

YouthWorX NT

NT INDUSTRY TRAINING BUREAU Indigenous Participation Plan





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OUR PROMISE

YouthWorX NT respectfully acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians, and pay our respects to Elders past, present, and emerging.

YouthWorX NT is committed to being a child and young person safe organisation and has zero tolerance for abuse in any form, especially towards young people. All Staff have a collective responsibility to act in the best interests of any children they are in contact with to make sure they are kept safe from harm – physically, emotionally, and culturally. YouthWorX NT subscribes to the National Principles for Child Safe Organisations and applies these to our work with any young person.

YouthWorX NT is committed to embracing diversity and eliminating all forms of discrimination in the workplace. YouthWorX NT welcomes and advocates for all people irrespective of ethnicity, lifestyle choice, faith, sexual orientation and gender identity.



ABOUT YOUTHWORX NT



Respected by participants, other service providers, industry and the community, YouthWorX NT has mastered the art of forming symbiotic relationships to improve the potential of all Territorians by partnering with local and national employers, business networks, community services sector and industry peak bodies. YouthWorX NT give people of all abilities the opportunities, resources and networks they need to build the foundations for a sustainable livelihood and to live a life of their choice.

OUR VISION

YouthWorX NT does not believe in tokenism. This plan has been developed as a reflection and continuation of our efforts for over 20 years to improve the lives of Aboriginal and Torres Strait Islander people. Our goal is not to be the voice of advocacy, but to empower Aboriginal and Torres Strait Islander people to have their own voice; a voice that is respected, valued and celebrated for its rich cultural heritage and its ancient knowledge. We work towards a future where this heritage and knowledge are integrated into the fabric of our community for the benefit of every Territorian.

ABOUT THIS PLAN

YouthWorX NT believes that everyone in our organisation has responsibility for the implementation of this plan. We will include this as part of our induction process and integrate the intent and actions as part of every policy, procedure and program we deliver. We will review this plan annually and report on outcomes both internally and externally.





RECONCILIATION STATEMENT

YouthWorX NT respectfully acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians, and respect their right to maintain culture, identity, traditions and customs.

Aligning with our organisational values, YouthWorX NT is committed to the meaningful implementation of practical policies and meaningful actions that overcome the immense social, economic and educational inequities experienced by Aboriginal and Torres Strait Islander peoples within the Northern Territory:

1.

YouthWorX NT will have the **courage** to address inequities wherever we see them; and advocate for change when we have the power to do so.

2.

YouthWorX NT will lead the way for social inclusion and the reduction of economic and educational inequities, empowering Aboriginal and Torres Strait Islander peoples through the provision of **leadership** roles.

3.

Youth WorX NT will celebrate the **achievements and contributions** of Aboriginal and Torres Strait Islander people to the social and cultural fabric of the Northern Territory, investing in strengths to **promote their potential to thrive**.

4.

YouthWorX NT will provide a culturally supportive and safe environment that allows Aboriginal and Torres Strait Islander peoples to pursue their goals with dignity.

5.

YouthWorX NT believes in the power of **community** and will work with local Aboriginal and Torres Strait Islander **communities** to build capacity and support networks.

6.

YouthWorX NT will find **innovative** ways to build capacity, reduce stereotypes and decrease the inequities experiences by Aboriginal and Torres Strait Islander peoples.



1. COURAGE

STRATEGY	ACTION
<p>YouthWorX NT will have the courage to address inequities wherever we see them; and advocate for change when we have the power to do so.</p>	<ul style="list-style-type: none"> * Challenge preconceived stereotypes about Aboriginal and Torres Strait Islander peoples across all service systems through advocacy and messaging * Work with both service systems and Aboriginal and Torres Strait Islander leaders to identify and address inequities * Ensure cultural capability across YouthWorX NT by recognising, promoting and supporting a strong and positive view of Aboriginal and Torres Strait Islander identity and culture.

2. LEADERSHIP

STRATEGY	ACTION
<p>YouthWorX NT will lead the way for social inclusion and the reduction of economic and educational inequities, empowering Aboriginal and Torres Strait Islander peoples through the provision of leadership roles.</p>	<ul style="list-style-type: none"> * Increase supplier procurement with Aboriginal and Torres Strait Islander businesses * Empower young Aboriginal and Torres Strait Islander people to have a voice in decision making through the Leadership Academy * Commit to an Aboriginal and Torres Strait Islander procurement process



3. ADVANTAGED THINKING

STRATEGY	ACTION
<p>Youth WorX NT will celebrate the achievements and contributions of Aboriginal and Torres Strait Islander people to the social and cultural fabric of the Northern Territory, investing in strengths to promote their potential to thrive.</p>	<ul style="list-style-type: none"> * Build and model respect, understanding and appreciation of Aboriginal and Torres Strait Islander peoples and cultures in the delivery of services. * Develop and implement policies and procedures that integrate Aboriginal and Torres Strait Islander culture with the values of Advantaged Thinking * Develop a communications plan that celebrates and promotes the achievements and contribution of Aboriginal and Torres Strait Islander participants * Develop articles and blogs that promote the social, cultural and economic successes of YouthWorX NT Aboriginal and Torres Strait Islander staff and participants

4. DIGNITY

STRATEGY	ACTION
<p>YouthWorX NT will provide a culturally supportive and safe environment that allows Aboriginal and Torres Strait Islander peoples to pursue their goals with dignity.</p>	<ul style="list-style-type: none"> * Commit to increase the percentage of Aboriginal and Torres Strait Islander employed by YouthWorX NT and build capacity for career development * Identify and remove any inhibitors to Aboriginal and Torres Strait Islander participation in the workplace * Allocation of funding to support Aboriginal and Torres Strait Islander business and culturally appropriate and safe training.



5. COMMUNITY

STRATEGY	ACTION
<p>YouthWorX NT believes in the power of community and will work with local Aboriginal and Torres Strait Islander communities to build capacity and support networks.</p>	<ul style="list-style-type: none"> * Strengthen relationships to encourage and support open communication between management, Aboriginal and Torres Strait Islander communities, clients, workers and other service providers * Shift away from viewing people through the lense of deficit and focuses on identifying, developing and investing in their skills, abilities and assets * Work in partnership with Aboriginal and Torres Strait Islander leaders, including youth and people with a disability in the development and co-design of programs and services

6. INNOVATION

STRATEGY	ACTION
<p>YouthWorX NT will find innovative ways to build capacity, reduce stereotypes and decrease the inequities experiences by Aboriginal and Torres Strait Islander peoples.</p>	<ul style="list-style-type: none"> * Increase supplier procurement with Aboriginal and Torres Strait Islander businesses * Continue and grow the Leadership Academy and commit to at least 50% Aboriginal and Torres Strait Islander participation * Develop an inclusive YouthWorX NT brand that celebrates Aboriginal and Torres Strait Islander culture without being tokenistic