

Support for clients on the referendum on the Voice to Parliament

With the Voice to Parliament referendum bill passing the Senate in June, campaigning, interest, and discussion around the Voice to Parliament referendum has begun in earnest.

Like many significant social issues being resolved by referendum, there are broad and diverse views across our community and organisations, and we need to acknowledge that there may be potential impacts for both First Nations and non-indigenous people at this time. This will inherently create a raft of emotions and feelings for organisational leaders and their people as we contemplate our viewpoints and take a stance on the issue.

These feelings and emotions can range from ambivalence to acute anxiety, depending on the environment and situation people find themselves in.

Ensuring we provide a psychologically safe work environment will be important during this time.

WE ARE HERE TO HELP

We are innovating various ways to support your organisation, leaders and managers, teams, First Nations people and non-indigenous staff members.

Contact your Customer Relationship Manager to have a conversation about how we can support your organisation.

INDIVIDUAL AND TEAM SUPPORT

The Voice Dedicated Support Line 1800 071 198	A dedicated telephone support line to access mental health support for anyone feeling triggered or overwhelmed, and who need to speak to someone about their mental health.
Employee Mental Health Support	We provide access to mental health resources and counselling for all staff experiencing emotional distress or struggling with the potential implications of the Voice to Parliament referendum.
Manager and People Leader Support	Our coaching support for people leaders can be a very effective tool to support First Nations and Non-Indigenous leaders in your workplace to ensure resilience for leaders and support for teams.
Wellbeing Check	Offer individuals and teams the opportunity to engage in our Wellbeing Check program, which provides proactive mental health screening and discussion and support from a clinician to assist in identifying current psychosocial stressors and self-care needs.
Supervision and Facilitated Group Sessions	Provide a platform for staff to discuss the impacts of the impending referendum. The sessions can also serve as a support network for individuals with questions, concerns or personal experiences. Sessions can be provided to First Nations staff to improve cultural safety, and to non-indigenous staff.

ORGANISATION

Embedded Wellbeing Support	Our program enables organisations to book a clinician to regularly provide support onsite at your organisation. The clinician can provide individual counselling sessions, Manager Assist sessions, and several of our seminar topics to be delivered to your teams.
Cultural Competency Training	We offer training programs that promote cultural competence and understanding. These initiatives can help staff develop a deeper appreciation for First Nations culture, history and perspectives, particularly for non-indigenous staff.
Policy and Procedure Reviews	Our subject matter experts assess existing policies and procedures within your organisation to ensure they align with inclusivity and cultural sensitivity principles.
Training Programs	Complement your organisation's diversity and inclusion goals. <ul style="list-style-type: none"> Resilience training Managing stress Change Vicarious trauma Contributing to a mentally health culture Bespoke programs available: <ul style="list-style-type: none"> Building respectful workplace relationships Unconscious bias/ Diversity and inclusion
Bespoke Programs for First Nations People Employers	First Nations people express that they need safe spaces to lead discussions to address the diversity of Indigenous perspectives in the Voice debate and how the referendum impacts them. Our commitment to First Nations employers, leaders and organisations is to offer First Nations identifying clinicians and experienced non-indigenous clinicians with a wealth of experience in remote communities and high cultural competency. Our commitment is to provide high-quality clinical solutions for all staff.