

Innovate Conciliation Action Plan 2025-2027

Annual Progress Update

Since the launch of the Innovate Conciliation Action Plan (CAP) in early 2025, the Mental Health Commission (Commission) has made strong and measurable progress implementing actions under four strategic pillars.

What's supporting progress?

- Strong leadership commitment
- External partnerships and networks
- Growing organisational maturity
- Staff feedback (annual survey insights)

Key achievements



Relationships

- Strengthened partnerships with Aboriginal organisations including the Aboriginal Health Council of Western Australia and Koya Aboriginal Corporation.
- Continued delivery of the Aboriginal Elders in Residence Program, informing key projects and supporting staff learning.
- Celebrated National Reconciliation Week across 2025 and 2026, including a mix of internal and external activities to strengthen staff understanding of conciliation, truth telling, and the intersection of conciliation and mental health.
- Strengthened collaboration through participation in external and internal forums.



Respect

- Launched an Internal Dalanginy Ngarlung Bidi ("Following Our Path") Cultural Pathways resource, developed by the Commission's Strong Spirit Strong Mind Aboriginal Programs Team.
- Increased staff uptake of the Strong Spirit Strong Mind Ways of Working and Aboriginal and Torres Strait islander cultural awareness training.
- Cultural protocols embedded through consistent use of Welcome to Country and Acknowledgement of Country across key events and meetings, supported by standard templates, visual prompts in meeting rooms and coordination by the Office of the Commissioner.
- NAIDOC and other cultural visibility initiatives carried out.



Opportunities

- The Aboriginal Commissioning Framework and Aboriginal Community Controlled Organisation (ACCO) commissioning approach are strengthening culturally responsive services and increasing ACCO involvement in service design and delivery.
- Strengthened procurement practices by developing the Agency Aboriginal Procurement Plan to increase engagement with Aboriginal businesses.
- Workforce initiatives, including targeted recruitment, improved recruitment processes, manager training, and development of an Aboriginal employment value proposition.
- Increased Aboriginal leadership through creation of new roles.



Governance

- Strong oversight with Senior Executive Group members formally designated as CAP Champions across each pillar.
- Conciliation Committee meets at least 5 times per year to oversee implementation and includes the Aboriginal Elders in Residence as standing attendees.
- Annual Staff Surveys inform continuous improvement and guide organisational priorities.

Next steps

- Embed existing initiatives
- Expand cultural learning
- Progress commissioning and procurement reforms
- Strengthen internal communication

Conciliation

The Commission uses the term conciliation rather than reconciliation, following guidance from Aboriginal Elders in Residence Uncle Charlie Kickett and Auntie Helen Kickett, to emphasise building respectful relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians rather than restoring a relationship that did not begin on equal terms.