



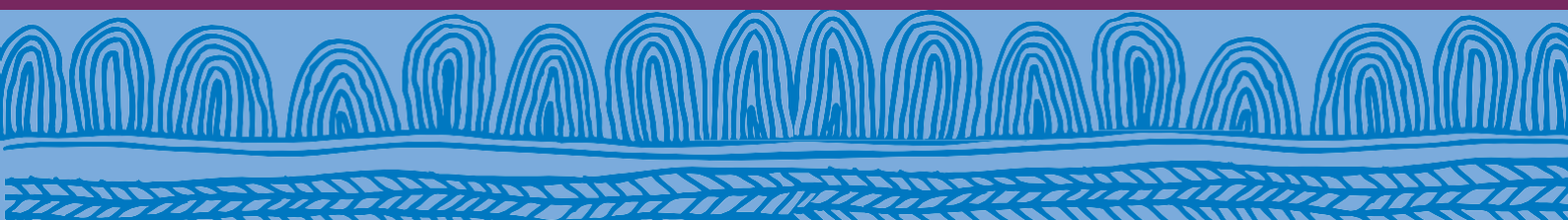
**HealingFoundation**

Strong Spirit • Strong Culture • Strong People

# Aboriginal and Torres Strait Islander Youth Healing Framework

## Call for Tender

March 2018



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## 1. Introduction

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The Healing Foundation is a national Aboriginal and Torres Strait Islander organisation that partners with communities to address the ongoing trauma caused by actions like the forced removal of children from their families.

Since its establishment in 2009 the Healing Foundation has been committed to building the evidence base for Aboriginal and Torres Strait Islander healing. In partnership with communities across Australia we have focused our resources on building culturally strong, locally designed and delivered community healing programs. These programs address the legacy of trauma and pain stemming from colonisation and the forced removal of children.

Our team has drawn extensively on the best knowledge and current thinking in social policy, program design, implementation, and evaluation methodologies to support and manage over 170 healing initiatives and projects nationally. In addition to commissioning significant evaluations of our funded projects we have published a literature review of the national and international evidence for healing.

The Healing Foundation is building a solid knowledge base about what the key elements are for healing programs to be effective and to lead to real and lasting change for our men, women, children, and Stolen Generations members.

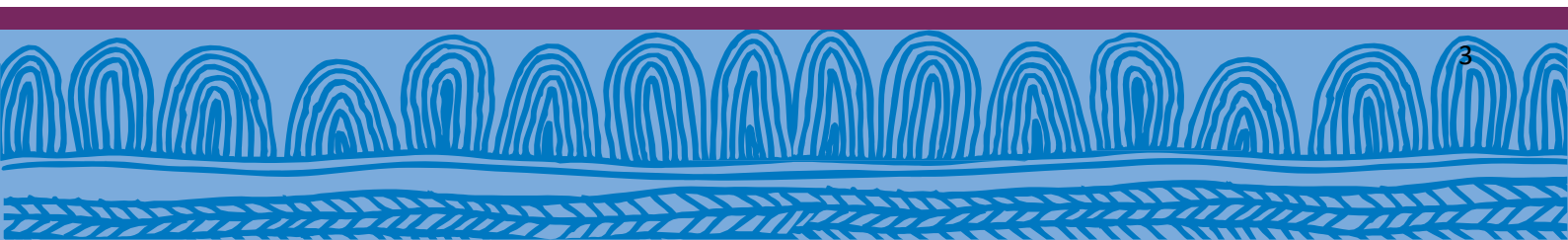
At Australia's first National Youth Healing Forum Aboriginal and Torres Strait Islander people came together to discuss cultural identity, safety and wellbeing and how to address the impact of Intergenerational Trauma on their lives. The Forum created a platform to start the development of our next generation of healing leadership and ensure the voice of young people is at the centre of creating and leading change.

Developing a Youth Healing Framework will support the Healing Foundation in building the understanding nationally on how to support quality healing work for young people across governments and community organisations.

I invite you to submit a proposal to develop a Youth Healing Framework that will assist us to continue to document the story of healing nationally.



Richard Weston  
Chief Executive Officer



## 2. Background

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Since the establishment of the Healing Foundation, there has been a significant growth in awareness of the impacts of trauma on Aboriginal and Torres Strait Islander people and the need for trauma-informed services to support their healing. Due to the prevalence of intergenerational trauma across generations there is growing recognition of the need for healing as a means to improve outcomes for Aboriginal and Torres Strait Islander young people who have inherited the effects of unresolved grief, loss and trauma of their parents and grandparents. This critical understanding highlights the need to support healing for young people to break this cycle.

To better understand the diverse healing needs of our Aboriginal and Torres Strait Islander young people, The Healing Foundation held Australia's first national Aboriginal and Torres Strait Islander youth healing forum. The forum informed *Our Healing Our Way Leading and Shaping our Future: National Youth Healing Forum Report ('The Youth Healing Forum Report')*. This report outlines the key issues being faced by our Aboriginal and Torres Strait Islander young people along with recommended priority action areas put forward by the participants.

The priority recommendations arising from the Youth Healing Forum include:

**Recommendation 1**

Develop a National Intergenerational Trauma Strategy to underpin all existing and future plans and strategies affecting Aboriginal and Torres Strait Islander people and communities. A national strategy will provide an understanding of the role Intergenerational Trauma plays in prolonging social, health, wellbeing and economic problems for Aboriginal and Torres Strait Islander people and will give Governments the evidence they need to invest in a more solution focused way.

**Recommendation 2**

Establish a National Youth Healing Reference Group to give Aboriginal and Torres Strait Islander young people the opportunity to articulate their ongoing healing needs and aspirations and advise on the development of youth healing policies and strategies.

**Recommendation 3**

Develop a National Youth Healing Framework that incorporates examples of promising practice to guide State and Territory Governments to develop effective healing policies and programs targeted at Aboriginal and Torres Strait Islander young people.

**Recommendation 4**

Develop a Youth Healing Strategy as a lighthouse project to be guided by the Youth Reference Group.

***This tender brief seeks to action Recommendation 3***, the development of a Youth Healing Framework supported by case studies. Further information on the Youth Healing Forum and *The Youth Healing Forum Report* can be found on our website [www.healingfoundation.org.au](http://www.healingfoundation.org.au)

Further details on the specifications for the framework are now outlined and includes the:

- purpose, proposed strategy and target audience/s of the product
- proposed content and structure of the product
- governance arrangements for the preparation of the product
- proposed process for consultation throughout the consultancy
- consultancy budget and timeline.

### 3. Purpose Strategy and Audience

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#### **Purpose:**

The purpose of the project is to develop a framework that supports quality, trauma-informed healing practice for Aboriginal and Torres Strait Islander young people aged 16-29 years of age. The Framework should provide a practical tool to provide guidance to states and territories to embed healing-informed approaches in policies and programs targeted at Aboriginal and Torres Strait Islander young people.

The primary project deliverable will be a written report outlining a healing framework. This should be informed by the principles and solutions identified in *The Youth Healing Forum Report*. The Youth Healing Framework should embed and promote trauma informed practice for young people utilising the Healing Foundation's 'four key pillars for trauma recovery':

**Safety:** *creating safe spaces, healing places and identifying safe people to support healing*

**Identity:** *building a strong cultural identity by reconnecting to our cultural values and practice*

**Reconnection:** *rebuilding our relational support systems with family, community and services that can support us*

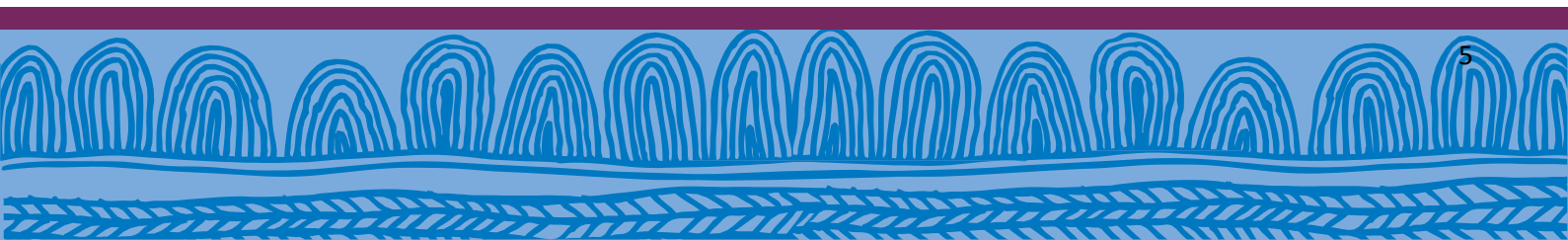
**Trauma awareness:** *learning about the impacts of trauma on our minds, bodies and spirits so we can find pathways to healing*

#### **Strategy:**

The proposed strategy to develop the Youth Healing Framework should include key stages of:

- research;
- engagement and co-design;
- mapping of good practice; and
- drafting of the framework.

It is proposed that a phased project management and implementation plan be developed that responds to the key stages overleaf.



- Inception meeting
  - identify and draw upon the overarching critical principles and knowledge areas to be considered in the design of the final product
  - Identify all relevant stakeholders to be consulted
- Preliminary research
  - Analysis of *The Youth Healing Forum Report* and other key Healing Foundation literature on Intergenerational trauma
  - Identifying relevant themes and priorities to be address in the framework
- Co-design
  - Inclusive and empowering (privileging?) of young people’s views

Engagement process with young people that is culturally strong and trauma informed. We encourage creative approaches to engaging young people in the co-design of the framework. The final framework however should reflect an awareness of the diverse needs of young Aboriginal and Torres Strait Islander people from across Australia

  - Consultation with Healing Foundation Staff
- Identification of case studies and good practice in healing
- Drafting of framework
- Workshop of framework

**Target audience:**

The primary audience for the *National Youth Healing Framework* is State, Territory and Commonwealth Governments. Aboriginal and Torres Strait Islander organisations and state and non-Indigenous service providers who work with or deliver services that benefit young people are also a target audience.

## 4. Proposed Content and Structure

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While the exact structure and content of the framework are negotiable, the project should result in a practical tool that explains the key elements of quality youth healing practice for young people aged 16-29.

The framework should:

- succinctly explain the impacts of intergenerational trauma and how that manifests in poor outcomes for many young Aboriginal and Torres Strait Islander people
- emphasise the importance of trauma-informed, evidence-based healing practice that supports trauma recovery for young people across four key pillars of trauma

- include the Guiding Principles for Aboriginal and Torres Strait Islander Healing that were developed by participants in the Youth Healing Forum (see below)
- support quality, sustainable healing practice through the promotion of the Critical Elements of Quality Healing (see below)
- identify potential healing partners and explain the importance of balancing therapeutic and other supports for young people with activities designed to strengthen their cultural identity and resilience
- articulate good practice in creating safe healing environments for young people, engaging communities in co-design processes and planning for the safety of young people at every stage of program implementation
- include a participatory evaluation framework that supports project monitoring and outcome measurement in consideration of The Healing Foundation's Theory of Change
- be graphically interesting and engaging

While the Healing Framework should recognise the impacts of intergenerational trauma it should promote strengths-based practice that empowers young people and promotes positive cultural identity. The framework should identify key partners and the skills and knowledge needed in agencies and workers that support youth healing. The paper should also identify challenges to be considered and strategies to address them and should provide case studies of promising practice.

#### **Guiding Principles for Aboriginal and Torres Strait Islander Youth Healing**

The Youth Healing Forum participants identified principles that should guide policy makers and program administrators when developing initiatives targeted at young Aboriginal and Torres Strait Islander people. These guiding principle are:

- Include young people in co-design
- Establish local level ownership
- Develop better ways of measuring success
- Build strong community governance

## **5. Governance and Consultative Process**

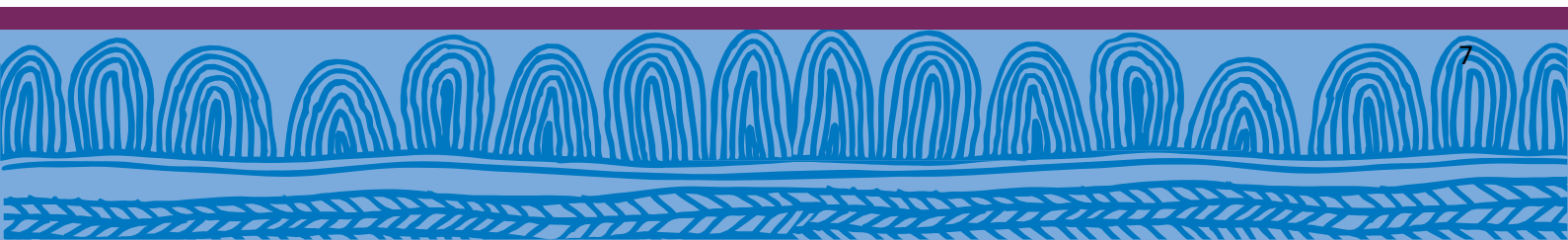
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#### **Governance:**

The successful consultant will report to the Director Programs and Knowledge Creation and be supported by The Healing Foundation Programs and Knowledge Creation Team. The Healing framework is to be co-designed with the Youth Advisory Group and in close consultation with Healing Foundation staff.

#### **Consultation:**

Communication and consultative processes with the Healing Foundation will be negotiated with the successful consultant at the beginning of the project. Should stakeholder advice or input external to The Healing Foundation be deemed necessary, The Healing Foundation will negotiate the most effective and efficient processes for this to occur with the successful consultant.



## 6. Project Deliverables

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### Budget

Up to \$60,000 is available to undertake the project.

1. A methodology to inform a project consultation, design and implementation process including use of identified contextual knowledge and principles.
2. A progress report eight weeks after commencement of the project
3. Submission of a draft Aboriginal and Torres Strait Islander Youth Healing Framework one month before the end of the contract
4. Final report and project debrief upon completion of the contract. (the structure of the final Youth Healing Framework will be determined in consultation with the Healing Foundation)

## 7. The Tender Process

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Interested tenderers are required to submit a proposal by **20<sup>th</sup> of April 2018**

**The proposal should outline the following:**

1. Your proposed approach to meet the specifications identified in this document
2. Your experience of working with Aboriginal and Torres Strait Islander young people and communities
3. Understanding of the impact of past government policies and practices on Aboriginal and Torres Strait Islander people, particularly members of the Stolen Generations and their descendants.
4. Understanding of the concept of intergenerational trauma and healing
5. Evidence of your capacity to produce a product of the nature specified and in the timeframes required
6. Methodology for the Aboriginal and Torres Strait Islander Youth Healing Framework project that is culturally strong and privileges Indigenous knowledge
7. A well-developed budget
8. Two external referees

**Additional information:**

- The Healing Foundation will not contribute to the development of the tender proposals financially or intellectually
- The successful tenderer will be required to sign a consultancy agreement with the Healing Foundation and negotiate a project plan before commencement of activities
- At the conclusion of the project all reports, materials, and resources developed will become the property of the Healing Foundation
- The project is expected to commence in **June 2018** with an initial co-design workshop proposed with members of the Youth Advisory Committee and must be completed by **14<sup>th</sup> December 2018**

The Healing Foundation will release funds as per the following schedule:

- 25% upon commencement of the contract
- 25% upon acceptance and approval of the progress report and framework development
- 25% upon acceptance and approval of the draft framework
- 25% upon acceptance and approval of the final framework.

## 8. Assessment criteria

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A selection panel will be convened and the successful tenderer will be decided based on the following criteria:

- Quality of the proposal including the appropriateness of the approach and demonstration of understanding of the key tasks
- Skills and expertise of the proposed consultant/team
- Demonstrated ability to work with Aboriginal and Torres Strait Islander people and communities and incorporate cultural knowledge systems
- Demonstrated ability to produce quality reports on time and within budget
- Value for money.

These criteria are not in any particular order and may not be given equal weighting.

## 9. For more information

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All inquiries should be directed to Lisa Hillan on 0487 770 119 or [lisa@healingfoundation.org.au](mailto:lisa@healingfoundation.org.au)

**Closing date for tender submissions is Friday 20<sup>th</sup> April 2018**

*Tender applications should be submitted to The Healing Foundation via:*

**Email: [funding@healingfoundation.org.au](mailto:funding@healingfoundation.org.au)**

**Post: Aboriginal and Torres Strait Islander Healing  
Foundation PO Box 4363  
KINGSTON ACT 2604**