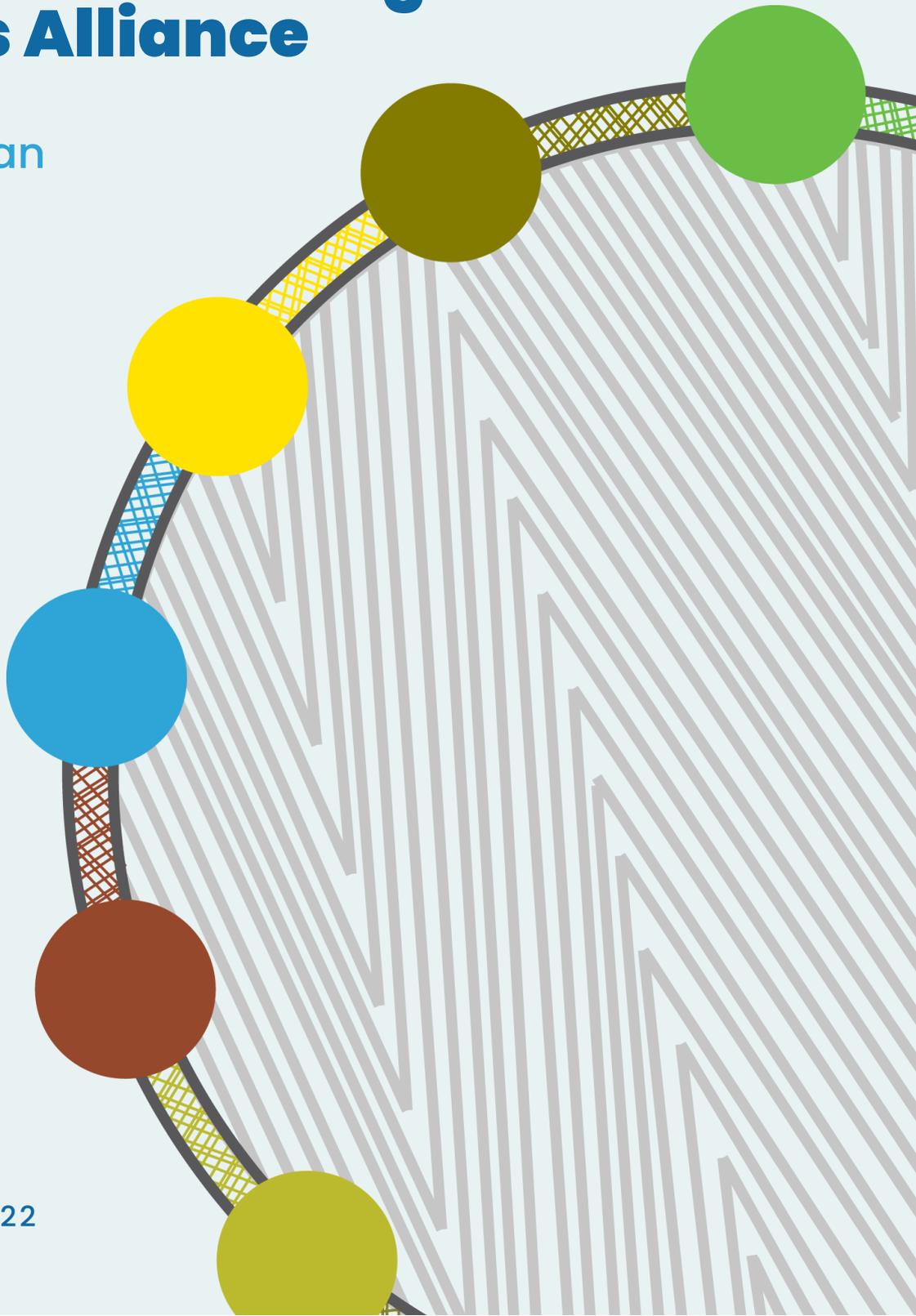


# The Victorian Aboriginal Children and Young Peoples Alliance

Strategic Plan  
2023 – 2028



# STATEMENT OF COMMITMENT

Aboriginal connection to this land has thrived for more than 60,000 years and our knowledges, ways of being and doing are nuanced and sophisticated. Since colonial disruption our Elders, the ones who carry this Wisdom, have advocated that our ways are best for our people.

Continuing the original idea of the Alliance to be the strong, collective voice for ACCOs, the heart of this strategy and its vision is again that we continue this legacy of advocacy for our enduring sovereignty and self-determination. ACCOs have always existed in the understanding that supporting strong families grows strong children and young people.

While the duration of this strategy spans the next 5 years, it is important that we acknowledge our enduring commitment to ACCOs and the Communities that they serve.

That is, this is not one-and-done. Aboriginal Peoples of Victoria have worked tirelessly over generations to advocate with Government and non-Indigenous Community Stakeholders for our inherent rights as Sovereign Peoples.

There remains much to do in this regard, and we acknowledge the need for a generational view to achieve this change.



# OUR VALUES

## **SELF-DETERMINATION**

Our peoples right to control their own lives is central to improving outcomes

## **EMPOWERMENT**

Our communities have control, ownership, and decision-making about services for Aboriginal families, children, and young people

## **EXCELLENCE**

We respect and elevate the value of Aboriginal knowledge and practice to improve outcomes for families, children, and young people

## **CULTURE**

It is in everything we do and makes our families, children, and young people strong

## **LEADERSHIP AND ACCOUNTABILITY**

Strong Aboriginal models of governance is vital to enable system change for our families, children, and young people

# OUR GUIDING PRINCIPLES AND STANDARDS

## Rights of our children, young people and families

We are unified in our belief about the inherent nature of Aboriginal peoples human rights and will uphold this in all our work.

Our standards for applying this principle are:

1. The voices of our families, children, and young people, as captured through ACCOs, are heard, listened to, and acted upon
2. All our work is grounded in the right of self-determination
3. We will hold Government and the child and family sector to account for Aboriginal peoples human rights

## Partnerships and Collaborations

We are the unified voice of our members and work collaboratively with our systemic partners to enhance both the legislative and practical recognition and impact of ACCOs in the child and family sector.

Our standards for applying this principle are:

4. We elevate the collective voice of ACCOs to the child and family sector
5. Our work is relational and undertaken in the spirit of partnership and collaboration
6. We will ensure Aboriginal paradigms are centered in all Aboriginal related reforms undertaken in the child and family sector

## Self-Determined and Empowered Sector

We advocate and support empowered systems that produce sustained excellence in the Aboriginal child and family support sector.

Our standards for applying this principle are:

7. We apply a continuous quality improvement approach to support

# OUR GUIDING PRINCIPLES AND STANDARDS

the Aboriginal workforce who support the strength of our families, children, and young people

8. Aboriginal communities are best placed to work with our families, children, and young people

9. Equity in resources and opportunities is central to achieving equality in outcomes for Aboriginal families, children, and young people

## Aboriginal Culture, Leadership and Knowledge

We are guided by the knowledge and wisdom of our Elders, Culture, and Communities.

Our standards for applying this principle are:

10. Aboriginal governance and data sovereignty is central to our work

11. We walk in the footsteps of Our Elders, as the bearers of our knowledge and wisdom. They give us direction and authority for our work.

12. All our work elevates the value of

Aboriginal ways of knowing, being and doing within the child and family sector.



# STRATEGIC PRIORITIES

## 1. Systems Change and Voice

Being the strong voice of our members in all our advocacy and work to create the systems of empowerment that truly support Aboriginal families, children, and young people to thrive.

Priority Areas	Objectives	Outcomes	Actions	Standards
<b>Strong ACCO voices</b>	Be a leader in public discourse on protecting the rights and improving the lives of Aboriginal families, children, and young people through systemic change	<ol style="list-style-type: none"> <li>To be the natural partner for all Aboriginal reforms in the Victorian child and family sector</li> <li>Members are strong and fully engaged in Alliance activity</li> </ol>	<ol style="list-style-type: none"> <li>Actively participate in sector forums and lead/influence the forum agendas as appropriate.</li> <li>Develop and implement a member engagement strategy</li> <li>Routinely canvas members issues and actively work to provide solutions and improvements for these issues.</li> </ol>	1, 3, 4, 8, 10, 11 and 12

# STRATEGIC PRIORITIES

## 2. A Strong Reliable Peak Organisation

Our actions are reflective of what ACCOs want

Priority Areas	Objectives	Outcomes	Actions	Standards
<b>Sustainability</b>	To establish a structure and secure funding to enable and fulfil the strategic priorities, functions, and activities of a peak body	<p>3. Governance and operational capacity and reporting are robust and complimentary</p> <p>4. We raise the profile of the Alliance as the Peak Body for Aboriginal families, children, and young people</p> <p>5. The Alliance achieves diverse funding which aligns with the organisation's values, principles and enables Aboriginal families, children, and young people</p>	<p>3.1 Provide Board Secretariat support and administration</p> <p>4.1 Develop a communications strategy</p> <p>4.2 Build partnerships with Media, including proactive media engagement to promote our members and support advocacy for children and families</p> <p>5.1 Actively seek long-term, flexible, outcomes-based funding for our members to deliver services to our families, children, and young people</p>	2, 5, 9, and 10

# STRATEGIC PRIORITIES

## 2. A Strong Reliable Peak Organisation

Our actions are reflective of what ACCOs want

Priority Areas	Objectives	Outcomes	Actions	Standards
<b>Excellence</b>	To enable an internal culture of continuous quality improvements which establish and build a strong reliable Peak organisation	<p>6. Aboriginal models of governance and operations inform and empower the Alliance</p> <p>7. We employ staff with the appropriate skills, knowledge, and expertise to represent the Alliance with authority and the ability to hold government and external stakeholders to account</p> <p>8. We develop the knowledge and capability of our staff through professional development and continuous quality improvement</p>	<p>6.1 The Alliance to maintain an open agenda that is actively informed by member experience and learning</p> <p>7.1 The Alliance staffing model is established and reviewed to ensure Aboriginal voice and capacity to meet the essential organisational and business pillars of administration, communications, and program delivery</p> <p>7.2 The Alliance undertakes appropriate actions to increase Aboriginal employment within the Alliance</p> <p>8.1 We will develop and continually review organisational policies and procedures</p> <p>8.2 We will create opportunities for growth and professional development of our staff and workforce</p>	1, 2, 7, 8, and 11

# STRATEGIC PRIORITIES

## 3. Excellence and Aboriginal Leadership

We will support, empower, and strengthen the ACCO sector through our commitments to advocate for, and evidence the importance of Aboriginal ways of knowing, being and doing

Priority Areas	Objectives	Outcomes	Actions	Standards
<b>Aboriginal Paradigms</b>	Lead, undertake and share research to support innovation and evidence-informed policy and practice for Aboriginal families, children, young people, and communities	9. To be the leader in practice-based research for ACCOs and elevate the excellence of our members to improve the lives of Aboriginal families, children and young people	<p>9.1 Continue to implement the Aboriginal Knowledge and Practice Centre project</p> <p>9.2 We will elevate in all our work the best practice of ACCOS which support and strengthen our families, children, and young people</p> <p>9.3 Develop partnerships and collaborate with organisations to promote Aboriginal knowledge and practice and ensure an active link to research and policy development.</p>	1, 5, 6, 11 and 12

# STRATEGIC PRIORITIES

## 3. Excellence and Aboriginal Leadership

We will support, empower, and strengthen the ACCO sector through our commitments to advocate for, and evidence the importance of Aboriginal ways of knowing, being and doing

Priority Areas	Objectives	Outcomes	Actions	Standards
<b>Self-determination</b>	Build, support and empower the ACCO sector to provide Aboriginal place-based models of family and child services	<p>10. To grow and support the opportunities for ACCOs to improve the lives of all Aboriginal families, children, and young people</p> <p>11. Our members are self-determined through diversified funding models and flexibility for place-based models of care</p>	<p>10.1 We will provide advice and guidance to ACCOs to achieve their aspirations for child and family service delivery</p> <p>10.2 Create and support member opportunities to advocate on local child and family priorities and issues</p> <p>11.1 Develop a menu of member workforce supports which guide service provision (including communities of practice)</p> <p>11.2 We hold government to account to ensure the appropriate resourcing of ACCOs to provide services which align with the needs of community</p> <p>11.3 Actively seek long term, flexible, outcomes-based funding for our members to deliver services to our families, children, and young people</p>	1, 2, 6, 7, 8, 9 and 12