



AUSTRALIAN
PHYSIOTHERAPY
COUNCIL

THE AUSTRALIAN PHYSIOTHERAPY COUNCIL

REFLECT – RECONCILIATION ACTION PLAN

June 2019 – June 2020

Tammi Michelle Faraday BA (Hons) LLB

Head of Strategic Communications

tammi.faraday@physiocouncil.com.au

© Australian Physiotherapy Council Ltd

TABLE OF CONTENTS

TABLE OF CONTENTS.....	2
MESSAGE FROM RECONCILIATION AUSTRALIA	3
ABOUT OUR COVER ARTWORK	4
“Let it Begin with Us”	4
ARTIST PROFILE	5
ACKNOWLEDGMENT	6
REFLECT RECONCILIATION ACTION PLAN SUMMARY	6
STATEMENT OF RECONCILIATION	6
A MESSAGE FROM THE COUNCIL'S CEO & CHAIR.....	7
THE AUSTRALIAN PHYSIOTHERAPY COUNCIL	8
OUR RAP	9
The Council's Reconciliation Journey to Date.....	9-10
Our Partnerships / Current Activities.....	10-11
RELATIONSHIPS	12
RESPECT	13
OPPORTUNITIES.....	14
GOVERNANCE & TRACKING	15



Please direct enquiries about the Council's RAP to:

Name: Tammi Michelle Faraday BA (Hons) LLB

Position: Head of Strategic Communications

Phone: +61 3 7018 1499

Email: tammi.faraday@physiocouncil.com.au

MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia is delighted to welcome the Australian Physiotherapy Council to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, the Australian Physiotherapy Council joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides the Australian Physiotherapy Council a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, the Australian Physiotherapy Council will lay the foundations for future RAPs and reconciliation initiatives.

We wish the Australian Physiotherapy Council well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend the Australian Physiotherapy Council on its first RAP and look forward to following its ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia



ABOUT OUR COVER ARTWORK

“LET IT BEGIN WITH US”

In December 2017 the Council commissioned renowned Aboriginal artist, David HG Dunn. The brief was to create an inspirational and aspirational piece of artwork that exemplifies our organisation. At the heart of this journey was our fundamental commitment to improve the experience for all those who come into our orbit, as well as for the patients who ultimately benefit from our role as the gatekeepers of the physiotherapy profession in Australia.

During our extensive consultation with David, we acknowledged that as the starting point - be it for the Australian physiotherapy students undertaking one of our accredited courses or our overseas qualified physiotherapists seeking to make a life here - their journey begins with us.

But that's only part of the story.

We live in a country where there is an undeniable and shameful chasm between health outcomes for Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander Australians. The challenge we face is how - in our governing capacity - we can make a profound difference and effect a meaningful change in the health landscape for **all** Australians.

And with that clarity, comes awesome responsibility.

So not only are we committed to ensuring that every person who connects with the Council - be it international candidates or Education Providers who are training physiotherapists of the future - is afforded the best possible experience each and every time they connect. But equally as critical, is that every physiotherapist undergoing our rigorous and exacting processes and courses are competent to provide the best possible health outcomes for both Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander Australians.

Like any organisation we are eternally evolving and learning, but what we know irrefutably is that health care services (allied or otherwise) that are respectful of, and receptive to, the health beliefs, practices, norms as well as cultural and linguistic requirements of diverse patients, result in improved health outcomes.

For our pivotal allied health sector that champions ease of movement, holistic wellbeing and restoring people to their very best. We recognise that humanity, embracing diversity, championing cultural sensitivity and competencies is just as vital as the profession we govern. And it's these elements that have seamlessly coalesced into David's masterpiece – “Let it Begin with Us”.

Australia is blessed with practitioners who hail from the four corners of the globe. This is portrayed in the artwork by the different coloured hands on the outer edge of the artwork. The orange, brown and white dots represents our Village that we champion, cherish and protect. Like the physios who practice in Australia, we too hail from all over the world. Our diversity and harmony is defining.

The blue dots represent the life-giving water that surrounds our work and our Country and connotes flow and ease of movement. The origin of our overseas qualified physiotherapists is captured by twenty coloured circles joined by the squiggly white and black dots.

The figure in the top right-hand corner of the painting represents the every-patient; every Australian who require interventions that our esteemed physios provide.

And at the centre of all of it is the country we love. Its heartbeat is again depicted with the orange, brown and white dots that represent our organisational values that include the pursuit of excellence; innovation; courageous agility; compassion and people-centricity.

As the guardians of this extraordinary profession, we are privileged to **let it begin with us**.

Today we dispense with platitudes and focus on an honest, transparent journey of enlightenment. Tokenism and box ticking has no place in Health, no place in Australia and no place in our Council.

We commit to learning. We want to do it better. We must do it better. No pitches, no platitudes and nothing piecemeal.

We will strive to ensure that prior to practicing, every physiotherapist qualified in Australia or beyond our shores will be culturally competent and afford the same compassion, understanding, respect and ultimately the same health outcomes for all their patients. Through cross-cultural learning opportunities that promote awareness, education and socio-cultural understanding, we are determined to improve the health of Aboriginal and Torres Strait Islander peoples.

Yes, we regulate a healthcare service that is extolled as being one of the best in the world, but if we are not adequately safeguarding the health of Aboriginal and Torres Strait Islander peoples, then as far as we concerned, we are failing miserably.

With the much-anticipated launch of our inaugural Reflect Reconciliation Action Plan later this year, we are hopeful that we will exceed our own expectations of further developing warm and enduring relationships with, and opportunities for, collaborating and championing, our Aboriginal and Torres Strait Islander brothers and sisters. So from this day forward, **let it begin with us**. That's our promise and our pledge.

ARTIST PROFILE

David HG Dunn is an award winning, international selling Aboriginal artist whose work has been exhibited all over Australia and is sought after by art collectors the world over. Just some of the countries displaying his breathtaking artwork include: Canada, UK, USA, Japan, Germany, Holland, Denmark, Hong Kong, Philippines, Singapore, Greece, Ireland, Austria, Belgium, Malaysia, New Zealand, Sweden, France, China, India, Italy, France, China, Japan, Switzerland, etc. David uses contemporary techniques, based on Aboriginal stories and his painting style is simple, colourful and intelligent.

David, whose Aboriginal name is Gaagang, was born in 1964 and comes from the Wiradjuri people. He hails from small town 50 miles west of Dubbo called Trangie. David proudly uses his own style which is influenced from his ancestors. *"I was told by an Elder from the Warburton community to paint what you feel not what you see, so I paint from the heart and from the memories of my childhood. Our family's totem is the emu and I have been told I have an extremely strong sense of Spirit and Family."*

David has also worked in over 100 early childhood centres as well as primary and secondary schools in NSW and Victoria.



ACKNOWLEDGMENT

The Australian Physiotherapy Council (the “Council”) acknowledges the Wurundjeri people of the Kulin Nations as the Traditional Owners of the land upon which our workplace Village stands. The Council also acknowledges the Traditional Custodians of lands across Australia where it conducts its business, their Elders, Ancestors, cultures and heritage and recognise their continuing connections to lands, waters and communities.

The Council would like to acknowledge and thank our Board, our staff, our Reflect RAP Working Group, as well as the wider Physiotherapy community, as well as the invaluable guidance & support of Reconciliation Australia for embarking on this vital journey of reconciliation with us and what that means for our Council. We greatly appreciate your contribution and support in developing our inaugural Reflect Reconciliation Action Plan.

REFLECT RECONCILIATION ACTION PLAN SUMMARY

This Reflect Reconciliation Action Plan (RAP) details the steps that the Australian Physiotherapy Council will take in the next 12-month period to work towards reconciliation in Australia. This Reflect RAP will allow our organisation to focus on building relationships both internally and externally as well as raising consciousness with all our stakeholders to ensure there is shared understanding and ownership of our RAP within the Council and the spheres in which we have the most impact.

STATEMENT OF RECONCILIATION

The Council:

- Acknowledges that Aboriginal and Torres Strait Islander peoples are the First Peoples of this land;
- Acknowledges that Aboriginal and Torres Strait Islander peoples have strived to retain their cultures and identities through more than 200 years of non-Aboriginal settlement;
- Acknowledges the past loss by Aboriginal and Torres Strait Islander peoples of their land, their children and their lives since the start of non-Aboriginal settlement;
- Acknowledges the right of Aboriginal and Torres Strait Islander peoples to live according to their own values and customs, subject to the law;
- Respects Aboriginal and Torres Strait Islander peoples’ special relationship with the land and values the importance of Aboriginal and Torres Strait Islander cultures to the heritage of all Australians;
- Recognises the invaluable contributions that Aboriginal and Torres Strait Islander peoples have made to the community and the state; and
- Commits to working together towards a future of mutual respect and harmony.

A MESSAGE FROM THE COUNCIL'S CEO & CHAIR

It is our privilege as CEO and Chair of the Australian Physiotherapy Council to launch our inaugural Reflect Reconciliation Action Plan (RAP). Our Reflect RAP is an affirmation of our commitment to embrace inclusion, collaboration, equality of opportunity and reconciliation between Traditional Custodians of our nation and non-Aboriginal and Torres Strait Islander peoples.

Through this journey, we have come to truly appreciate that reconciliation is about unity and respect between Aboriginal and Torres Strait Islander peoples and the wider Australian community. It is about honouring Aboriginal and Torres Strait Islander peoples' heritage and valuing justice and equity for **all** Australians, above **all** things.

Our vision for reconciliation reflects our values, which include a commitment to diversity, social and health equality and cross-cultural understanding. We recognise the fundamental importance of reconciliation to the Council, the allied health profession, our society and the future of our nation.

We are delighted to wholeheartedly commit ourselves to the actions outlined in this RAP, and we very much look forward to further developing warm and enduring relationships with, and opportunities for, Aboriginal and Torres Strait Islander peoples and communities.

Over the next 12 months - as we embark upon our reflection and awareness phase towards reconciliation - the Council will focus on fostering relationships both internally and externally as well as raising awareness with all our stakeholders to ensure there is shared understanding and proud ownership of our RAP within our organisation.



Anton-Barnett Harris

Chief Executive Officer

The Australian Physiotherapy Council

Shane Patman

Chair

The Australian Physiotherapy Council

THE AUSTRALIAN PHYSIOTHERAPY COUNCIL

The Australian Physiotherapy Council Limited (the “Council”) is an independent national body engaging locally and globally in oversight of the guidance, development and assurance of standards for Physiotherapy health professional practice in the public interest of all Australians.

The Council is a national body and our Head Office (which is our only office) is located in Melbourne, Victoria. Despite our locale, our reach includes hospital and other health settings all over the country.

The Council employs 12 full time staff and 2 part time staff, as well as Assessors of overseas qualified Physiotherapists (who have evidence of the knowledge of our work) and an Accreditation Panel (who have face to face interactions with the universities).

Currently the Council does not employ any Aboriginal and/or Torres Strait Islander staff, however the Council does have an Aboriginal and Torres Strait Islander advocate on our Accreditation Committee. We have two Aboriginal and Torres Strait Islander representatives on our RAP Working Group and we actively encourage Aboriginal and Torres Strait Islander people to apply for positions when vacancies arise.

The activities of the Council include:

- Accreditation of entry-level physiotherapy education programs offered by higher education providers;
- Assessment of qualifications and skills of overseas qualified physiotherapists for registration and migration purposes;
- Provision of advice, recommendations and consulting services to the Physiotherapy Board of Australia and other relevant organisations, in relation to accreditation and assessment;
- National and international liaison with other professional bodies, regulators and educators on matters related to standards of education and practice and global recognition of physiotherapy qualifications; and
- Maintenance and regular review of the Accreditation Standard for practicing physiotherapists.

OUR RAP

The Council recognises that reconciliation between Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander Australians is the responsibility of all the Peoples of this great nation. This RAP is an acknowledgement of our obligation as well as our strident commitment to be active in this space. Our RAP focuses on raising awareness of, and engaging with, reconciliation by proactively fostering an environment based on mutual respect, trust and meaningful collaborations between Australia's First Peoples and other Australians.

As a testament of our commitment to this initial step in our reconciliation journey, over the next 12 months we look forward to:

- Establishing and nurturing relationships with Aboriginal and Torres Strait Islander peoples;
- Advocating respect for Aboriginal and Torres Strait Islander peoples that are specific to the Council and our sphere of influence (and beyond);
- Seizing opportunities for tangible reconciliation; and
- Tracking progress against our objectives as evidenced in this RAP.

The Council's vision for reconciliation is that Aboriginal and Torres Strait Islander peoples will be rightfully restored to a place of equity, dignity and respect; where Aboriginal and Torres Strait Islander cultures are celebrated, cultural safety and sensitivity ever championed, health and social inequality eradicated, and genuine, sustained partnerships are forged.

The Council's RAP was borne after a lengthy process of consultation with our stakeholders, our staff, our Board, our RAP Working Group and with the generous guidance and encouragement from Reconciliation Australia. Our Reflect RAP is built on a genuine longing to foster relationships, collaboration, esteem and opportunities. These well-established themes embody our own organisational values of respect, compassion, integrity, decency and proud celebration (and record) of diversity and inclusion. Notwithstanding, this RAP is a recognition of the fact that we need, and are indeed committed, to doing so much more.

The Council's Reconciliation Journey to Date

In 2014, the Accreditation Committee agreed that the Committee and Accreditation function would benefit greatly from the inclusion of an academic with expertise in Physiotherapy and Aboriginal and Torres Strait Islander peoples' health. In November 2014, the Directors approved the recommendation of appointing an additional committee member, Professor Shaun Ewen (Pro Vice-Chancellor (Indigenous) University of Melbourne and Foundation Director of the Melbourne Poche Centre for Indigenous Health). Professor Ewen commenced his appointment on 11 March 2015 for a period of three years and was reappointed at the end of that term until 31 December 2020.

In 2015, the Council implemented the Physiotherapy Practice Thresholds where Education Providers were required to map curriculum to the thresholds, which include cultural competence. Where gaps were identified, the Education Providers were required to provide a curriculum development plan and time frame to address the gaps.

In 2016, the Council launched a new Accreditation Standard which included the following (relevant) criteria, namely:

1. **Program of Study:** Where cultural competence is integrated within the program and clearly articulated as required disciplinary learning outcomes, this includes Aboriginal and Torres Strait Islander peoples.

2. **Student Experience:** Where specific consideration is given to the recruitment, admission, participation and the completion of program of study by Aboriginal and Torres Strait Islander peoples.

Please note that future applications for accreditation will be assessed against the new Accreditation Standard. Accreditation programs will transition to the new standard as their accreditation expires.

In 2017, the Council trialled the Royal Australian College of General Practitioners' (RACGP) Cultural awareness and cultural safety online training. The Council is currently negotiating with the RACGP to licence the online training program to make available to overseas qualified physiotherapists undertaking the assessment process for recognition in Australia.

Moreover, in 2017 the Council also commissioned the artwork of Aboriginal artist David HG Dunn (Gaagang).

In 2018 - despite this being our Reflect RAP - the Council formed and convened its inaugural Reflect RAP Working Group. This Group comprises: [Dr Tess Ryan](#) (Project Officer - Building Cultural Capacity Project at Australian Catholic University – formerly a Post-Doctoral Fellow at the Melbourne Poche Centre Indigenous Health – Medicine, Dentistry and Health Sciences at the University of Melbourne); [Mr Michael Reynolds](#) (APA Sports Physiotherapist); [Ms Melissa Locke](#) (Director of the Council); [Mr Anton Barnett-Harris](#) (Chief Executive Officer of the Council) and [Ms Tammi M Faraday](#) (Head of Strategic Communications of the Council).

Whilst this inaugural RAP was developed collaboratively between our Board of Directors, our staff, our RAP Working Group and the wider Physiotherapy community in conjunction with Reconciliation Australia, our RAP champion is our Chief Executive Officer, Mr Barnett-Harris.

Our Partnerships / Current Activities

Community Partnerships

1. Our new Accreditation Standard now explicitly references Aboriginal and Torres Strait Islander peoples.
2. The introduction of the RACGP online Cultural awareness and cultural safety training for overseas qualified physiotherapists.
3. The Health Professions Accreditation Collaborative Forum (the “Forum”) - of which the Council is a member - is committed to better understanding the role accreditation plays in improving Aboriginal and Torres Strait Islander health outcomes and producing a culturally safe health workforce. As part of this commitment, the Forum has agreed to work collaboratively to better understand how programs of study affect the health outcomes of these communities and role the accreditation plays in ‘Closing the Gap’.

As a member of the Forum, the Council has actively promoted the completion of the Forum’s Thematic Review Survey to the Heads of Physiotherapy Programs.

4. On Thursday 5 July 2018, AHPRA launched a Statement of Intent in relation to Aboriginal and Torres Strait Islander Health Practice. The Council is a signatory organisation.

As part of the Accreditation Annual Reporting this year, we have included questions for Education Providers to report on how cultural competence is integrated within their programs. This is just one example of how we can use our leadership and influence to ensure that entry-level physiotherapy education produces graduates who can provide culturally safe physiotherapy services. The Council’s Project Officer, Samantha Cole, will be collating the data as it comes in and will share the findings of the report with the RAP Working Group later this year.

Internal Activities/ Initiatives

Members of our Leadership team, our Board of Directors and volunteers are exploring the possibility of undertaking, as part of their professional development, a reputable Cultural awareness education and cultural safety training program. We are considering the roll out of this program across the organisation for all staff.

Within the Council, we are committed to:

- Raising staff awareness and understanding of Aboriginal and Torres Strait Islander histories, cultures and contributions;
- Embedding a reconciliation perspective of cultural awareness, sensitivity and respect into our consciousness and practices;
- Promoting diversity in our employment;
- Building partnerships with local and national Aboriginal and Torres Strait Islander communities wherever possible; and
- Promoting Aboriginal and Torres Strait Islander cultures in our physical space, for example through (commissioning) Aboriginal and Torres Strait Islander artworks.

As Australia's sole Physiotherapy Accreditation and Assessment body, in collaboration with our stakeholders, we are committed to:

- Providing cross cultural training for Assessors of overseas qualified physiotherapists;
- Developing new professional and accreditation standards that champion greater Aboriginal and Torres Strait Islander responsiveness/ cultural competence in accreditation processes impacting on new graduates, to ensure that they are adequately prepared for practice;
- Including greater Aboriginal and Torres Strait Islander responsiveness/ cultural competence in assessment processes impacting on overseas qualified physiotherapists to ensure that they are adequately prepared for practice in Australia;
- Supporting the Physiotherapy Professions' determination to improving health outcomes for Aboriginal and Torres Strait Islander peoples;
- Encouraging the inclusion of Aboriginal and Torres Strait Islander perspectives in project development and assessment materials;
- Ensuring that Aboriginal and Torres Strait Islander students and graduates are supported in key elements of 21st century teaching and learning;
- Embedding the materials and tools that we develop with strategies that support teaching Aboriginal and Torres Strait Islander students;
- Supporting Universities and their Academic staff to understand and respect Aboriginal and Torres Strait Islander peoples, to promote reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians;
- Actively recruiting Aboriginal and Torres Strait Islander actors/Simulated Patients for the Simulation Assessment for overseas qualified physiotherapists; and
- Supporting Academic staff to understand and demonstrate strategies for teaching and supporting Aboriginal and Torres Strait Islander students.

To this end, we have written some scenarios that portray Aboriginal and Torres Strait Islander health issues and have reached out to Indigenous Allied Health Australia (IAHA) to assist us with casting/sourcing actors, but to date haven't yet found Aboriginal and Torres Strait Islander peoples to portray Simulated Patients.

Over the next 12 months, we commit to the following:



RELATIONSHIPS

Improve and extend our relationships with Aboriginal and Torres Strait Islander peoples and organisations to enable us to equip the incoming/immigrant Physiotherapy workforce to meet the needs of all Australian communities

Action	Deliverable	Timeline	Responsibility
1. RAP Working Group Activities	▪ Oversee the development, endorsement and launch of the RAP	June 2019	Head of Strategic Communications
	▪ Ensure Aboriginal and Torres Strait Islander Peoples are represented on the RWG	June 2019 - 2020	Head of Strategic Communications
	▪ Teleconference at least bi-annually to monitor and report on RAP implementation	July 2019 & February 2020	Head of Strategic Communications
	▪ Establish Terms of Reference for the RWG	June 2019	General Manager – Accreditation and Strategy & People Lead
2. Build internal and external relationships	▪ Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our sphere of influence that we can approach to connect with on our reconciliation journey	June/July 2019	Dr Tess Ryan & Mr Michael Reynolds
	▪ Develop a list of RAP organisations and other like-minded organisations (such as the Australian Physiotherapy Association) that we can approach to connect with on our reconciliation journey	June/July 2019	CEO
	▪ Build partnerships with Aboriginal and Torres Strait Islander peoples and organisations by hosting face to face meetings at the Council, facilitating collaborative workshops and embarking on apposite excursions at the recommendation of our Aboriginal and Torres Strait Islander people's partners	July – September 2019	Dr Tess Ryan & Mr Michael Reynolds
3. Participate in and celebrate National Reconciliation Week (NRW)	▪ Encourage our staff to attend a NRW event and invite a leader of the event to come and speak to our leadership team and staff	May/ June 2020	Strategy & People Lead
	▪ Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff & Board in staff/Board meetings	May 2020	Company Secretary & Head of Strategic Communications
	▪ Ensure our RAP Working Group to participate in an external event to recognise and celebrate NRW	June 2020	Head of Strategic Communications
	▪ Generate a Blog to coincide with NRW about our RAP journey and commitment and any other developments in this space by the Council	May/June 2020	Head of Strategic Communications
4. Raise internal and external awareness of our RAP	▪ Convene a bespoke meeting to raise awareness amongst all staff across the organisation about our RAP commitments	June/July 2019	Head of Strategic Communications
	▪ Engage and inform key internal stakeholders of their responsibilities within our RAP	June/July 2019	Head of Strategic Communications

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> Feature the RAP on our redesigned website 	July 2019	Head of Strategic Communications
5. 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 discrimination 	August 2019	Strategy & People Lead
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs 	June 2019	Strategy & People Lead
	<ul style="list-style-type: none"> Showcase our RAP journey at the Transform 2019 APA Physiotherapy Conference (Adelaide) in October 	October 2019	Mr Michael Reynolds



RESPECT

Engender respect and enhance cultural competency and empathy amongst the Physiotherapy profession and its Educators

Action	Deliverable	Timeline	Responsibility
6. Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> Increase awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation through training sessions, the cultural safety training rollout online content and excursions 	October 2019	Strategy & People Lead
	<ul style="list-style-type: none"> Conduct a review of cultural safety training needs within our organisation 	May 2019	Strategy & People Lead
	<ul style="list-style-type: none"> Undertake cultural immersion/safety programs for all staff to undertake 	December 2019	General Manager - Accreditation
	<ul style="list-style-type: none"> Create and communicate a calendar of Aboriginal and Torres Strait Islander dates of significance to all staff 	July 2019	Dr Tess Ryan
	<ul style="list-style-type: none"> Feature Aboriginal and Torres Strait Islander artwork in our Village 	July 2019	Head of Strategic Communications
7. Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities 	First week in July 2020	Strategy & People Lead
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting community events in our local area 	May/June 2020	Strategy & People Lead
	<ul style="list-style-type: none"> Ensure our RAP Working Group participates in an external NAIDOC Week event 	May/June 2020	Head of Strategic Communications
8. Raise internal understanding of Aboriginal and Torres	<ul style="list-style-type: none"> Investigate opportunities to meaningfully engage with the Traditional Owners of the lands and waters in our local area 	May/June 2020	Dr Tess Ryan & Mr Mick Reynolds

Action	Deliverable	Timeline	Responsibility
Strait Islander cultural protocols	<ul style="list-style-type: none"> Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence 	May/June 2020	Dr Tess Ryan
	<ul style="list-style-type: none"> Invite a Traditional Owner to provide a Welcome to Country 	August 2019	Strategy & People Lead
	<ul style="list-style-type: none"> Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols) 	August 2019	Strategy & People Lead
	<ul style="list-style-type: none"> Preface all meetings (staff, Board and /or Sub-Committee) with a Welcome to Country and/or an Acknowledgment of Traditional Custodians 	April 2019	CEO
9. Support the Development of a culturally safe workforce by enabling cultural safety to be included in relevant standards, codes and guidelines.	<ul style="list-style-type: none"> Investigate opportunities to include cultural safety as a hurdle requirement for both domestically trained physiotherapists and overseas qualified physiotherapists seeking general registration in Australia 	July 2019	General Manager - Accreditation



OPPORTUNITIES

Promote employment and intern opportunities for Aboriginal and Torres Strait Islander people within the Council by creating an organisational culture that values, supports and encourages opportunities for Aboriginal and Torres Strait Islander peoples.

Action	Deliverable	Timeline	Responsibility
10. Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none"> Investigate casting Aboriginal & Torres Strait Islander actors for Simulated Clinical Assessments 	June 2019	General Manager – Assessment
	<ul style="list-style-type: none"> Research & develop an understanding of best practice in terms of Aboriginal & Torres Strait Islander employment, retention & professional development 	October 2019	Strategy & People Lead
11. Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> Investigate sourcing Aboriginal & Torres Strait Islander gifts as Corporate Gifts 	July 2019, July 2020	Executive Assistant
	<ul style="list-style-type: none"> Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses 	September 2019	Executive Assistant
	<ul style="list-style-type: none"> Generate a procurement list of Aboriginal and Torres Strait Islander providers 	September 2019	Head of Strategic Communications



GOVERNANCE AND TRACKING

Report RAP achievements, challenges and learnings to Reconciliation Australia

Action	Deliverable	Timeline	Responsibility
12. Build support for the RAP	▪ Define resource needs for RAP development and implementation.	September 2019	Head of Strategic Communications
	▪ Bi-annual teleconferences with the RWG to track, measure and report on RAP activities.	September 2019 & March 2020	Head of Strategic Communications
	▪ Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	February 2020	Head of Strategic Communications
13. Review and Refresh RAP	▪ Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	January/February 2020	Head of Strategic Communications
	▪ Submit draft RAP to Reconciliation Australia for review	March/April 2020	Head of Strategic Communications
	▪ Submit draft RAP to Reconciliation Australia for formal endorsement	May 2020	Head of Strategic Communications

