



THIRRILI

2023 – 2025 Strategic Plan

www.thirrili.com.au

Acknowledgement of Country

To the Bunuba Thirrili means power and strength, this is the essence of Thirrili. Through our ancient and collective knowing we draw from our deep ancestral connection to country; we derive strength and power from her in all ways. We honour this connection that reminds us of our sovereignty, working in ways that respect and rekindle our cultural values of relationship and reciprocity. Through the healing smoke from fire, we find space to remember peace and hope, bringing new days to our old ways. Thirrili acknowledges country, all of it sovereign. We acknowledge the shared grief and loss that country experiences through the very sorry time where there is bereavement from suicide or other traumatic death for our people. We pay our respects to our Ancestor's, and our Elders who walk alongside us always, past, present and future.

Acknowledgement of Lived Experience

Thirrili acknowledges the individual and collective expertise of those people with a lived experience of suicide and other fatal traumatic incidents and their families, friends and supporters. Thirrili recognise their vital contribution at all levels and value the courage of those who share this unique perspective for the purpose of learning and growing together to achieve improved outcomes for our Aboriginal and Torres Strait Islander individuals, families and communities.

Acknowledgement of our logo and artwork by Luke Penrith

Thirrili, 2023

This artwork was created for Thirrili by proud Wiradjuri, Wotjobaluk, Yuin and Gumbaynggirr man, Luke Penrith. Luke's art reflects what he sees, hears and can smell and touch; he is a modern contemporary Aboriginal artist living in Brungle, NSW. Luke's bloodlines are connected through the rivers, the mountains, the coastline and the plains.

To read the complete artwork story visit www.thirrili.com.au

Thirrili Ltd Pty is funded by the National Indigenous Australian Agency.



Australian Government
**National Indigenous
Australians Agency**



Who we are

Thirrili is a proud Aboriginal and Torres Strait Islander organisation that is led by Aboriginal and Torres Strait Islander ways of knowing, being and doing. As an Aboriginal and Torres Strait Islander Community Controlled Organisation, we recognise the strengths of our communities and our strong responsibility to support communities in the aftermath of suicide or unexpected fatal incidents. We uphold protective boundaries for individuals, families and communities that allow self-determination in their ways of bereavement and healing.



Our vision

That Aboriginal and Torres Strait Islander families and communities are thriving and flourishing for future generations to be free from the traumatic impacts of suicide.



Our purpose

To provide crucial and timely support to Aboriginal and Torres Strait Islander peoples with the acknowledgement of shared, collective, continuous ancestral connections, by drawing on cultural ways of knowing, being, and doing. To achieve this purpose, we:

- Support communities in the aftermath of suicide or other fatal critical incidents.
- Work collectively with communities to build self-determined lives free from the impacts of suicide.
- Inform systems change at all levels.





Our Cultural Values

Our organisation is immersed in Aboriginal and Torres Strait Islander community values. By our actions we demonstrate that all are welcome, everyone belongs, and everyone has a positive contribution to make. We invite communities to hold us accountable to these cultural values. Our cultural values are embedded into all aspects of our organisation. We are:

Respectful

Working with communities under their protocols, at their direction,

Diverse

Our organisation reflects the complex composition of Aboriginal and Torres Strait Islander communities in Australia, is inclusive and accessible to all.

Collective

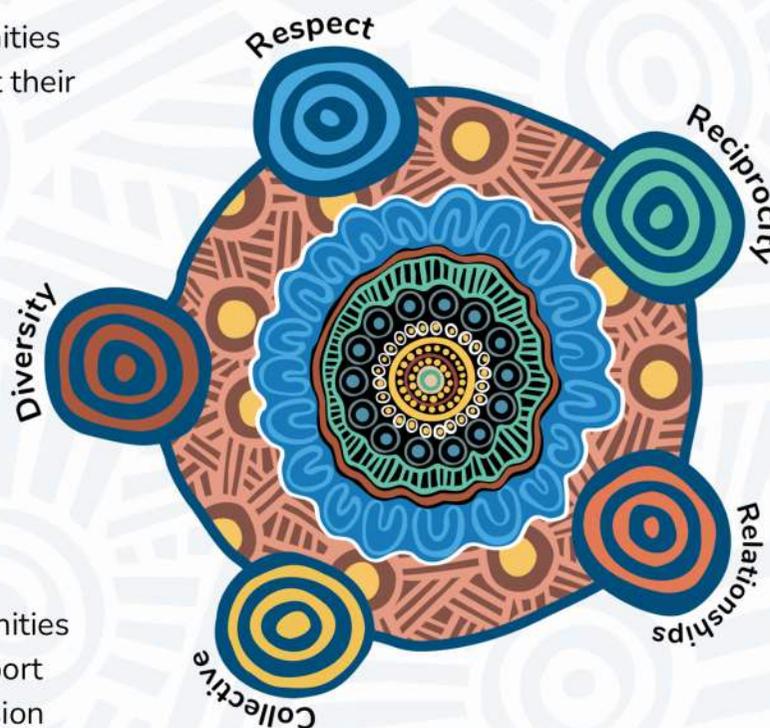
Working with communities by invitation to support community led decision making,

Reciprocal

Ensuring we provide support and service when communities grant us their trust,

Relationship based

Relationship is based on a continuum of care which reaches beyond any one incident or event, and is founded in our shared identity as Aboriginal and Torres Strait Islander peoples,



Background

Thirrili's Strategic Plan is guided by commitments, priorities and targets from important federal and state policies that speak to the social and emotional wellbeing (SEWB) of Aboriginal and Torres Strait Islander people. These include the National Agreement on Closing the Gap and The National Strategic Framework for Aboriginal and Torres Strait Islander Peoples' Mental Health and Social and Emotional Wellbeing.

Our strategic plan is aligned with policies that support:

- A strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country.
- Significant and sustained reduction in suicide of Aboriginal and Torres Strait Islander people towards zero.
- Effective service integration and partnerships
- Building strengths and capacity in communities

Importantly, our Strategic Plan incorporates Indigenous knowledges on effective best-practice in suicide prevention and postvention. Our Strategic Priorities focuses on the importance of creating time and space for healing and sorry business, strengthening community capacity and partnerships to build self-determined suicide prevention plans, and connecting with cultural ways of knowing, being, and doing to enhance SEWB.



Chair Foreword

Thirrili is committed to addressing the multi-dimensional impact of suicide within Indigenous communities. As experts on Indigenous Suicide Postvention, we carry a unique responsibility, and we understand the profound and far-reaching impact that suicide has on Indigenous communities. The impacts of suicide are not only deeply felt on an individual and familial level but also reverberate throughout the entire community.

By providing vital and appropriate support to Aboriginal and Torres Strait Islander individuals, families, and communities, we strive to mitigate the aftermath of a suicide incident and support ways for healing and recovery, leveraging shared ancestral connections and cultural wisdom and contributing to systems change. Thirrili strives to create a future where Aboriginal and Torres Strait Islander families and communities are thriving and flourishing for future generations to be free from the traumatic impacts of suicide.

The Strategic Plan is informed and framed by Aboriginal and Torres Strait Islander knowledges as well as priorities and targets set in the current policy environment, and evidence informed best practice. The framework is reflected in four main priorities: Postvention Practices, Collective Action, Transformational Leadership, and Self-Determination, under what we call 'The Thirrili Way.'

'The Thirrili Way' is more than a strategic framework; it is a living testament to our commitment to culturally informed care, guided by the voices of lived experience and the strength of community. It's a journey we undertake together, respecting the sovereignty of Aboriginal and Torres Strait Islander communities and honoring the trust they place in us. As we continue to evolve and respond to the needs of our people, we do so with a clear vision and purpose, driven by the knowledge that we are not just service providers, but partners in a collective effort to heal, strengthen, and empower.

Our gratitude extends to each of you for being part of this journey, and we look forward to walking alongside you in the spirit of collaboration, respect, and shared purpose. Thank you for being with us today to witness the unveiling of 'The Thirrili Way', a path that leads us towards healing, resilience, and sustainable change for our communities.



Donna Murray, Chair



The Thirrili Way

'The Thirrili Way' represents and illustrates who we are as an organisation, our shared cultural values and objectives, who we work with, and how we work to provide culturally informed suicide postvention services. These are the Thirrili ways of knowing, being, and doing.

At the centre of The Thirrili Way is Country. Thirrili acknowledges the inseparable connection between Country and Aboriginal ways of knowing, being, and doing in our work and organisation. As such, Country is the source of our shared cultural values. Our cultural values flow from Country, so that our organisation is:

The cultural values of Thirrili translate into our organisational commitment to elevate the voices of Aboriginal and Torres Strait Islander people

- as change agents and experts in culturally informed suicide postvention and care, to enhance outcomes and influence and,
- through services, connecting with Aboriginal and Torres Strait Islander communities in need of support after a suicide and,
- community outreach, nurturing the power and strength of communities in staying well, led by culture and connection, empowering prevention. .

Our work is deeply informed by the lived experiences of Aboriginal and Torres Strait Islander individuals, families, and communities who have been affected by suicide and other traumatic incidents. We recognise the strength, and wisdom that comes from those who have walked this path, and we have actively sought their input and guidance in shaping our work, starting with our strategic plan. By listening to their stories, challenges, and aspirations, we gain a deeper understanding of the complex and multifaceted impacts of suicide.

The outer layer of our organisational diagram represents the Thirrili ways of Being. Thirrili exists through the people who support and guide our organisation with their wisdom, knowledge, and lived experience. As an Aboriginal Community Controlled Organisation, our governance structure is cyclical, ensuring that the communities we work with have power and make decisions about the way we work with them.





Strategic Framework

Thirrili follows a strategic plan and priorities that are connected to our cultural values and the voices and knowledge held in Country, Culture, and Community (as well as priorities and targets set in the current policy environment). Thirrili's strategic priorities are the ways of doing in our organisation and focussed on:

1

Postvention Practices

Supporting and strengthening individuals, families, and communities.

2

Collective Action

Strong and culturally safe Aboriginal and Torres Strait Islander controlled community organisation.

3

Transformational Leadership

Providing expert, evidence-informed research advice to drive systems change and influence policy development and program design leading to improvements in the social and emotional wellbeing of Aboriginal and Torres Strait Islander families and communities.

4

Self-Determination

Aboriginal and Torres Strait Islander communities being supported to design sustainable solutions that suit their communities to reduce the impacts of suicide.

1

Strategic Priority 1 Postvention Practices

Supporting and strengthening individuals, families and communities

Outcomes We Seek

Using change agency, services, and outreach to mitigate the traumatic impact of suicide

How We Will Get There

- Provide culturally led healing and trauma informed care through timely and responsive case management
- Work with communities to build postvention plans to mitigate future suicides Participate, influence and/or facilitate collective impact activities and initiatives for a minimum of 6 months where communities are building a postvention plan
- Provide expert advice to Government, peak bodies, and relevant organisations on best practice postvention services and support in Aboriginal and Torres Strait Islander communities
- Establish a consultative committee to seek investment in research on effective Aboriginal and Torres Strait Islander postvention practices
- On an evidence basis, strengthen place-based service delivery capacity with the guidance of affected communities.



Strategic Priority 2 Collective Action

Strong and culturally safe Aboriginal and Torres Strait Islander controlled community organisation

Outcomes We Seek

Strong, mutually supportive partnerships

How We Will Get There

- Increase membership of Thirrili with organisations that have reciprocal value.
- Identify and develop key relationships with organisations that undertake research in ethical and culturally safe ways.
- Manage and maintain mutually beneficial partnerships / relationships with organisations that have aligned and/or complementary goals and values
- Establish partnerships with organisations that work with the lived experience of community members to have direct input into development of public policy focused on suicide prevention.
- Establish philanthropic / corporate relationships to contribute to our strategic goals Engage and recruit community partners to support our work

Outcomes We Seek

Robust Cultural Governance practices

How We Will Get There

- All Board members identify as Aboriginal and/or Torres Strait Islander
- Develop a Cultural Governance framework
- All executive positions are identified as special measures and can only be occupied by Aboriginal and/or Torres Strait Islander candidates.
- Engaged and active membership

Outcomes We Seek

Thirrili has a strong and representative Aboriginal and or Torres Strait Islander workforce

How We Will Get There

- Identify opportunities for Aboriginal and/or Torres Strait Islander students to undertake professional practice placements.
- Invest in our people to grow our workforce, recognising the value of both formal qualifications and cultural and lived experience.
- Aboriginal and Torres Strait Islander communities are aware of Thirrili's services and confident to access support as required.
- Inclusive Aboriginal and Torres Strait Islander workforce



Strategic Priority 3

Transformational Leadership

Providing expert, evidence-informed research advice to drive systems change and influence policy development and program design leading to improvements in the social and emotional wellbeing of Aboriginal and Torres Strait Islander families and communities.

Outcomes We Seek

Influencing Public Policy

How We Will Get There

- Provide timely, expert input into key strategic policy developments that have a direct link to the work of postvention services in Aboriginal and Torres Strait Islander communities.

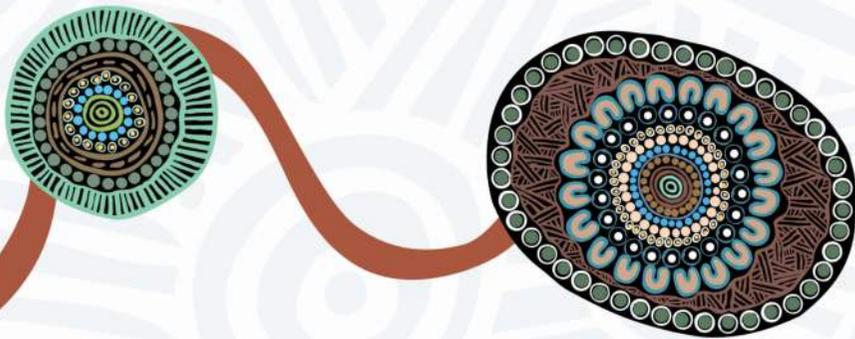
Outcomes We Seek

Publication and dissemination of Aboriginal and Torres Strait Islander postvention research

How We Will Get There

- Identify and define relevant research projects.
- Develop a Thirrili research strategy.
- Develop a projects strategy which aligns with community priorities, stakeholder priorities and a Thirrili research strategy.

3



4

Strategic Priority 4 Self-Determination

Aboriginal and Torres Strait Islander communities being supported to design sustainable solutions that suit their communities to reduce the impacts of suicide

Outcomes We Seek

Thirili operates under a framework of Quality Community engagement framework

How We Will Get There

- Develop the Quality Community engagement framework with Aboriginal and Torres Strait Islander communities.
- Postvention plans will be developed, supporting communities to self-determine the actions to mitigate future suicides and protect the cultural and intellectual property of those communities.
- Obtain ethical, diversified, and sustainable investment in self-determining communities to support and further resilience restoration.





Contact us

Working with families and communities after suicide.

1800 805 801 Australia-wide

To get a copy of the Strategic Plan, you can download it from our website or email communications@thirrili.com.au

For detailed and up to date information about Thirrili visit our website at www.thirrili.com.au



ThirriliIndigenousSuicidePostventionService



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