Aunty Gloria has enjoyed art ever since. She likes to paint native animals utilising acrylic paint. Aunty Gloria has been a member of the Elders Art Group for over 10 years and has graduated with a Cert 3 and 4 from Morwell TAFE. Aunty Gloria enjoys burning wood to create art and writing children's books.

**'I paint the land  
with the land'**

– Uncle Dennis Seymour







### Carolyn Whalan

is a Wiradjuri woman who has played a critical role in organising Berry Street's Reconciliation Action Plan art project. Carolyn has managed The Gathering Place for over three years. She utilises artwork to express herself throughout the different stages of her life as she finds it therapeutic. Carolyn paints canvas with acrylics. She aims to evoke a personal experience and emotion for the audience viewing her pieces and enjoys art being open to everyone's interpretation.



### The Koorie Youth Group

is a program run by The Gathering Place on Gunaikurnai Country. The Koorie Youth Group is a safe space for Aboriginal and Torres Strait Islander children to come together weekly and connect with cultures, promoting strength, identity and growth. The Koorie Youth Group engage in activities such as basket weaving, storytelling, arts, crafts, games, sports, karaoke and the yearly NAIDOC youth ball. Ashleigh Dalton, Koorie Youth Group Coordinator and Gunaikurnai woman, has supported The Koorie Youth Group for four years.

**'These kids are the next generation, our future leaders; everything I do, I do for them.'**

– Ashleigh Dalton,  
The Gathering Place





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RECONCILIATION

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## OUR VISION

Berry Street's vision for reconciliation is an Australia where Aboriginal and Torres Strait Islander children and families have the same life opportunities as all Australians. We believe that children, young people and families should be safe, thriving and hopeful.

### Vision Actions



Recognise true history - as an organisation and as a country



Support cultural connection for Aboriginal and Torres Strait Islander children and young peoples



Actively listen to the voices of Aboriginal and Torres Strait Islander peoples



Support a culturally safe, aware and competent workforce



Support self-determination in pursuit of social and economic justice



Celebrate and recognise the great strength and resilience of Aboriginal and Torres Strait Islander peoples





## A MESSAGE FROM OUR CEO AND BOARD PRESIDENT

It is with great pride that I present the organisation's first Reconciliation Action Plan – our commitment to supporting an equitable Australia where Aboriginal and Torres Strait Islander peoples have the same life opportunities as all Australians.

Berry Street acknowledges truth telling relating to past injustices as a critical component of the organisation's first Reconciliation Action Plan. We acknowledge the great pain, loss, suffering, indignity and dispossession that European invasion inflicted on the Traditional Custodians of the land, the Aboriginal and Torres Strait Islander peoples.

Throughout our journey of reconciliation, Berry Street will continue to address historical injustice and celebrate the strength and resilience of Aboriginal and Torres Strait Islander cultures. We will remain supportive of self-determination and our commitment to the empowerment of Aboriginal and Torres Strait Islander communities, to reconciliation and to justice and equity for all.

Berry Street has learned that connection to cultures, countries and communities is fundamental to a child's identity, sense of self and wellbeing. We believe that all children and young people should grow up strong, thriving and hopeful. Our strategic vision is to courageously change lives and reimagine service systems. To do this, we have committed to a Reflect Reconciliation Action Plan.

Over the next 12 months, Berry Street will undertake authentic reflection and review of current practice, systems and relationships to develop a meaningful understanding of how we support Aboriginal and Torres Strait Islander staff, children, families and communities.

We will strive to provide a service where reconciliation lives in the hearts, minds and actions of all our teams. We commit to transparency on our journey and recognise that Aboriginal and Torres Strait Islander perspectives and leadership are critical to our success.



**Michael Perusco**  
Chief Executive Officer

A handwritten signature in black ink, appearing to read 'mperusco'.



**Joanna Flynn AM**  
Board President

A handwritten signature in black ink, appearing to read 'Joanna Flynn'.





## THE WALKING TOGETHER GROUP

The Walking Together Group was initially established to provide a mechanism for connecting Aboriginal and Torres Strait Islander staff and non-Aboriginal and Torres Strait Islander staff to come together, yarn and share information across Victoria.

The Walking Together Group was formed in 2007 following the organisation's first [Apology to Aboriginal and Torres Strait Islander peoples](#). Since its establishment, the Walking Together Group has had many iterations.

In 2009 the focus of the Walking Together Group changed. The group began to take a leadership role in providing advice to the Executive Management Team on service delivery, program development, practice, public policy and advocacy for Aboriginal and Torres Strait Islander peoples.

From 2009 to 2017, the Walking Together Group has contributed to several documents that aimed to support self-determination, improve practice with Aboriginal and Torres Strait Islander peoples and support Aboriginal and Torres Strait Islander staff.

These documents include:

- [Berry Street's Aboriginal Plan 2009-2012](#)
- [Building Respectful Partnerships: The commitment to Aboriginal Cultural Competence in Child and Family Services](#), a document developed by the Victorian Aboriginal Child Care Agency, Berry Street and MacKillop Family Services in 2010
- Berry Street's [Aboriginal and Torres Strait Islander Plan 2014-2016](#)
- the revision of Berry Street's [Apology to Aboriginal and Torres Strait Islander communities](#) in 2016.

The Walking Together group also provided representation throughout the development of the [Wungurilwil Gapgapduir: Aboriginal Children and Families Agreement](#), and continues to play an active role supporting implementation.





It was decided the next step for Berry Street would be committing to the development of the organisation's first Reconciliation Action Plan. Following this decision, the Walking Together Group formed a subcommittee known as the Reconciliation Advisory Committee. The subcommittee was chaired by the Senior Manager of Aboriginal Service Development and contributed significantly to the content of the organisation's Reconciliation Action Plan.

In 2018, the Reconciliation Action Plan was held at an executive level by the Executive Director of Organisational Effectiveness. The Walking Together Group and the subcommittee amalgamated, co-chaired by the Executive Director of Organisational Effectiveness and the Senior Manager of Aboriginal Service Development.

Moving forward, the Walking Together Group will play an active role within the implementation of Berry Street's Reflect Reconciliation Action Plan. The Walking Together Group will ensure Aboriginal and Torres Strait Islander voices are heard, valued and respected throughout our reconciliation journey.

**'... the Walking Together Group will play an active role within the implementation of Berry Street's Reflect Reconciliation Action Plan.'**







## OUR ORGANISATION

For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our Purpose. By 2022, we will have advanced our aspiration: together we will courageously change lives and reimagine service systems. We will listen to and work alongside children, young people and families, and our actions will be informed by their views and needs.

Currently, we employ over 1,300 staff who operate under Berry Street's five core values: Courage, Integrity, Respect, Accountability and Working Together. Throughout the duration of Berry Street's Reflect Reconciliation Action Plan, we will undertake an employee review to capture workforce diversity and explore strategies to establish and maintain cultural safety. By prioritising this, we aim to embed systematic approaches to ensure we are delivering culturally safe services to Aboriginal and Torres Strait Islander staff, children, families and communities throughout Victoria.

Berry Street services include: case management, foster and kinship care, residential care, trauma-informed therapeutic services, education and family violence support services.

In all aspects of our work, we will continue to be a strong and independent voice for children, young people and families. In collaboration with others, we will advocate for increased government investment in early intervention and prevention services that enable families to be safe and stay together.

We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice. Our purpose-driven approach will foster a culture of positivity and accountability, and we will engage with our people and service users through new digital channels and innovative approaches.







## Our Services



### Case Management

Berry Street case management impacts clients and service systems. We strive to achieve positive, meaningful and lasting life change for our service users. On a systems level, our case management coordinates the delivery of services to clients, ensuring there are adequate and appropriate systems in place to support the children and young people in our care to thrive. Case management ensures our care is client-centred and goal orientated.



### Foster and Kinship Carers

Berry Street's carers provide a safe, structured and nurturing environment for children and young people who cannot live with their families. Our carers are supported by a professional team and have a range of different backgrounds, cultures and experiences. These include: single, couple, married or in a defacto relationship, any sexual orientation, any religion, spirituality or nationality, male or female, families with or without children, in a variety of working and living arrangements, living in houses, flats or shared households and are over 21 years of age. Our open minded and open hearted carers provide invaluable support to the children and young people in our care who have experienced challenging life situations.



### Family Violence Support

Berry Street offers family violence support assisting women, the Aboriginal and Torres Strait Islander community, LGBTIQ+ people and children to remain safely within their community wherever possible. We support our service users to maintain a life free of violence, while also addressing their emotional and practical needs and difficulties arising from violence. Berry Street recognises that family violence occurs in all ethnic and cultural groups, in all types of relationships and families, including heterosexual and same sex relationships and against older people and people with a disability. Our family violence workers provide a thoughtful, caring and empathetic service.







### Residential Care

Berry Street provides residential care to up to 100 children and young people at any one time across 30 homes. Most young people in our residential care program are aged between 13 and 17 years. Our dedicated, caring residential workers respond to the needs of children and young people in our care on a daily basis.



### Take Two

Berry Street's Take Two program is an intensive therapeutic service for children and young people who have experienced difficult and challenging life situations. This service supports children, young people and families to heal, repair relationships, manage self-regulation and strengthen identity. Take Two staff also support the service system to consider care through a therapeutic lens in all aspects of the work. Our Take Two program has a long-lasting impact on children, young people and families in care.



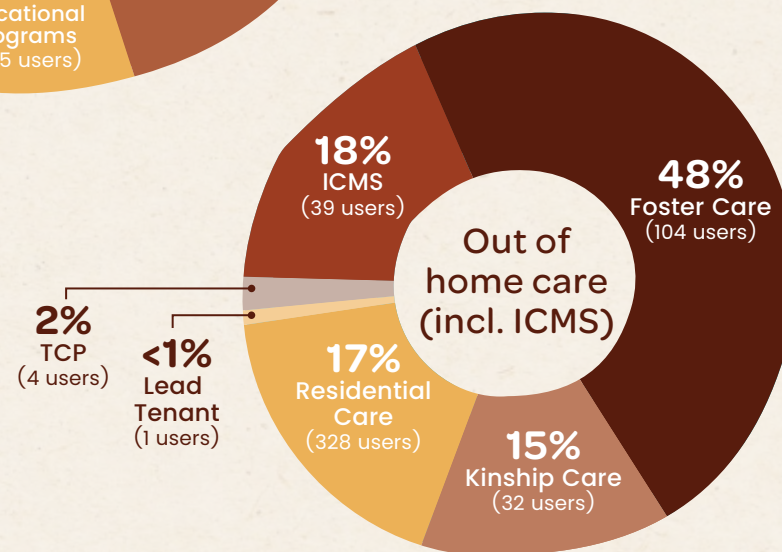
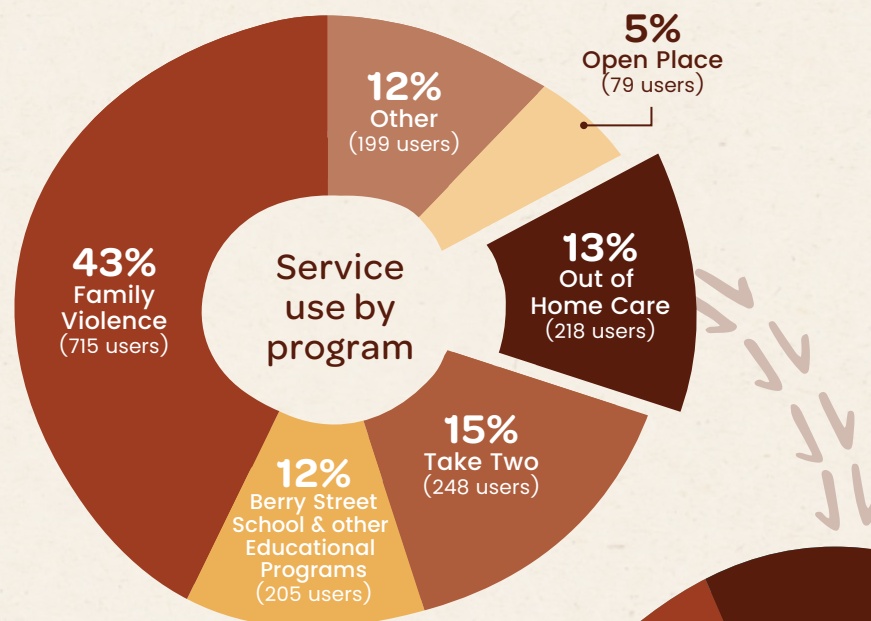
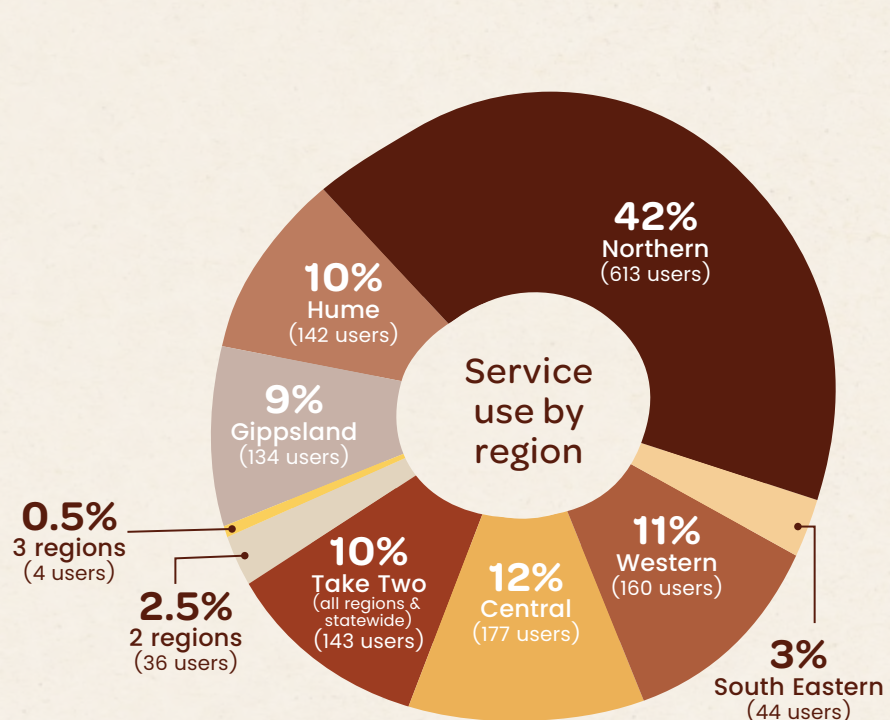
### Berry Street School

The Berry Street School is a specialist independent school consisting of four campuses based in Ballarat, Morwell, Noble Park and Shepparton. Our schools adhere to standards set by the Victorian and Federal Governments. We offer an adaptation of the National Curriculum for years 7-10 and the Victorian Certificate of Applied Learning (VCAL). Berry Street believes all children have the right to a high quality education that helps them thrive, achieve, and belong. In conjunction with Berry Street's Reconciliation Action Plan, our schools have engaged Reconciliation Australia in the Narragunawali Program. This will provide our educators with opportunities to embed a culture of reconciliation within our school program and educate all our students on Aboriginal and Torres Strait Islander histories, cultures and contributions.



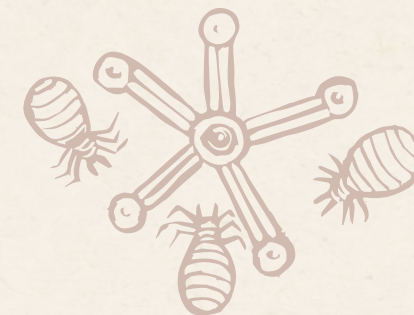


## Aboriginal and Torres Strait Islander Service Users\*



\*Data from the latest *Berry Street Aboriginal & Torres Strait Islander Service User Census*





## OUR HISTORY – WHERE WE’VE COME FROM

Throughout its existence, Berry Street has gone through many iterations. In 1877, a group of women voiced their concerns regarding high infant mortality rates and concerns for disadvantaged pregnant females who had neither homes, hope or money.

With the assistance of Lady Bowen, the wife of the then-Governor, the women decided to raise money to provide shelter for this group of females. Their fundraising drives resulted in the establishment of Berry Street’s first title, the Victorian Infant Asylum (1877-1902), later known as Victorian Infant Asylum and Foundling Hospital (1902-1906). This service operated from a house in Fitzroy, providing shelter and support for women and their babies.

**The organisation’s title has changed throughout its existence to reflect its evolving role and the change in societal attitudes.**


The word ‘asylum’ was dropped in 1906 due its negative connotations, along with the word ‘foundling’ coming and going throughout 1906-1964. During this period, the organisation focused on caring for babies and children up to six, training mothercraft nurses and providing shelter for women while pregnant.

In 1928, Victoria passed its first Adoption Act and Berry Street became active as an adoption agency. As times and philosophies of children’s welfare changed, so did Berry Street’s services. The adoption agency was closed in 1975 and the training of mothercraft nurses ceased. Throughout the 1970s Berry Street’s services changed to include day care, long and short-term residential care.

During the 1980s, Berry Street consolidated its professional approach. The organisation introduced a Board of Management, employed a Director, and expanded its services. Berry Street was committed to caring for the child in the context of the family and providing continuity, security and stability. Berry Street regularly reviewed its activities to ensure that it was meeting the needs of the community and using resources wisely. Volunteer support and donations continued to be a big part of Berry Street’s story.

In 1994, Berry Street and Sutherland Homes merged, bringing together two of the oldest child and family welfare organisations in the state. Recognising Berry Street’s experience, the then Department of Human Services was keen to see Berry Street’s services extend into regional areas. This led to new offices being established in Seymour, Shepparton, Dandenong and Morwell.





Throughout the 2000s, there was significant change, growth and reflection for Berry Street. In 2012, after 42 years of serving the community, Lisa Lodge merged with Berry Street, strengthening our services in Ballarat and Horsham.

Within the last two decades, Berry Street has expanded into new program areas and geographic locations. The organisation has cemented its position as a leading and innovative child and family services organisation across the sector.

## Why We Are Needed

The number of children in out-of-home care in Victoria has increased by 27% in the last five years, and Aboriginal and Torres Strait Islander children are overrepresented: they are 20 times as likely to be in out-of-home care compared to non-Indigenous children.

At the current rate of growth, almost 26,000 children will be in care by 2026.

The Victorian Government's [Roadmap to Reform: strong families, safe children](#) provides a vision and strategy to transform the children, youth, and family services system

from one of crisis response to one of early intervention and prevention, including a shift to more effective and evidence-informed interventions.

Berry Street will continue to be guided by the [Roadmap to Reform: strong families, safe children](#), working hard on culturally safe and sensitive transfers of Aboriginal and Torres Strait Islander children and young people to Aboriginal Community Controlled Organisations and early interventions with aims to prevent these growing statistics.

**At the current rate of growth, almost 26,000 children will be in care by 2026.**



## OUR RECONCILIATION ACTION PLAN

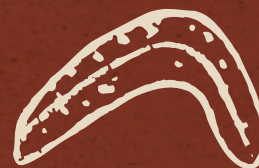


Berry Street is committed to supporting an equitable Australia where Aboriginal and Torres Strait Islander children have the same life opportunities as all Australians. Our Reconciliation Action Plan outlines practical steps that turn good will into real action and provides the organisation with a clear framework to drive and transform cultural change. Throughout implementation, we will ensure the voices of Aboriginal and Torres Strait Islander peoples are respected, valued, heard and influential in supporting the work we do. By taking this meaningful and structured approach, Berry Street is accountable to Reconciliation Australia and Aboriginal Community Controlled Organisations throughout Victoria, to deliver a culturally safe service that supports best outcomes for Aboriginal and Torres Strait Islander children, families and communities.

Throughout our reconciliation journey, Berry Street recognises truth-telling as a critical component. To do this we must be transparent about our history with Aboriginal and Torres Strait Islander children. As far back as its establishment, Berry Street was complicit in the '1869 Aboriginies Protection Act'

that authorised the removal of Aboriginal Children from their families, communities and countries. This condoned the transfer of Aboriginal children to missions, reserves, orphanages and children's homes. Berry Street deeply regrets failing to oppose these policies and recognises our part in this. We apologise for the devastating consequences this has had on multiple generations and are committed to learning from our mistakes.

While acknowledging our history and apologising is critical, we realise that there is much more work to do. Berry Street will take 12 months reviewing how we support Aboriginal and Torres Strait Islander peoples across all programs to better understand how we can improve service delivery. To heal as an organisation, we must be authentic and transparent on our journey towards reconciliation. Our goal is to establish an organisation where reconciliation lives in the hearts, minds and actions of all our teams. Throughout our journey, we will continue to support self-determination, recognise the strength and resilience of Aboriginal and Torres Strait Islander peoples and celebrate Aboriginal and Torres Strait Islander cultures.





## OUR OFFICE LOCATIONS

### CENTRAL

#### Central Office Wurundjeri Country

1 Salisbury Street  
Richmond VIC 3121

**P:** 03 9429 9266

**F:** 03 9429 5160

**E:** [info@berrystreet.org.au](mailto:info@berrystreet.org.au)

### GIPPSLAND REGION

#### Morwell Office Gunaikurnai Country

37 Elgin Street  
Morwell VIC 3840

**P:** 03 5134 5971

**F:** 03 5134 6673

**E:** [morwell@berrystreet.org.au](mailto:morwell@berrystreet.org.au)

### HUME REGION

#### Shepparton Office Yorta Yorta Country

110 Wyndham Street  
Shepparton VIC 3630

**P:** 03 5822 8100

**F:** 03 5822 8199

**E:** [shepparton@berrystreet.org.au](mailto:shepparton@berrystreet.org.au)

### NORTHERN REGION

#### Eaglemont Office Wurundjeri Country

677 The Boulevard  
Eaglemont VIC 3084

**P:** 03 9450 4700

**F:** 03 9450 4701

**E:** [eaglemont@berrystreet.org.au](mailto:eaglemont@berrystreet.org.au)

### SOUTH EASTERN REGION

#### Noble Park Office Boon Wurrung Country

Level 1, 500 Princes Hwy  
Noble Park VIC 3174

**P:** 03 9239 1400

**F:** 03 9239 1410

**E:** [noblepark@berrystreet.org.au](mailto:noblepark@berrystreet.org.au)

### WESTERN REGION

#### Ballarat Office Wadawurrung Country

23 Wetlands Drive  
Mount Helen VIC 3350

**P:** 03 5330 5000

**F:** 03 5331 7771

**E:** [receptiongrampians@berrystreet.org.au](mailto:receptiongrampians@berrystreet.org.au)

### TAKE TWO

#### Statewide Office

677 The Boulevard  
Eaglemont VIC 3084

**P:** 03 9450 4700

**F:** 03 9450 4701

**E:** [taketwo@berrystreet.org.au](mailto:taketwo@berrystreet.org.au)






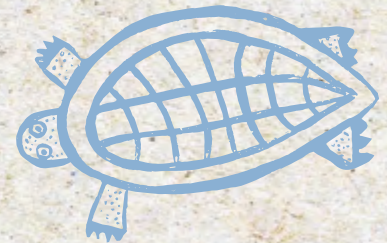
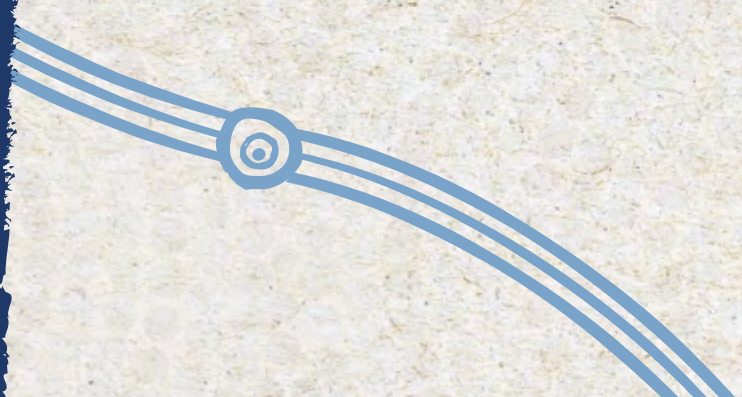
# RELATIONSHIPS







Berry Street values and prioritises relationships with Aboriginal Community Controlled Organisations at a local and state level. We support self-determination and acknowledge that Aboriginal and Torres Strait agencies are most equipped to have choice, control, authority and responsibility in determining best outcomes for Aboriginal and Torres Strait Islander peoples. We are committed to the principles outlined in the Wungurilwil Gapgapduir: Aboriginal Children and Families Agreement. Berry Street recognises transparency as a critical component on our journey towards reconciliation and will report our Reconciliation Action Plan progress to Aboriginal Community Controlled Organisations across Victoria.





## Relationships

| Action   | Deliverable  | Timeline            | Responsibility                                  |
|--|--|---------------------|---|
| 1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. | Identify Aboriginal and Torres Strait Islander stakeholders and organisations within Victoria's child and family welfare sector.   | January 2021        | CEO   |
|  | Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations and make this information available to all Berry Street staff. | March 2021          | CEO   |
|  | Review our existing relationships with Aboriginal and Torres Strait Islander stakeholders and organisations and develop a stakeholder register.  | March 2021          | CEO   |
|  | Review Berry Street's formal and informal agreements with Aboriginal Community Controlled Organisations across Victoria.   | March 2021          | CEO   |
|  | Review and update Berry Street's apology to Aboriginal and Torres Strait Islander peoples to reflect Berry Street's commitment to truth-telling, addressing historical injustice and self-determination. | February 2021       | CEO   |
| 2. Build relationships through celebrating National Reconciliation Week.   | Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to all our staff and carers.  | April 2021          | Executive Director Strategic Engagement         |
|  | Identify organisations that Berry Street could partner with to both support and participate in National Reconciliation Week events.  | April 2021          | Executive Director Organisational Effectiveness |
|  | Ensure members of the Walking Together Group and the Executive Leadership team participate in an external National Reconciliation Week event.  | 27 May–3 June, 2021 | Executive Director Organisational Effectiveness |





| Action   | Deliverable  | Timeline            | Responsibility                                  |
|--|--|---------------------|---|
|  | Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week.          | 27 May–3 June, 2021 | Executive Director Organisational Effectiveness |
|  | Encourage and support students and staff at all Berry Street School campuses to participate in National Reconciliation Week events, internally and externally. | 27 May–3 June, 2021 | Executive Director Services                     |
| 3. Promote reconciliation through our sphere of influence.                 | Communicate our commitment to reconciliation to all staff and carers.  | November 2020       | Executive Director Strategic Engagement         |
|  | Identify external stakeholders in the child and family sector that our organisation can engage with on our reconciliation journey.                             | November 2020       | Executive Director Organisational Effectiveness |
|  | Identify Reconciliation Action Plan and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.              | January 2021        | Executive Director Organisational Effectiveness |
|  | Engage the Berry Street School in the Narragunnawali program to ensure reconciliation is embedded in the classroom, around the school and with the community.  | November 2020       | Executive Director Services                     |
| 4. Promote positive race relations through anti-discrimination strategies. | Research best practice and policies in areas of race relations and anti-discrimination.  | April 2021          | Executive Director People and Culture           |
|  | Conduct a review of Human Resource policies and procedures to identify existing anti-discrimination provisions and future needs.                               | April 2021          | Executive Director People and Culture           |










RESPECT





Berry Street acknowledges each person's heritage, traditions, identity, needs and aspirations. We are committed to delivering a service that is culturally safe, welcoming and respectful to Aboriginal and Torres Strait Islander peoples. We will continue to recognise significant dates for Aboriginal and Torres Strait Islander peoples and celebrate the strength and resilience of Aboriginal and Torres Strait Islander cultures. Berry Street will ensure our commitment to reconciliation is reflected through our values, vision and strategic direction that underpin our work. We understand that reconciliation must live in the hearts, minds and actions of all our staff.





## Respect

| Action   | Deliverable  | Timeline      | Responsibility                                  |
|--|--|---------------|---|
| 5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. | Conduct a review of cultural learning needs within our organisation.   | October 2021  | Executive Director People and Culture           |
|  | Develop a business case for training opportunities regarding culturally safe practice for staff working with Aboriginal and Torres Strait Islander peoples.      | October 2021  | Executive Director People and Culture           |
| 6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.   | Develop an understanding of the local Traditional Custodians of the lands, skies and waterways within our organisation's operational area.                       | November 2020 | Executive Director Organisational Effectiveness |
|  | Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | March 2021    | Executive Director Organisational Effectiveness |
|  | Invite Traditional Custodians of the land, skies and waterways to provide a Welcome to Country at significant Berry Street events.                               | November 2020 | Executive Director Organisational Effectiveness |
|  | Provide an Acknowledgement of Country at all external and internal events and meetings as per Berry Street policy.   | November 2020 | Executive Director Organisational Effectiveness |
|  | Support staff by providing respectful, culturally appropriate resources regarding the delivery of an Acknowledgement of Country.                                 | March 2021    | Executive Director Organisational Effectiveness |
|  | Display Acknowledgment of Country plaques at all Berry Street premises.  | March 2021    | Executive Director Corporate Services           |



| Action   | Deliverable   | Timeline       | Responsibility                                  |
|--|---|----------------|---|
| 7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week                             | Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.   | June 2021      | Executive Director Organisational Effectiveness |
|  | Introduce staff to NAIDOC Week by promoting external events in our local area and encourage staff to attend.  | June 2021      | Executive Director Organisational Effectiveness |
|  | Ensure the Walking Together Group, the Executive Leadership Team and senior leaders participate in the annual Melbourne NAIDOC March.   | July 2021      | Executive Director Organisational Effectiveness |
|  | Circulate information to staff on the history and significance of NAIDOC week along with resources and activities in Victoria.  | June 2021      | Executive Director Strategic Engagement         |
|  | Promote, encourage and support staff participation in a NAIDOC event in their local community each year.  | June 2021      | Executive Director Organisational Effectiveness |
|  | Promote NAIDOC week through internal and external communication channels.   | June 2021      | Executive Director Strategic Engagement         |
| 8. Ensure our cultural support activities meet the cultural needs of our Aboriginal and Torres Strait Islander children and young people | Conduct a review of our existing cultural support planning systems, and explore mechanisms used to capture the voices of Aboriginal and Torres Strait Islander children and young people in care. | April 2021     | Executive Director Services                     |
|  | Present findings from the review to Executive and Berry Street Board Quality and Risk Subcommittee.   | August 2021    | Executive Director Services                     |
|  | Develop an implementation plan that includes required resources.  | September 2021 | Executive Director Services                     |



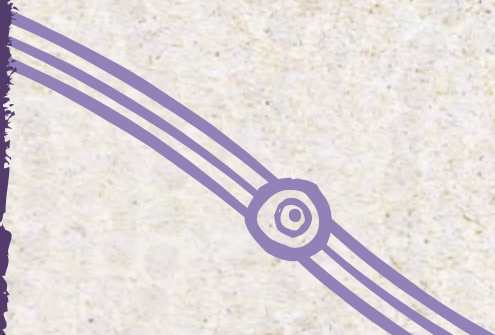


OPPORTUNITIES





Berry Street commits to providing a culturally safe workplace for Aboriginal and Torres Strait Islander staff and service users. We will seek opportunities for Aboriginal and Torres Strait Islander peoples to actively participate in all areas of the organisation to ensure the voices of Aboriginal and Torres Strait Islander staff and service users are heard, valued and respected. Berry Street values the expertise of Aboriginal and Torres Strait Islander organisations and will explore opportunities to work in partnership to improve outcomes for Aboriginal and Torres Strait Islander peoples. Berry Street will continue to promote self-determination and support Aboriginal and Torres Strait Islander agencies to achieve their self-determined goals.





## Opportunities

| Action  | Deliverable   | Timeline     | Responsibility                        |
|---|---|--------------|---------------------------------------|
| 9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development. | Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.   | August 2021  | Executive Director People and Culture |
|   | Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment, support systems and professional development opportunities. | August 2021  | Executive Director People and Culture |
| 10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.                 | Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.  | April 2021   | Executive Director Corporate Services |
|   | Investigate Supply Nation membership.   | January 2021 | Executive Director Corporate Services |

## Governance

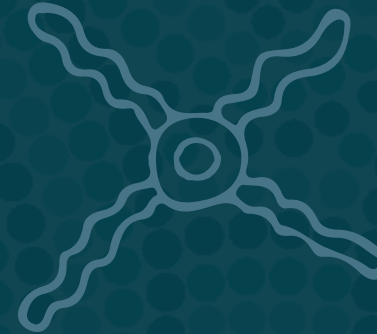
| Action   | Deliverable  | Timeline      | Responsibility                                  |
|--|--|---------------|---|
| 11. Maintain an effective Walking Together Group (WTG) to drive governance of the RAP. | Review the Terms of Reference for the Walking Together Group.                              | December 2020 | Executive Director Organisational Effectiveness |
|  | Ensure Aboriginal and Torres Strait Islander representation on the Walking Together Group. | November 2020 | Executive Director Organisational Effectiveness |
|  | The Walking Together Group to guide and monitor Reconciliation Action Plan implementation. | November 2020 | Executive Director Organisational Effectiveness |



| Action   | Deliverable   | Timeline       | Responsibility                                     |
|--|---|----------------|--|
| 12. Provide appropriate support for effective implementation of RAP commitments.   | Define resource needs for Reconciliation Action Plan implementation.  | November 2020  | Executive Director<br>Organisational Effectiveness |
|  | Engage Berry Street's Board and Leadership teams in the delivery of Reconciliation Action Plan commitments.             | November 2020  | Executive Director<br>Organisational Effectiveness |
|  | Define appropriate systems and capability to track, measure and report on Reconciliation Action Plan commitments.       | November 2020  | Executive Director<br>Organisational Effectiveness |
| 13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. | Complete and submit the annual Reconciliation Action Plan Impact Measurement Questionnaire to Reconciliation Australia. | September 2021 | Executive Director<br>Organisational Effectiveness |
|  | Report Reconciliation Action Plan progress to senior leaders and all staff quarterly.                                   | November 2021  | CEO  |
|  | Report Reconciliation Action Plan progress to local Aboriginal Community Controlled Organisations quarterly.            | November 2021  | CEO  |
| 14. Continue our reconciliation journey by developing our next RAP.  | Register via Reconciliation Australia's website to begin developing our next RAP.                                       | July 2021      | Executive Director<br>Organisational Effectiveness |







For any enquiries regarding Berry Street's  
Reconciliation Action Plan, please contact:

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**BERRY  
STREET**

Believing In  
Children,  
Young People,  
Families &  
Their Future.