



The RACGP Innovate Reconciliation Action Plan

October 2020 – September 2022

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Our commitment to reconciliation is ...

Our employees at the RACGP have made their own personal commitments to reconciliation

Front cover image:
Dancer from the Djirri Djirri dancers,
a Wurundjeri female dance group.
Photo by Michael Jalaru Torres.

I commit to reading a range of fiction and non-fiction books by Aboriginal and Torres Strait Islander authors to understand their history, culture and experience from the perspective of a diverse range of Indigenous voices.

I commit to learning more about the Karajarri people from whom my children are descended.

I commit to supporting Aboriginal and Torres Strait Islander businesses and organisations more and reading more to better educate myself on the culture and history of Aboriginal and Torres Strait Islander people.

I commit to continue seeking information on Australia's Indigenous history. To search for the opinions of Aboriginal and Torres Strait Islander Australians today. There is always more to learn!

I commit to learning more about how my family can support this important reconciliation program.

I commit to read 'Talkin' up to the White Woman' by Prof Aileen Moreton-Robinson and to call out racism.

I will learn Australia's black history so that I can better advocate for Aboriginal and Torres Strait Islander peoples.

I commit to support more Indigenous businesses.

I commit to learn as much as I can and make a small difference by sharing what I learn with others around me.

I will actively learn about the history of the Aboriginal and Torres Strait Islander people and learn about their traditions and culture.

I commit to supporting Aboriginal and Torres Strait Islander businesses and organisations and to learn more about the Aboriginal and Torres Strait Islander community organisations near where I live.

I commit to learn more about the Traditional Owners and land where I live, the Yerongpan and Chepora clans at Benarrawa.

I commit to model and speak the truth in all that I do, as it applies to equity for our First Nations peoples.

I commit to ensure the RACGP's media messaging, marketing and communication strategies, campaigns, and publications are culturally safe and inclusive.

I commit to reading more Aboriginal and Torres Strait Islander authored stories.

I commit to learning more about the Traditional Owners where I live.

I commit to deep listening and ongoing learning about Aboriginal and Torres Strait Islander cultures and our shared history.

I will continue to evaluate my own unconscious biases and help others see theirs. Focusing on a strength-based approach to understanding and learning from each other.

I commit to learn more about Aboriginal and Torres Strait Islander community organisations across Australia.

I commit to call out racism and help share the history and story of Aboriginal and Torres Strait Islander people wherever I can. And to learn more about how I can create a safe and culturally aware environment wherever I may be.

I commit to learn more about our shared history, particularly in my local area.

I commit to continue my learning journey through my study and work to further understand the context of marginalisation, discrimination and racism within this country, and how we can all move forward together.

I commit to change, that begins with persistence and commitment.

I commit to align with and seek support from corporate partners that have a shared commitment toward programs and initiatives that encourage and support Indigenous Australians in General Practice.

I commit to listen, reflect, learn and engage.

I commit to tell my community about the Aboriginal stories and culture and encouraging people around me to learn more about it like myself.

I commit to speak up because there's no room for racism in a strong and healthy society where everyone gets to contribute and participate as a right. And that's what I'll be doing too.

I commit to maintaining relationships with local community groups to support cultural awareness and cultural safety educational activities, and continue to share respect for cultural differences inside and outside of work.

I commit to call out racism and contribute to a culturally safe environment wherever I am.

As a proud Gunditjmara woman I can assist by helping to educate about our shared history, to better explain the prejudice and show how fairness and understanding can bring us together as a nation.

I commit to supporting Aboriginal and Torres Strait Islander businesses as well as learning more about our shared history.

I commit to treasure Australia's rich history, display my pride and to learn more.

I commit to be more aware of Aboriginal and Torres Strait Islander culture and the wrong doings in history and play a part in reconciliation by using this awareness to educate the behaviours of others.

I commit to learn more about the Traditional Owners where I live, and in the Western District where my family originates.

I commit to maintain relationships with local community groups, to support cultural awareness and cultural safety educational activities, and continue to share respect for cultural differences inside and outside of work.

I commit to using leads from 'Supply Nation'. I plan to transition the supply of some office consumables to local Indigenous organisations, eg the NeverFail water fountain can be replaced and at a cheaper price.

I commit to call out racism and contribute to a culturally safe environment wherever I am.

I commit to proactively improve my knowledge of Aboriginal and Torres Strait Islander culture and history. To increase my use/purchases of Aboriginal and Torres Strait Islander owned services, business and products.

I commit to teach my grandchildren about the traditional owners of the country that they are blessed to be born into, ensuring they understand their place in overcoming the division must come from a place of respect, truth, justice, healing and love.

I commit to do what I can, including encouraging others, to promote fairness and equity to indigenous peoples in all domains of life.

I commit to always fight for the inherent right Aboriginal and Torres Strait Islander people have to speak out on issues that directly impact them, and to push back against those within institutions who try to silence those voices.

I commit to learn more about the Aboriginal and Torres Strait Islander history and monuments in the area where I live.

I commit to explore ways of enhancing RACGP's attractiveness as an employer of choice for Indigenous Australians.

I commit to pro-actively reach out to ACCHOs to promote the RACGP's AOD GP Education Program; and collect 'top tips' from Aboriginal and Torres Strait Island health workers across the country to share with GPs participating in the program.

I commit to taking the initiative rather than waiting to be told.

I commit to become more aware of issues and ways to help closer to home.

I commit to listen, reflect, learn and engage.

I commit to learn more about Aboriginal and Torres Strait Islander experiences and history through reading and film, and consuming more Aboriginal content generally, and engage with demonstrations and campaign where possible.

I commit to respect and be aware of Indigenous success and contribution.

Acknowledgement of Country

The Royal Australian College of General Practitioners acknowledges the Traditional Custodians of the land and sea in which we work and live, we recognise their continuing connection to land, sea and culture, and pay our respects to Elders, past, present and future.

Awarded Fellowship at the RACGP GP13 Academic session in Darwin, 18 October 2013 (L-R): Tammy Kimpton, Olivia O'Donoghue, Brad Murphy, Dr Catherine Engelke and Dr Aleeta Fejo



Acknowledgement of artwork

The original artwork, *Creation Spirit – Healing Place*, featured throughout our Reconciliation Action Plan (RAP) was designed by Aboriginal design company Gilimbaa.

Here's an introduction to the meaning behind the artwork.

Creation story – Healing place

Smooth iridescent skin caresses the earth, unfolding its many layers. Mounds rise up towards the sky; valleys are created. This is the land you belong to; these are the songs you sing. Thick smoke rises through the fresh morning air. Bodies are adorned for this rite of passage in a place of healing.

The Rainbow Serpent, the Creation Spirit, moves throughout the land, creating the landscape. It gives people the knowledge and wisdom of the land, ceremony, song, dance and lore – food to eat and medicine to heal. Surrounding the Rainbow Serpent are patterns depicting locations across Australia from the Torres Strait Islands through Queensland

across to the Northern Territory, Western Australia, South Australia, New South Wales, Victoria, the Australian Capital Territory and Tasmania. The patterns also refer to carvings, markings, tracks, scarification and body adornments – what is found in the landscape and people's interpretation of this landscape reflected on their own bodies.

This artwork also represents the traditional possum skin cloaks worn by the people of the Victorian region. The squares of the checkerboard design represent individual possum skins that are sewn together to form the cloak. Old and new meld. Through this, the RACGP pays its respects to Aboriginal and Torres Strait Islander communities across Australia and to the Gilimbaa land on which general practitioners learn, teach and practise the art of medicine.





President’s introduction

I am pleased to introduce The Royal Australian College of General Practitioners’ (RACGP’s) Reconciliation Action Plan (RAP) for 2020–22. This is the second RAP for the RACGP and is a significant step in our reconciliation story.

Our vision is for a healthcare system free of racism. As the peak organisation representing more than 41,000 general practitioners, the RACGP has a critical role to play in realising change. Racism makes people sick; there is no room for racism in healthcare.

This RAP forms part of our commitment to this vision through establishing a culturally safe organisation that supports continuous education and learning for staff and members. It has been developed in the same year we mark the tenth anniversary of the National Faculty of Aboriginal and Torres Strait Islander Health. Through the faculty, we have demonstrated our enduring commitment to reconciliation – strengthening our partnership with the National Aboriginal Community

Controlled Health Organisation, supporting the Uluru Statement from the Heart and continuing our involvement with the Close the Gap campaign.

The anniversary is an important reminder of some of our greatest achievements and key lessons for the future. The most significant is that Aboriginal health is everybody’s business and we all have a part to play in achieving our vision. We understand that responsibility does not sit with one person or one team but with all of us, as individuals and as a community.

Through implementing our RAP, we will continue to contribute to the ultimate goal of achieving equity in health outcomes for Aboriginal and Torres Strait Islander peoples.

I am proud to introduce you to our second RAP.

Dr Harry Nespolon
President, RACGP
BMBS, DipRACOG, FRACGP, FACLM, BEc, LLB (Hons), MBA, FAICD, MHL

Dr Harry Nespolon prepared this message before he passed away on 26 July 2020.



Message from the Chief Executive Officer



This is the RACGP's second Reconciliation Action Plan (RAP). In previous roles I have been honoured to be involved in initiatives designed to help close the gap between the health outcomes of Aboriginal and Torres Strait Islander peoples and those of other Australians. Some of these initiatives have been a highlight of my working career.

I believe the RACGP has a critical role in this issue and, as CEO, it is something that I see as an essential part of our existence.

The RAP is every single staff member's responsibility, and we want to create activity for everyone to get involved in and advocate for change. This RAP embeds the importance of creating an inclusive culture

at the RACGP – one that is culturally safe for Aboriginal and Torres Strait Islander peoples. If we get it right in Aboriginal and Torres Strait Islander health, we get it right for everyone.

There is one clear message at the heart of this plan – that we advocate for equity in health outcomes for Aboriginal and Torres Strait Islander peoples.

It is my pleasure to launch this second RAP.

Dr Matthew Miles
CEO

Message from Reconciliation Australia

Reconciliation Australia commends The Royal Australian College of General Practitioners (RACGP) on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for the RACGP to expand its understanding of its core strengths and deepen its relationship with its community, staff and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, the RACGP will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of **relationships, respect, and opportunities** emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. The RACGP is part of a strong network of more than 1,100 corporate, government and not-for-profit organisations that have taken goodwill and intention and transformed it into action.

Implementing an Innovate RAP signals the RACGP's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations to the RACGP on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





Our vision

The Royal Australian College of General Practitioners (RACGP) vision for reconciliation is for a healthcare system free of racism, where all GPs and practice teams are trained to deliver culturally safe healthcare.

Our goal

The RACGP acknowledges the wrongs of the past directed towards Aboriginal and Torres Strait Islander peoples and the inter-generational impact of this.

Our goal is for the RACGP to become a culturally safe organisation for Aboriginal and Torres Strait Islander people and support the work of our National Faculty of Aboriginal and Torres Strait Islander Health. We will work collaboratively to promote the strengths of Aboriginal and Torres Strait Islander peoples. We will make every effort to be leaders and demonstrate our commitment through our voice and actions. We may not get it right all of the time, but we come to this journey with goodwill and a commitment to learn from our mistakes and strive to do better.



Wagiman man Nathan Patterson mentoring RACGP staff (Jackie Brown in photo) to paint Bunjil, during NAIDOC Week 2019 at the RACGP National Office.

Our business

The RACGP is Australia's largest professional practice organisation and represents urban and rural general practitioners (GPs). The RACGP's mission is to improve the health and wellbeing of all people in Australia by supporting GPs, general practice registrars and medical students in their pursuit of excellence in patient care and community service. The RACGP is committed to raising GP awareness of Aboriginal and Torres Strait Islander health needs and their cultural context, and to advocating for culturally appropriate health delivery systems that improve health outcomes.

The RACGP operates across eight offices – in Melbourne, Sydney, Canberra, Brisbane, Perth, Darwin, Adelaide and Hobart. All of these offices operate on unique Aboriginal lands. The RACGP employs approximately 400 full-time and part-time employees, including three staff who identify as Aboriginal and/or Torres Strait Islander people.

The majority of our employees work in the National Office in Melbourne, across Corporate Services; Membership; Policy, Practice and Innovation; Education; and Fellowship Pathways divisions. These functions support over 41,000 members working in or towards a career in general practice. The RACGP conducts its activities within the following key areas: collegiality, education and training for general practice, innovation and policy for general practice, and advocacy.

The RACGP has a National Faculty of Aboriginal and Torres Strait Islander Health, which was established in February 2010. In 2020, the faculty celebrates 10 years of operation. It is governed by an Aboriginal-led Council and an Education Committee, is supported by a team of seven staff, and currently has over 11,000 members. The faculty provides the RACGP with strategic and operational support to advance the RACGP's work in the field of Aboriginal and Torres Strait Islander health.

It aims to achieve this through:

- supporting GPs and other health professionals to provide clinically and culturally appropriate and responsive healthcare to Aboriginal and Torres Strait Islander communities
- enhancing engagement with communities and key stakeholders
- enhancing the quality and effectiveness of cultural awareness education and cultural safety training for GPs
- advocating for improvements to Aboriginal and Torres Strait Islander health and primary healthcare service delivery
- enabling the RACGP to acknowledge and embrace Aboriginal and Torres Strait Islander cultures
- supporting self-determination and community control
- ensuring members understand the benefits of faculty membership and actively contribute to the faculty and the broader work of the RACGP.

The Koori Youth Will Shake Spears Dance Group performing at the unveiling of the commemorative plaque at the RACGP South Melbourne office, 13 November 2009.



The 10th Anniversary

The National Faculty of Aboriginal and Torres Strait Islander Health celebrated their 10th Anniversary on the 10th of February 2020 at the RACGP East Melbourne Office. The dancers featured in the photos are the Djirri Djirri dancers, a Wurundjeri female dance group and Traditional Custodians of Melbourne, which includes the land on which the RACGP National Office is located in East Melbourne. The group performed traditional dances and sang in Woiwurrung language. Photos by Michael Jalaru Torres.

The Djirri Djirri dancers, a Wurundjeri female dance group. Photos by Michael Jalaru Torres.



The National Faculty of Aboriginal and Torres Strait Islander Health Council members and RACGP RAP Working Group at the 10th Anniversary celebrations of the Faculty in February 2020 at the East Melbourne Office.

Our Reconciliation Action Plan

This is the RACGP's Innovate Reconciliation Action Plan (RAP) 2020–22. Through this framework the RACGP is committed to reconciliation and to improving the knowledge, skills and abilities required to deliver culturally responsive health services to Aboriginal and Torres Strait Islander peoples. This work relies on creating a culturally inclusive and safe environment with strong relationships based on mutual respect. We hope this plan serves as the foundation for future adoption of RAPs across our GP membership.

The RACGP Board is responsible for endorsing the RAP, and the RACGP RAP Champion will be responsible for updating Board members on the RAP progress every three months.

The RACGP has employed a full-time Reconciliation Action Plan Advisor to coordinate development and implementation of this RAP.

A RAP Working Group has been established to develop the content of the RAP and facilitate implementation. The Working Group includes representation from across the RACGP, including two members of the Executive Leadership Team. Meetings occur every two months, with regular out-of-session work.

The RACGP RAP Champion is on the Executive Leadership Team as the RACGP General Counsel.



Donnella Mills (Chair, National Aboriginal Community Controlled Health Organisation [NACCHO]) and Ayman Shenouda (RACGP Vice-President) at the signing of the second NACCHO–RACGP MoU at the annual NACCHO Members' Conference in Darwin, 6 November 2019.



RAP Advisory Group at RACGP National Office
talking about Country, 23 January 2020.

The following representatives are a part of the RAP Working Group.

RAP Working Group

Gemma Kingsford-Smith

Senior Reconciliation Action Plan (RAP) Advisor
and Chair

Ruth Feltoe

General Counsel and RAP Champion

Amy Willows

RACGP-led Training Coordinator

Paul Moloney

General Manager, Human Resources

Matt Rush

Head of Faculties

Leanne Bird

Yorta Yorta/Taungurung

Manager, National Faculty of Aboriginal
and Torres Strait Islander Health

Paula Rowntree

Head, Events & Experience

Francesca Trimboli

National Manager, Media & Communications,
Strategic Marketing & Communications

Bernadette Axiaq

Marketing Coordinator, Strategic Marketing
& Communications

Clare Finucane

Manager, Foundation (Funding & Research),
Partnerships

Michelle Gonsalvez

National Manager, Policy & Advocacy

Rob Stanley

Senior Financial Planning and Analysis
Manager, Finance

Abdul Qadir

Manager, Assessment Development, Education

Jackie Brown

Gurnditjmara/Dhauwurd Wurrung

Executive Assistant to General Counsel
and General Manager, Human Resources

Nevena Jelovac

CPD Program Coordinator – National

Dr Tanya Schramm

Palawa

GP member

The RACGP has also set up an Aboriginal and Torres Strait Islander Advisory Committee to provide advice and input into the RAP. This group includes representatives from the Australian Indigenous Doctors' Association (AIDA); Victorian Aboriginal Community Controlled Health Organisation (VACCHO); and Torres and Cape Hospital and Health Service, Department of Health, Queensland.

The Advisory Committee has met every month to review progress on the development of the RAP and to provide advice. The RAP Advisory Committee will meet every two months post-endorsement. Every second meeting, the advisory committee meets with the working group to collaborate on content development.



RAP Advisory Committee:
Ada Parry, Dean Duncan,
Dr Ngaree Blow and Tom Mylne



RAP Advisory Committee:
Dr Tanya Schramm

RAP Aboriginal and Torres Strait Islander Advisory Committee

The following representatives comprise the RAP Aboriginal and Torres Strait Islander Advisory Committee. All members of the group identify as Aboriginal and/or Torres Strait Islander people.

Dr Ngaree Blow

Yorta-Yorta and Noonuccal, Goreng-Goreng
Australian Indigenous Doctors' Association (AIDA)

Mr Thomas Mylne

Gangalu
Australian Indigenous Doctors' Association (AIDA)

Mr Dean Duncan

Goomeroi/Kamilaroi
Victorian Aboriginal Community Controlled Health Organisation (VACCHO)

Ms Ada Parry (Wilmadda)

Woodygupildiyerre/Marrithiel and Nganghikurrungurr
Royal Australian College of General Practitioners (RACGP)

Ms Maria Tapim (Passi)

Dauareb Tribe/Meriam Nation, East Torres Strait
Torres and Cape Hospital and Health Service,
Department of Health, Queensland

Dr Tanya Schramm

Palawa
GP Member

National Faculty of Aboriginal and Torres Strait Islander Health

Staff members of the National Faculty of Aboriginal and Torres Strait Islander Health play an ongoing role in supporting the development of this RAP.

Leanne Bird

Faculty Manager

Shelby Simpson

Executive Support
and Membership Administrator

Dr Tim Senior

Medical Advisor

Giulia Fabris

Senior Policy and Project Officer

Dr Mary Belfrage

Clinical Projects Medical Advisor

Kate Freeman

Project Coordinator

Ada Parry

Cultural and Education Advisor

Daniela Doblanovic

Education and Events
Project Officer

Reflect RAP and beyond

Our previous Reflect RAP (November 2014) was developed by the RAP Project Team and RAP Steering Group, comprising representatives from the RACGP Executive Leadership Team, RACGP staff, Manager of the National Faculty of Aboriginal and Torres Strait Islander Health, and cultural advisors who were also members of the then faculty Board.

The RACGP progressed the activities of the Reflect RAP largely through the faculty. These activities are outlined in further detail below.

While the RACGP remained committed to reconciliation, it became apparent that no one area should be responsible for its implementation. A key lesson of the intervening years since the Reflect RAP has been that reconciliation and Aboriginal and Torres Strait Islander health needs to be everyone's business.

Another key lesson has been the need for additional resources to support the development and sustainability of the RAP and reconciliation activities.

The RAP process is also a reminder to the organisation that 'Aboriginal health is everyone's business'. Embedding accountability across the organisation ensures that everyone can play a role in the RACGP's reconciliation process.

The RACGP has committed dedicated resources to support the development and facilitation of the RAP and reconciliation activities. These resources, together with the RAP Working Group, focus on ensuring everyone plays a role in reconciliation at the RACGP. Leaving reconciliation to one area prohibits other people from getting involved and from it being sustainable.



Close the Gap Event March 2020, Dean Duncan MC (RACGP RAP Advisory Committee) and Mr Karl Briscoe (Chief Executive Officer of the National Aboriginal and Torres Strait Islander Health Worker Association). Photo by Michael Jalaru Torres.

Actions of the RACGP since launching the Reflect RAP include the following.

- Advancing a comprehensive online cultural awareness education and cultural safety training program for all staff and GPs using Aboriginal Community Controlled Health Organisations
- Developing the third edition of the *National guide to a preventive health assessment for Aboriginal and Torres Strait Islander people*
- Acknowledging and hosting significant Aboriginal and Torres Strait Islander events for staff during National Reconciliation Week and NAIDOC Week and for Close the Gap Day
- Supporting a number of campaigns, including Close the Gap, as well as supporting the Redfern Statement and the Uluru Statement from the Heart
- Continuing active membership of the Steering Committee for the Close the Gap campaign
- Introducing five days of cultural and ceremonial leave for Aboriginal and Torres Strait Islander staff in the 2019 Enterprise Bargaining Agreement
- Participating in a 'lunch and learn' program with invited guest Aboriginal and Torres Strait Islander speakers

- Developing its relationship with the Wurundjeri People, the Traditional Owners of the land where the National Office is located, through engaging the Wurundjeri Council to officiate at events and perform 'Welcome to Country' ceremonies
- Producing *Closing the gap with the RACGP's Aboriginal and Torres Strait Islander GPs* – a publication featuring nine Aboriginal and Torres Strait Islander GPs across Australia working to 'close the gap' in health outcomes
- Regularly featuring the National Faculty of Aboriginal and Torres Strait Islander Health events and news in the RACGP's social media and *newsGP*; in November 2019, the RACGP ran the Close the Gap campaign Twitter page for the month as part of its membership of the Close the Gap Steering Committee
- Displaying in each RACGP office across Australia the Aboriginal and Torres Strait Islander flags, and a plaque acknowledging local Traditional Owners; artwork is also on display in several offices
- Offering the following annual awards:
 - Aboriginal and Torres Strait Islander medical student bursary award – the recipient is fully supported to attend the RACGP annual conference

- Aboriginal and Torres Strait Islander general practice registrar award (Growing Strong Award) – a scholarship of \$5000 to support attendance at the RACGP annual conference, with residual funds going to examination fees, generously donated by Dr Nathan Pinski and Ms Pinski
- The Standing Strong Together award, recognising a partnership between a Fellow or member of the RACGP and an Aboriginal and Torres Strait Islander organisation or individuals

In addition to the above, the National Faculty of Aboriginal and Torres Strait Islander Health:

- runs Yagila Wadamba, a two-day general practice registrar training and exam preparation workshop that supports Aboriginal and Torres Strait Islander registrars working towards Fellowship, and works closely with AIDA and the Indigenous General Practice Registrars Network
- is active in advocacy, contributing regularly to broader RACGP policy statements and submissions to government on issues related to Aboriginal and Torres Strait Islander health, and writing or contributing to feature articles for the RACGP's online news publication *newsGP*.

The RACGP is also a key partner of Leaders in Indigenous Medical Education (LIME), sponsors their conferences and regularly engages with LIME in key activities.

The RACGP has a position statement on Aboriginal and Torres Strait Islander health, which has recently been updated, and a range of additional position statements relating to Aboriginal and Torres Strait Islander health, including on Racism in the Healthcare System. Our remaining **position statements** are due to be updated in 2020.

Relationships

Our goal is to develop and nurture mutually beneficial relationships with Aboriginal and Torres Strait Islander communities and organisations, to ensure that our contribution towards reconciliation is delivered in a culturally sensitive manner that helps create meaningful change.

The RACGP is committed to the health and wellbeing of all Australians by providing ongoing support to GPs, general practice registrars and medical students. It is paramount to build rapport and develop great relationships with Aboriginal and Torres Strait Islander peoples, their families and their communities, helping overcome the current health gaps in Australian society, building understanding, respecting differences and finding what we have in common.



The Djirri Djirri dancers, a Wurundjeri female dance group. Photo by Michael Jalaru Torres.

Focus area: Healthcare partnerships

Action	Deliverable	Timeline	Responsibility
1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Expand reach of relationship, partnerships and Memorandum of Understanding (MOU) with NACCHO across the RACGP to look for opportunities of mutual interest with positive health outcomes for Aboriginal and Torres Strait Islander peoples.	July 2021	Lead: Senior RAP Advisor
	Further develop MOUs or formal partnerships and statements of intent with other parties seeking to improve health outcomes for Aboriginal and Torres Strait Islander peoples or increase Aboriginal and Torres Strait Islander peoples' participation in primary healthcare/general practice. Consult Prescribed Bodies Corporate (Traditional Owners).	July 2021	Lead: Senior RAP Advisor
	Support state/territory faculties to foster relationships with Aboriginal Community Controlled Health Organisation affiliates in their jurisdictions, and foster ways to help create connections and promote each other's services.	July 2021 Review July 2021, July 2022	Lead: Head of Faculties Support: Manager, National Faculty of Aboriginal and Torres Strait Islander Health National Manager, Policy & Advocacy Manager, Foundation
	Feed into strategic plans and help build templates and processes with GPs in training for engagement across the organisation.	December 2021	Lead: RACGP-led Training Coordinator Support: Head of Faculties
	Feed into strategic plans and help build templates and processes at a faculty level with our Aboriginal and Torres Strait Islander members.	December 2021	Lead: Head of Faculties Support: Manager, National Faculty of Aboriginal and Torres Strait Islander Health
	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	July 2021	Lead: CEO
2 Build relationships through celebrating National Reconciliation Week (NRW)	Hold an internal staff event during NRW through events and share resources and reconciliation materials.	27 May – 3 June 2021/2022	Lead: Senior RAP Advisor
	Ensure staff are aware of the significance of National Torres Strait Islander Flag Day (29 May), which also occurs during NRW.	27 May – 3 June 2021/2022	Lead: Senior RAP Advisor Support: RAP Working Group
	RAP Working Group to participate and all staff and senior leaders to lead the way by participating in internal events to recognise and celebrate NRW.	October 2020, 27 May – 3 June 2021/2022	Lead: National Manager, Media & Communications Support: RAP Working Group

Action	Deliverable	Timeline	Responsibility
	Organise at least one NRW event each year in every state and territory.	October 2020, 27 May – 3 June 2021/2022	Lead: Senior RAP Advisor Support: Head of Faculties Faculty Managers
	Register all NRW events on Reconciliation Australia's NRW website.	27 May – 3 June 2021/2022	Lead: Senior RAP Advisor Support: Head of Faculties Faculty Managers
	Communicate with staff and members about national and state-based events.	May 2021, May 2022	Lead: National Manager, Media & Communications
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2021/2022	Lead: Senior RAP Advisor Support: RAP Working Group
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2021/2022	Lead: General Counsel Support: Senior RAP Advisor
3 Promote reconciliation through building relationships, partnerships and community engagement strategies	Develop a community engagement strategy.	July 2021	Lead: Senior RAP Advisor Support: General Counsel Manager, National Faculty of Aboriginal and Torres Strait Islander Health National Manager, Media & Communications General Manager, Human Resources Head of Faculties Faculty Managers
	Provide opportunities to engage our staff in reconciliation (eg staff to be granted volunteer leave to engage in community partnerships within Aboriginal and Torres Strait Islander organisations).	Review July 2021, July 2022	Lead: Senior RAP Advisor Support: General Manager, Human Resources
	Communicate to our members and the general public our commitment to reconciliation.	Review July 2021, July 2022	Lead: National Manager, Media & Communications Support: National Manager, Policy & Advocacy Manager, National Faculty of Aboriginal and Torres Strait Islander Health RACGP's Board of Directors
	Explore opportunities to positively influence our members to undertake their own reconciliation actions.	Review July 2021, July 2022	Lead: Head, Events and Experience
	Via Reconciliation Australia, develop networking opportunities with like-minded organisations to advance reconciliation.	Review July 2021, July 2022	Lead: Senior RAP Advisor Support: General Counsel

Action	Deliverable	Timeline	Responsibility
4 Promote anti-discrimination strategies	Provide all staff with a copy of the RAP.	December 2020	Lead: Senior RAP Advisor Support: National Manager, Media & Communications
	Create a landing page on the RACGP website dedicated to the RAP and related activities to ensure our membership and wider community are aware of the importance of reconciliation, and help provide areas for collaboration.	October 2020	Lead: Senior RAP Advisor
	Conduct an evaluation and review of Human Resources policies and procedures to identify existing anti-discrimination provisions and future needs. Human Resources to evaluate and review existing culturally responsive workplace policy.	December 2020	Lead: General Manager, Human Resources
	Develop a bullying and harassment policy, and a recruitment and selection policy.	December 2020	Lead: General Manager, Human Resources
	Evaluate, review and communicate RACGP's anti-discrimination policy.	December 2020	Lead: General Manager, Human Resources
	Consult with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors in regard to our anti-discrimination policy.	December 2020	Lead: General Manager, Human Resources Support: Senior RAP Advisor
	Educate staff, especially through the Executive Leadership Team, on the effects of racism and unconscious bias (eg through supporting the 'Racism. It Stops with Me' campaign).	Review July 2021, July 2022	Lead: General Counsel Support: Senior RAP Advisor General Manager, Human Resources Executive Leadership Team

Respect

Our goal is to promote and celebrate the richness of Aboriginal and Torres Strait Islander cultures, values and histories in a manner that respectfully connects our staff and membership with Aboriginal and Torres Strait Islander communities. Aboriginal and Torres Strait Islander peoples and other non-Indigenous people, doctors and non-doctors can all work together with the same goal, respect each other and do good work.

The RACGP believes it is important to respect and understand how colonialism has impacted the lives of Aboriginal and Torres Strait Islander peoples and continues to have impact today. We will respect and acknowledge cultural and significant days and mark these to help our staff and members understand how the past is still having effect today.



Dr Hung The Nguyen and Ada Parry. Dr Hung received an award for his 10 years service to the Faculty in February 2020. Photo by Michael Jalaru Torres.

Focus area: Strengths and resilience

Action	Deliverable	Timeline	Responsibility
5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	Evaluate and review cultural awareness training within the RACGP.	March 2021	Lead: General Manager, Human Resources Support: Senior RAP Advisor
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	March 2021	Lead: General Manager, Human Resources Support: Senior RAP Advisor Learning and Development Lead
	Develop cultural awareness education and cultural safety training within the RACGP.	March 2021	Lead: General Manager, Human Resources Support: Senior RAP Advisor Learning and Development Lead
	Deploy cultural awareness education and cultural safety training within the RACGP.	July 2022	Lead: General Manager, Human Resources Support: Senior RAP Advisor Learning and Development Lead
	Evaluate and review cultural awareness education and cultural safety training within the RACGP.	June 2022	Lead: General Manager, Human Resources Support: Senior RAP Advisor Learning and Development Lead
	In each office, access cultural learning activities in collaboration with local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors.	December 2020	Lead: General Manager, Human Resources Support: Head of Faculties Senior RAP Advisor Learning and Development Lead
	Provide opportunities for all staff to participate in formal and structured cultural learning.	Review July 2021, July 2022	Lead: General Manager, Human Resources Support: Senior RAP Advisor Learning and Development Lead
	Develop, implement and communicate a cultural learning strategy for staff.	July 2021	Lead: General Manager, Human Resources Support: Senior RAP Advisor Learning and Development Lead
	Review and continue to build on the cultural awareness education and cultural safety training program as part of our continuing professional development, with a focus not only on Aboriginal but also Torres Strait Islander peoples and cultures.	June 2022	Lead: General Manager, Human Resources Support: Senior RAP Advisor General Counsel Learning and Development Lead

Action	Deliverable	Timeline	Responsibility
	All staff, Board members and Executive Leadership Team to participate in online cultural awareness training, beginning with when staff join the organisation.	June 2021	Lead: General Manager, Human Resources Support: Senior RAP Advisor Learning and Development Lead
6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country.	December 2020 Review July 2021, July 2022	Lead: Senior RAP Advisor Support: CEO Executive Leadership Team
	Encourage staff to start all meetings with an Acknowledgement of Country.	December 2020	Lead: CEO Support: Executive Leadership Team
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocols at significant events each year.	Review July 2021, July 2022	Lead: Senior RAP Advisor Support: RAP Working Group RAP Advisory Council
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	December 2020, December 2021	Lead: Senior RAP Advisor Support: RAP Working Group
	Review wording of the email auto-signature text to include appropriate statement regarding respect for Country, and incorporate that same statement into our eDM template.	October 2020	Lead: Marketing Coordinator, Strategic Marketing & Communications
7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	All staff to participate in an RACGP-organised internal NAIDOC Week event.	November 2020, first week in July 2021 and July 2022	Lead: National Manager, Media & Communications Support: Senior RAP Advisor
	Review Human Resources policies and procedures to identify and remove any barriers that may exist to staff participating in NAIDOC Week.	November 2020, first week in July 2021 and July 2022	Lead: General Manager, Human Resources Support: CEO Executive Leadership Team
	Encourage leaders to lead by example in participating in NAIDOC Week.	November 2020, first week in July 2021 and July 2022	Lead: General Counsel
	Promote and encourage all staff and members to participate in external NAIDOC events.	November 2020, first week in July 2021 and July 2022	Lead: National Manager, Media & Communications
	RAP Working Group to participate in an external NAIDOC Week event.	November 2020, first week in July 2021 and July 2022	Lead: Head of Events and Experience; National Manager Support: Senior RAP Advisor RAP Working Group

Action	Deliverable	Timeline	Responsibility
8 Build understanding of Aboriginal and Torres Strait Islander health gaps	As a health-based organisation, ensure each year we mark the Close the Gap campaign with appropriate event/s that promote the message that there is no room for racism in healthcare.	March 2021, March 2022	Lead: Manager, National Faculty of Aboriginal and Torres Strait Islander Health Support: Head of Faculties
	Support the state and territory faculties to hold Close the Gap events.	March 2021, March 2022	Lead: Manager, National Faculty of Aboriginal and Torres Strait Islander Health Support: Head of Faculties
9 Build respect with staff and across membership for Aboriginal and Torres Strait Islander cultures and histories	Consult a Cultural Narrative Architectural Design Specialist, Greenaway Architects (Jefa Greenaway), to incorporate First Nations design principles into the refurbishment of the National Office.	June 2021	Lead: Senior RAP Advisor Support: Facilities Manager General Manager, Finance
	Show a public commitment to the RAP through our front window decal artwork. Artworks displayed in offices should reflect the Traditional Owners of the land where the building stands.	October 2020	Lead: Marketing Coordinator, Strategic Marketing & Communications
	Negotiate visual representation of Aboriginal and Torres Strait Islander people in imagery used across the RACGP (not just content related to Aboriginal and Torres Strait Islander health).	August 2021	Lead: Marketing Coordinator, Strategic Marketing & Communications Support: National Manager, Media & Communications Senior RAP Advisor
	Ensure images and information about the National Faculty of Aboriginal and Torres Strait Islander Health are permanently featured on the RACGP home page.	August 2021	Lead: Marketing Coordinator, Strategic Marketing & Communications
	Highlight and build awareness of the RACGP's ceremonial Fellowship gowns and sashes (available only to Aboriginal and Torres Strait Islander Fellows).	November 2020	Lead: Manager, National Faculty of Aboriginal and Torres Strait Islander Health Support: Manager, Assessment Development RACGP-led Training Coordinator Head, Events & Experience Head of Faculties
10 Promote days and dates of cultural significance	Develop and share a calendar of external events and dates of significance to staff and members.	January 2021, January 2022	Lead: National Manager, Media & Communications
11 Engage members in cultural awareness and safety training	Conduct cultural awareness communication activities within member-based events.	December 2021	Lead: Head, Events & Experience Support: National Manager, Media & Communications RACGP-led Training Coordinator Head of Faculties
	Facilitate experts to run workshops for members at large events, such as the annual national conference, that help create culturally safe work environments.	December 2021	Lead: Head, Events & Experience
	Use <i>newsGP</i> , the RACGP's news hub, to communicate at least six articles on raising awareness of unconscious bias and culturally safe healthcare.	December 2021	Lead: National Manager, Media & Communications Support: National Manager, Policy & Advocacy Senior RAP Advisor

Opportunities

Our goal is to ensure that Aboriginal and Torres Strait Islander peoples and businesses have opportunities equal to those of other Australians.

Opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities are important to our organisation and its core business activities – we will evaluate our employment, procurement, professional development and retention.

The Djirri Djirri dancers, a Wurundjeri female dance group. Photo by Michael Jalaru Torres.

Focus area: Procurement and Human Resources

Action	Deliverable	Timeline	Responsibility
12 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	November 2020	Lead: General Manager, Human Resources
	Develop and communicate best practice protocol for recruitment, position descriptions and processes to ensure accessibility and inclusivity for Aboriginal and/or Torres Strait Islander people.	November 2020	Lead: General Manager, Human Resources
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Review July 2021, July 2022	Lead: General Manager, Human Resources
	Review Human Resources and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	November 2020	Lead: General Manager, Human Resources Support: General Counsel
	Identify opportunities to have specific Aboriginal and Torres Strait Islander positions at state/territory offices.	November 2021	Lead: General Manager, Human Resources Support: Head of Faculties
	Identify new advertising channels likely to appeal to Aboriginal and Torres Strait Islander job seekers.	November 2020	Lead: General Manager, Human Resources Support: Head of Faculties
	Develop an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	June 2022	Lead: General Manager, Human Resources
	Increase the number of Aboriginal and Torres Strait Islander people who are directly employed by the RACGP.	June 2022	Lead: General Manager, Human Resources
	Support the work of the National Faculty of Aboriginal and Torres Strait Islander Health in developing a Pathway Support Program for Aboriginal and Torres Strait Islander medical students/GP trainees.	January 2021	Lead: RACGP-led Training Coordinator Support: Manager, National Faculty of Aboriginal and Torres Strait Islander Health

Action	Deliverable	Timeline	Responsibility
13 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	October 2020	Lead: Senior Procurement Advisor Support: General Counsel
	Maintain and renew Supply Nation membership.	December 2020, December 2021	Lead: Senior Procurement Advisor Support: General Counsel
	Ensure a whole-of-business approach to using the Supply Nation directory for goods and services.	December 2020	Lead: Senior Procurement Advisor Support: General Counsel Senior RAP Advisor
	Maintain a list of eligible suppliers sourced through Supply Nation and increase the amount that the RACGP invests in Aboriginal and Torres Strait Islander certified and registered businesses.	December 2020	Lead: Senior Procurement Advisor
	Highlight the benefits of procuring goods and services from Aboriginal and Torres Strait Islander certified and registered businesses to RACGP staff to encourage staff to diversify their supplier base.	October 2020	Lead: Senior Procurement Advisor Support: National Manager, Media & Communications Marketing Coordinator, Strategic Marketing & Communications Senior RAP Advisor National Manager, Policy & Advocacy, Manager, Assessment Development RACGP-led Training Coordinator
	Review and update procurement practices to identify potential barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2021	Lead: Senior Procurement Advisor Support: General Counsel
	Identify Aboriginal and Torres Strait Islander certified or registered businesses to create merchandise for either staff, partners and/or members by 2022.	December 2022	Lead: Head, Events & Experience Support: Senior Financial Planning and Analysis Manager, Finance General Counsel Marketing Coordinator, Strategic Marketing & Communications
14 Build partnerships that create career opportunities in healthcare	Develop long-term commercial relationships with Aboriginal and/or Torres Strait Islander certified and registered businesses.	June 2021	Lead: Senior Procurement Advisor
	In partnership with organisations such as Career Trackers and the GO Foundation, create opportunities for Aboriginal and Torres Strait Islander students to undertake internship/work experience with the RACGP, and encourage careers in healthcare and ultimately create future employment opportunities.	June 2021	Lead: Senior RAP Advisor Support: General Counsel National Manager, Policy & Advocacy General Manager, Policy, Practice & Innovation Manager, National Faculty of Aboriginal and Torres Strait Islander Health Manager, Foundation RACGP-led Training Coordinator

Professor Peter O'Mara –
Chair of the National Faculty
of Aboriginal and Torres
Strait Islander Health.
Photo by Michael Jalaru Torres.

Governance



Ada Parry and Tom Mylne
at the RAP Advisory Committee
meeting, 23 January 2020.

Action	Deliverable	Timeline	Responsibility
15 Establish and maintain an effective RAP Working Group to drive governance of the RAP	Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group.	October 2020, June 2021, June 2022	Lead: Senior RAP Advisor
	Establish and apply a Terms of Reference for the RAP Working Group.	Review June 2021, June 2022	Lead: Senior RAP Advisor
	Meet at least four times per year to drive and monitor RAP implementation.	October 2020, June 2021, June 2022	Lead: Senior RAP Advisor Support: RAP Working Group
16 Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation.	March 2021, March 2022	Lead: Senior RAP Advisor
	Engage our senior leaders and other staff in the delivery of RAP commitments.	Review June 2021, June 2022	Lead: Executive Leadership Team Members of RAP Working Group Support: Senior RAP Advisor
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	Review June 2021, June 2022	Lead: Senior RAP Advisor
	Consider the impacts of new RACGP position statements on Aboriginal and Torres Strait Islander peoples and consult the National Faculty of Aboriginal and Torres Strait Islander Health on their appropriateness.	Review June 2021, June 2022	Lead: General Manager, Policy, Practice & Innovation Support: General Counsel
	Appoint and maintain an internal 'RAP Champion' from senior management.	October 2020, October 2020	Lead: Company Secretary Support: Senior RAP Advisor
17 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2020, 2021, 2022	Lead: Senior RAP Advisor
	Regularly report RAP progress to all staff and senior leaders and to the Board.	December, March, June of 2020, 2021 and 2022	Lead: Executive Leadership Team and Members of RAP Working Group Support: Senior RAP Advisor Company Secretary
	Publicly report our RAP achievements, challenges and learnings via social media, a formalised report or a media release. Ensure RAP achievements, challenges and learnings are publicly available on the RACGP website.	July 2021, July 2022	Lead: National Manager, Media & Communications Support: Senior RAP Advisor
	Provide regular updates from our President to members on the progress and achievements of the RAP.	October 2020	Lead: National Manager, Media & Communications
	Participate in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2022	Lead: Senior RAP Advisor Support: General Counsel
	Include questions within the RACGP organisational culture survey that can capture staff feedback about change in opinion in relation to our RAP activities.	January 2021	Lead: General Manager, Human Resources
18 Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2021	Lead: Senior RAP Advisor
19 Establish and maintain an effective RAP Aboriginal and Torres Strait Islander Advisory Committee to drive governance of the RAP	Create and maintain Aboriginal and Torres Strait Islander representation on the Aboriginal and Torres Strait Islander Advisory Committee.	October 2020	Lead: Senior RAP Advisor



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Disclaimer

The information set out in this publication is current at the date of first publication and is intended for use as a guide of a general nature only and may or may not be relevant to particular patients or circumstances. The RACGP and its employees and agents have no liability (including for negligence) to any users of the information contained in this publication.

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We acknowledge the Traditional Custodians of the lands and seas on which we work and live, and pay our respects to Elders, past, present and future.