

The background features a vibrant, stylized pattern of Indigenous Australian art. It includes a repeating scalloped border at the top and bottom in lime green and white. The central area is a dark teal color, decorated with vertical white lines and circular motifs. Some circles are filled with lime green and white dots, while others are filled with blue and white concentric patterns. A horizontal white band cuts across the middle, containing the text.

YES FIRST NATIONS CULTURAL FRAMEWORK

.....

WE BACK FIRST NATIONS PEOPLES TO
ACHIEVE THEIR ASPIRATIONS AND THRIVE



YFS HAS A LONG HISTORY OF WORKING WITH AND EMPOWERING FIRST NATIONS PEOPLES

As a mainstream community-based organisation, the Board and staff recognise our role in contributing to closing the gap and improving the lives of First Nations peoples in our community.

This framework sets out our continuing commitment, the actions we will take, and how we will assess our progress over time.



OUR ROLE AND COMMITMENT ARE REFLECTED IN A WHOLE



AS A COMMUNITY MEMBER ...

We strive to develop shared capacity with First Nations groups, Elders, Traditional Owners and organisations in responding to community needs including:

- promoting and participating in cultural activities and events
- building and strengthening partnerships
- advocating for systemic reform.



AS AN EMPLOYER ...

We strive to provide an environment in which First Nations peoples feel secure in seeking employment and developing their careers including:

- developing the cultural knowledge and skills of non-Indigenous staff and the competence of our organisation as a whole
- recruiting, supporting and retaining First Nations staff at all levels of our organisation
- providing opportunities for First Nations staff to develop our cultural security and enhance cultural safety.

AS A COMMUNITY MEMBER, AS AN EMPLOYER AND AS A SERVICE PROVIDER.




AS A SERVICE PROVIDER ...

We strive to provide an environment in which First Nations peoples feel safe to access our services and resources including:

- providing a culturally welcoming environment
- providing First Nations peoples with services and resources appropriate to their needs and values
- empowering First Nations peoples in making decisions and achieving the outcomes they want
- involving First Nations peoples using services and other stakeholders in the design, development and evaluation of services.

YFS IS COMMITTED TO:

- recognising First Nations peoples as the first people of this land
- respecting and valuing First Nations cultures and traditions
- acknowledging the historical and ongoing impacts of colonisation on First Nations peoples
- supporting First Nations peoples' right to self-determination
- providing a culturally secure environment for First Nations peoples working in our organisation
- enhancing First Nations peoples' experience of cultural safety in accessing our services
- empowering First Nations peoples through involvement in all aspects of our governance, management and service delivery.



WE WILL BE TRANSPARENT AND
ACCOUNTABLE IN ASSESSING OUR PROGRESS
OVER TIME BY COLLECTING AND REPORTING ON
RELEVANT DATA WITH AN EMPHASIS ON THE
VOICES OF FIRST NATIONS PEOPLES THEMSELVES
- THOSE WHO USE OUR SERVICES, THOSE WHO
WORK WITH US AND OUR PARTNERS.





BUILDING INDEPENDENCE & PARTICIPATION

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