



RECONCILIATION  
ACTION PLAN

REFLECT



**RACP**  
Specialists. Together

EDUCATE ADVOCATE INNOVATE

# Reflect Reconciliation Action Plan

February 2020 – February 2021



## ‘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 a great place of learning. The yarning 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 knowledges 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 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 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 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 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 310 people approximately, 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 New Zealand, there are five RACP offices in total in Sydney, Melbourne, Adelaide, Perth, Brisbane and Wellington (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 health care 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 RAP in 2012. There has not been another RAP since that time. There is suboptimal information and corporate knowledge available to determine the actions that were undertaken to deliver the 2012 RAP and if there were any associated outcomes.
- Members of the Indigenous Strategic Framework steering group will be the membership of the RAP steering group. The group members include representatives of the each of the RACP teams and departments.
- We, 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, the Australian Indigenous Doctors Association (AIDA) and Leaders in Indigenous Medical Education (LIME). The RACP is a founding member of the Close the Gap Campaign Steering Committee. Governmental relationships exist 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 deliver the Government's National Aboriginal and Torres Strait Islander Health Plan 2013-2023 and contribute to the revision of the Implementation Plan.

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, 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:

- 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.

- The RACP Aboriginal and Torres Strait Islander Health 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 areas of raising the age of criminal responsibility. The Committee is focused on activities 2 and 4 of the Indigenous Strategic Framework: increasing the number of Indigenous physicians and fostering a culturally safe competent college.
- RACP teams regularly work with AIDA, NACCHO regularly 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.



<b>RELATIONSHIPS</b>			
<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
<b>1. Establish a RAP Working Group</b>	<ul style="list-style-type: none"> <li>The Indigenous Strategic Framework working group will also function as the RAP Working Group to provide operational support to the implementation of our RAP, comprising of Aboriginal and Torres Strait Islander peoples and decision-making staff from across our organisation.</li> <li>RAP Working Group actively monitors RAP development and implementation of actions, tracking progress and reporting.</li> <li>Ensure Aboriginal and Torres Strait Islander representation on the RAP Working Group.</li> <li>Discuss the above deliverables at the six scheduled ISF meetings in 2020: 17/02/2020, 20/04/2020, 24/06/2020, 24/08/2020, 19/10/2020, 9/12/2020.</li> </ul>	<p>February 2020</p> <p>Throughout 2020, reported every two months at ISF meetings March 2020.</p>	Director, Policy and Advocacy ISF steering group.
<b>2. Build internal and external relationships</b>	<ul style="list-style-type: none"> <li>Develop a 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.</li> <li>Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.</li> </ul>	<p>April 2020</p> <p>July 2020</p>	<p>Director, Policy and Advocacy will coordinate with input from:</p> <ul style="list-style-type: none"> <li>Director, Education, Learning and Assessment</li> <li>Head of Strategic Coordination unit</li> <li>Director, Member Services</li> <li>Operations (Events)</li> </ul>
<b>3. Participate in and celebrate National Reconciliation Week (NRW)</b>	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> <li>Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.</li> <li>Directors encourage their team to attend a National Reconciliation Week (NRW) event.</li> <li>Share NRW materials on social media and communicate to members.</li> </ul>	<p>May 2020</p> <p>May 2020</p> <p>May 2020</p> <p>27 May-3 June 2020</p>	<p>Head of Human Resources provide Senior Leadership Group (SLG) with event information, SLG encourage all staff to attend.</p> <p>Manager, Marketing and Communications</p>

Action	Deliverable	Timeline	Responsibility
<b>4. Promote positive race relations through anti-discrimination strategies</b>	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	July 2020	Head of Human Resources
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	October 2020	
<b>5. Raise internal awareness of our RAP</b>	<ul style="list-style-type: none"> <li>Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments.</li> </ul>	April 2020	Manager, Marketing and Communications (points 1-3)
	<ul style="list-style-type: none"> <li>Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.</li> </ul>	April 2020	
	<ul style="list-style-type: none"> <li>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.</li> </ul>	April 2020	
	<ul style="list-style-type: none"> <li>Engage our senior leaders in the delivery of RAP outcomes.</li> </ul>	May2020	Director Policy and Advocacy
<b>6. Raise external awareness of our RAP</b>	<ul style="list-style-type: none"> <li>Raise external awareness of our RAP through social media and through external communications.</li> </ul>	March 2020	Manager, Marketing and Communications Director Policy and Advocacy
	<ul style="list-style-type: none"> <li>Explore opportunities to support the Uluru Statement from the Heart.</li> </ul>	April 2020	
	<ul style="list-style-type: none"> <li>Promote reconciliation in our business relationships - tender documents or contractors asked to indicate if they have RAPs.</li> </ul>	July 2020	Manager Commercial Services



<b>RESPECT</b>			
<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
<b>1. Implement Aboriginal and Torres Strait Islander cultural learning and development</b>	<ul style="list-style-type: none"> <li>• 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.</li> </ul>	July 2020	Head of Human Resources
	<ul style="list-style-type: none"> <li>• RACP recruitment processes for Australia based positions include Aboriginal and Torres Strait Islander Cultural competency in selection criteria.</li> </ul>	July 2020	
	<ul style="list-style-type: none"> <li>• Conduct a review of cultural awareness training needs the organisation.</li> </ul>	July 2020	
	<ul style="list-style-type: none"> <li>• Continue face to face cultural awareness training for new staff, any staff who have not completed training, senior RACP committees, the RACP Board and Senior Leadership.</li> </ul>	December 2020	
	<ul style="list-style-type: none"> <li>• Investigate subsequent cultural awareness training opportunities for staff who have completed initial training.</li> </ul>	September 2020	
<b>2. Participate in and celebrate NAIDOC Week</b>	<ul style="list-style-type: none"> <li>• Increase staff knowledge of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.</li> </ul>	June 2020	Manager Marketing and Communications
	<ul style="list-style-type: none"> <li>• Introduce RACP staff to NAIDOC Week by promoting community events in our local area.</li> </ul>	June 2020	Head of Human Resources
	<ul style="list-style-type: none"> <li>• HR 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.</li> </ul>	June 2020	Manager Marketing and Communications
	<ul style="list-style-type: none"> <li>• Ensure RAP Working group participates in an external NAIDOC Week event.</li> </ul>	July 2020	Manager Marketing and Communications
	<ul style="list-style-type: none"> <li>• Share NAIDOC Week materials on social media and communicate to members.</li> </ul>	5-12 July 2020	

Action	Deliverable	Timeline	Responsibility
<b>3. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols</b>	<ul style="list-style-type: none"> <li>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. The purpose is to understand more about the Traditional Owners of the land on which RACP offices stand.</li> </ul>	July 2020	Manager, Regions
	<ul style="list-style-type: none"> <li>Scope and develop a list of local Traditional Owners of the lands and waters within our organisation's sphere of influence.</li> </ul>	August 2020	Manager, Regions
	<ul style="list-style-type: none"> <li>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).</li> </ul>	September 2020	Manager, Marketing and Communications
	<ul style="list-style-type: none"> <li>Include an Acknowledgement of Country on staff email signatures.</li> </ul>	September 2020	
	<ul style="list-style-type: none"> <li>Encourage Acknowledgement of Country protocols to be used for meetings.</li> </ul>	September 2020	Conference and events Manager
	<ul style="list-style-type: none"> <li>Display Acknowledgement of Country plaques prominently in each state office.</li> </ul>	September 2020	Facilities Manager
<b>4. Recognise and celebrate Aboriginal and Torres Strait Islander dates of significance</b>	<ul style="list-style-type: none"> <li>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.</li> </ul>	March 2020	Manager, Marketing and Communications
	<ul style="list-style-type: none"> <li>Include Aboriginal and Torres Strait Islander dates of significance on internal calendars.</li> </ul>	March 2020	
<b>5. Acknowledge and promote Aboriginal and Torres Strait Islander artwork within our offices</b>	<ul style="list-style-type: none"> <li>Commission Aboriginal and Torres Strait Islander art to be displayed in the Sydney office and be used on all RACP Aboriginal health documents.</li> </ul>	February 2020	Director, Policy and Advocacy
	<ul style="list-style-type: none"> <li>Investigate protocols of where art should be displayed.</li> </ul>	April 2020	Facilities Manager, Manager, Regions and Facilities Manager
	<ul style="list-style-type: none"> <li>Purchase and display local Aboriginal and Torres Strait Islander artwork in Melbourne and Adelaide.</li> </ul>	September 2020	

## OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
<b>1. Increase Aboriginal and Torres Strait Islander employment</b>	<ul style="list-style-type: none"> <li>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.</li> <li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> <li>Include 'Aboriginal and Torres Strait Islander peoples are encouraged to apply' on all job advertisements.</li> <li>Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities using the data captured. Acknowledging that not all Aboriginal and Torres Strait Islander staff will wish to identify.</li> </ul>	July 2020	Head of Human Resources
<b>2. Investigate Aboriginal and Torres Strait Islander supplier diversity</b>	<ul style="list-style-type: none"> <li>Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.</li> <li>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.</li> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	<p>June 2020</p> <p>July 2020</p> <p>July 2020</p>	Senior Executive Officer, Procurement

Action	Deliverable	Timeline	Responsibility
<b>3. Increase Aboriginal and Torres Strait Islander learning and engagement opportunities for members</b>	<ul style="list-style-type: none"> <li>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).</li> </ul>	July 2020	Director, Education, Learning and Assessment
	<ul style="list-style-type: none"> <li>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.</li> </ul>		Director, Professional practice
<b>4. Support Aboriginal and Torres Strait Islander trainees and fellows</b>	<ul style="list-style-type: none"> <li>Continue scholarships for Aboriginal and Torres Strait Islander trainees and fellows to attend the RACP Congress.</li> </ul>	August 2020	Director, Member services
	<ul style="list-style-type: none"> <li>Encourage graduating Aboriginal and Torres Strait Islander trainees to acknowledge their culture during the graduation ceremony in their preferred method.</li> </ul>	April 2020	Director, Professional practice
	<ul style="list-style-type: none"> <li>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.</li> </ul>	July 2020	

## GOVERNANCE AND TRACKING PROGRESS

Action	Deliverable	Timeline	Responsibility
<b>1. Build support for the RAP</b>	• Define resource needs for RAP development and implementation.	March 2020	Director Policy and Advocacy
	• Define systems and capability needs to track, measure and report on RAP activities.	March 2020	Head of Strategic Coordination Unit
	• Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	September 2020	Head of Human Resources
<b>2. Review and Refresh RAP</b>	• Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	September 2020	Director, Policy and Advocacy
	• Submit draft RAP to Reconciliation Australia for review	October 2020	
	• Submit draft RAP to Reconciliation Australia for formal endorsement.	January 2021	

### Contact details

Name: Beth Wilson

Position: Senior Policy and Advocacy Officer, Policy and Advocacy

Phone: 02 9256 9655

Email: [beth.wilson@racp.edu.au](mailto:beth.wilson@racp.edu.au)

For more information visit  
[www.racp.edu.au](http://www.racp.edu.au)

## Australia

145 Macquarie Street  
Sydney NSW 2000  
Phone: +61 2 9256 5444  
1300 697 227

## New Zealand

4th Floor, 99 The Terrace  
Wellington 6011

PO Box 10601  
Wellington 6143  
Phone: +64 4 472 6713  
0508 697 227

