

Statement of intent

Life Without Barriers is committed to an ongoing journey towards Truth-Telling, Self-Determination, and Reconciliation. We recognise and value the contribution of Aboriginal and Torres Strait Islander employees, carers, people we support, peak bodies, organisations, their leaders, and communities across Australia as we continue our Reconciliation journey together.

Our Elevate Reconciliation Action Plan (RAP) demonstrates our vision for Reconciliation—where Aboriginal and Torres Strait Islander people and organisations participate in and have control over decisions that affect their children, young people, and families, prioritising Self-Determination and strengthening connections to culture, community and Country.

Definitions

- **Cultural diversity** means having a mix of people from different cultural backgrounds. It can include differences in cultural/ethnic identity (how we identify ourselves and how others identify us), language, country of birth, religion, heritage/ancestry, national origin, and/or race.
- **Cultural humility** is the process of mindful self-reflection to understand our own personal and systemic biases and how this impacts others from different cultural and spiritual backgrounds. We need to be respectful yet curious, continually learning about ourselves and others and prioritising the perspective and experiences of the people we support rather than imposing our views, preferences and meaning.
- **Cultural safety** is about creating a safe environment for people where there is no assault, challenge, or denial of their identity—of who they are and what they need to be who they are. It is about shared respect, meaning, knowledge and experience of learning, living, and working together with dignity and truly listening to each other.
- **Reconciliation** is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander peoples for the benefit of all Australians.
- **Self-Determination** describes the fundamental human right of people to shape their own lives and be involved in well-informed decision-making that impacts them and their lives.
- **Anti-racism** is the active process of identifying and eliminating racism by changing systems, organisational structures, policies, practices, behaviours, values, and attitudes so that power is redistributed and shared equitably.

Our approach

- Policies, guidelines, processes, plans, systems, and forms are inclusive and accessible and regularly communicated and reviewed.

- Leverage our: relationships, partnerships, alliances, and networks to ensure our services and programs are responsive to and respectful of Aboriginal and Torres Strait Islander people.
- Provide regular learning opportunities to increase our staff and leaders' cultural humility, connections, capability, and responsiveness.
- Support the recruitment and career development of people from all cultural backgrounds, including Aboriginal and Torres Strait Islander people.
- Our communications are inclusive and accessible, and we communicate using appropriate methods and materials.
- Create a workplace culture that is safe and welcoming for people to be themselves.
- Measure the impact of our RAP through strong governance, accountability, and transparency of outcomes.
- Information management systems allow people to share information about their identities with us.

Related documents

- [Diversity and Inclusion Policy Statement](#)
- [Work Health and Safety Policy Statement](#)
- [Reconciliation Action Plan](#)
- [Our Values and Culture Framework](#)