



CatholicCare

Diocese of Broken Bay



FIRST NATIONS
**EMPLOYMENT
STRATEGY**





NIGINDI

Language: Wiradjuri

Pronunciation: ne-yen-dy

Meaning: Want, hope or wish

Artist: Carol Sutherland

WHAT DOES THIS PAINTING REPRESENT?

The brown, red, blue and green corners represent the services we offer right across the Diocese from the sea, to the country, to the forest and to the red dust. The red dust makes you feel at home. The circles within represent the meeting places, offices and our residential group homes within our Diocese.

The turtle and his shell represent our Family Centres, Permanency Support Program and Supported Independent Living houses where we offer food, shelter, security and safe places for those in our community.

The lizard runs very fast - he is very alert and has the awareness which will assist us to help our clients and staff reach their life goals.

The frog represents our Disability Futures services, individuals who are born as a tadpole and grow into a frog. A tadpole and a frog transition from one ability to another growing and adapting to life changes, like the ability to breathe underwater transitioning to breathing above water.

The goanna is situated in the red dust which represents how we want each individual to feel at home in every service that we offer. The goanna climbs high to reach and fulfill personal dreams.

The big blue circle incorporating the dove represents our main meeting place, our Head Office at Pennant Hills.

The blue dots and long lines are journey tracks from Head Office out to the various hubs and our myriad of services. The dots on the journey tracks represent barriers, self-doubt, self-worth and each individual's journey to overcome these barriers.

The leaves represent growth, the dove is hope and the arms are welcoming and inclusive. The colours and dots in the background of the leaves are the dirt and sand representing Mother Earth, the foundation CatholicCare was built on. The black tracks in between represent our clients using multiple services or moving around different lands.

And finally, the 'C' in the mouth of the dove is our logo.

OUR COMMITMENT TO EQUALITY, DIVERSITY & INCLUSION

At CatholicCare Diocese of Broken Bay we work with purpose to make a positive difference in the lives of the children, young people, individuals, and families we serve. We are a safe, respectful and inclusive employer.

Across the Diocese of Broken Bay, we service the Northern Beaches, Northern Sydney, and the Central Coast.

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Our vision is that across our land, communities and nation, First Nations people are treated with equity, dignity, and respect and that they enjoy the same access and opportunities as non-First Nations peoples.
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CatholicCare believes in the importance of working alongside First Nations people. We are committed to reconciliation. We acknowledge the unjust past policies of the Government and the Church and the sorrow and suffering experienced by First Nations peoples as a result. We support the apology made by the Catholic church for their part in the ongoing pain, suffering and trauma inflicted on the Stolen Generations.



OUR STRATEGY



The First Nations Employment Strategy and the First Nations Engagement Strategy work in partnership to achieve the outcomes of the Reconciliation Action Plan (RAP).

STRATEGIC DIRECTIONS THE GIFT OF HOPE

Is how we describe our CatholicCare Strategic Directions. At CatholicCare, hope means trust in a brighter future. We can only achieve this if we bring our hearts to our work and maintain our unflinching commitment to building a fair society.

RECONCILIATION ACTION PLAN

Provides the framework to create and deliver opportunities for First Nations staff, communities, and services to connect, participate and grow through productive and rich relationships.

FIRST NATIONS EMPLOYMENT STRATEGY

The purpose of the CatholicCare First Nations Employment Strategy is to assist in increasing the representation and inclusion of First Nations peoples within the organisation with specific focuses on recruitment, retention, and ensuring an inclusive workplace with meaningful development opportunities.

OUR OBJECTIVES

CatholicCare Diocese of Broken Bay is committed to a First Nations Employment Strategy and believes this is important for the following reasons:

- To better serve our First Nations communities.
- To ensure we are best equipped to deliver programs and services to our First Nations communities in the most effective and culturally sensitive way by employing First Nations employees who have the unique skills and knowledge of these communities.
- To have a culturally safe workplace.
- That all our First Nations staff feel culturally safe and supported within the workplace. We aim to attract and retain First Nations staff by implementing culturally safe practices within the workplace that all employees appreciate and understand.
- Increase employment opportunities for First Nations people.
- To become recognised as an example of 'best practice' in employment by the community we serve and within our industry, contributing to the increased employment of First Nations people.
- Support our Reconciliation Action Plan objectives.
- To ensure our organisation achieves goals that have been set within our Reconciliation Action Plan (RAP), clear guidelines around employment practices are essential.

CatholicCare's First Nations Employment Strategy was developed following a consultation process with First Nations and non-First Nations staff and operates in partnership with our Reconciliation Action Plan.





FOCUS AREA 1 RECRUITMENT

Build meaningful and sustainable employment opportunities for First Nations people across all services. Provide effective engagement with First Nations peoples, communities, and organisations in support of the attraction and recruitment of First Nations talent.

ACTIONS

To increase the number of First Nations staff CatholicCare will:

- Develop First Nations employment resources and promote employment at community events and expos.
- Develop a social media campaign targeting First Nations people.
- Continue to advertise roles in the First Nations media and circulate opportunities through First Nations networks.
- Explore opportunities to create First Nations identified positions.
- Review position descriptions for identified First Nations roles to ensure that they are written in plain English.
- Develop traineeship opportunities.
- Identify roles across all services in which formal qualifications are not mandatory and rewrite position descriptions to focus on core competencies and experiences.
- Explore new practices for interviewing First Nations candidates including opportunities for candidates to demonstrate skills and knowledge.
- Review organisation recruitment procedures and policies to remove barriers to First Nations staff.
- Enhance recruitment and selection processes to ensure the inclusion of a First Nations staff member on all selection panels that a First Nations applicant applies for.
- Develop communication process to ensure all new First Nations employees are contacted by the Aboriginal Community Engagement Manager at the commencement of employment to welcome them and to inform them of the supports available.

MEASURE OF SUCCESS

- Year on year an increase in employees who indicate that they identify as First Nations people.



FOCUS AREA 2 RETENTION

Ensure workplace practices provide a supportive and flexible environment which enables First Nations employees to feel safe and valued in the workplace.

ACTIONS

To retain First Nations employees CatholicCare will:

- Establish informal mentoring arrangement for newly appointed First Nations employees.
- Develop a yearly cultural immersion day where First Nations employees are invited to participate in a day to celebrate the people and traditions of the First Nations community.
- Permanent First Nations employees to be granted one day of special leave to attend a community event during NAIDOC Week.

- Improve exit interviews to gain insight into the success of initiatives and the reason why staff leave.
- Develop a mandatory training program for managers that focuses on cultural safety and assisting individual career and professional development.

MEASURE OF SUCCESS

- Reduction in the staff turnover rate for employees identifying as First Nations people.





FOCUS AREA 3 INCLUSIVE WORKPLACE

Commit to creating a culturally safe and inclusive working environment for First Nations peoples.

ACTIONS

To develop an inclusive workplace CatholicCare will:

- Develop a cultural safety in the workplace campaign, focused on valuing diversity including messages relating to First Nations employees.
- Continue to develop the cultural resources on IsidoreNet and Workplace highlighting general information about First Nations employment and supporting First Nations employees.
- Develop, implement, and communicate a cultural learning strategy for all staff.
- Conduct a review of People & Culture Policies and Practice Guidelines to identify existing anti-discrimination provisions and future needs.

- Develop, implement, and communicate an anti-discrimination policy for the organisation.

MEASURE OF SUCCESS

- Pulse surveys conducted by the Aboriginal Community Engagement Manager and the People and Culture team indicating that First Nations employees feel supported, safe and included.
- Increase the number of Managers attending face-to-face Aboriginal Cultural Awareness training.



FOCUS AREA 4 DEVELOPMENT

Provide career pathways for First Nations employees through targeted professional development and training programs.

ACTIONS

To provide development opportunities CatholicCare will:

- Provide supportive leadership through all managerial levels and services in the organisation.
- Run yearly career development and capacity building workshops for First Nations employees.
- Improve promotion of internal training and development opportunities for First Nations employees.

- Review career pathways and promotion opportunities for First Nations employees.
- Offer career development opportunities via higher duty arrangements where available to enhance skills and experience to increase career advancement opportunities.

MEASURE OF SUCCESS

- Increase in the number of promotions of First Nations employees.
- Increase in First Nations employees in management/senior roles.



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