

RACP Values in action

We are Accountable

We act with integrity, taking responsibility for actions and outcomes.



How we can be accountable:

- Set clear responsibilities and expectations
- Share outcomes
- Acknowledge and learn from achievements and mistakes
- Accept decisions and implement them to the best of our ability

This Facilitates:

- Trust and autonomy to carry out our roles and responsibilities
- A sense of fulfillment and satisfaction in what we do
- Improved ability to deliver on our purpose
- Appreciation of individual and collective contributions
- Greater creativity
- A safe environment

We Collaborate

We share information, foster participation, and build relationships for common goals.



How we collaborate:

- Involve stakeholders in the process and outcome
- Seek the perspective of others
- Explain the what, how and why
- Make information accessible and create ways to provide feedback

This Facilitates:

- An environment which engages all stakeholders
- Shared learning and improved internal relationships
- Greater participation
- Challenged status quo
- Buy-in and promotes ownership
- Improved well-being through connection

We Indigenise and Decolonise

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



How we Indigenise and decolonise across both countries:

- Acknowledge the harmful and on-going impacts of colonialism and racism
- Reflect on our own cultures and identity, power, bias and privilege embedded in systems
- Incorporate Aboriginal and Torres Strait Islander and Māori leadership and perspectives across the College and partner to shift and share power and advocate for change
- Tautoko (support) te Tiriti o Waitangi and developments in the progression of the Uluru Statement from the Heart

This Facilitates:

- A culturally safe work environment by growing the Aboriginal and Torres Strait Islander and Māori workforce
- Advocacy and willingness to implement Aboriginal and Torres Strait Islander and Māori principles of self-determination and social justice
- Engagement with Aboriginal and Torres Strait Islander people and Māori through partnerships and developing relationships based on Aboriginal and Torres Strait Islander and Māori ways of doing
- Empathetic personal and professional growth that benefits all

We Lead the way

We reflect, adapt and learn in delivering best practice.



How we lead:

- Decision making informed by evidence
- Embrace change and seek improvement
- Bring others with you on the journey
- Put forward suggestions and feedback

This Facilitates:

- Improved member support
- Better outcomes for employees, members and the community
- Being an employer of choice
- Leadership in our field
- Innovation and creativity

We are Respectful

We recognise our rich diversity and value each other's needs and contributions.



How we are respectful:

- Seek, encourage and value diverse input
- Listen openly to the views of others
- Provide feedback with empathy and receive it with humility
- Commit to decisions once they are reached

This Facilitates:

- An inclusive environment for all
- Open communication
- New and shared ideas
- Willingness to participate
- Stakeholder's varied skills being utilised
- Greater employee and member engagement