



In this together

National Reconciliation Week
2020

27 MAY – 3 JUNE

Nina Downie, acting HR manager

What does reconciliation week mean to you and your work at Menzies?

To me and my work at Menzies, reconciliation week means to stop and have a think about how I can contribute to reconciliation, how HR can work closer together with Biyamarr ma and other key areas across Menzies to enhance working relationships and to make sure we achieve the goals of the Innovate RAP together.

What does In this together mean to you?

In this together means to me that we all have a role to play in reconciliation, no matter where we come from or what our own history is. We all need to work together to achieve a common goal – not one group of people can achieve this on their own.

How do you work together with communities to make better health outcomes?

Whilst we don't work directly with communities to achieve better health outcomes, we in HR play an important role in facilitating an environment in which we support all our staff to do what they do best. It is essential that we provide necessary structures but also some flexibility in particular when it comes to assisting our staff who are based in remote communities. It is vital that we work together to make the employment experience at Menzies a positive one.

How do you build relationships that value Aboriginal and Torres Strait Islander peoples, histories and cultures?

build relationships that value Aboriginal and Torres Strait Islander peoples, histories and cultures by keeping an open mind, trying to learn more about people's history and their culture. I think respect is the most important factor when it comes to building relationships, only if you treat people with respect will they respect you – and only if someone shows you respect, will you have respect for them. It's definitely a two-way street.