



Strong Spírít Strong Mínd

Drug and Alcohol Office Reconciliation Action Plan 2012





> Vision

A community in which all Western Australians experience minimal alcohol and other drug related harm and impacts.

> Goal

To prevent and reduce the adverse impacts of alcohol and other drugs in the Western Australian community.

> Values

Respect

Respectful in our behaviour towards our clients, communities and our colleagues.

Integrity

Honest and genuine in our actions and words.

Open and accountable

Inclusive in our decision making, willing to explain our actions and learn from experience.

Quality and excellence

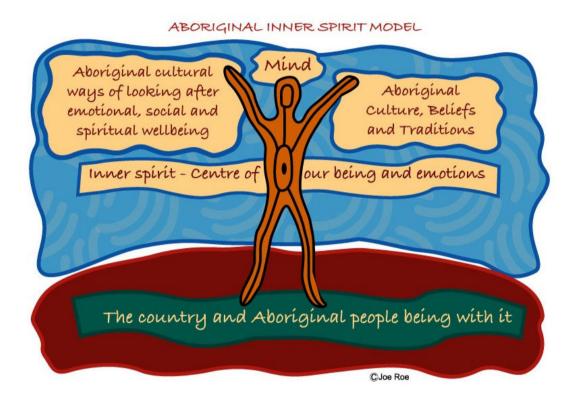
Quality and excellence in our individual performance, programs and services.

Cultural security

Cultural security is integral to our values.

Strong Spirit Strong Mind

The importance of strengthening 'inner spirit' is based on the Aboriginal Inner Spirit (Ngarlu) Model by the late Joseph 'Nipper' Roe. The words *Strong Spirit Strong Mind* promote the value of our Indigenous culture, identity and our spiritual connections as strengths in managing alcohol and other drug related harm in the community.



There is a word in many different language groups that describes inner spirit and many Indigenous people share this belief.

Our inner spirit is the centre of our being and emotions.

When our spirit feels strong our mind feels strong.

Strong inner spirit is what keeps our people healthy and connects them together.

Strong inner spirit keeps the community strong and our country alive.

Strengthening our inner spirit is a step towards a healed future.

Reconciliation Action Plan for the Year 2012

> Our vision for reconciliation

Our vision for reconciliation is to work in partnership with Aboriginal and Torres Strait Islander people to value and lead healthy and safe lifestyles with access to quality services and programs to prevent and reduce alcohol and other drug-related harm.

> Our business

The Drug and Alcohol Office (DAO) is the government agency responsible for alcohol and other drug strategies and services in Western Australia. The agency provides or contracts a state-wide network of treatment services, a range of prevention programs, professional education and training, and research activities.

DAO prevention, workforce development, policy, research, client services and administration offices are located in Mt Lawley and treatment services are based at Next Step Drug and Alcohol Services in East Perth. The Mt Lawley site has approximately 100 staff, 8 of whom are of Aboriginal and Torres Strait Islander descent. Next Step Drug and Alcohol Services is located in East Perth and currently has approximately 75 staff, 3 of whom are of Aboriginal and Torres Strait Islander descent. DAO also contracts a statewide network of treatment services.

> Our Reconciliation Action Plan

This Reconciliation Action Plan (RAP) helps us understand that what we are already doing is part of the reconciliation process with Aboriginal and Torres Strait Islander people, and that reconciliation, properly understood, is integral to the Drug and Alcohol Office's core business.

The DAO Reconciliation Action Plan working group was established, including representatives of all the DAO Directorates, to guide the development of the Plan. This process was directed by the Aboriginal Alcohol and Other Drug Programs branch of the Policy, Strategy and Information Directorate of DAO in collaboration with Aboriginal and other non-Aboriginal staff.

A survey of current and proposed activity was undertaken and a review of current strategic plans included:

- Strong Spirit Strong Mind Aboriginal Drug and Alcohol Framework for Western Australia 2011-2015
- Drug and Alcohol Interagency Strategic Framework for Western Australia 2011-2015
- Drug and Alcohol Office Annual Report 2010/2011
- WA Health Aboriginal Cultural Respect Implementation Framework 2005
- Managing a Diverse Workforce: Office of Equal Employment Opportunity

The draft RAP was circulated to all key stakeholders within DAO, as an informative process to receive feedback on the proposed strategies and measurable targets, prior to its finalisation.

The focus of the RAP is on DAO actions but also provides actions for the Alcohol and Other Drugs (AOD) sector in Western Australia through current contractual reporting requirements, participation in workforce development and partnership activities.

The DAO Senior Management Group is responsible for overseeing the implementation of the RAP.

Summary of 2011 RAP Achievements

- Developed, published and disseminated the new Strong Spirit Strong Mind Aboriginal Drug and Alcohol Framework for Western Australia 2011-2015.
- Established an internal DAO Aboriginal Advisory Group
- Delivered and issued qualifications for two intakes of Aboriginal workers in the AOD sector
- A National Reconciliation Week cultural event was held for DAO staff
- Coordinated the National Sorry Day event
- One cultural event was held for in-patients and staff during NAIDOC Week at Next Step Drug and Alcohol Services
- Delivered Strong Spirit Strong Mind Cultural Awareness training Parts 1 & 2 for government and non-government AOD sector

> Relationships

Support services to recognise the legitimate cultural rights, views, values and expectations of Aboriginal and Torres Strait Islander people; and develop practices to ensure cultural respect is maintained. Responses which are culturally secure promote the best use of available resources and partnerships to improve DAO efficiency and effectiveness.

	Action	Responsibility	Timeline	Measurable Target
1	The RAP Working Group, with representatives from across the directorates of DAO, to develop and monitor the progress of implementing the RAP	Senior Management Group	June 2012	Establish RAP Working Group.Meet a minimum of four times per year.
2	Development of Alcohol Management Plans	Director, Prevention & Workforce Development	June 2012	Development of an Alcohol Management Plan for Kununurra/Wyndham and support the development of Alcohol Management Plans in Fitzroy Crossing and the Dampier Peninsula.
3	Delivery of annual Aboriginal focussed publication	Director, Policy Strategy & Information	December 2012	One publication a year – e.g. brief report of Aboriginal related treatment data or a summary of a recently published major report.
4	Supporting Aboriginal focussed evaluation or research	Director, Policy Strategy & Information	December 2012	 Conduct an Aboriginal evaluation/research project within Monitoring Evaluation and Research; conducting a literature review; research proposal or identifying research gaps.
				 In collaboration with the Aboriginal Alcohol and other Drugs Program analyse data and write a report for the evaluation of the Blood Borne Virus Yarning Training.
5	National Reconciliation Week Event	Director, Policy Strategy & Information	June 2012	Organise a National Reconciliation Week event for DAO staff to provide opportunities for Aboriginal & Torres Strait Islander people and other West Australians to build relationships.

Respect

Support services to recognise the legitimate cultural rights, views, values and expectations of Aboriginal and Torres Strait Islander people; and develop practices to ensure cultural respect is maintained. This will be further enhanced by building a culturally secure workforce through developing the cultural competence of other Australian workers.

	Action	Responsibility	Timeline	Measurable Target
1	Coordinate celebration of days of Aboriginal cultural significance	Director, Corporate Services & Governance	December 2012	Coordinate an annual National Sorry Day event in collaboration with the Aboriginal Alcohol and other Drugs Program.
		Director Operations, Next Step	December 2012	A minimum of one cultural event for in- patients and staff to be held annually during NAIDOC week.
2	Inclusion of Strong Spirit Strong Mind training events in the Workforce Development Training Calendar	Director, Prevention & Workforce Development	December 2012	Minimum of 2 scheduled Strong Spirit Strong Mind Ways of Working with Aboriginal people calendar of events.
				Minimum of 15 participants per event.
				Minimum 50% increase (moderate or above) in knowledge and understanding (performance indicators).
3	Enhance staff cultural awareness throughout DAO	Senior Management Group	June 2012	DAO staff participation in <i>Strong Spirit Strong Mind</i> Ways of Working with Aboriginal people training.
				Report on number of DAO staff who participates in <i>Strong Spirit Strong Mind</i> – Part 1 Ways of Working with Aboriginal people.

> Opportunities

Increase the number of Aboriginal & Torres Strait Islander staff across the AOD sector and retain existing Aboriginal & Torres Strait Islander staff; and build a culturally secure workforce through developing the competence of Indigenous workers to deliver quality services. This will further develop non-Aboriginal staff to better understand cultural ways of working with Aboriginal & Torres Strait Islander people.

	Action	Responsibility	Timeline	Measurable Target
1	Provide employment and professional development for Aboriginal and Torres Strait Islander people within DAO	Director, Corporate Services & Governance	December 2012	Develop an Aboriginal and Torres Strait Islander employment strategy.
				Recruit a minimum of one Aboriginal cadet or trainee.
				Develop a component of the DAO induction package that addresses training, education, support information and opportunities for Aboriginal staff.
				Meet employment target of 3.6% in line with Public Sector standards.
		Director, Prevention & Workforce Development	December 2012	Recruitment of two Aboriginal Prevention workers to the <i>Strong Spirit Strong Mind</i> Metro project.
	900000	Director, Client	December 2012	Recruit an Aboriginal Liaison Quit line Worker.
		Services & Development		Alcohol Drug and Information Service and Quit line staff trained to work in culturally secure ways.
	808 00 0			Percentage increase in Aboriginal callers.
2	Enhance access to culturally secure treatment and support services for Aboriginal people and communities	Director, Client Services and Development	December 2012	Number of Aboriginal clients accessing AOD treatment services.

	Action	Responsibility	Timeline	Measurable Target
3	Delivery of Aboriginal specific prevention activities	Director, Prevention & Workforce Development	December 2012	A minimum of 8 consultation events relating to the Strong Spirit Strong Mind Metro project.
				5 culturally secure prevention activities <i>Strong</i> Spirit Strong Mind Metro project.
	880080			Provision of 15 small grants to support local youth and family activities addressing AOD use in Aboriginal communities.
4	Develop a State-wide Aboriginal Fetal Alcohol Spectrum	Director, Prevention & Workforce Development	December 2012	Re-run television advertising media campaign.
	Disorder (FASD) Prevention Training Program			Resources developed to support Aboriginal FASD Prevention training including Trainers Manual, Screening Tool, DVD demonstration, Storytelling Cards, Wallet Card, Community Brochure, Strong Spirit Strong Future Newsletters - 2 editions.
	20808			 Conduct 4 Key Aboriginal Advisory Group Meetings.
5	Ensure inclusion of Aboriginal specific content in core training materials	Director, Prevention & Workforce	December 2012	Aboriginal specific content included in core training:
		Development		Induction Training.
				Online Training.
				Skills Training.
				Volunteer Program.
6	Delivery of CHC30108 Certificate III in Community Services Work: Aboriginal Alcohol and other Drug (AOD) worker training program to Aboriginal AOD workers	Director, Policy Strategy & Information	June 2012	1 training intake per year.
				Number of participants completing all training.
7	Offer culturally secure inpatient withdrawal facilities to Aboriginal people	Director Operations, Next Step	December 2012	Number of beds accessed annually in the Next Step - Aboriginal Withdrawal Unit.
				Average length of stay.
	20000			Number of clients completing program.

> Tracking progress and reporting

	Action	Responsibility	Timeline	Measurable Target
1	Regular reporting on the progress and implementation of the RAP	Senior Management Group	June 2012	Provide quarterly Directors' RAP reports on progress of directorate activity to SMG.
2	Publication and promotion of the RAP	Senior Management Group	June 2012	RAP published and placed on the DAO and Reconciliation Australia websites.
			December 2012	 RAP Report completed and sent to Reconciliation Australia. Refresh RAP for 2013.