



Our Commitment to First Nations Peoples

At Relationships Australia Victoria (RAV), our commitment to walking alongside First Nations peoples is grounded in respect, responsibility, and a deep desire to learn and grow together. We hold self-determination at the heart of everything we do, whether it's in our conversations, our partnerships, or the services we deliver. Over time, this commitment has moved beyond words and taken shape through real relationships, cultural learning, and meaningful change across our organisation.

In listening to truth-telling and acknowledging the pain caused by colonisation, including disconnection from land, loss of life and freedom, and the forced removal of children, we recognise our shared responsibility in creating a future where reconciliation is real, and relationships are strong. We also acknowledge the ongoing harm caused by systemic racism and the policies that continue to disadvantage First Nations peoples. These truths are not easy, but they are essential, and we are committed to holding space for them with care and honesty.

We have learned so much from our First Nations staff, past and present, who have shown extraordinary commitment, generosity, and cultural leadership. Through their voices, stories, and guidance, we have taken meaningful steps toward becoming a more culturally safe and responsive organisation. Their impact can be seen in how we design and deliver services, how we support one another, and how we hold ourselves accountable. We are proud of the cultural fitness work we have undertaken so far, and we know there is more to do.

We stand in support of the First Peoples' Assembly of Victoria and the journey toward Treaty, and we embrace the call of the Uluru Statement from the Heart. Our commitment is not only to listen, but to act – to walk alongside, to be guided by community, and to build trust through continued learning and partnership.

This Statement of Commitment has been endorsed by our Board and Executive and reflects who we are becoming. It is a promise to First Nations clients, staff, and communities that we will continue to show up with humility, courage, and care, and that our relationships will always be at the centre of this journey.

'I am pleased and proud to endorse our new Statement of Commitment to First Nations Peoples of Australia. Developed by our First Nations Team, it captures exactly where we are and where we want to be, recognising a lot has been achieved but there is so much more to do. We are committing to listen and to act, to walk alongside First Nations peoples, and to learn and, as the document so eloquently puts it – to show up with humility, courage and care. I commend the Statement as our guide as we continue this important journey.'

Dr Andrew Bickerdike, Chief Executive Officer

'As Board Chair, I fully endorse our new Statement of Commitment to First Nations Peoples of Australia. Our Board of Directors voted unanimously to support this important Statement, which accurately reflects the Board's deep commitment to listening, learning and acting alongside First Nations peoples. Our wholehearted commitment is as individuals, as a Board, and as leaders and representatives of RAV as an organisation.'

Ronda Jacobs, Board President