Reconciliation Action Plan
Highlights
Apr 2020 - Mar 2021

Our second Innovate RAP builds on learnings from our first RAP.

2020 reminded us of the importance of reconciliation and listening to, learning from and nurturing relationships with Aboriginal and Torres Strait Islander colleagues and communities. The COVID-19 pandemic forced us to work and connect differently with communities. In line with public health measures, staff had to work remotely for much of the year. We had to quickly adapt our support services, which saw record demand. And we had to replace face-to-face community connection with digital engagement.

As well as keeping people safe, these changes heightened our understanding of the importance of place and culture. With this understanding came growth and an ever-increasing respect for rituals such as the Acknowledgement of Country and the commemoration of culturally significant dates. We learned from guest speakers. We deepened relationships and built new ones to support communities. We found ways to translate our commitment into action through our procurement, business engagement and campaign support processes.

But the nature of 2020 also meant we couldn’t progress everything planned for the first year of our new RAP. People’s priorities both inside and outside of Beyond Blue were often very different as we lived through uncertainty, disruption and challenges to our physical and mental health. For Beyond Blue this meant prioritising the safety and wellbeing of our people, supporting the community, and ensuring our sustainability in times of unprecedented service need.

So we recognise there are still many opportunities for progress, growth, learning and improvement. We are proudly committed to these and to working alongside Aboriginal and Torres Strait Islander peoples to support self-determination and social and emotional wellbeing.

Launch of a new RAP

- Launched Beyond Blue’s second Innovate Reconciliation Action Plan in April 2020, which runs until April 2022.
- Commissioned Tamara May Murray, an Indigenous artist who has lived experience of post-natal depression and bipolar disorder, to create the artwork, *A Life Full of Colour* for the cover and throughout the RAP. This is now proudly on display in the Beyond Blue office.
- Worked with Tamara to share visions for reconciliation and inform the creation of *A Life Full of Colour* (pictured below). You can learn more about Tamara and the artwork here.

*A Life Full of Colour, Tamara May Murray (2019)*
I believe that our Innovate RAP demonstrates the clear intent of Beyond Blue to create and support a truly fair and reconciled Australia. Achievement of these actions and strategies will no doubt produce strong, sustainable and culturally appropriate practice and relationships for the mutual benefit of Beyond Blue and the broader Indigenous Community.”

Russell Taylor AM, Co-Chair RAP Working Group and Beyond Blue Board Director