

Thirrili Strategic Plan: 2020–2021



T H I R R I L I

Who we are

Thirrili is uniquely positioned as Australia's only national Indigenous postvention service. Ours is an Aboriginal led and controlled organisation, established to support families post the traumatic death of a family member, focusing on suicide involved families, to support them through their bereavement and healing journeys. We do this through the provision of cultural supports, throughcare planning and evidence informed practical advice when and where our families need.

Our vision

All our families and communities have healed from trauma and choose to live their lives in acknowledgement of our deep ancestral connections, drawing on cultural ways of knowing, being and doing and supporting our people to thrive and flourish in this and future generations.

Our purpose

The principal purpose of Thirrili is to provide crucial supports to Aboriginal and Torres Strait Islander peoples suffering grief, loss and trauma due to the loss of a loved one through suicide and other critical incidents. To contribute to the improved social and emotional wellbeing of Aboriginal and Torres Strait Islander people we:

- Influence policy development and program design by demonstrating the value of Indigenous led postvention services as a key contribution to Indigenous suicide prevention and postvention strategies.
- Provide expert, evidence-informed advice to drive jurisdictional and national change which leads to improvements in the social and emotional wellbeing of suicide involved families.
- Advocate for funding to Aboriginal led and controlled services to deliver culturally safe and responsive services with Aboriginal and Torres Strait Islander peoples; and
- Strengthen individual, family and community resilience and wellbeing through delivery of a critical response system to support affected individuals and families after their experience of suicides and traumatic incidents.

Our focus areas

- Ethical, diversified and sustainable funding to underpin programs that enhance the resilience of our people, our families, our community and our culture.
- Develop an Indigenous workforce that delivers culturally accessible, responsive and safe bereavement and healing practices.
- Implement and evaluate regionally coordinated and integrated services that facilitate collective community impact and positive outcomes.
- Transform through-care service models for suicide-involved families to achieve their aspirations.
- Collect, analyse and report information and data to inform policy and influence initiatives that improve family outcomes in the implementation of national postvention services for Aboriginal and Torres Strait Islander peoples.

Our commitments

In line with our vision we will:

- Include and respect suicide-involved family's voice, needs and aspirations.
- Ensure local and regional cultural protocols and practices are evident in all that we say and do.
- Demonstrate positive changes for suicide-involved families.
- Promote the criticality of Indigenous-led suicide postvention services
- Deliver postvention suicide services co-designed with community and delivered by a trained, competent Aboriginal and Torres Strait Islander workforce.
- Invest in strengths-based approaches; and
- Invest in using our extensive knowledge base to create opportunities through cultural, innovation and entrepreneurial agendas.

Our Strategic Priorities 2020–2021

Priority 1: Deliver quality culture-led services

Commit to using our cultural knowledge, expertise and professionalism in a strong, dedicated, culture-led program, while ensuring Thirrili's commitment to assessing quality of impact and outcomes for families, our service providers and community members. We will:

- Demonstrate the impact of through-care models of care.
- Establish a Research Consultative Committee to evaluate the strengths of the national Indigenous postvention service.
- Use evidence to strengthen the service delivery capacity of regional coalitions and the Indigenous postvention suicide workforce.
- Listen to and document people's journey with Thirrili programs and services.
- Invest in a system of data collection that can monitor, measure and support continuous quality improvement and effective reporting.

Priority 2: Facilitate collective impact

Lead discussions with organisations of 'like-value' to gauge support for the coordination of services for Indigenous-led postvention services in community. We will:

- Undertake annual program-mapping workshops to determine service delivery gaps and inform discussions with funders and partners.
- Formalise collaborations with organisations and agencies delivering complementary services.
- Identify collaborative activities possible with external entities to maximise program and service delivery for children and young people.
- Participate in national coalitions, partnerships, committees and processes relevant to our purpose and approach.

Priority 3: Pursue a sustainability agenda

Pursue activities to support the generation of independent, sustainable sources of income through which Thirrili can grow services and assets and invest in people and cultural programs over time. We will:

- Identify economic development activities that will result in sustainable business ventures and provide new opportunities for generating untied income.

- Enter into new ventures that ensure people with lived experience have access to training and support and throughcare which holistic postvention services can operate.
- Establish and manage a diversification of funding.
- Align the strategic intent and outcomes of Thirriili with appropriate sources of funding.
- Develop the capacity of the postvention workforce through sustainable supervision, professional development and orientation programs.

Priority 4: Grow our local workforce and the capabilities of our community

Grow our workforce through enhanced partnerships, localised training, coaching and creating career pathways in the regions where collective impact work is being implemented. We will:

- Develop our coaching and training programs to grow our workforce, recognising the value of both formal qualifications and cultural and lived experience.
- Collaborate with our networks to undertake a community-based approach to through care plans.
- Build and restore individual and community capacity to show resilience and to act as first responders to traumatic incidents in communities.
- Implement a career development and mentoring program for all employees.