



ODYSSEY HOUSE  
NEW SOUTH WALES

Odyssey House NSW

**R**econciliation

**A**ction

**P**lan



December 2018 - 2020

Helping our ATSI people put the pieces of their lives back together

Odyssey House provides support, guidance and programs for ATSI peoples suffering with an addiction. Odyssey House is helping ATSI people to put the pieces of their lives back together by connecting and reconnecting back to culture, Country, family and community



## Odyssey House NSW is proud to announce the launch of our first Reconciliation Action Plan.



*Julie Babineau  
CEO, Odyssey House NSW*

To begin I would like to acknowledge all Aboriginal peoples and the traditional custodians of these lands. I also acknowledge my gratitude that we share this land today. I would like to pay my respect to the knowledge holders of Aboriginal culture; including Elders past, present and future.

One of the first major decisions I made as CEO here at Odyssey House NSW was to work towards launching our first Reconciliation Action Plan (RAP).

In the last two years, I have been aware of our responsibility to promote equitable access to our services by embedding cultural competency and culturally sensitive practice into Odyssey House NSW's core business. Our services work within a holistic framework; providing culturally congruent and competent care to Aboriginal peoples in addiction and recovery.

I firmly believe that this plan is another step in our journey in making a measurable and real difference for Aboriginal and Torres Strait people to "close the gap" and continue to heal together. This includes celebrating culture, community and land.

I would like to thank the Aboriginal and Torres Strait Islander clients, children and families we support. Thank you also to our staff for their commitment to support Aboriginal and Torres Strait Islander people on their healing journeys. In the upcoming year we will be consulting more broadly with Aboriginal and Torres Strait elders and community to continue to strengthen and deepen our relationships so that this plan can be a living document for all people connected with Odyssey House NSW and all our staff.

We commit ourselves to the actions and targets contained in the Odyssey House NSW's Reconciliation Action Plan (RAP) for 2018 - 2020.



Julie Babineau  
CEO, Odyssey House NSW

## Our Vision

A world free of addiction.

## Our Mission

To build safe and healthy communities by reducing the impact of addiction on individuals, families, carers and communities.

## Our Business

Odyssey House is a not-for-profit alcohol and other drug service with over 40 years of experience in helping people with alcohol and other drugs addiction through residential and community based rehabilitation services. Odyssey House provides services for adults, adults and their families.

Odyssey House provides a range of comprehensive services including Withdrawal, Parents' and Children, Magistrates Early Referrals Into Treatment (MERIT) program, residential rehabilitation, numeracy and literacy education, community based services and Aboriginal specific groups. Our programs aim to build safe and healthy communities by minimising the harmful effects of alcohol and other drugs on the person's health.

## Our Values

**Professionalism** -we are committed to excellence by maintaining professional boundaries and fulfilling responsibilities in an accountable, inclusive and objective manner; **Creativity** - we trust in our limitless potential; **Respect** - we will demonstrate consideration and regard for the feelings, wishes or rights of others; **Integrity** - We act with honesty and adhere to consistent moral and ethical values and principles through our personal and professional behaviour.

Odyssey House Reconciliation action plan aims to work collaboratively with Aboriginal peoples, building trust and respect; having a shared focus, strengthening values to bring about holistic outcomes. To support, enable and lead Aboriginal people with culturally appropriate program that are sustainable, deliverable and structured. Odyssey House is committed to working within a holistic frame work; with its mission statement, vision, values, and Reconciliation Action Plan, providing culturally congruent care to Aboriginal peoples in addiction and recovery.

Throughout this document Aboriginal will stand for Aboriginal and Torres Strait Islander peoples (ATSI). All the listed items and recommendations will be actioned in consultation with the Odyssey House Aboriginal Advisory group. The RAP will be reviewed at regular scheduled intervals.

# 1. Relationship building

We will commit to engage and build relationships in the local Aboriginal communities. The aim is to build mutually beneficial, respectful collaborative partnerships. We acknowledge the history, culture, diversity, trauma, strengths, successes, and rights of ATSI people.

Item	Action	Responsibility	Timeline
<p><b>1.1</b> Engage with local Aboriginal communities and build relationships with Aboriginal and /or Torres Strait Islander people.</p>	<ul style="list-style-type: none"> <li>• How many Traditional Owners, Elders, community leaders, and ATSI people have we engaged?</li> <li>• Number of local Aboriginal people engaged in culturally significant decisions</li> </ul>	<p>CEO Executive All staff</p>	<p>Ongoing</p>
<p><b>1.2</b> Develop Memorandum of Understanding - MOU's with other Aboriginal services and organisations in the local community</p>	<ul style="list-style-type: none"> <li>• Increase the number of MOU's or partnership agreements to include one in each geographic area of service delivery.</li> <li>• Record the number of activities occur through these MOUs or agreements each year.</li> </ul>	<p>CEO Executive Quality</p>	<p>Commenced June 2018 Ongoing</p>
<p><b>1.3</b> Reconciliation Action Plan is an active document</p> <p>Actively seeking and listening to the voices of Aboriginal peoples and continuing to make a meaningful contribution to reconciliation. <b>Decisions are not made in isolation.</b></p>	<ul style="list-style-type: none"> <li>• Established process to receive feedback from Aboriginal clients</li> <li>• Record the number of RAP amendments.</li> </ul>	<p>All staff Quality</p>	<p>December 2018 Ongoing</p>



## 2. Respect

Odyssey House acknowledges Aboriginal peoples are the original inhabitants of the land (Australia). We acknowledge Aboriginal people are the custodians of the land and have a special relationship to land and sea. It is therefore respectful to acknowledge the country and custodians of Land to be able to work effectively and in a culturally appropriate way.

Item	Action	Responsibility	Timeline
2.1 Before any main meetings or events, we will show respect by performing a welcome and / or Acknowledgement to country:	<ul style="list-style-type: none"> <li>We will perform a Welcome to country or Acknowledgement to country at the beginning of any formal meeting or event.</li> </ul> <p><i>'Odyssey House would like to acknowledge the Traditional Custodians of this land and pay our respects to Elders past, present and future for they hold the history, the cultural practice and the traditions of their people'.</i></p>	CEO All staff	Ongoing
2.2 Signature acknowledgement on all emails and letters	<ul style="list-style-type: none"> <li>Signature acknowledgement as a sign of respect.</li> </ul> <p><i>'I acknowledge that I work on the lands of the First Australians: I would like to pay my respects to the Traditional Custodians of the Land, and Elders past present and future'.</i></p>	Manager, Marketing and Fundraising  All staff	December 2018
2.3 Celebrate National Reconciliation Week and display items of cultural significance.	<ul style="list-style-type: none"> <li>Aboriginal residents and clients to participate in NAIDOC events.</li> <li>Aboriginal residents to share an aspect of their culture with other residents.</li> <li>Fly Aboriginal flag.</li> <li>Display client artwork.</li> </ul>	All staff	Ongoing  Annually 27 May to 3 June
2.4 When working with Aboriginal people and communities, staff are aware of cultural sensitivities.	<ul style="list-style-type: none"> <li>Staff to receive cultural training</li> <li>Develop culturally appropriate brochures for Odyssey House Aboriginal programs</li> </ul>	HR Manager, Marketing and Fundraising	Ongoing  June 2019

### 3. Diversity and Cultural Safety

There are many Aboriginal countries in Australia, made up of people from a rich diversity of tribal groups. Each have a variety of cultural beliefs and traditions that differ from each other. Odyssey House supports Aboriginal peoples to have a safe place and opportunity to Yarn, discuss cultural issues, share their journey and progress in recovery, discuss relationship and family issues, how to deal with any difficulties they may be having in or outside our programs, and strategies for rebuilding their lives in the community.

Item	Action	Responsibility	Timeline
<b>3.1</b> Acknowledging the Diversity within Aboriginal culture. Aboriginal traditional practices differ from place to place and community to community.	<ul style="list-style-type: none"> <li>Number of clients who identify as Aboriginal</li> </ul>	Quality	Ongoing
<b>3.2</b> Odyssey House acknowledges the need for cultural safety, providing time and space for culturally appropriate groups.	<ul style="list-style-type: none"> <li>Number of Aboriginal groups per year</li> <li>Number of Treatment episodes</li> <li>Number of Aboriginal resources developed.</li> <li>Number of cultural awareness training sessions provided</li> </ul>	Quality	Ongoing Ongoing Ongoing Ongoing
<b>3.3</b> Develop strategies to support professional development for staff.	<ul style="list-style-type: none"> <li>Number of staff who have participated in Aboriginal and Torres Strait Islander cultural awareness training.</li> <li>Aboriginal staff meeting</li> </ul>	Human Resources  Aboriginal staff	Ongoing  Ongoing



## 4. Access / Participation

Odyssey House will give Aboriginal peoples the experience of a sense of belonging and connectedness by ensuring access to ATSI peoples within the community and allowing for equity and fair distribution of available resources to AOD services and programs.

Item	Action	Responsibility	Timeline
<p><b>4.1</b> Odyssey House acknowledges that Aboriginal peoples will participate in many cultural events including but not limited to:</p> <p>Survival Day, National Close the Gap Day, “Bringing Them Home” Stolen Generations Report, National Sorry Day, Close the GAP, NAIDOC, National Reconciliation Week</p>	<ul style="list-style-type: none"> <li>• How many cultural events has the Aboriginal residents attended or participated in.</li> <li>• Number of scheduled events that Odyssey House clients participate in.</li> </ul>	Quality	<p>Ongoing</p> <p>Ongoing</p>
<p><b>4.2</b> Access Aboriginal services</p>	<ul style="list-style-type: none"> <li>• How many residents and clients access Odyssey House Aboriginal services?</li> <li>• Number of residents and clients engaged with external Aboriginal services</li> </ul>	Quality	<p>Ongoing</p> <p>June 2019</p>

## 5. Rights and Observation of Aboriginal protocols

Aboriginal Knowledge and Intellectual Property - Odyssey house recognises that 'Not all stories can be shared.' and that some can be shared, but not passed on or publicised. Aboriginal people own their knowledge.

Item	Action	Responsibility	Timeline
5.1 Protect Aboriginal knowledge and intellectual property as per Odyssey House media guidelines and adhering to the structure line of consultation for staff and residents.	<ul style="list-style-type: none"> <li>Number of cultural consultations held each year.</li> </ul>	Aboriginal staff Quality	Ongoing



## 6. Health

Health to Aboriginal peoples is “not just the physical well-being of an individual but the social, emotional and cultural well-being of the whole community. This whole-of-life view will be included in our service delivery.

Item	Action	Responsibility	Timeline
<b>6.1</b> Develop relationships with Aboriginal Community Controlled Health services and relevant Peak bodies (e.g. Aboriginal Medical Service) to promote improved health outcomes for Aboriginal people.	<ul style="list-style-type: none"><li>• Development of culturally appropriate resources to survey the social, emotional and cultural well-being of Aboriginal clients.</li><li>• Number of MOU’s in geographic areas where Odyssey House provides services.</li><li>• Number of clients engaged with Aboriginal Medical Services.</li></ul>	Quality	June 2019  Ongoing  Ongoing

## Acknowledgements

Cover page: The original artwork was provided by Leonie Murdoch. In consultation with graduates and current residents of Odyssey House the artwork was added to represent our ATSI people.

Odyssey House wishes to acknowledge Leonie Murdoch, Sharlene Rye-Jensen and Markeeta Sloane for their contribution to this Reconciliation Action Plan.