

OUR RECONCILIATION JOURNEY

Following the formation of Reconciliation Australia in 2001, we started our journey in 2005. Reconciliation is part of the fabric of our organisation.

Life Without Barriers believes that Reconciliation must live in the hearts and minds of all Australians. Through our Reconciliation Action Plan (RAP), we ensure the voices of Aboriginal and Torres Strait Islander peoples are heard throughout our organisation, and that the work we do supports the cultural, spiritual and emotional wellbeing of Aboriginal and Torres Strait Islander peoples.

WE LIFE WITHOUT BARRIERS VE

Supporting Aboriginal and Torres Strait Island people

PARTNERS IN OUR JOURNEY

- Aboriginal Child, Family, and Community Care State Secretariat, New South Wales
- Aboriginal Peak Organisations, Northern Territory
- Burdiya Aboriginal Corporation, Western Australia
- CCI Vocational Education Training Employment Centre, Western Australia
- Corporate Culcha, Queensland
- Dumbartung Aboriginal Corporation, Western Australia
- Esperance Nyungar Aboriginal Corporation
- Generation One, Western Australia
- Gnalang Boodja – Noongar Employment Enterprise Development Aboriginal Corporation, Western Australia
- Goomberup Aboriginal Corporation, Western Australia
- Kari Aboriginal Children's Service, New South Wales
- La Djadarr Bay Aboriginal Corporation, Broome, Western Australia
- National Aboriginal Community Controlled Health Organisation
- Piccaninny Foster Care Queensland
- Qantas
- Raukkan Community Council, South Australia
- Reconciliation Australia
- Reconciliation Queensland
- Secretariat of National Aboriginal and Islander Child Care
- South East Tasmania Aboriginal Corporation, Tasmania
- Strong Aboriginal Families Together, Northern Territory
- Supply Nation
- Orange Aboriginal Medical Service, New South Wales
- Lajamanu Traditional Owners, Northern Territory
- Lombadina Aboriginal Corporation, Western Australia
- Manjimup Aboriginal Corporation, Western Australia
- Max Employment Services – Regional Community Jobs Program, Western Australia

2005

Life Without Barriers starts collecting employee diversity information.

2006

The Life Without Barriers Board participated in Cultural Respect Workshop.

Sharon Gollan appointed as Life Without Barriers Board member.

2007

First Aboriginal Identified position created in the Hunter region – Care Coordinator.

Cultural Support Plan (CSP) pilot commenced and CSP steering group established with Aboriginal staff from across NSW.

First Aboriginal Identified position created in South Australia to progress Reconciliation – Aboriginal Policy and Program Manager.

2008

Aboriginal Carer Consultative Group held in Darwin.

Life Without Barriers participates in numerous events that are significant to Aboriginal and Torres Strait Islander peoples including NAIDOC Week, National Reconciliation Week, Garma Festival and Aboriginal and Torres Strait Islander children days.

2009

National Reconciliation Project Manager position created.

First meeting of the Life Without Barriers National Cultural Respect Steering Committee.

Life Without Barriers Reconciliation Action Plan officially launched.

Life Without Barriers signed a Covenant committing to employ 150 Aboriginal and Torres Strait Islander peoples over the next three years.

Sue Gordon appointed as Life Without Barriers Board member.

Recognised at the Aboriginal Employment Strategy Awards in Alice Springs with the Best Business Supporting Aboriginal Employment Award.

2010

Developed the Aboriginal and Torres Strait Islander Workforce Strategy.

Created the Sydney Aboriginal and Torres Strait Islander team.

A Therapeutic Residential Service was established in Rockhampton Queensland to support young Aboriginal and Torres Strait Islander peoples with a strong focus on cultural support and community engagement.

Opened Warmum Community Disability House, which supports two males in partnership with the Warmum community, Kimberley region, Western Australia.

Traditional Owners are acknowledged through signage, artwork and flags across all Life Without Barriers offices.

Since 2009, Life Without Barriers has developed three Reconciliation Action Plans. Life Without Barriers has RAP Implementation Plans in all states and territories.

Gittaba Cultural Program, south-east Queensland – Boomi Hegarty, Elder Wakka Wakka people has facilitated this program for five years, connecting young Aboriginal people to their culture.

2011

Life Without Barriers Chief Executive Claire Robbs signed a Memorandum of Understanding with Goomburrup Aboriginal Corporation to establish a partnership for the delivery of services to people in the south west of Western Australia.

Established Bail Houses in Kununurra and Broome that ensure Aboriginal peoples, when bailed, remain in Country.

Men's Woodcarving Project, Riverland, South Australia, connects men to their culture. This project was identified through consultation with the Berri Aboriginal community, specifically through a partnership with the Riverland Aboriginal Men's Support Group and the Personal Helpers and Mentors Scheme.

2012

Partnered with the Department of Education, Employment and Workplace Relations to establish an Indigenous Employment Program to support the career development of Aboriginal and Torres Strait Islander staff

First meeting of the Life Without Barriers Reconciliation Board Subcommittee

Since 2012, 26 employees who identify as Aboriginal or Torres Strait Islander, have commenced a national qualification with the Life Without Barriers Registered Training Organisation.

Five Aboriginal students completed work experience at Life Without Barriers as part of their Cert III in Community Services, with two progressing to work with us.

Life Without Barriers provides a range of cultural programs that assist Aboriginal and Torres Strait Islander people to maintain their connection to culture.

2013

Women's Refuge in Cooktown provides services to Aboriginal and Torres Strait Islander women and children escaping domestic and family violence.

Minjilang and Lajamanu (Northern Territory) child care centres opened in strong partnership with the two communities using a capacity building model; 130 students enrolled.

Developed a Driver Training Program at Kalgoorlie, Broome and Dampier Peninsula, Western Australia for young adults.

Life Without Barriers has created various client facing Aboriginal identified positions including Aboriginal Programs Manager, Cultural Support Planner, Operation Managers, Case Managers, Manager Casework and Aboriginal Cultural Support Coordinators. In 2013, there were 25 Aboriginal identified positions.

2014

Formed a relationship between the Royal Botanical Garden's Cranbourne Annex in Victoria and Hartwell Primary School to introduce 100 students to the Boon Wurrung Land and its importance in Aboriginal culture.

In October, Life Without Barriers signed the 'Principles for a partnership centred approach for NGOs working with Aboriginal and Torres Strait Islander organisations and communities'.

Hosted a joint sports clinic with HEARING Inc known as Live Longer! for 200 local Aboriginal children and their parents, at five sporting clinics across the Riverland region, SA.

Established a Coming Home project to support Aboriginal and Torres Strait Islander clients with disability to make the journey home to reconnect with family in Kowanyama, far north Queensland.

Received recognition from Reconciliation Australia at Parliament House as a leader of Reconciliation in the community sector and was one of the few community organisations to participate in this significant event.

In 2014, more than 950 Life Without Barriers employees undertook cultural awareness training.

Regional committees have also been established to arrange and support local Aboriginal cultural events and activities.

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Life Without Barriers increased the number of employees who identify as Aboriginal or Torres Strait Islander from 14 staff in 2009 to 181 staff in 2014. By late 2014, 4.6% of our national workforce identified as Aboriginal or Torres Strait Islander.

Launch of Life Without Barriers' Torres Strait Islander Reference Group.

138 carers identify as Aboriginal or Torres Strait Islander. 50.9% of Aboriginal and Torres Strait Islander children and young people in Out of Home Care have a Cultural Support Plan.

In NSW, Life Without Barriers was recommended to Family and Community Services (FACS) to develop a podcast about our RAP implementation plan.

Awarded a Commonwealth contract to provide HIPPPY (Home Interaction Program for Parents and Youngsters) services in several locations across Australia. HIPPPY is a two-year home-based parenting and early childhood program that builds the skills of parents and carers to help prepare their child for school.

2015

Life Without Barriers became the Facilitating Partner for the Stronger Community for Children (SCFC) in Lajamanu, NT. SCFC works with local Aboriginal organisations to build capacity and create employment.

Established partners with Gnalang Boodja-Noongar Employment Enterprise Development Aboriginal Corporation, Goomberup Aboriginal Corporation and Manjimup Aboriginal Corporation that supports our efforts in engaging new carers and Support Workers able to work with Aboriginal and Torres Strait Islander clients.

Hosted three cultural awareness camps for staff and volunteers working in Out of Home Care services in NSW and ran an additional 15 introductory sessions for teams across the State. 195 staff and 22 carers participated in these sessions.