

Reflect Reconciliation Action Plan

September 2023 - December 2024



**RECONCILIATION
ACTION PLAN**

REFLECT



Acknowledgement

Access Health and Community acknowledges the Wurundjeri Woi-wurrung people, who are the Traditional Owners of the land on which we work. We pay our respects to Wurundjeri Elders past and present and future, and extend that respect to other Aboriginal and Torres Strait Islander people. We acknowledge that sovereignty was never ceded.

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The Art & Artist

Simone Thomson is a Melbourne based self-taught artist and descendant of Victoria's Ulupna and Moira Clans of the Yorta-Yorta Tribe, and the Yarra-Yarra Clan of the Wurundjeri Tribe through her mother. She draws inspiration for her art through her deep spiritual connection to country and the rich colours and textures of the earth and sky, the source of many dreaming stories for Aboriginal people.

Traditional dance formed an integral component of her childhood and teenage years as she performed throughout Victoria and interstate in cultural dance troupes including Worawa Aboriginal College. It's here she began painting at fifteen later becoming the school's first VCE graduate. Simone credits much of her cultural education to these early years along with the ancestral oral history and knowledge passed down through her mother, grandmother and aunts – all whom contributed immensely to Aboriginal Affairs both state-wide and federally.

In 2017, she reemerged after a long hiatus drawing from profound life changing events painting a successful collection of works using abstract themes intertwining impastos and moulding pastes building surfaces on canvas emulating earth, sand and charcoal.

Simone's signature use of vibrant colours and detail have produced varied styles of work including portraiture, large scale mural design, woven emu feather hangings, wooden message sticks, geometric wood wall art, welcome shields and a 3D canoe tree.

Simone believes creating has great healing powers for the spirit and mind and values the strength she receives from immersing herself.



Simone Thomson
Wurundjeri / Yorta-Yorta

'Ngi-A-Gat Yirramboi – Build Tomorrow'

The traditional language of the Wurundjeri People is Woi-Wurrung. In the Woi-Wurrung language the name Wurundjeri is in two parts. 'Wurun', meaning the manna gum tree, and 'djeri', the white grub that lives in the tree – the witchetty grub. The lands and waterways of the Wurundjeri People – the lands on which Access Health and Community sits – is represented by the flowering gum leaves which pays respects to the ancestors who walked this land since the beginning of time.

We are a spiritual people. We are a healing people.

Our traditional ceremonies have been passed down over thousands of years and generations such as our Smoking Ceremonies. When a visitor comes onto our Country, it is custom to cleanse them of negative or bad energy that might be accompanying them on their journey. This is the way we keep our food and water resources protected to ensure we have no bad luck. Our Smoking Ceremonies are also a way of telling the ancestors that our visitors have been cleansed and they are welcome on the lands and waterways. The ancestors recognise this and now give you protection whilst on Country. The gum leaves reference the cleansing and healing journey of AccessHC in their reconciliation journey and offers peace to this important pathway.

To the Wurundjeri People, our Creator Spirit is Bunjil who comes in the form of the wedgetail eagle. After he created the lands and the waters, he created people from the clay of earth. He took the string from the stringy bark tree and used it for hair, then he blew into his people's mouths for breath. Bunjil's feathers represent AccessHC proactively reaching towards hardy reached communities, through him soaring and flying through the air.

The majestic healing waters of the Birrarung, the river of mist and shadows weaves gently across Naarm. The significance of this river to the surrounding Clans of the Kulin symbolises the daily use of healing medicine plants found for thousands of years in and around the water and the abundant clean food supply found on Country. This river know as the Yarra, represents AccessHC's commitment to building healthier lives together.

The network of connected circles linked across Country represent the diverse range of AccessHC's Services available to the community. Four pathways lead from the centre circle. They are the north, south, east and western skies which symbolise AccessHC's commitment to proactively connecting with and removing barriers to enable equity amongst Aboriginal people. This is them building strong and trusting relationships.

In the Aboriginal way, a person is represented by the 'U' or 'n' symbol. From the bird's eye view – this is the shape a person makes when sitting on the ground, knees crossed. 'U' symbols around the centre circle represent the people of AccessHC building relationships with the Aboriginal community and them working with respect.

The lower half circles is the sunset of the past, the recognising of Aboriginal history and the injustices we faced. It is AccessHC valuing Aboriginal Culture and their heritage while reflecting on creating new opportunities for celebration and collaboration. The central Gathering Circle is today's Sun, the giver of life. It represents the AccessHC community and their commitment to unity, equitable social and health outcomes. The upper half circle meets yesterday and today in the centre, it represents the sunrise of tomorrow. It symbolises working in partnership with the Aboriginal Community and them working towards the future.

It represents *Ngi-A-Gat Yirramboi* – building tomorrow.



Artist: Simone Thomson
Community: Wurundjeri / Yorta-Yorta
Title: *Ngi-A-Gat Yirramboi - Build Tomorrow*
Year Created: 2023



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Message from the Board Chair and CEO

Access Health and Community's (AccessHC) Reflect Reconciliation Action Plan (RAP) is our commitment to actively advancing reconciliation. The meaningful delivery of our organisational purpose: *building healthier lives together* will be the foundation for making our contribution to reconciliation.

The Reflect RAP sets out AccessHC's commitment to valuing, recognising, respecting and celebrating Aboriginal and Torres Strait Islander histories and cultures.

Community health organisations exist to help all members of the community, and particularly those who are 'hardly-reached' by the service system. We know that Aboriginal and Torres Strait Islander peoples have, and continue to, experience socioeconomic disadvantage and health inequality today. They are too often 'hardly-reached'.

We recognise the important role that we can play in providing access to culturally safe and responsive healthcare, the essential element in improving health outcomes and addressing inequitable healthcare. As we develop and implement our Reflect RAP, we will continue to focus on being welcoming and safe for Aboriginal and Torres Strait Islander peoples, and delivering on the commitment in our 2022-25 Strategic Plan to remove barriers to all people connecting with us.

Our Strategic Plan also outlines our organisational commitment to engage with Aboriginal and Torres Strait Islander peoples and involve them in decision making. Through developing our RAP, and in our work, we will partner with local Traditional Land Owners and other Aboriginal and Torres Strait Islander peoples living in our communities.

Understanding and uncovering injustices is another important part of the journey of reconciliation. We recognise the ongoing trauma and impact of colonisation on local Aboriginal and Torres Strait Islander peoples, and the role our organisation may have played in its 150 years of history. As part of our commitment to truth-telling, we will facilitate historical research and hear from the communities in which we work, including Aboriginal and Torres Strait Islander peoples, and our people to learn and reflect.

Our people are open to this journey and welcome the steps we are taking. The RAP has been met with enthusiasm and support at all levels within the organisation.

Our work to date has included updating our Acknowledgement of Country, celebrating National Reconciliation Week and hosting an all-staff presentation about NAIDOC Week with Karen Milward, Consultant and Chair of Mullum Mullum Indigenous Gathering Place, who is guiding us on this journey.

It has been our pleasure to develop the AccessHC RAP in collaboration with healthAbility as part of Connect4Health, an alliance of community health services in Melbourne's East.

We're proud that support for our RAP is strong throughout our organisation. We look forward to continuing to work with Aboriginal and Torres Strait Islander peoples, partner organisations and our team as we reflect, explore and progress on the path towards reconciliation.



Gayle Austen, Board Chair (right) and Anna Robinson, CEO (left) Access Health & Community

Message from Reconciliation Australia

Reconciliation Australia welcomes Access Health and Community to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Access Health and Community joins a network of more than 2,200 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Access Health and Community to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Access Health and Community, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

Reconciliation Action Plan

September 2023 - December 2024

Our Vision for Reconciliation

Our vision for reconciliation is an Australia where Aboriginal and Torres Strait Islander peoples experience equitable health and social outcomes. Our hope is that this will contribute to achieving unity and creating a society that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as part of our identity.

Our Reflect RAP will contribute to achieving reconciliation and make a measurable difference in providing services that positively impact the lives of Aboriginal and Torres Strait Islander peoples. We will achieve this through seeking an understanding of and acknowledging histories and injustices that have impacted Aboriginal and Torres Strait Islander peoples. We will support the active expression of culture to build strong, trusting relationships, and apply culturally appropriate practice within our work.

For Access Health and Community, this represents working in partnership with Aboriginal and Torres Strait Islander peoples to create a welcoming and safe place for everyone at our services, removing barriers to make it easier for people to connect with us.

Our Business

Access Health and Community (AccessHC) is a not-for-profit community health organisation, with a 150-year history of supporting communities in east and north-eastern Melbourne. With caring at the centre, our mission is to build healthier lives within the community and deliver excellent health and community services for all.

We have over 300 employees and 200 volunteers who are part of our team, operating in over 18 locations across Melbourne. We have one staff member who has identified as an Aboriginal and Torres Strait Islander person. The regular reporting of rates of Aboriginal and Torres Strait Islander employees at AccessHC is a deliverable in our Reflect RAP.

AccessHC provides a diverse range of health and community services. Our services include GP, dental care, allied health, child and family services and alcohol and other drug services. We operate headspace Hawthorn and Malvern and community organisations including Camcare, Hawthorn Community House and Manningham Men's Shed.

AccessHC works within the community to address issues which can lead to ill health and operate a range of health education and disease prevention programs. AccessHC is committed to proactively connecting with and removing barriers for hardly-reached community members. With a commitment to access, we aim to be welcoming and safe for all of our people and communities.





Our RAP

Access Health and Community is developing this Reflect RAP to formalise our commitment to reconciliation and deliver on our purpose to build healthier lives together. This is reinforced in the strategic commitment to be welcoming and safe for all. Increasing this commitment is our collaboration with healthAbility that has enabled us to create a strong alliance of health services across Melbourne's Inner East and North East, called Connect 4 Health.

Our motivation in developing a RAP is to:

- Develop our organisation's specific vision for reconciliation
- Listen to and partner with local Traditional Land Owners and other Aboriginal and Torres Strait Islander peoples living in Boroondara, Manningham and Yarra
- Increase equity in health and wellbeing for Aboriginal and Torres Strait Islander peoples
- Enable our staff to develop greater cultural awareness that will strengthen relationships with Aboriginal and Torres Strait Islander stakeholders
- Remove barriers for Aboriginal and Torres Strait Islander peoples to access our services
- Build a more dynamic and diverse workforce
- Join a network of other RAP organisations across Australia.

Our RAP is being Championed by David Towl, Executive Lead Community Impact & Access.

Implementing our RAP

The implementation of Access Health and Community's RAP will be led by staff members, who will seek guidance from Aboriginal and Torres Strait Islander organisations and individuals to ensure it is rolled out in a culturally safe and responsive way.

Access Health and Community along with healthAbility commenced preparation to develop a RAP in December 2021. The work so far completed includes:

- Engaging Karen Milward, Consultant and Chair of Mullum Mullum Indigenous Gathering Place, to plan and guide the journey of reconciliation for both organisations under the banner for Connect 4 Health
- Establishing a RAP Working Group chaired jointly by the CEOs of Access Health and Community and healthAbility
- Drafting a Terms of Reference for the RWG
- Building the RAP Working Group to include representation from CEO, executive staff members and key senior leaders
- Appointing a RAP Champion and administrative support to ensure that work is undertaken to progress actions coming out of the Working Group
- Presenting to all staff about what a RAP means for our organisation and how it will be carried out
- Presenting to AccessHC Combined Leadership Team on RAP development and opportunities for participation
- Asking all staff to express an interest in becoming part of the RAP and contributing their knowledge and expertise to a staff working group
- Holding four staff consultation sessions for input and feedback on the RAPs.

Reconciliation Action Plan

September 2023 - December 2024

Our RAP Working Group

Our RAP Working Group (RWG) was established in December 2021. The RWG met monthly on the development of our individual RAPs as part of our joint collaboration Connect 4 Health. We will continue to use the joint RWG to collaborate and support each other, as needed, through the implementation of our individual RAPs.

The RWG consists of Karen Milward, RAP consultant, as well as members from both AccessHC and healthAbility, including:

AccessHC

- Anna Robinson – CEO (Co-Chair)
- Fiona Read – Senior Manager Health Promotion & Engagement
- Tania Reed – CEO Executive Assistant (December 2021 – December 2022)
- Lawrence Walsh – Principal Community Engagement Advisor (December 2021 – June 2022)
- Jane Broadhead – General Manager Community (December 2021 – May 2022)
- Peter Redden – Community Partnerships Manager HRAR (December 2021 – December 2021)
- Louise Rehe – Senior Manager Child & Family (joined April 2022)
- David Towl – Executive Lead Community Impact & Access (joined May 2022)
- Melanie Fischer – Senior Medical Manager (joined June 2022) – Aboriginal descent
- Louisa Cahill – Program Coordinator Community Impact (joined July 2022)
- Jye Fairbairn – CEO Executive Assistant (joined February 2023)

healthAbility

- Agata Jarbin – CEO (Co-Chair)
- Olive Aumann – General Manager Prevention & Community Wellbeing (December 2021 – December 2022)
- Carina Martin – General Manager Partnerships & Service Development (December 2021 – October 2022)
- Anna Gordon – Partnerships Development Manager (joined June 2022)
- Azita Nan Tie – Marketing and Communications Coordinator (October 2022 – May 2023)
- Melanie Coupe – General Manager, Strategy and Growth (joined February 2023)

In addition to our RWG, AccessHC will be establishing a RAP Staff Action Group as an action within the Governance pillar of our RAP. The RAP Staff Action Group will be comprised of members of the RWG, as well as staff members and volunteers who are interested in participating. The role of the group will be to assist the organisation in implementing actions.

AccessHC has also committed to establishing an Aboriginal and Torres Strait Islander Community Reference Group as a subcommittee of our Executive Team. This group will be a forum for engagement with Aboriginal and Torres Strait Islander representatives to provide advice and guidance on issues relevant to the Aboriginal and Torres Strait Islander community, and will guide organisational decision-making.



Our Partnerships

The AccessHC strategic plan outlines our organisational commitment to engage with Aboriginal and Torres Strait Islander peoples and involve them in decision making. Community partnerships are key in achieving this.

We have existing partnerships with three Aboriginal Community Controlled Organisations. Each organisation operates within our community and provides important services to support health, social and cultural service delivery to Aboriginal and Torres Strait Islander peoples. We also anticipate working with other Aboriginal Community Representatives through our contacts with local government and similar health and social support programs.

Our key partnerships include:

- Boorndawan Willam Aboriginal Healing Service
- Oonah Belonging Place
- Victorian Aboriginal Child Care Agency

Internal Activities / Initiatives

The need for Access Health and Community to develop a RAP has been met with enthusiasm and support at all levels within the organisation. It was recognised as an important initiative by the Board and Executive and has since been embraced by management, staff and volunteers.

Our work to date has included the following:

- Reaching out to Aboriginal and Torres Strait Islander organisations where AccessHC has existing relationships to advise of our RAP development
- Connecting with Senior Advisor Aboriginal Engagement at Department of Families Fairness and Housing (East Division) to support localised engagement with Aboriginal and Torres Strait Islander communities
- Providing a forum for Board Directors to better understand reconciliation and their role in it
 - within a culturally safe space.

- Updating Acknowledgement of Country on all meeting templates, email signatures, website and intranet and sharing information with staff about the importance of recognising the Traditional Lands on which we live and work
- Working with Aboriginal Victorian Heritage Council to confirm Traditional Owners and Custodians of the land where AccessHC works
- Ensuring that all sites have a prominent and public recognition and acknowledgement of local Traditional Owners
- Celebrating 2022 and 2023 National Reconciliation and NAIDOC Weeks with:
 - Staff members attending National Reconciliation Week community events
 - Information about National Reconciliation Week provided in our monthly internal bulletin
 - All staff email signature banners updated acknowledging National Reconciliation Week
 - Social media posts acknowledging of National Reconciliation Week
 - Raising awareness amongst staff about the history and meaning of NAIDOC through presentation at 'Access All Areas' forum by Karen Milward and inviting Auntie Daphne Milward and Karen Milward to discuss reconciliation at an in-person forum with all managers and senior leaders
 - Attending Eastern Metropolitan Region NAIDOC Ball
 - Future planning to celebrate NAIDOC Week and National Reconciliation Week in 2024.



Relationships

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area of sphere of influence.	Nov-23	Executive Lead Community Impact & Access
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Dec-23	Executive Lead Community Impact & Access
	Establish a Community Reference Group as a subcommittee of Executive, with representatives from local Aboriginal and Torres Strait Islander community and organisations and attended by Board Directors and members of the Executive.	Dec-23	CEO
	Review of practice policies and procedures in connection with the Community Reference Group to ensure they promote Aboriginal and Torres Strait Islander health and wellbeing.	Jun-24	Quality Manager
	As part of impact measures project, baseline and regularly report to executive on rates of Aboriginal and Torres Strait Islander people connected to AccessHC as clients, carers and participants.	Dec-23	Executive Lead Community Impact & Access
Build relationships through celebrating National Reconciliation Week (NRW)	Make National Reconciliation Week one of AccessHC's principal celebration events annually on the communication framework calendar.	27 May - 3 June 24	Executive Lead People, Culture and Strategy, Communications Manager
	Create a Communication Plan for NRW annually, inclusive of activity like internal events, social media promotion, intranet news stories and email banner advertising.	May-24	Communications Manager
	All RAP Working Group members to attend at least one NRW event.	27 May - 3 June 24	RAP Working Group Chair
	RAP Working Group members report back to the working group and across the organisation more broadly on any learnings they took from attending NRW events.	Jun-24	RAP Working Group Chair
	Host at least one event during NRW, invite and support Aboriginal and Torres Strait Islander stakeholders and organisations to participate.	May-24	CEO
	Encourage all staff and volunteers to participate in at least one external NRW event and share back via AAA MS Teams channel.	May-24	CEO, Communications Manager
	Report NRW activity back through Annual Reports and RAP reporting processes annually.	Jun-24	Executive Lead Community Impact & Access, Communications Manager



Action	Deliverable	Timeline	Responsibility
Promote reconciliation through our sphere of influence	Liaise with Universities that have a Centre for Reconciliation Practice about best practice methods of engagement with Aboriginal and Torres Strait Islander Communities that can inform our Community Engagement framework.	Dec-23	Executive Lead Community Impact & Access
	Build awareness of staff and volunteers to AccessHC's reconciliation commitment with regular intranet news items, discussion at staff forums and promotion from members of the Executive.	Dec-23	Communications Manager, CEO
	Launch AccessHC's Reconciliation Action Plan at a public event to demonstrate AccessHC's commitment.	Sept-23	CEO, Board Chair
	Work with existing organisations where AccessHC has service relationships, to support our reconciliation journey.	Dec-24	CEO
	Ensure all Communication plans include how events are inclusive of Aboriginal and Torres Strait Islander peoples.	Dec-24	Communications Manager
	Work with healthAbility, councils and other stakeholders identified to engage and connect with Aboriginal and Torres Strait Islander groups and networks.	Dec-24	Executive Lead Community Impact & Access
	Promote contemporary cultural statements and news through social media posts, email banners, intranet news items and staff updates.	Dec-23	Communications Manager
Promote positive race relations through anti-discrimination strategies	Work with like organisations who are further along their reconciliation journey than AccessHC to identify the tools and policies they have applied in areas of race relations and anti-discrimination.	Jan-24	CEO, Executive Lead People, Culture and Strategy
	Perform a review of HR policies and procedures to identify existing anti-discrimination provisions and future opportunities.	Mar-24	Executive Lead People, Culture and Strategy
Promote self-determination in Aboriginal and Torres Strait Islander communities	Through application of the Community Engagement Framework, and support of the Community Reference Group, actively seek out Aboriginal and Torres Strait Islander voices and engage community in decisions that impact them.	Dec-24	Senior Manager Health Promotion and Engagement



Respect

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	Conduct a review of cultural learning needs within our organisation.	Dec-23	Learning and Development Partner
	Explore and document AccessHC's role in Australia's colonial history as part of a commitment to truth telling.	Jul-24	CEO
	Develop a business case for Board about the benefit of AccessHC recognising the value of Aboriginal and Torres Strait Islander cultures, histories knowledge and rights within our organisation.	Dec-23	CFO
	Embed outcomes of review of cultural learning needs into Learning Management System.	Dec-24	Learning and Development Partner
	Identify tailored further cultural safety training for people in specific roles e.g. Communication professionals.	Dec-24	Learning and Development Partner
	Embed commitment to reconciliation within position descriptions and induction documentation for staff, volunteers and students.	Dec-23	Senior Manager Workforce
	Increase staff awareness of the Uluru Statement from the Heart by promoting it to be read/listened to/viewed and discussed at team meetings.	Oct-23	Executive Lead People, Culture and Strategy, Learning Development Partner
	Increase staff awareness of and commitment to other Aboriginal and Torres Strait Islander statements, positions and processes including Treaty, National Redress Scheme and Yoorook Justice Commission.	Dec-23	Executive Lead People, Culture and Strategy, Learning Development Partner
	Actively encourage and support staff, volunteers and consumers to participate in local Aboriginal and Torres Strait Islander performing arts, cultural events, art and cultural activities across the year through promotion of events in intranet news stories and staff bulletins and enabling attendance.	Dec-24	Executive Lead People, Culture and Strategy, Communications



Action	Deliverable	Timeline	Responsibility
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Work with the Community Reference Group to ensure that new property developments are designed, implemented and operated in a culturally safe manner.	Apr-24	CFO
	Update email signatures and letterheads to include traditional place names in local Traditional Owners language.	Nov-23	Executive Lead People, Culture and Strategy, Communications Manager
	Create a resource for staff to inform on the differences between cultural protocols (Acknowledgement of Country, Welcome to Country, Smoking Ceremonies etc.), when such protocols should be followed and how to initiate them.	Dec-23	Executive Lead Community Impact & Access
	Embed funding into budgets where Welcome to Country or Smoking Ceremonies are required.	Sept-23	CFO
	In partnership with the Community Reference Group, endorse a cultural safety audit tool for use across our services and work environments.	Apr-24	Executive Lead Community Impact & Access
	Perform annual cultural safety audits of all our services and environments, applying the audit tool endorsed by the Community Reference Group.	Aug-24	CFO
	Ensure that significant cultural events are recognised on AccessHC's organisational event calendar and promoted via the intranet to staff and volunteers.	Dec-24	Communications Manager
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	Promote NAIDOC week events all staff and volunteers through promotion in intranet news stories and staff bulletins.	Jun-24	Communications Manager
	RAP Working Group participate in one external NAIDOC Week Event.	Jul-24	RAP Working Group Chair
	Encourage all staff and volunteers to participate in at least one external NAIDOC Week Event and share back via AAA MS Teams channel.	Jul-24	CEO
	Host at least one NAIDOC Week event, invite and support Aboriginal and Torres Strait Islander stakeholders and organisations to participate.	Jul-24	CEO



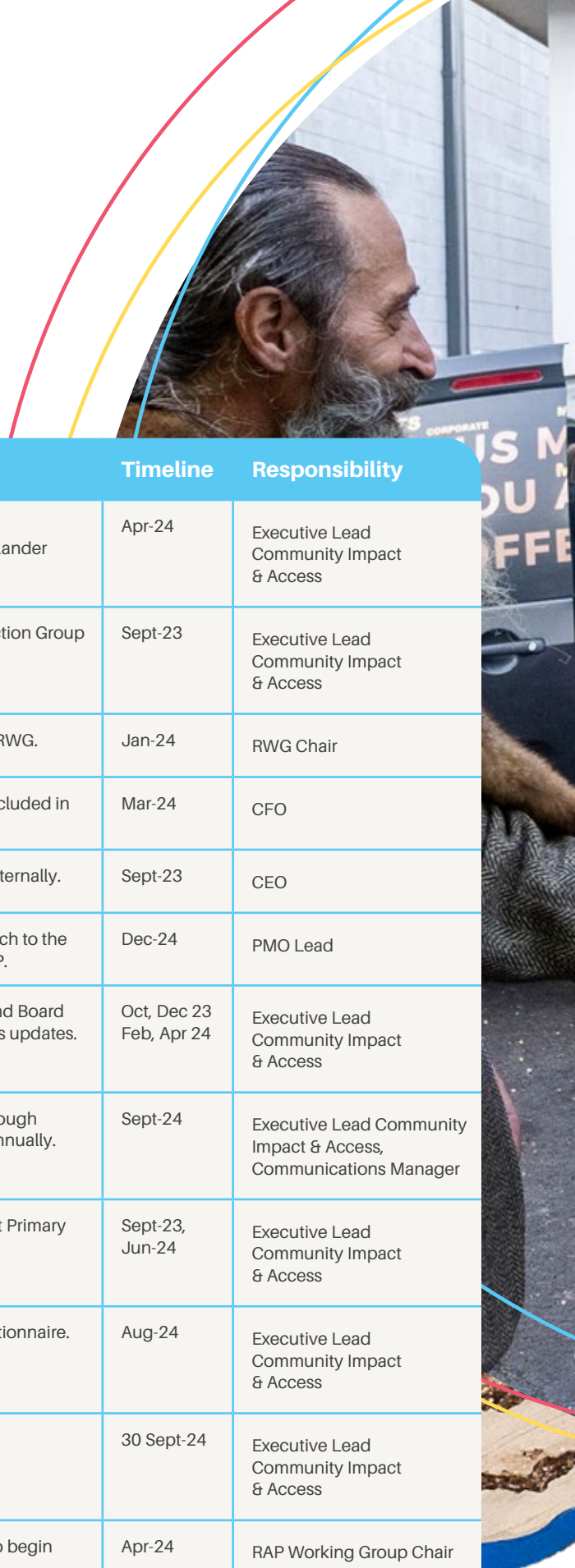
Opportunities

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	Develop a business case for Board about Aboriginal and Torres Strait Islander employment within AccessHC.	Feb-24	Executive Lead People, Culture and Strategy
	Baseline and regularly report to Executive and Board about rates of Aboriginal and Torres Strait Islander people in staffing.	Feb-24	Executive Lead People, Culture and Strategy
	Based on results of business case, set targets for increasing rates of Aboriginal and Torres Strait Islander employment at AccessHC.	May-24	CEO, Executive Lead People, Culture and Strategy
	Recognise the importance of cultural leave types (including Sorry Business Leave). Brief managers on how to apply leave and support staff in a culturally safe and appropriate manner.	Feb-24	Executive Lead People, Culture and Strategy
	Explore introduction of culturally appropriate leave types within leave procedure (e.g. Sorry Business leave).	Feb-24	Executive Lead People, Culture and Strategy
	Explore capacity for Aboriginal and Torres Strait Islander staff to change public holidays for a different culturally significant date (e.g. National Sorry Day), and opportunity for all staff to choose to work January 26 in return for a different day off.	Dec-23	Executive Lead People, Culture and Strategy
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Feb-24	CFO
	Commission artwork from a local Aboriginal and/or Torres Strait Islander artist/s that reflects our purpose and vision. Artwork to be utilised in our RAP, displayed across sites and considered for use elsewhere e.g. lanyards.	Sept-23	Executive Lead Community Impact & Access, Communications Manager
	Audit existing supplier relationships with Aboriginal and Torres Strait Islander businesses.	Nov-23	CFO
	Investigate Supply Nation membership and other local Aboriginal and Torres Strait Islander businesses that operate in our regions.	Dec-23	CFO
	Investigate other local Aboriginal and Torres Strait Islander businesses that operate in our regions and develop a list of suppliers.	Dec-23	CFO





Governance



Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Work with the Community Reference Group to ensure sustained Aboriginal and Torres Strait Islander representation on RWG.	Apr-24	Executive Lead Community Impact & Access
	Establish and maintain an effective RAP Staff Action Group to drive implementation of the RAP.	Sept-23	Executive Lead Community Impact & Access
	Review and update Terms of Reference for the RWG.	Jan-24	RWG Chair
Provide appropriate support for effective implementation of RAP commitments	Ensure resourcing for RAP Implementation is included in Annual Budget Process	Mar-24	CFO
	Appoint a senior leader to champion our RAP internally.	Sept-23	CEO
	Apply AccessHC's project management approach to the delivery, measurement and reporting of the RAP.	Dec-24	PMO Lead
	Provide bi-monthly updates to senior leaders and Board about RAP development and bi-annual progress updates.	Oct, Dec 23 Feb, Apr 24	Executive Lead Community Impact & Access
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	Reconciliation activity will be reported back through Annual Reports and RAP reporting processes annually.	Sept-24	Executive Lead Community Impact & Access, Communications Manager
	Ensure Reconciliation Australia have the correct Primary and Secondary contact details for AccessHC.	Sept-23, Jun-24	Executive Lead Community Impact & Access
	Request online RAP impact measurement questionnaire.	Aug-24	Executive Lead Community Impact & Access
	Submit completed RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sept-24	Executive Lead Community Impact & Access
Continue our reconciliation journey by developing our next RAP	Register on Reconciliation Australia's website to begin developing our next RAP.	Apr-24	RAP Working Group Chair





Contact

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