



Strategic Plan 2018 – 2020

19 March 2018

Our Vision: Aboriginal people in the Barkly region enjoy equity in health status with that of other Australian citizens.

Our Purpose: To be a provider of high quality holistic primary health care services to the Aboriginal communities of the Barkly region in a culturally responsive way.

<p>1 Cultural responsiveness & community engagement <i>As an Aboriginal community controlled health service, we will listen to the community and always show respect for culture and cultural practices</i></p>	<p>2 Strong governance and leadership <i>We will continue to build upon our reputation as a professional, well managed organisation</i></p>	<p>3 High quality, holistic primary health care <i>We will offer high quality, comprehensive primary health care services to support our clients' physical and social and emotional wellbeing in a way that supports them to take responsibility for their own health</i></p>	<p>4 Opportunity for our staff and the community <i>We will support all our staff to be the best they can be, including through providing employment for Aboriginal people and supporting them to be leaders within our organisation</i></p>	<p>5 Tackling Aboriginal disadvantage <i>We will continue to be a voice for the community and to work with others to address the intergenerational disadvantage carried by the Aboriginal people and families of the Barkly</i></p>	<p>6 Sustainability and innovation <i>We will try new ways of delivering our services and running our organisation, while ensuring that Anyinginyi continues to operate from a sustainable and stable base</i></p>
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<ul style="list-style-type: none"> • A culturally responsive organisation • Cultural orientation and awareness • Feedback from the community • Traditional cultural practices 	<ul style="list-style-type: none"> • Supporting our Board • Strong leadership • Sound finances • Effective reporting 	<ul style="list-style-type: none"> • Services to support health and wellbeing across the life course • Outreach services • High quality health staff • Individual and family responsibility 	<ul style="list-style-type: none"> • Training, supporting and developing our staff • Professionalism and leadership • Learning today, leading tomorrow • Aboriginal staff are our greatest asset 	<ul style="list-style-type: none"> • Addressing the social determinants of health • Alcohol, tobacco and other drugs • Ensuring the health system meets community needs • Building relationships with other organisations 	<ul style="list-style-type: none"> • Seeking new ways to make a difference • Reflecting on our practice • Investing in sustainable administration
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Priority 1: Cultural responsiveness & community engagement

As an Aboriginal community controlled health service, we will listen to the community and always show respect for culture and cultural practices.

- a) A culturally responsive organisation:** we will support family, identity and culture across the whole organisation, including through implementing our Cultural Framework and supporting the Cultural Competence Group to advise on cultural matters
- b) Cultural orientation and awareness:** we will ensure that our staff receive regular cultural orientation to maximise the effectiveness of our services and create a positive and respectful environment for our clients and staff
- c) Feedback from the community:** we will work to make sure that our processes for community feedback are clear and effective
- d) Traditional cultural practices:** wherever appropriate we will encourage and support traditional health knowledge and practices, including bush medicine and traditional therapy

Priority 2: Strong governance and leadership

We will continue to build upon our reputation as a professional, well managed Aboriginal community-controlled organisation.

- a) Supporting our Board:** we will support our Board members to lead the organisation, and continue our commitment to youth representation on the Board
- b) Strong leadership:** we will continue to provide high quality management to lead our staff and services
- c) Sound finances:** our financial management will be transparent and high quality, with an emphasis on building our financial strength
- d) Effective reporting:** we will ensure high quality, timely reporting as the basis for reviewing our progress and maintaining our high standards of accountability

Priority 3: High quality, holistic primary health care

We will offer high quality, comprehensive primary health care services to support our clients' physical and social and emotional wellbeing in a way that supports them to take responsibility for their own health.

- a) Services to support health and wellbeing across the life course:** we will provide prevention, health promotion and treatment services that address the physical and social and emotional wellbeing needs of the Aboriginal people and families we serve
- b) Outreach services:** wherever appropriate we will seek to deliver health services 'on the ground' in Community Living Areas
- c) High quality health staff:** we will recruit and train high quality health staff, including Aboriginal Health Practitioners, to meet the health and wellbeing needs of our clients
- d) Individual and family responsibility:** our health services will seek to empower Aboriginal people to take responsibility for their own health and that of their families

Priority 4: Opportunity for our staff and the community

We will support all our staff to be the best they can be, including through providing employment for Aboriginal people and supporting them to be leaders within our organisation.

- a) Training, supporting and developing our staff** to offer high quality, culturally responsive services, while recognising the demanding nature of the work they do
- b) Professionalism and leadership:** we will support our staff to develop their capacity for leadership, professionalism and responsibility within a respectful workplace
- c) Learning today, leading tomorrow:** we will provide employment opportunities for Aboriginal community members (including Aboriginal young people) wherever possible, taking into account the circumstances they face
- d) Aboriginal staff are our greatest asset:** we will seek to increase the number of Aboriginal staff at Anyinginyi, including Aboriginal Health Practitioners and in senior positions

Priority 5: Tackling Aboriginal disadvantage

We will continue to be a voice for the community and to work with others to address the social determinants of health and the intergenerational disadvantage carried by the Aboriginal people and families of the Barkly.

- a) Addressing the social determinants of health:** poor housing, lack of education and employment, intergenerational trauma, and the experience of racism have a negative effect on the health and wellbeing of Aboriginal people and families. We will continue to speak out on behalf of our communities for these issues to be appropriately and sustainably addressed.
- b) Alcohol, tobacco and other drugs:** we will work to prevent the harm alcohol, tobacco and other drugs cause across the region, and assist those individuals and families affected by them
- c) Ensuring the health system meets community needs:** we will hold the mainstream health and wellbeing system to account, advocating for properly resourced services that appropriately meet the needs of the Barkly region
- d) Building relationships with other organisations:** we will continue to work with other Aboriginal organisations,

health services, government, and the Aboriginal community-controlled health sector to tackle Aboriginal disadvantage.

Priority 6: Sustainability and innovation

We will try new ways of delivering our services and running our organisation while ensuring that Anyinginyi continues to operate from a sustainable and stable base.

- a) Seeking new ways to make a difference:** we will continue our commitment to innovation in all our programs and service delivery, including seeking appropriate alternative sources of funding
- b) Reflecting on our practice:** we will use a Continuous Quality Improvement (CQI) approach across the organisation to evaluate and improve the way we deliver services
- c) Investing in sustainable administration:** we will continue to update our systems, including information technology and policies & procedures, to ensure that our staff are supported to do their jobs

Our Guiding Principles

In implementing our Strategic Plan, we will be guided by the following principles:

- Social justice
- Empowering individuals to take reasonable responsibility for their health
- Assisting to address the social determinants that contribute to the poor health status of many local people
- Community engagement and empowerment
- Focus on clients
- Cultural responsiveness
- Respect for ourselves and all people
- Respect community autonomy
- Aboriginal and non-Aboriginal people working together as one team
- Quality relationships, internally and externally
- Development opportunities for staff
- Effective communications
- Financially responsible
- Outcomes focused
- High quality reporting, internally and externally