



*Reflect*  
**Reconciliation  
Action Plan**

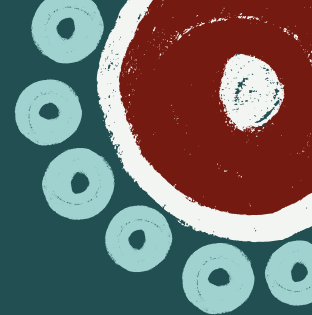
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August 2024 - July 2025



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# Acknowledgement of Country



**Clean Slate Clinic** proudly acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the lands and waters throughout Australia. Our office stands on the land of the Gadigal people of the Eora Nation. We recognise, respect and value the deep and continuing connection of Aboriginal and Torres Strait Islander peoples to land, water, community and culture. We look to celebrate Aboriginal and Torres Strait Islander peoples for their cultural guidance, leadership and expertise. We pay our respects to Elders past and present.



# Clean Slate Clinic CEO Message

Reconciliation is not just a goal - it's a responsibility. At Clean Slate Clinic, we acknowledge that the lands and waters on which we work and live have always been, and always will be, Aboriginal and Torres Strait Islander lands. We recognise the harm and suffering that has been done to Aboriginal & Torres Strait Islander people through colonisation and subsequent harmful policies, which resulted in the banning of cultural practices, stolen generations and intergenerational trauma. With this understanding comes a commitment to healing, respect, and collaboration.

As an addiction treatment provider, we understand the inequity in burden of disease from alcohol and other drugs on First Nations Australians. This inequity is an enduring consequence of the harm done to Aboriginal & Torres Strait Islander people through colonisation, where alcohol in particular was used as a means of control & exploitation.

This inequity is also evidence of the ongoing challenges Aboriginal & Torres Strait Islander people face in accessing culturally safe, non-stigmatised care. We hear firsthand of the challenges our Aboriginal and Torres Strait Islander clients have faced in this regard, which strengthens our resolve to address these disparities.

Our inaugural Reflect Reconciliation Action Plan is a deliberate and heartfelt step in this direction. It is a map for our journey and guided by our values of social justice, inclusion, and equity. We are grateful to our partners, such as Armajun and Goondir Health, who have entrusted us to work in collaboration to support their communities and we aim to learn, grow, and co-create pathways to better health and wellbeing.

Our RAP is more than a document; it is a promise. It commits us to fostering deeper relationships, embedding cultural learning in



everything we do, and ensuring our services reflect the diverse needs of the communities we serve.

I am deeply grateful to the RAP Working Group, our team, and our partners for their dedication to this process. Together, we are setting the stage for sustained change - not just for Clean Slate Clinic, but for the broader community.

Reconciliation is a shared journey, and we are proud to walk this path alongside Aboriginal and Torres Strait Islander peoples, now and into the future.

**Pia Clinton-Tarestad**  
Chief Executive Officer  
Clean Slate Clinic



# Statement from CEO of Reconciliation Australia

## Inaugural Reflect RAP



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

Clean Slate Clinic joins a network of more than 2,500 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.

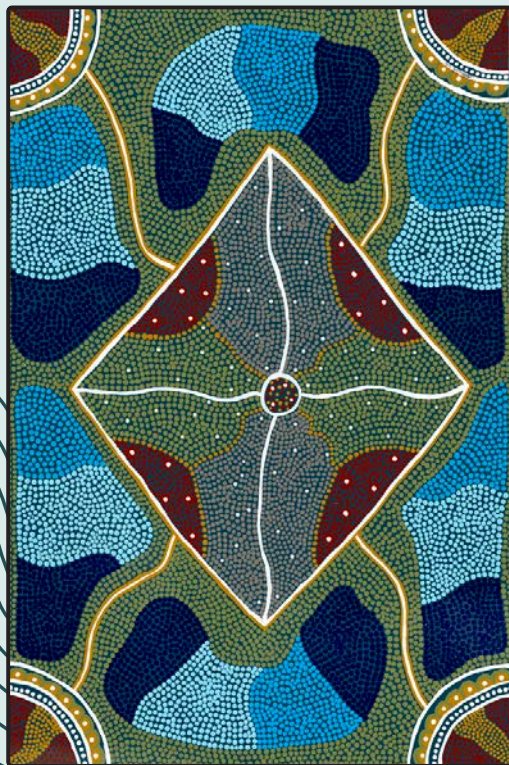
It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Clean Slate Clinic 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 Clean Slate Clinic, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

# Our RAP Artwork



Clean Slate Clinic is deeply honoured to feature the artwork of Sharlene Smith, an artist from Barada Yetimarala and Kamilaroi country, who is currently living on Barunggam country in Western Queensland. Sharlene finds painting a place of peace and calm, a way to connect with her spirit. Her mission aligns closely with ours, as she has seen first-hand the devastating impact of substance use on her loved ones and her community. Her artwork, titled "Too Close to Home," reflects on the impact of substance use, expressing the heartbreak of "too much sorry business for our mob." Sharlene believes passionately that this cycle must end, saying, "there is another choice."

Sharlene's experiences bring depth to her perspective. Having grown up as a ward of the state, she knows the challenges faced by her community yet proudly speaks to the power of choice, saying, "I could have gone down that path, but I made a different choice. We have a choice."



**Sharlene Smith**  
Artist

Sharlene shares her message with anyone who will listen, advocating for healthier lives free from substance use.

Her commitment to her community is further displayed through her commissioned artwork, which also features on local football jerseys, promoting community spirit and resilience.

Clean Slate Clinic is profoundly grateful for Sharlene's generosity, spirit, and talent. Thank you, Sharlene, for sharing your story and vision with us.

# Our Business

Applied Recovery Co Pty Ltd (trading as Clean Slate Clinic) is a Social Enterprise with a mission to tear down barriers to accessing addiction treatment services, be they geographical; financial; stigma; cultural or other. We do this through providing home-based assessment, withdrawal & recovery services for individuals struggling with dependence on alcohol, stimulants or cannabis, delivered fully via telehealth. Our program typically comprises of 3 phases:

- **Assessment & preparation**

where we work with an individual to ensure that they are clinically, psychologically and socially ready and safe to withdraw at home;

- **Home-based withdrawal**

where our doctors prescribe detox medications and our nurses check in with our clients daily to ensure they are okay and adjust medication as required;

- **12-months of follow-up support**

where we work with our clients to support them in meeting their long-term goals.

**Clean Slate Clinic** has 35 employees (a mixture of permanent and casual employees) in addition to 2 Clinician Contractors. We currently employ **1 Aboriginal lived experience worker**.

**Clean Slate Clinic** has a national reach, providing services to every State & Territory in Australia. We have supported over **800 individuals** to safely detox at home.

**Clean Slate Clinic** is a fully virtual organisation, with no in-person office space, although we have a registered office in Northern Sydney and are exploring co-working spaces in Sydney.

# Our RAP Working Group

We are a small organisation and intend to develop and implement our RAP in collaboration with the whole organisation, through our regular Service Team Meetings and with the support of a small RAP Working Group. The Working Group comprises of:

<b>Dr Chris Davis</b>	our Medical Director working on Gadigal land
<b>Dr Paul Grinzi</b>	a GP working on Wurundjeri land
<b>Dr Ian Guinan</b>	a GP working on Muwinina land
<b>Jo Corbett</b>	a nurse working on Bandjalang land
<b>Fiona Faulkner</b>	a nurse working on Muwinina land
<b>Jodie Foster</b>	our Intake Coordinator, working on Wurundjeri land
<b>Pia Clinton-Tarestad</b>	our CEO, working on Gadigal land
<b>Linda Smith</b>	Senior Government Lead, working on Wiradguri land

The CEO is our RAP Champion and will take overall responsibility for implementing the plan, and many of the individual actions.

We are a values-based organisation, with a strong emphasis on social justice and a value of inclusion that we developed together as a whole team, but we are early in our reconciliation journey. We are less than 3 years old and this RAP marks the first formal step in our reconciliation journey.



# Our Reconciliation Journey



We have established meaningful partnerships with Aboriginal and Torres Strait Islander organizations to support their communities. This includes our collaboration with Orana Haven, an Aboriginal Led rehabilitation facility in Western New South Wales, to support their staff in the care of clients with alcohol and other drug dependence, and to provide specialised input to enable their services to provide on-site withdrawal for their local Aboriginal community.

We also have a signed Memorandum of Understanding (MoU) with Goondir Health, with a commitment to co-design, co-develop and co-implement initiatives that support the Aboriginal & Torres Strait Islander communities that Goondir services, and have jointly submitted proposals for funding to QLD Government.

In our efforts to foster mutual learning and understanding, we have visited other Aboriginal Community Controlled Health Organisations across the country and seek out opportunities for mutual learning, for us to understand more about the specific needs of local communities and to provide training in the clinical management of alcohol and other drugs. Visits have included Armajun, Goondir Health, Gidgee Healing and we are working with The Glen Centre to explore partnership opportunities.

To further our commitment, we have engaged an Aboriginal owned media agency to support development of materials & messaging to raise awareness of our service in Aboriginal & Torres Strait Islander communities across Western Queensland and Western New South Wales.

# Relationships

Action	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.	August, 2024	Head of Partnerships
	● Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2024	CEO
2. Build relationships through celebrating National Reconciliation Week (NRW).	● Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	Senior Government Lead
	● RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2025	CEO
	● Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2025	CEO
3. Promote reconciliation through our sphere of influence.	● Communicate our commitment to reconciliation to all staff.	August 2024	CEO
	● Identify external stakeholders that our organisation can engage with on our reconciliation journey.	August 2024	CEO
	● Senior Government Lead attended the WNSWPHN delivery of their RAP in Dubbo on behalf of Clean Slate Clinic	November 26/ 2024	Senior Government Lead
	● Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	September 2024	CEO
4. Promote positive race relations through anti-discrimination strategies.	● Research best practice and policies in areas of race relations and anti-discrimination.	January 2025	Senior Government Lead
	● Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2024	CEO



# Respect

Action	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.	September 2024	CEO
	● Conduct a review of cultural learning needs within our organisation.	August 2024	Senior Government Lead
	● Provide meaningful and impactful cultural awareness education.	December 2024	CEO
	● Develop a cultural safety action plan.	December 2024	CEO
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.	October 2024	Head of Partnerships
	● Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October 2024	CEO
	● Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	May 2025	CEO
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	● Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	CEO
	● RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2025	CEO



# Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	1. Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	December 2024	CEO
	2. Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2024	CEO
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	1. Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2025	CEO
	2. Investigate Supply Nation membership.	December 2024	CEO





# Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	➊ Maintain a RWG to govern RAP implementation.	August 2024	CEO
	➋ Draft a Terms of Reference for the RWG.	August 2024	CEO
	➌ Maintain Aboriginal and Torres Strait Islander representation on the RWG.	August 2024	CEO
11. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	➊ Define resource needs for RAP implementation.	September 2024	CEO
	➋ Engage senior leaders in the delivery of RAP commitments.	September 2024	CEO
	➌ Maintain a senior leader to champion our RAP internally.	June 2025	CEO
	➍ Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2024	CEO
12. Promote reconciliation through our sphere of influence.	➊ 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	CEO
	➋ Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Senior Government Lead
	➌ Complete and submit the annual RAP Survey to Reconciliation Australia.	30 September, annually	Senior Government Lead

# Governance

Action	Deliverable	Timeline	Responsibility
13. Continue our reconciliation journey by developing our next RAP.	1 Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	April 2025	Senior Government Lead
	2 Complete an evaluation of outcomes and experience for Aboriginal & Torres Strait Islander people, including recommendations for improvement	December 2024	CEO
14. Tailor Clean Slate Clinic Services to the specific needs of Aboriginal & Torres Strait Islander people.	3 Build strong referral and or co-delivery models with Aboriginal Community Controlled Health Organisations, including mutual support & training	December 2024	Head of Partnerships
	4 Complete research on adapting SUD models for Aboriginal & Torres Strait Islander Community Needs and document findings	March 2025	Head of Partnerships

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Artwork by Sharlene Smith  
Designed by Linh Tong

