



ELIZABETH
MORGAN HOUSE
ABORIGINAL
WOMEN'S
SERVICE INC

Strategic Plan 2022-2028

Elizabeth Morgan House

Aboriginal Women's Service Inc (EMH).

Pay our respect to the

Traditional Owners and Custodian Owners
of the land and waters on which we work,

the Wurundjeri people.

Sovereignty was never ceded.

We pay respect to our Elders,

both past, present and to all

Aboriginal and Torres Strait Islander

families and communities.

We acknowledge all

Aboriginal and Torres Strait Islander

women who fought tirelessly

to create EMH, which has grown

into a strong and successful

Aboriginal Community Controlled Organisations.

We strive to honour them in our work.

OUR VISION

To work together with
Aboriginal Women within
their communities to ensure
safe and culturally strong
futures for our women,
children and youth.



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INTRODUCTION

This plan outlines the strategic directions for Elizabeth Morgan House Aboriginal Women's Service (EMH) for the period 2021 - 2024. This Plan describes the four Key Direction Areas for EMH and our strategies, actions and measure of success.

Our Vision

To work together with Aboriginal Women within their communities to ensure safe and culturally strong futures for our women, children and youth.

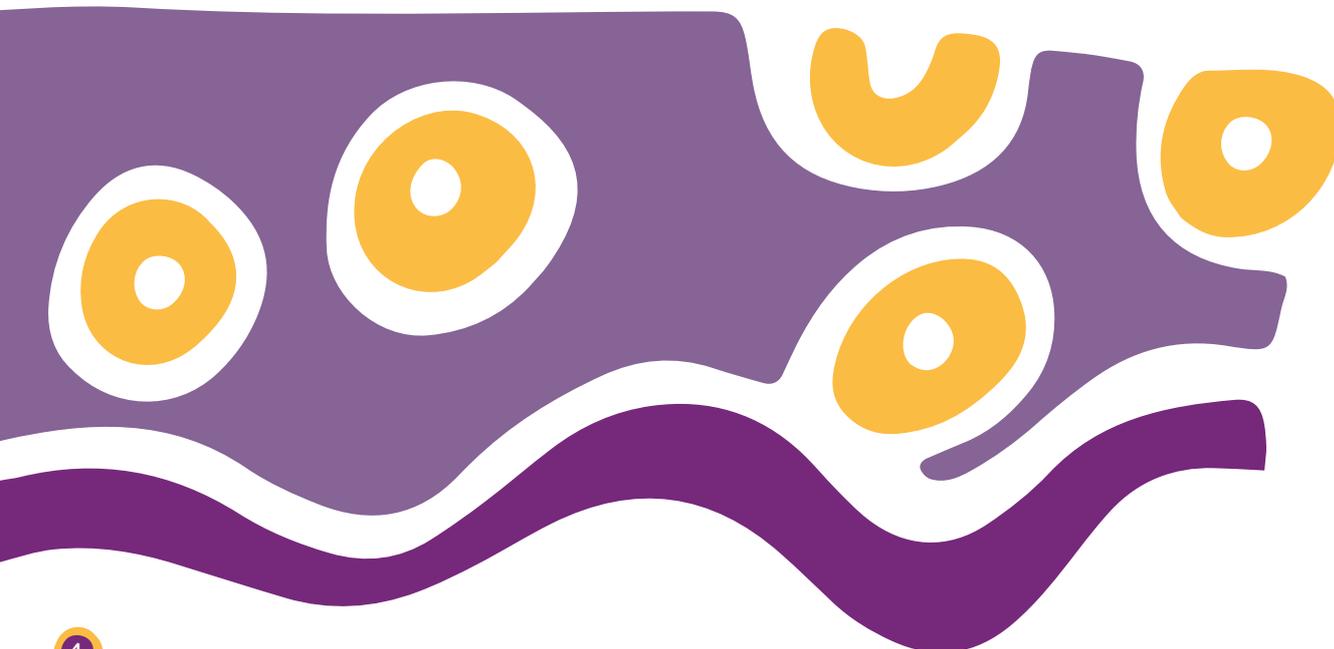
Aunty Liz's vision is that EMH provides Aboriginal women and their children with a safe place to seek advice and support in escaping family violence, and support to rebuild their lives while accessing the direct help and support they may need.

EMH are committed in advancing the International Human Rights principles for our women and their children, especially through observance of the UN Declaration on the Rights of Indigenous Peoples 2003.

Who we are

EMH provides a culturally safe, specialist family violence service for Aboriginal women and children. We are proudly an Aboriginal Women's Community Controlled Organisation and we strive to take direction and work collaboratively with our members in their communities in all aspects of our service.

Central to all aspects of our work and business is the aim to provide strong and consistent advocacy and support to empower Aboriginal women and their children. We are committed to protecting the right of self-determination of all Aboriginal women and their children by being a leading culturally competent service





ELIZABETH MORGAN

Elizabeth Morgan, known as Aunty Liz or Yarmuk to her family, was born on her beloved Yorta Yorta land at Cummeragunja Aboriginal Station New South Wales along the Murray River on 10th March, 1927. Aunty Liz witnessed the historically significant 'Cummeragunja Walk-Off' in 1939, witnessing firsthand the racist practices and policies which held her people down. As a child she lived, as did the majority of Aboriginal people in NSW, under the Protection Board in poverty and servitude, with her having to leave her home to become a domestic at 14 years of age.

These experiences had a profound effect on shaping her passion, dedication and loyalty in the fight for Aboriginal people's self-determination and self-management.

After raising her family in Moama, she left a life of domestic abuse to begin her journey in Melbourne and at aged 44 she began another life as a tireless campaigner fighting to protect the rights of her beloved people, especially our women and children.

During the early 1970's, Aunty Liz was able to support and inspire those around her, especially in her role as Director of the Aboriginal Advance League. It was during this time she was able to support the creation of many of the Aboriginal Community Controlled Organisation's that are still serving our Aboriginal people today.

One of her proudest achievements along with other strong women, such as her beloved sister Merle Jackomos and dear friend Joyce Johnson, she established the first Aboriginal Women's Refuge in Australia in the mid 1970's.

In 1984 as recognition of her hard work and dedication to her people, 'The Elizabeth Hoffman House', was formally registered. Most recently in honouring Aunty Liz final request to return to her maiden name, the organisation has been renamed "Elizabeth Morgan House Aboriginal Women's Service". [Source: EMH Strategic Plan 2017-2020]



Values

- Self determination
- Accountability
- Respect
- Integrity
- Quality
- Walk beside women

Key Directions

Key Direction Area 1: LEADERSHIP AND ADVOCACY IN THE SECTOR

Be a self determining peak body for Aboriginal women and children and Aboriginal Specialist FV services.

Be accountable and respectful as a leading advocacy organisation defending human rights of our Women and Children, informed by the United Nations Declaration on the Rights of Indigenous People.

Be an informed and a powerful advocate for our Women and Children at local, national and international levels.

Key Direction Area 2: AN ENGAGED AND EMPOWERED WORKFORCE

Be an employer of choice and a place where Aboriginal people want to work, through offering a culturally safe, human rights based approach to advocacy and service delivery, and strong career and professional development opportunities.

Strong systems support employee health and wellbeing, engagement and capability.

Key Direction Area 3: INNOVATIVE COMMUNITY EDUCATION AND ENGAGEMENT

Provide cultural safe opportunities for our women, children and community to share their experiences and have their voices heard.

To walk beside Women on their journey to determine their future and connection back into community. To provide programs and services for building blocks for our Women to rebuild their life's.

Key Direction Area 4: VIABLE AND SUSTAINABLE GROWTH

Develop our infrastructure based on service design and client need (i.e. Aboriginal Women and Children's Hub).

Expand our business model to ensure we meet the needs of our community through exploring and developing new models of service delivery.

Maintain and grow diverse funding streams.

Enablers

- Quality service delivery
- Data and evidence
- Strong governance and accountability structures
- Funding and resources

How we will get there?

Summary work plan to achieve the key directions.
Detailed implementation plans will be developed for each Key Direction by the EMH board and management.

LEADERSHIP AND ADVOCACY IN THE SECTOR

We will continue our influence as the peak body for Aboriginal women and children.

Informed by the United Nations Declaration on the Rights of Indigenous Peoples, we will advocate to advance the rights and interest of our women and children at all levels.

We will develop a strategy which outlines our key focus areas (including addressing systemic violence and service gaps), and how our advocacy efforts will protect and promote the rights of Aboriginal women and children.

We will develop a framework/guideline which defines EMH's approach to advocacy.

AN ENGAGED AND PRODUCTIVE WORKFORCE

We will develop a strategy to work towards having a strong Aboriginal workforce where staff will hold the qualifications required for the job they are employed to do, or be working towards achieving them

Our employment strategy will be aligned to activities that build capability, support professional development and career opportunities for our workforce and community.

We will develop and publication of guidelines for providing a culturally safe workplace and practice.

We will embed regular processes and mechanisms to collect and analyse client, community, board and staff feedback to inform service improvement and workforce development.
to enable our women and children to be self determined and empowered.

INNOVATIVE COMMUNITY EDUCATION AND ENGAGEMENT

We will enable innovative and culturally appropriate process to connect with our women and children, community and to raise their voices.

We will engage in forums and events where we can present, share and impart knowledge and expertise.

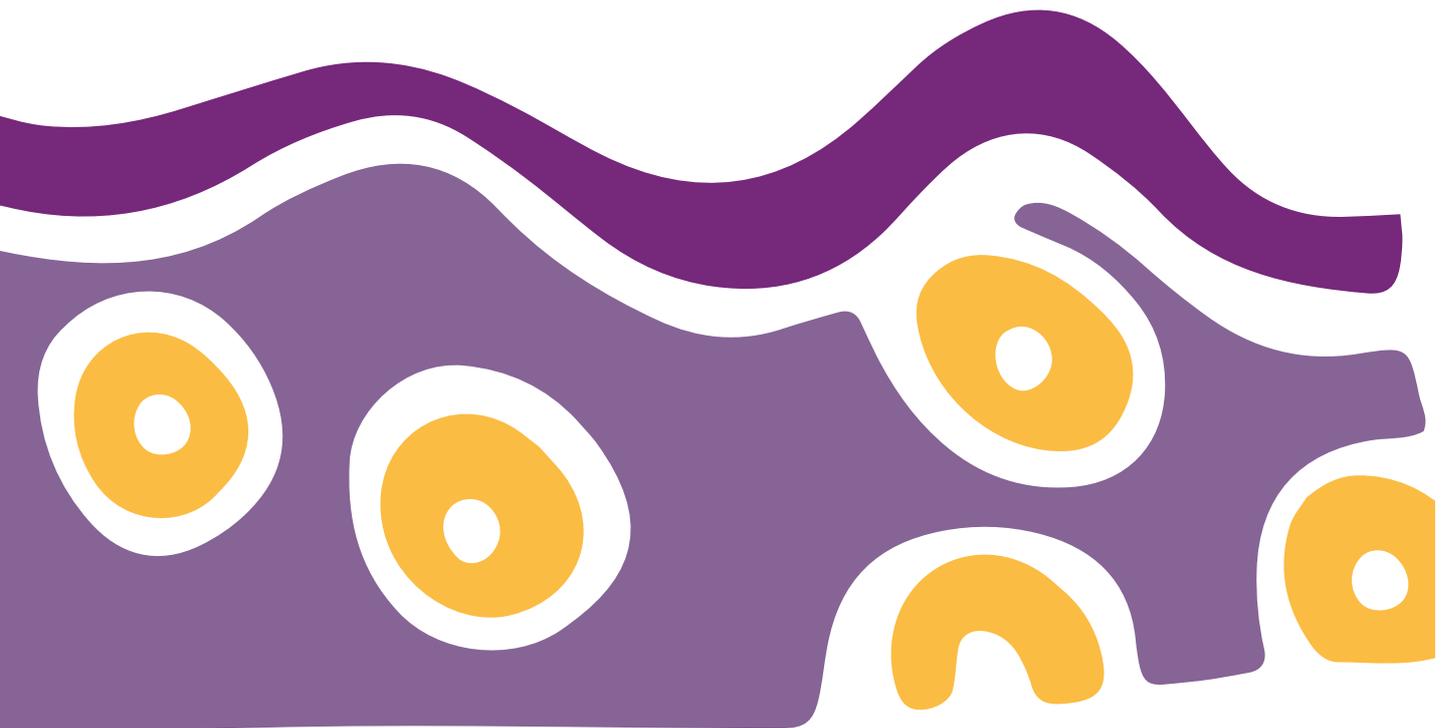
We will explore opportunities to develop fee-for-service training for services to build their capability.

We will develop research and policy papers through a rights based approach for our women and children.

VIABLE AND SUSTAINABLE ORGANISATION GROWTH

We will work to secure our economic independence and sustainability.

We will identify organisations and pursue partnerships to collectively advocate and better connect services for Aboriginal women and children.



How will we know if we've been successful?

Ideas for measures of success (to discuss with the EMH board)

LEADERSHIP AND ADVOCACY IN THE SECTOR

We are recognised as the peak body and representative organisation for Aboriginal women and children and specialist Aboriginal FV services

We are publicly recognised as a leading defender of the human rights of Aboriginal women and children

EMH leaders are being approached for external opportunities (conferences, key note speeches).

No. of submissions to government inquiries and Royal Commissions

We have defined key priority areas and established feedback processes. We are also seeing measurable progress towards EMH's advocacy priorities (i.e. Changes to how common clients policy is implemented)

A PRODUCTIVE AND ENGAGED WORKFORCE

Number of quality applicants for vacancies
Workforce indicators including employee turnover and low/stable staff absenteeism

Improved attraction and retention of Aboriginal staff

Results from staff surveys, board perspectives and client feedback

Successful and sustainable client outcomes

TBC per cent of positive client and community feedback

INNOVATIVE COMMUNITY EDUCATION AND ENGAGEMENT

No. of fee-for-service training programs delivered

No. of secondary consultations to other organisations

No. of forums and events that EMH is invited to present and impart our knowledge and expertise

No. of EMH led forums and events and continue to lead change in the sector and community.

Number of research/policy papers produced and published articles

X per cent of clients are actively participating through client feedback mechanisms and consistently report they feel heard and see their feedback reflected in advocacy.

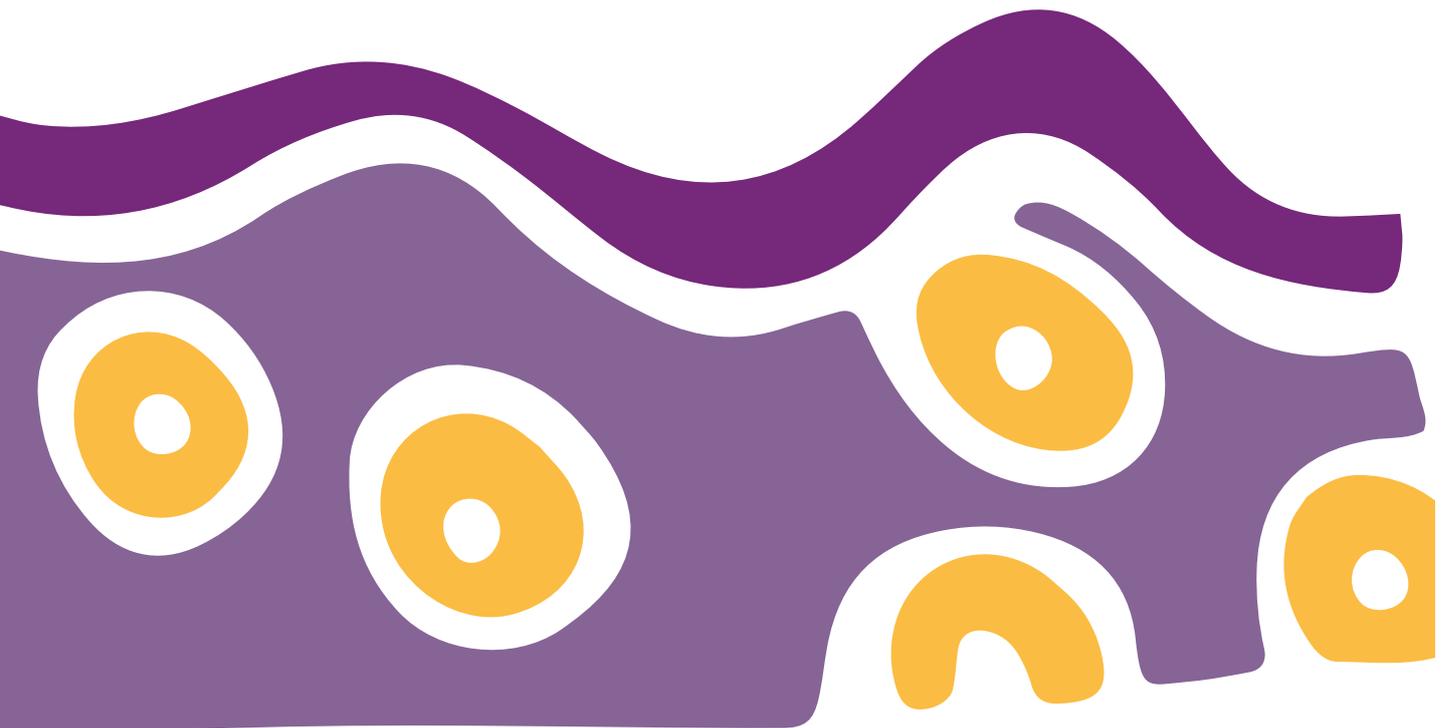
VIABLE AND SUSTAINABLE ORGANISATION GROWTH

Successful development of a comprehensive list of EMH services and the strategy for growing select services to fill identified gaps in service landscape.

Successful development of physical infrastructure to support service delivery to better meet client needs.

Number of new opportunities including tenders and partnerships, growth in funding to support service growth.

To receive philanthropic and deductible gift recipient status.







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