

Guiding Principles

Holyoake is committed to embracing the richness and diversity of Aboriginal and Torres Strait Islander cultures and languages, recognising the profound importance of kinship and connection to Country.

We are dedicated to strengthening partnerships, bridging divides, and truly integrating the unique and invaluable perspectives and strengths that Aboriginal and Torres Strait Islander Peoples bring to our organisation, our services, and our teams.

The following Guiding Principles outline Holyoake's approach to working in partnership with Aboriginal and Torres Strait Islander people and services so that we can better contribute to building strong and resilient communities together.

1

To understand different cultural worldviews and experiences so Holyoake can continue to learn and build trust with Aboriginal and Torres Strait Islander organisations and communities.

- Holyoake commits to creating opportunities to spend time to listen to other people's perspectives and experiences without judgement.
- Holyoake commits to providing regular opportunities for ongoing meaningful cultural training across the organisation.
- Holyoake employees commit to being consistently reflective and to grow in their understanding of themselves, others and their unconscious bias.

2

To work in partnership with Aboriginal Controlled Community Organisations (ACCO's) in the pursuit of their self-determined goals.

- Holyoake will take the time to meet with ACCO's to form respectful relationships with the aim of understanding their services and their perspectives.
- Holyoake commits to partnering with ACCO's where possible in developing a collective and holistic informed approach to collaboration and supporting each other with common goals.
- Holyoake will encourage ACCO's to take the lead as they determine.

3

To walk together to holistically promote the healing and health of Aboriginal and Torres Strait Islander communities.

- Holyoake commits to communicating openly and transparently with others.
- Holyoake understands that health, from an Aboriginal and Torres Strait Islander perspective, is holistic not compartmentalised.
- Holyoake will seek the support and guidance of other relevant agencies to provide a holistic service as appropriate.

These Guiding Principles provide us with an important framework to assist us in the work we undertake supporting reconciliation, and to guide our approach in working with Aboriginal and Torres Strait Islander people and communities.

In following these principles, Holyoake understands the importance of truth-telling in acknowledging the history of colonisation and oppression.

We also understand that different customs exist between regions, and where possible, we will continue to consult with and respect the knowledge of local Elders, and to listen and learn with an open mind.

We commit to these Guiding Principles in order to build trust and connection in our partnerships, and to progress towards healing and reconciliation with Aboriginal and Torres Strait Islander people.

