



RACP
Specialists. Together
EDUCATE ADVOCATE INNOVATE

MEMBERSHIP DIVERSITY AND INCLUSION ACTION PLAN | 2023–2026





Vision

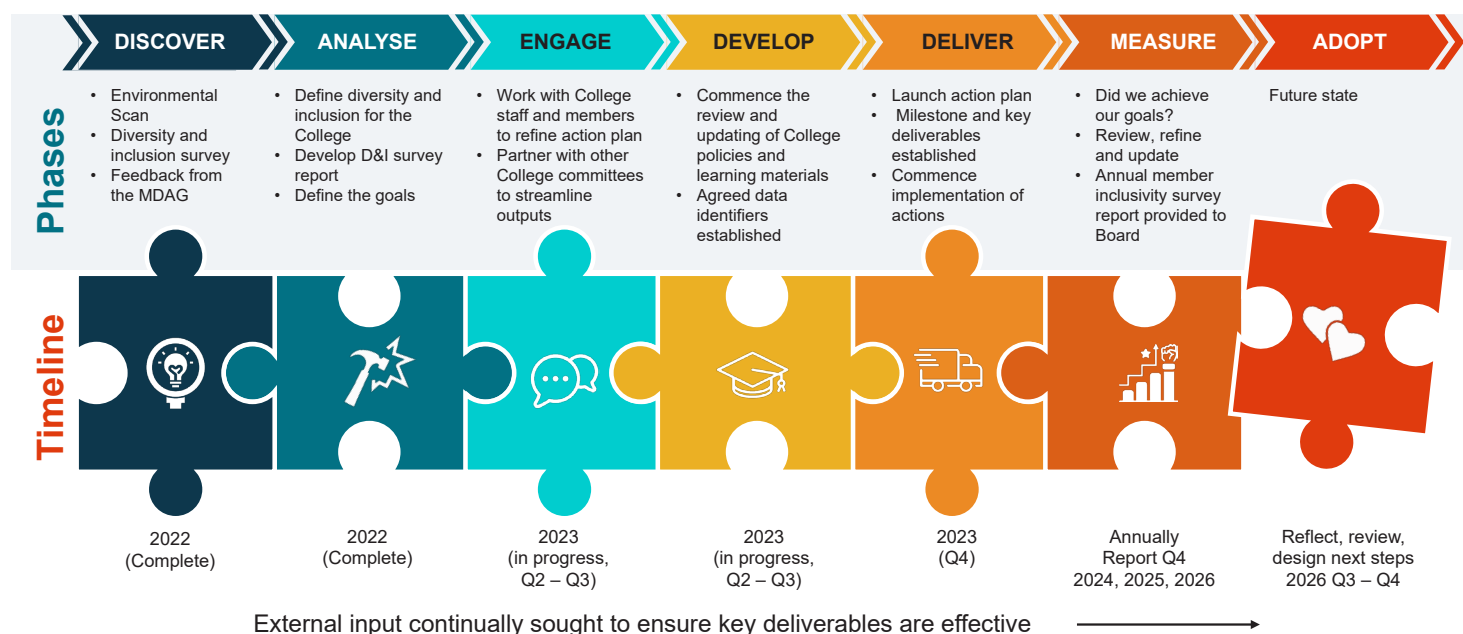
Our RACP – embracing diversity and striving towards inclusion for all.

Principles

- Our members reflect the diversity of the community we serve.
- Our culture is inclusive, and people feel valued and are respected.
- Our leaders advocate for workplaces that support and are representative of our diverse community at all organisational levels.

The below action plan should be read in conjunction with the College's Gender Equity in Medicine Action Plan 2023 – 2026.

Diversity and Inclusion Roadmap 2023 - 2026



Our College Values

We Listen
to members
and enable
the College to
be responsive
to members'
needs.

**We are
Compassionate**
towards the
needs of
members.

We Advocate
for the
improvement
of member
wellbeing
and support
members to take
control of their
own health.

We Promote
gender and
cultural equity,
diversity, and
inclusion.

**We Indigenise
and Decolonise**
We partner,
resource,
and embed
Indigenous
knowledge
and ways to
accelerate
culturally
safe change,
to achieve
equitable
Indigenous
futures.



We acknowledge and pay respect to the Traditional Custodians and Elders – past, present, and emerging – of the lands and waters on which RACP members and staff live, learn and work. RACP acknowledges Māori as tangata whenua and Te Tiriti o Waitangi partners in New Zealand.



Action 1: Strategic Priority



Diversity, equity and inclusion are strategic priority areas for the College.

The College is committed to improving and supporting diverse member inclusion and demonstrates this commitment via the College's Strategic Plan, Diversity and Inclusion (D&I) Principles and employment of the Diversity, Equity and Inclusion Glossary of Terms.

Objectives	Key Milestone/Deliverable	Responsible	Due Date	Progress
The College adopts the D&I Principles.	<ul style="list-style-type: none"> D&I Roadmap Action Plan is disseminated to College bodies and operational teams (together with the GEM Action Plan). Key College bodies are provided an opportunity to contribute initiatives that deliver against the D&I Action Plan. 	MES Team	Q1, 2024	
The College endorses the use of the Diversity, Equity and Inclusion Glossary of Terms across College activities.	<ul style="list-style-type: none"> The Gender Equity in Medicine Glossary of Terms and the Diversity and Inclusion Glossary of Terms are merged, retitled, "Diversity, Equity and Inclusion Glossary of Terms". The Glossary of Terms are implemented across College activities. <ul style="list-style-type: none"> Disseminated to all College bodies Disseminated to all College operational teams. Glossary of Terms included as an appendix to the RACP Style Guide (operational teams). The Glossary of Terms is regularly reviewed by the Membership Diversity Advisory Group (MDAG) and Gender Equity in Medicine Committee (GEMC) to ensure currency, safety, and best practice. 	GEMC, MDAG, MES Team	Q3, 2023	
The College commits to work to support its diverse membership via the College Strategic Plan.	<ul style="list-style-type: none"> Diversity is embedded in the RACP Strategic Plan 2022–2026, working towards: <ul style="list-style-type: none"> Fostering a culturally safe, inclusive and diverse College. Committing to equity and to embracing and valuing diverse cultures and ideas. Evaluation plan developed to monitor the efficacy of the D&I Action Plan. 	MDAG and GEMC	Ongoing	
		Board	Commenced 2022	
		MDAG, MES Team	Q1, 2024.	

Full description	Acronym	MES Team	Member Engagement and Support Team
D&I	Diversity and Inclusion	GEMC	Gender Equity in Medicine Committee
GEM	Gender Equity in Medicine	MDAG	Membership Diversity Advisory Group

Action 2: Representation



Diverse representation and equity on College bodies and College leadership is prioritised.

Diverse representation on decision making bodies and in leadership roles has a significant impact in improving inclusivity.

Objectives	Key Milestone/Deliverable	Responsible	Due Date	Progress
Improve diverse representation on College bodies and leadership roles/positions	<ul style="list-style-type: none"> GEM and D&I principles embedded into the College's EOI, grant application and award nomination processes. From 2024 onwards, actively work towards diverse representation on: <ul style="list-style-type: none"> all future appointments to College bodies Selection panels Chairs of College bodies Award nominees and recipients Speakers at College events. 	Board, GEMC, MDAG, MES Team, Office of the Dean Team.	Commence Q1, 2024.	Aspirational goal achieved Q1, 2026.
	<ul style="list-style-type: none"> A gender and diversity matrix is implemented to enable reporting on the gender and diversity balance for: <ul style="list-style-type: none"> all appointments to College bodies Selection panels Chairs of College bodies Award nominees and recipients Speakers at College events. 	Board, GEMC, MDAG, MES Team, Office of the Dean Team.	Q1, 2024	

Full description Acronym

D&I	Diversity and Inclusion
GEM	Gender Equity in Medicine
MES Team	Member Engagement and Support Team
GEMC	Gender Equity in Medicine Committee
MDAG	Membership Diversity Advisory Group

Action 3: Advocacy



The College is an active advocate for equity, diversity, and inclusion in medicine.

The College will play an important role in working with members and relevant organisations to advocate for inclusivity in medicine.

Objectives	Key Milestone/Deliverable	Responsible	Due Date	Progress
The College advocates on behalf of our members to address discrimination and promote inclusivity in the health system.	<ul style="list-style-type: none"> Divisions, Faculties, Chapters and Specialty Societies are consulted regarding diversity and equity issues to: <ul style="list-style-type: none"> gather data for College review. identify required action by or support from the College. advance diversity and inclusion in specific physician disciplines. 	MES Team MDAG	Q1, 2024.	
	<ul style="list-style-type: none"> Diversity and equity issues raised by the GEMC, MHWC, CTC, CEC and OTP representatives are analysed to support: <ul style="list-style-type: none"> Identification and review of quantitative and qualitative data. Identification of any required action or support. Investigation of intersectionality, how it impacts member career journeys, and action required by the College. 	MES Team, MDAG	Q1, 2024	
	<ul style="list-style-type: none"> Important diversity and inclusion days of celebration, solidarity, commemoration, and awareness are identified and recognised. 	Comms, MES Team, MDAG and GEMC		

Full description

GEM

D&I

GEMC

MDAG

EOI

MES Team

Acronym

Gender Equity in Medicine

Diversity and Inclusion

Gender Equity in Medicine Committee

Membership Diversity Advisory Group

Expression of Interest

Member Engagement and Support Team

Action 4: Policies and Resources



College policies reflect the Diversity and Inclusion vision and principles.

In accordance with the College's commitment to diversity and inclusion, we embrace and actively work towards an inclusive culture.

Objectives	Key Milestone/Deliverable	Responsible	Due Date	Progress
The RACP updates policies and resources to support our diverse membership and reflect the D&I Principles.	<ul style="list-style-type: none"> When College policies and resources are due for review, this occurs with a diversity and inclusion lens. 	Whole of College	Commenced Q4, 2023	
	<ul style="list-style-type: none"> A register of policies and resources that have implemented the D&I principles is maintained and shared with key staff/internal stakeholders. 	Log maintained and updated on quarterly basis by MES	Updates to be provided to the membership biannually.	
	<ul style="list-style-type: none"> Communication plan implemented to report on and raise awareness of updated policies and resources. 	MES Team, ELA, PP, Communications	2024 onwards	

Full description

GEMC

MHWC

CTC

CEC

OTP

MES Team

MDAG

Acronym

Gender Equity in Medicine Committee

Member Health and Wellbeing Committee

College Trainees Committee

College Education Committee

Overseas Trained Physicians

Member Engagement and Support Team

Membership Diversity Advisory Group

Action 5: External Partnerships



The College is an active supporter of diversity and inclusion activity through external partnerships.

Partnerships with external organisations and activities aim to address systemic challenges that members encounter.

Objectives	Key Milestone/Deliverable	Responsible	Due Date	Progress
The College is an active supporter and partner of external organisations and activities that aim to improve culture and work towards diverse representation in medicine.	<ul style="list-style-type: none"> External partnerships across Australia and Aotearoa New Zealand are investigated and established where appropriate. 	Whole of College; MES to record and log on quarterly basis	Ongoing	

Full description	Acronym
GEMC	Gender Equity in Medicine Committee
MHWC	Member Health and Wellbeing Committee
CTC	College Trainees Committee
CEC	College Education Committee
OTP	Overseas Trained Physicians
MES Team	Member Engagement and Support Team
MDAG	Membership Diversity Advisory Group

Action 6: Implement Activity and Drive Engagement



The College establishes a Diversity, Equity and Inclusion (DEI) Reference Group to enable member engagement and assist the implementation of the Diversity and Inclusion Roadmap Action Plan.

A new Diversity, Equity and Inclusion (DEI) Reference Group is established on the RACP Online Community (ROC) to provide input and feedback to the College as the Action Plan is implemented over the next three years. The Fellowship Committee will take carriage of the Reference Group for an initial 12-month period.