

Reflect Reconciliation Action Plan

July 2021 – July 2022



‘Healing Place’ by Riki Salam of We Are 27 Creative

The cover artwork ‘Healing Place’ depicts a great place of Knowledge and Healing, the Royal Australasian College of Physicians.

The diamond shape references the College itself as a great place of learning. The yarnning circle at the centre surrounded by ‘U’ shaped symbols represent teachers, lecturers, Board members, staff and students, all of whom are the holders of knowledge and the caretakers that will teach, learn and pass this knowledge onto the next generation. Spiritual Elders from Aboriginal and Torres Strait Islander Cultures surround the College and impart their knowledge of Healing, they guide and protect us.

Pathways lead inwards from the top and bottom of the artwork guiding people to this place of Healing and learning. The circular motifs represent Stars helping people to navigate from different places and different Country. The circular pathway represents the Creation Spirit and the Traditional Knowledge that it brings to the People and to the College, it protects, guides and imparts it’s Culture and understanding of Healing on Country. The organic branches represent Traditional Foods and Bush Medicines, like Lily Pilly and Yam Vine, they depict traditional practices and knowledges.

The scattered leaves represent all of the knowledge that the Country holds about these traditional foods, medicines and practices. Country and Culture connects with contemporary practices and traditional knowledge, allowing us to be open to learning and healing two ways.

Our business

The Royal Australasian College of Physicians (RACP) is the professional medical College of over 17,000 physicians and 8,000 trainee physicians, often referred to as specialists, in Australia and Aotearoa New Zealand.

Through the RACP, specialists:

Educate

- Provide accredited specialist training to trainee doctors who have completed their medical degree and wish to further specialise as physicians in Australia or Aotearoa New Zealand.
- Provide continuing professional development and education for specialists who have completed their physician training and have become Fellows of the RACP.
- Assess Overseas Trained Physicians who wish to practise as physicians in Australia or Aotearoa New Zealand.
- Hold events including conferences, training sessions and continuing professional development workshops.
- Provide opportunities for physicians and trainee physicians to connect as a community of physicians in Australia and Aotearoa New Zealand.

Advocate

- For healthcare policies that promote the interests of our profession, our patients and our communities.

Innovate

- Collaborate to lead innovation in the delivery of specialist medicine in a constantly changing world.
- Collaborate to develop world-leading medical education programs for the specialists of tomorrow.
- Support medical graduates, Fellows and trainee physicians' education and research by awarding fellowships, grants and prizes to both early career medical researchers and later career stage Fellows.

The RACP employs approximately 400 people, this number does not include independent contractors. Currently it is not known how many Aboriginal and Torres Strait Islander staff are employed by the RACP, the RACP is looking into capturing this data.

The RACP covers Australia and Aotearoa New Zealand, there are five RACP offices in total in Sydney, Melbourne, Adelaide, Perth, Brisbane and Wellington (Aotearoa New Zealand).

Our RAP

- The RACP, as outlined in the RACP Indigenous Strategic Framework, is committed to reducing health inequities between Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander people, increasing the number of Aboriginal and Torres Strait Islander physicians and creating a culturally safe College for Aboriginal and Torres Strait Islander people. The development of a RAP is important to assist with the aforementioned commitments. The RACP would like to formalise our efforts to achieving reconciliation. Cultural safety is the individual and institutional knowledge, skills, attitudes and competencies needed to deliver optimal healthcare for Aboriginal and Torres Strait Islander peoples as determined by Aboriginal and Torres Strait Islander individuals, families and communities (Australian Health Practitioner Regulation Agency definition).
- The RACP had a Reflect RAP during February 2019 to February 2020, this was the first RAP the RACP had in place since 2012. The RACP has decided to implement a second Reflect RAP, as due to impacts from COVID-19, there remained outstanding activities from the 2019-2020 RAP. Implementing a second Reflect RAP is an opportunity to improve the confidence of RACP to deliver the RAP activities. Despite the impacts of COVID-19, the RACP successfully transitioned to online celebrations for National Reconciliation Week and NAIDOC Week, including webinars held with guest speakers and online activities available to staff. COVID-19 posed some challenges associated with progressing RAP activities associated with office spaces, such as installing Acknowledgement of Country plaques and commissioning artworks.
- Members of the Indigenous Strategic Framework steering group are the membership of the RAP Working Group. The group members include representatives of each of the RACP teams and departments.
- The Policy and Advocacy unit initially developed the RAP. Members of the Indigenous Strategic Framework Steering Group provided input, feedback and advice.

Our partnerships/current activities

Community partnerships

The RACP currently has health-focused relationships with a number of Aboriginal health organisations. The RACP recognises the importance of Aboriginal and Torres Strait Islander leadership within the partnerships and relationships. RACP has longstanding established relationships with The National Aboriginal Community Controlled Health Organisation (NACCHO), the Australian Indigenous Doctors Association (AIDA) and Leaders in Indigenous Medical Education (LIME). AIDA and NACCHO have representative positions on the RACP Aboriginal and Torres Strait Islander Health Committee. The RACP has sponsored LIME and AIDA events. The RACP is working with LIME to deliver workshops that will assist with the implementation of Indigenous Strategic Framework priorities. The RACP is a founding member of the Close the Gap Campaign Steering Committee. Governmental relationships exists with Minister for Indigenous Australians Ken Wyatt. Additionally the RACP is a member of the Council of Presidents of Medical Colleges (CPMC). CPMC, NACCHO, AIDA and the Australian government have a partnership agreement to contribute to the revision and implementation of the National Aboriginal and Torres Strait Islander Health Plan 2021–2031.

RACP has less formalised relationships with the following organisations: Central Australian Aboriginal Congress, Congress of Aboriginal and Torres Strait Islander Nurses and Midwives, Indigenous Allied Health Australia, Queensland Aboriginal Islander Council, Aboriginal Health Council of Western Australia, National Aboriginal and Torres Strait Islander Health Worker Association and Aboriginal Health and Medical Research Council. The RACP intends to reach out to other medical colleges with Reconciliation Action Plans.

Internal activities/initiatives

The activities below do not directly relate to reconciliation but focus on reducing health inequities:

- The RACP Aboriginal and Torres Strait Islander Health Committee guides the RACP's work in the areas of: increasing Aboriginal and Torres Strait Islander access to specialists, developing an Indigenous child health statement, responding to high rates of sexually transmissible infections in Aboriginal and Torres Strait Islander communities, advocacy in the area of raising the age of criminal responsibility.
- The RACP Indigenous Strategic Framework outlines the RACP's targets to reduce health inequities between Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander people, increase the number of Aboriginal and Torres Strait Islander physicians, create a culturally safe college for Aboriginal and Torres Strait Islander people and maintain Australian Medical College accreditation.
- RACP teams regularly work with AIDA, NACCHO on policy, advocacy and education matters. The RACP has worked with NACCHO on Aboriginal and Torres Strait Islander mental health, sexual health and long term core funding for Aboriginal health.
- The RACP signed a statement of support for the Uluru Statement from the Heart.
- An Aboriginal community representative joined the RACP Community Advisory Group in 2019.

RELATIONSHIPS

| Action | Deliverable | Timeline | Responsibility |
|--|---|----------------|--|
| 1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations | <ul style="list-style-type: none"> Continue to develop list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey. | August 2021 | EGM, Policy & Advocacy will coordinate with input from EGM, Education, Learning and Assessment |
| | <ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. | September 2021 | Head of People & Culture with input from EGM, Policy & Advocacy and EGM Education, Learning and Assessment |
| 1. Participate in and celebrate National Reconciliation Week (NRW) | <ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to RACP staff. | May 2022 | Head of People & Culture |
| | <ul style="list-style-type: none"> Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW. | May 2022 | Head of People & Culture |
| | <ul style="list-style-type: none"> Managers encourage their team to attend a NRW event. | May 2022 | CEO |
| | <ul style="list-style-type: none"> Share NRW materials on social media and communicate to members. | May 2022 | Manager, Marketing and Communications |
| | <ul style="list-style-type: none"> Encourage RACP members to celebrate NRW at their workplace. | May 2022 | Manager, Marketing and Communications |
| | <ul style="list-style-type: none"> Encourage RACP members to contribute to the delivery of their workplace's RAP. | May 2022 | Manager, Marketing and Communications |

| Action | Deliverable | Timeline | Responsibility |
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| 2. Promote positive race relations through anti-discrimination strategies | <ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. | July 2021 | Head of People & Culture |
| | <ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. | October 2021 | Head of People & Culture |
| 3. Promote reconciliation through our sphere of influence | <ul style="list-style-type: none"> Continue implementation of the plan to raise awareness amongst all staff across the organisation about our RAP commitments. | August 2021 | Manager, Marketing and Communications |
| | <ul style="list-style-type: none"> Continue implementation of the plan to engage and inform key internal stakeholders of their responsibilities within our RAP. | August 2021 | Manager, Marketing and Communications |
| | <ul style="list-style-type: none"> Continue to develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey. | August 2021 | EGM, Policy & Advocacy |
| | <ul style="list-style-type: none"> Provide regular updates to staff and members on matters affecting Aboriginal and Torres Strait Islander peoples through internal communications, using a strengths-based approach, such as NACCHO good news health stories. | August 2021 | Manager, Marketing and Communications |
| | <ul style="list-style-type: none"> Engage our senior leaders in the delivery of RAP outcomes. | August 2021 | CEO |
| | <ul style="list-style-type: none"> Raise external awareness of our RAP through social media and through external communications. | August 2021 | Manager, Marketing and Communications |
| | <ul style="list-style-type: none"> Explore opportunities to support the Uluru Statement From The Heart. Encourage RACP members to support the Uluru Statement From The Heart. | August 2021 | EGM, Policy & Advocacy |
| | <ul style="list-style-type: none"> Promote reconciliation in our business relationships by asking tender documents or contractors to indicate if they have RAPs. | August 2021 | EGM, Finance and Commercial Services |

| RESPECT | | | |
|---|--|-------------------------|---|
| Action | Deliverable | Timeline | Responsibility |
| 1. Implement Aboriginal and Torres Strait Islander cultural learning and development | <ul style="list-style-type: none"> Include an item on understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements in staff performance plans to encourage ongoing development in these areas. | August 2021 | Head of People & Culture |
| | <ul style="list-style-type: none"> RACP recruitment processes for Australia based positions include Aboriginal and Torres Strait Islander cultural competency in selection criteria. | August 2021 | Head of People & Culture |
| | <ul style="list-style-type: none"> Conduct a review of cultural awareness training needs the organisation. | August 2021 | Head of People & Culture |
| | <ul style="list-style-type: none"> Continue face-to-face cultural awareness training for new staff, any staff who have not completed training, senior RACP committees, RACP Board and Senior Leadership. | August 2021 | Head of People & Culture |
| | <ul style="list-style-type: none"> Investigate subsequent cultural awareness training opportunities for staff who have completed initial training. | August 2021 | Head of People & Culture |
| 2. Participate in and celebrate NAIDOC Week | <ul style="list-style-type: none"> Increase staff knowledge of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities. | July 2021 and July 2022 | Manager, Marketing and Communications, Head of People & Culture |
| | <ul style="list-style-type: none"> Introduce RACP staff to NAIDOC Week by promoting community events in our local area. | July 2021 and July 2022 | Head of People & Culture |
| | <ul style="list-style-type: none"> People and Culture provide information to staff about NAIDOC week events. Encourage staff to spend one hour at a NAIDOC Week event as part of their work day. | July 2021 and July 2022 | Head of People & Culture |
| | <ul style="list-style-type: none"> Ensure RAP Working group participates in an external NAIDOC Week event. | July 2021 and July 2022 | CEO |
| | <ul style="list-style-type: none"> Share NAIDOC Week materials on social media and communicate to members. | July 2021 and July 2022 | Manager, Marketing and Communications |
| | <ul style="list-style-type: none"> Encourage RACP members to celebrate NAIDOC week in their workplaces. | July 2021 and July 2022 | Manager, Marketing and Communications |

| Action | Deliverable | Timeline | Responsibility |
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| 3. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols | <ul style="list-style-type: none"> Explore who the Traditional Owners are of the lands and waters in our local areas. Specifically five office locations and additional states and territories in which RACP members practice. | October 2021 | Manager, Regions |
| | <ul style="list-style-type: none"> Scope and develop a list of local Traditional Owners of the lands and waters within our organisation's sphere of influence. | September 2021 | Manager, Regions |
| | <ul style="list-style-type: none"> Develop and implement a plan for staff to understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols). | September 2021 | Manager, Marketing and Communications |
| | <ul style="list-style-type: none"> Include an Acknowledgement of Country on staff email signatures. | September 2021 | Conference and Events Manager |
| | <ul style="list-style-type: none"> Encourage Acknowledgement of Country protocols to be used for meetings. | September 2021 | Conference and Events Manager |
| | <ul style="list-style-type: none"> Display Acknowledgement of Country plaques prominently in each state office. | September 2021 | Facilities |
| 4. Recognise and celebrate Aboriginal and Torres Strait Islander dates of significance | <ul style="list-style-type: none"> Celebrate/recognise Aboriginal and Torres Strait Islander dates of significance through social media, internal and external communications to staff and members. Such as National Sorry Day, Mabo Day, National Apology Day, Indigenous Literacy Day. | August 2021 | Manager, Marketing and Communications |
| | <ul style="list-style-type: none"> Include Aboriginal and Torres Strait Islander dates of significance on internal calendars. | July 2021 | Manager, Marketing and Communications |

| Action | Deliverable | Timeline | Responsibility |
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| 5. Acknowledge and promote Aboriginal and Torres Strait Islander artwork within our offices | <ul style="list-style-type: none"> Continue to promote and celebrate the 'Healing Place' artwork, Aboriginal and Torres Strait Islander art commissioned by RACP, created by We are 27 Creative by displaying in the Sydney office and be used on all RACP Aboriginal health documents. | August 2021 | Manager, Marketing and Communications |
| | <ul style="list-style-type: none"> Commission the development of an artwork by Aboriginal, Torres Strait Islander and Māori artists. When finalised, the artwork will be displayed in each RACP office. | October 2021 | Policy & Advocacy AUS and AoNZ |
| | <ul style="list-style-type: none"> Develop usage guidelines for Aboriginal, Torres Strait Islander and Māori artwork. | October 2021 | Manager, Marketing and Communications |
| | <ul style="list-style-type: none"> Investigate protocols of where art should be displayed. | September 2021 | Facilities Manager |
| | <ul style="list-style-type: none"> Purchase and display local Aboriginal and Torres Strait Islander artwork in Melbourne and Adelaide. | | Manager, Regions and Facilities Manager |

| OPPORTUNITIES | | | |
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| Action | Deliverable | Timeline | Responsibility |
| 1. Increase Aboriginal and Torres Strait Islander employment | <ul style="list-style-type: none"> Investigate increasing the number of Aboriginal and Torres Strait Islander people employed at the RACP through advertising with Aboriginal and Torres Strait Islander media and employment services. | August 2021 | Head of People & Culture |
| | <ul style="list-style-type: none"> Continue to implement the business case for Aboriginal and Torres Strait Islander employment within our organisation. | August 2021 | Head of People & Culture |
| | <ul style="list-style-type: none"> Include 'Aboriginal and Torres Strait Islander peoples are encouraged to apply' on all job advertisements. | August 2021 | Head of People & Culture |
| | <ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. Acknowledging that not all Aboriginal and Torres Strait Islander staff will wish to identify. | August 2021 | Head of People & Culture |
| 2. Investigate Aboriginal and Torres Strait Islander supplier diversity | <ul style="list-style-type: none"> Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses. | July 2021 | EGM, Commercial and Financial services |
| | <ul style="list-style-type: none"> Develop a procurement policy on prioritising Aboriginal and Torres Strait Islander owned businesses. Implement the policy through including a question on whether a business is Aboriginal and Torres Strait Islander owned in procurement templates. | July 2021 | EGM, Commercial and Financial services |
| | <ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. | July 2021 | EGM, Commercial and Financial services |

| Action | Deliverable | Timeline | Responsibility |
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| 3. Increase Aboriginal and Torres Strait Islander learning and engagement opportunities for members | <ul style="list-style-type: none"> Encourage physicians to develop skills and understand and respect Aboriginal and Torres Strait Islander cultures through College education programs, such as the Professional Qualities Curricula for Basic and Advanced Training and Continuing Professional Development (CPD). | July 2021 | EGM, Professional Practice |
| | <ul style="list-style-type: none"> Promote opportunities for Fellows and trainees to be involved in Aboriginal and Torres Strait Islander health through the Medical Specialist Access Framework and RACP Aboriginal health resources. | July 2021 | EGM, Professional Practice |
| 4. Support Aboriginal and Torres Strait Islander trainees and Fellows | <ul style="list-style-type: none"> Continue scholarships for Aboriginal and Torres Strait Islander trainees and Fellows to attend the RACP Congress. | April 2022 | EGM, Member Services |
| | <ul style="list-style-type: none"> Encourage graduating Aboriginal and Torres Strait Islander trainees to acknowledge their culture during the graduation ceremony in their preferred method. | April 2022 | EGM, Member Services |
| | <ul style="list-style-type: none"> Investigate scholarships for Aboriginal and Torres Strait Islander trainees and Fellows, including support to attend the Australian Indigenous Doctors' Association conference or another conference of their choice. | April 2022 | EGM, Member Services |

GOVERNANCE AND TRACKING PROGRESS

| Action | Deliverable | Timeline | Responsibility |
|---|--|----------------|----------------------------------|
| 1. Provide appropriate support for effective RAP commitments implementation of RAP commitments | • Define resource needs for RAP development and implementation. | August 2021 | CEO with support from RWG |
| | • Define systems and capability needs to track, measure and report on RAP activities. | August 2021 | EGM, Strategic Coordination Unit |
| 2. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally | • Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia. | September 2021 | EGM, Policy & Advocacy |
| 3. Continue our reconciliation journey by developing our next RAP | • Register via Reconciliation Australia's <u>website</u> to begin developing our next RAP. | June 2022 | EGM, Policy & Advocacy |

| Action | Deliverable | Timeline | Responsibility |
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| 4. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP | <ul style="list-style-type: none"> The Indigenous Strategic Framework Steering Group will also function as the RAP Working Group (RWG) to provide operational support in the implementation of our RAP, comprising of Aboriginal and Torres Strait Islander peoples and decision-making staff from across our organisation. | August 2021 – July 2022 | CEO with support from EGM, Policy & Advocacy |
| | <ul style="list-style-type: none"> RWG actively monitors RAP development and implementation of actions, tracking progress and reporting. | July 2022 | EGM, Policy & Advocacy |
| | <ul style="list-style-type: none"> Ensure Aboriginal and Torres Strait Islander representation on the RWG. | September 2021 | EGM, Policy & Advocacy |
| | <ul style="list-style-type: none"> Discuss the above deliverables at the scheduled Indigenous Strategic Framework meetings in 2021 and 2022. 2021 meetings: 11/06/2021, 12/08/2021, 21/10/2021, 09/12/2021. | July 2022 | EGM, Policy & Advocacy |
| | <ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. | September 2021 | EGM, Policy & Advocacy |

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RACP
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