

REFLECT RECONCILIATION ACTION PLAN

MAY 2023 - APRIL 2024



**A WORD FROM
MICHELLE**

It is my great privilege to present Movember's first Reconciliation Action Plan (RAP)—our long-term commitment to honouring, respecting, and celebrating Aboriginal and Torres Strait Islander Peoples and communities.

Like many First Nations populations around the world, Indigenous Australians remain disproportionately affected by poor physical and mental health. They experience higher rates of illness and mortality, have shorter life expectancies, lower literacy levels, and more social disadvantage. For Aboriginal and Torres Strait Islander men, the health outcomes are even worse.



Improving the health status of First Nations people is critical. And we are committed to playing our part—working with Aboriginal and Torres Strait Islander communities to develop programs that address their physical and mental health in a meaningful, relevant, and sustainable way. We want to share knowledge and bring Aboriginal and Torres Strait Islander people to the heart of decision-making on issues that impact them and their communities.

Our mission is simple—change the face of men's health. Advocate for men's healthcare system and policy change so that we can fundamentally change the way that men in need are treated and supported. We use our voices to lift the profile of men's health, and that means lifting the profile of Aboriginal and Torres Strait Islander men's health too.

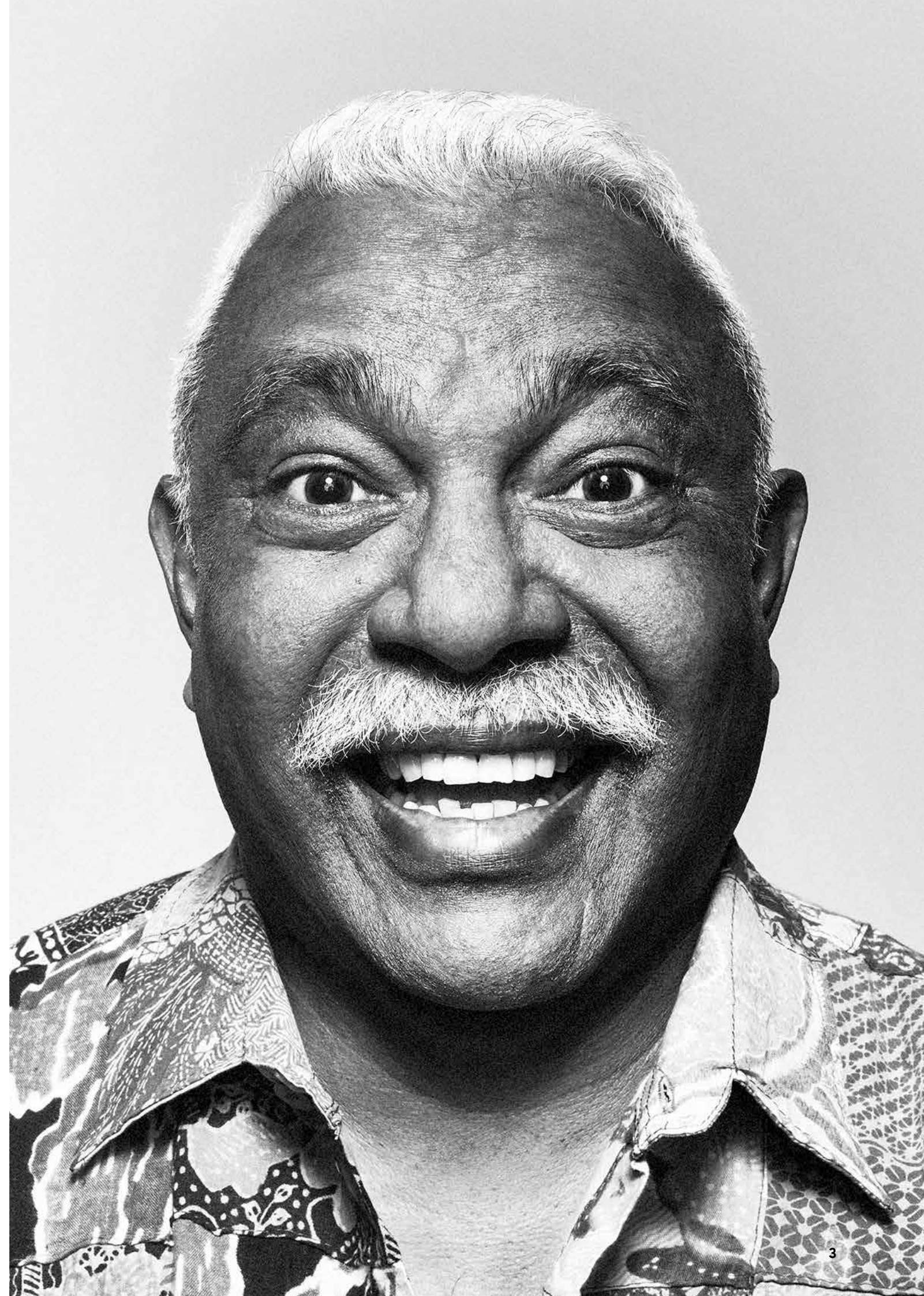
This Reflect RAP marks the start of our Reconciliation journey. Setting a foundation for Movember to strengthen its relationships and deepen its understanding and respect for our First Peoples' rich history, cultures, and achievements. We will continue to promote this work within our spheres of influence, with the full support of our Movember Board and senior executive team.

Our RAP will be governed by Movember's Equity, Diversity, and Inclusion team to ensure we deliver on our commitments, and keep our objectives relevant. We are committed to reporting transparently on our progress.

I am honoured to be championing this work on behalf of the Movember team. Advocating for meaningful and lasting change in the Indigenous communities we operate in, and for the Aboriginal and Torres Strait Islander people we serve.



MICHELLE TERRY
CEO MOVEMBER



A WORD FROM RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Movember to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Movember joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.



The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

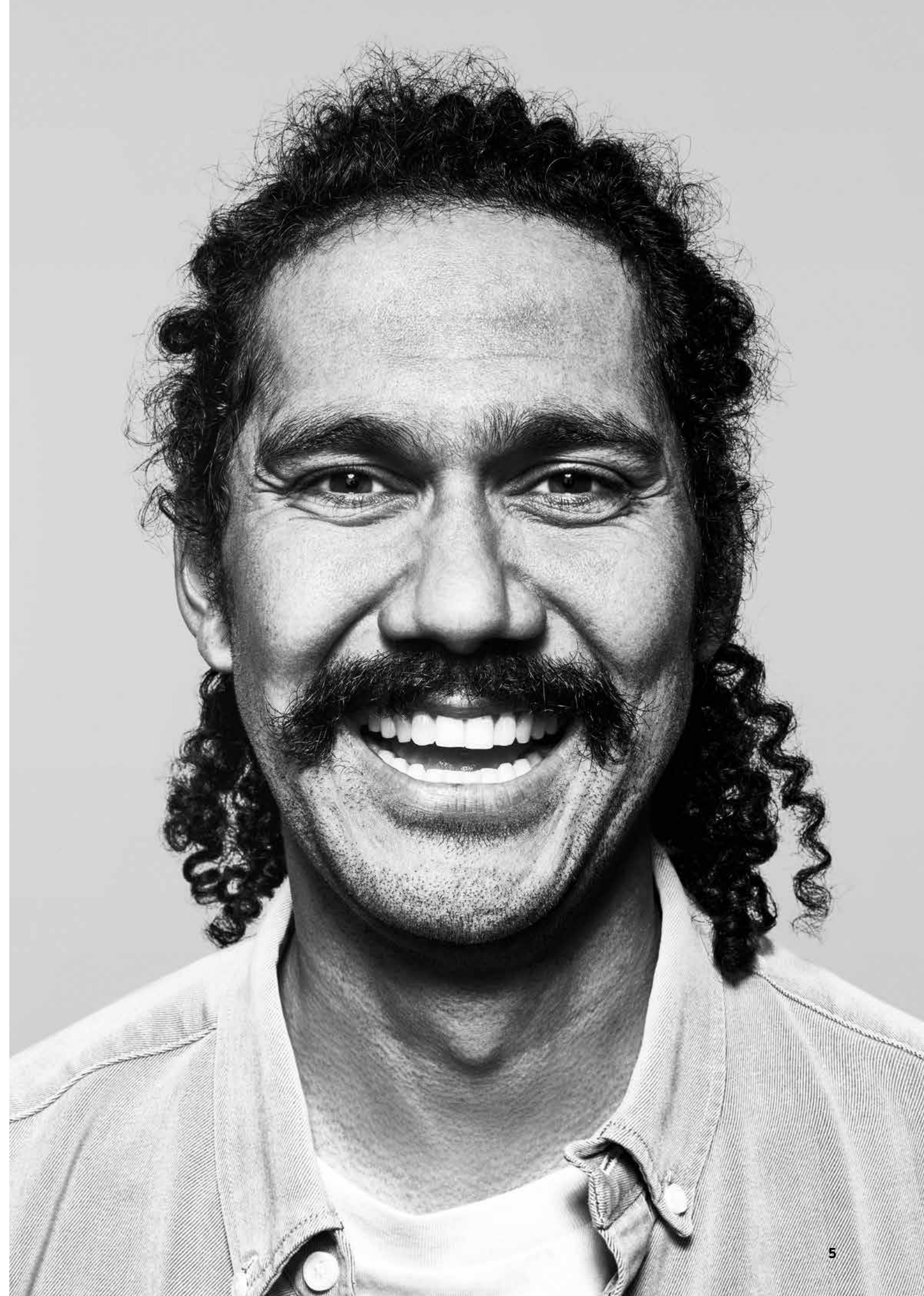
These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Movember to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Movember, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

KAREN MUNDINE
CEO RECONCILIATION AUSTRALIA



OUR STORY

Movember is the leading charity changing the face of men's health on a global scale.

It all started in a bar, in 2003, with a conversation about 1970's era moustaches between mates and a desire to do good. In the 20 years since, we have evolved to become a men's health movement—funding men's health projects around the world, challenging the status quo, shaking up men's health research, and transforming the way health services reach and support men. We have taken on mental health and suicide prevention, prostate cancer, and testicular cancer and as a result, men are living healthier, longer lives.

We work with our community and expert partners all year round to improve the health of men and boys, their families, mates, and communities. Raising awareness and critical funds to tackle some of the most complex problems affecting men's health today.

Our vision is to have an everlasting impact on the face of men's health. Leading the charge in encouraging men to adopt healthy behaviours, challenging health systems and confronting gender norms to reduce health inequalities and save more lives.

We understand that to be successful in this we need to deliver culturally relevant, equitable and accessible healthcare programs. We recognise the importance of co-designing and co-creating programs in partnership with the communities we want to impact. These principles are core to our desire to undertake the Reflect Reconciliation Action Plan.



**OUR PEOPLE
AND PLACES**

Movember is the leading charity changing the face of men's health on a global scale.

We have 293 Mos that work across our global offices in Australia (Naarm/Melbourne), New Zealand (Tāmaki Makauru/Auckland), Canada (Toronto), United Kingdom (London), Ireland (Dublin), and the United States (Los Angeles).

Our head office is located in the bustling inner-city suburb of Richmond, on the lands of the Wurundjeri people. It's home to 177 team members currently, none of whom identify as Aboriginal or Torres Strait Islander. We hope to increase the representation of Aboriginal and Torres Strait Islander peoples in our workforce as part of our reconciliation journey.

Movember is committed to fostering an internal environment that's culturally, socially, and emotionally safe; with a team that reflects the rich diversity of the communities in which we operate. We'll do this with shared respect, knowledge, and a willingness to grow and learn together.



**THE IMPORTANCE OF OUR REFLECT
 RECONCILIATION ACTION PLAN**



Our intention is to fund and co-create programs that reach men who are most in need and improve overall health outcomes.

Compared to other men in Australia, health outcomes for Aboriginal and Torres Strait Islander men are woefully inadequate and they remain disproportionately affected by poor physical and mental health. Movember is determined to address this by intentionally working alongside Aboriginal and Torres Strait Islander communities and partners, to improve the way these men receive healthcare and support services.

We want to improve our knowledge and understanding of Aboriginal and Torres Strait Islander history, culture and lived experiences. We know this is key to successfully working and partnering with Aboriginal and Torres Strait Islander organisations to help close the health gap. Working collectively as an organisation on the Reflect Reconciliation Action Plan will lay the foundations to accelerate our cultural learning and awareness, foster relationships with local communities and improve our workforce diversity. Movember is excited to join the national reconciliation movement.

There are elements of our culture we want to preserve and strengthen (we'll continue to have fun, doin' good), and there are elements we need to dial up (like being more accountable) to have even greater impact in the future.



“As an Indigenous woman from Turtle Island, who oversees Movember’s Indigenous Portfolio in Australia, New Zealand and Canada, I am honoured to support the Reflect Reconciliation Action Plan. It is of primary importance that Movember works alongside our Indigenous community to redefine our relationship/treaty with Aboriginal and Torres Strait Islander peoples. Movember’s Indigenous programs in Australia, such as The Glen, are included in the journey we are taking at Movember to develop a greater understanding of Aboriginal and Torres Strait Islander history and ultimately a greater commitment to allyship.”

SONIA PREVOST-DERBECKER
 MOVEMBER DIRECTOR,
 INDIGENOUS MEN,
 MENTAL HEALTH & SUICIDE PREVENTION



“Movember is committed to building a thriving, culturally diverse workforce that embraces Aboriginal and Torres Strait Islander peoples and perspectives. Our Reconciliation Action Plan will help us foster trust and stronger relationships with Aboriginal and Torres Strait Islander communities, partners and other organisations, so we can work together to provide career opportunities and improve health outcomes for Indigenous men. We look forward to starting our reconciliation journey and to continuing work alongside Aboriginal and Torres Strait Islander communities.”

ANDREW GERKENS
 MOVEMBER
 CHIEF PEOPLE OFFICER



OUR JOURNEY SO FAR



In 2020, Movember established working groups in each of their offices worldwide to initiate and oversee local activities to improve equity, diversity and inclusion (EDI).

A global group with representatives from local offices was formed to focus on global EDI issues and actions. Since then, a Smoking Ceremony has been held at Movember's Naarm office and an Acknowledgment of Country is now part of weekly all-staff meetings. Committing to the Reflect RAP is the next step. We're eager to learn how it will help us better engage with local Aboriginal and Torres Strait Islander communities to close the gaps in healthcare and health outcomes, contribute to best practices, and strengthen our staff's cultural knowledge.

The actions required to implement our Reflect RAP will be led and primarily undertaken by members of our Australian EDI group with guidance and leadership from a wider RAP Working Group. The RAP Working group includes our Global Director of Indigenous Programs and the RAP Champion is the Asia Pacific (APAC) Country Director. We have full organisational support from our CEO and all executive level leaders.



“Movember was born out of communities following their passion to build resilient, healthy futures for boys and men from all walks of life. We have become a global movement, but remain home-grown at heart, straight from the streets of Naarm/Melbourne. I'm honoured to lead the team in Australia. And now, as Movember takes on the Reflect RAP, I look forward to championing the team's cultural learnings and activities along the path to reconciliation, working closely with our local Aboriginal and Torres Strait Islander communities.”

RACHEL CARR
APAC COUNTRY DIRECTOR



CURRENT PARTNERSHIPS AND ACTIVITIES



Movember has a current partnership with The Glen Centre (Ngaimpe Aboriginal Corporation), an Aboriginal Community Controlled Health Organisation providing culturally appropriate, residential drug and alcohol rehabilitation services on the NSW Central Coast.

This program helps men transition out of the criminal justice system and into treatment for drug or alcohol addiction to help break the cycle. Movember funds the Cultural Warriors program which has been designed to develop and strengthen Aboriginal men in their culture and identity.

The Glen's partnership started in November 2021 and will run to at least October 2023. It includes funding, programming advice and support, and program evaluation. The organisation contracted to evaluate the Cultural Warriors programming at The Glen is the Djurali Aboriginal and Torres Strait Islander Health Research and Education Group. They are a member of the Centre for Global Indigenous Futures at Macquarie University. Three participants from The Glen attended the International Indigenous Men's Gathering in Churchill (Canada) in July 2022, through Movember funding.

Movember's partnership with The Glen is part of a global suite of programs started in 2018 which has a tailored focus on helping First Nations leaders and communities achieve sustainable change within their communities at individual, structural and systemic levels.

- **Land-based programs:** Strengthening the evidence base of land-based programming for Indigenous communities through adapting and scaling approaches and projects in identified rural and remote settings;
- **Correctional services and rehabilitation:** using our expertise in engagement and connections across academia, Indigenous health settings and business to promote strengths-based reconciliation programs within prisons;
- **Social connections programs:** support the growth and establishment of local self-governing groups building on evidence-based models that promote improved mental health and well being.

Over the last 15 years, we've funded and created partnerships and initiatives with an Australian Indigenous focus, including:

- Aboriginal and Torres Strait Islander Men's Research and Men's Sheds which started in 2007 and were implemented by Beyond Blue. The program aimed to increase awareness of depression and anxiety, reduce stigma, and promote help-seeking behaviours among Aboriginal and Torres Strait Islander communities.
- Save A Mate Our Way in 2008 which focused on improving the social and emotional wellbeing of Aboriginal and Torres Strait Islander young people aged between 16 and 26, with a particular focus on depression, anxiety, violence and alcohol and other drug problems. The program was co-funded by the Australian Red Cross and implemented by Beyond Blue. This innovative program model comprised:
 - A community development approach based on culturally respectful ways of working and partnerships with Aboriginal people and communities.
 - A range of culturally appropriate early intervention, prevention and education initiatives driven and owned by community members and tailored to community needs.
 - Harm reduction principles of the Save-A-Mate (SAM) Alcohol and Other Drug Emergencies.
- MomenTIM (Tomorrow's Indigenous Men) in 2014, which aimed to improve the mental health and wellbeing of Aboriginal and Torres Strait Islander young men and boys through a coalition of clinical and non-clinical services in an integrated, whole of community approach. MomenTIM was overseen by a Governance Committee which included both the Chief Executive Officer and the Clinical Services Director from The Institute for Urban Indigenous Health, and CEOs from three Aboriginal Medical Services.
- Stronger Smarter Leadership Program: Kimberley Project in 2016 implemented by The Stronger Smarter Institute. The program aimed to enhance the leadership and mentoring skills of Aboriginal and Torres Strait Islander men in the Kimberley, Western Australia and support their community-based projects to strengthen social and emotional wellbeing for Aboriginal and Torres Strait Islander young men.

We also fund and support co-designed programs for First Nations communities in Canada and New Zealand.

- Oranga Tū in New Zealand (2018-2021) - a co-design and Māori-led project which aimed to improve the health and connectedness of Māori men and their family members after a diagnosis of prostate cancer. This 4-year program investigated the delivery and access to health care and support services, which in most cases, are not supportive or inclusive of Māori culture, spirituality, community affiliations, family and values.
- The Churchill Subarctic Wellness Centre - launched in June of 2021 in partnership with the Winnipeg Regional Health Authority to help provide mental health support, particularly targeted towards local Indigenous populations. These programs seek to preserve cultural traditions and introduce these teachings to the younger generation, with a focus on local land-based skills and social connection.



THE PLAN - RELATIONSHIPS

ACTIONS		DELIVERABLE	TIMELINE	RESPONSIBILITY
1.	Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Aug 2023	Director, Indigenous Men, Mental health and suicide prevention programs
		Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Aug 2023	Director, Indigenous Men, Mental health and suicide prevention programs
2.	Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.	May 2023	APAC Country Director
		RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2023	APAC Country Director
		Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2023	APAC Country Director
		Communicate our commitment to reconciliation to all staff.	June 2023	APAC Country Director
3.	Promote reconciliation through our sphere of influence.	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Feb 2024	APAC Country Director
		Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Feb 2024	APAC Country Director
4.	Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Dec 2023	Chief People Officer
		Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Mar 2024	Chief People Officer

ACTIONS	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2023	Director, Indigenous Men, Mental health and suicide prevention programs
	Conduct a review of cultural learning needs within our organisation.	Dec 2023	Chief People Officer
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	June 2023	APAC Country Director
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2023	APAC Country Director
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June & July 2023	APAC Country Director
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	APAC Country Director
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2023	APAC Country Director

THE PLAN - OPPORTUNITIES

ACTIONS	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Dec 2023	Chief People Officer
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Mar 2024	Chief People Officer
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Mar 2024	RAP Working Group Finance Representative
	Investigate Supply Nation membership.	Dec 2023	DEI Group lead



THE PLAN - GOVERNANCE

ACTIONS		DELIVERABLE	TIMELINE	RESPONSIBILITY
10.	Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	May 2023	Director, Indigenous Men, Mental health and suicide prevention programs
		Draft a Terms of Reference for the RWG.	June 2023	Director, Indigenous Men, Mental health and suicide prevention programs
		Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2023	APAC Country Director
11.	Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation.	June 2023	APAC Country Director
		Engage senior leaders in the delivery of RAP commitments.	June 2023	APAC Country Director
		Appoint a senior leader to champion our RAP internally.	June 2023	APAC Country Director
		Define appropriate systems and capability to track, measure and report on RAP commitments.	Dec 2023	APAC Country Director
12.	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	APAC Country Director
		Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Chief People Officer
		Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September annually	Chief People Officer
13.	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Dec 2023	Chief People Officer

CONTACT:
1300 GROW MO (1300 4769 66)
info@movember.com