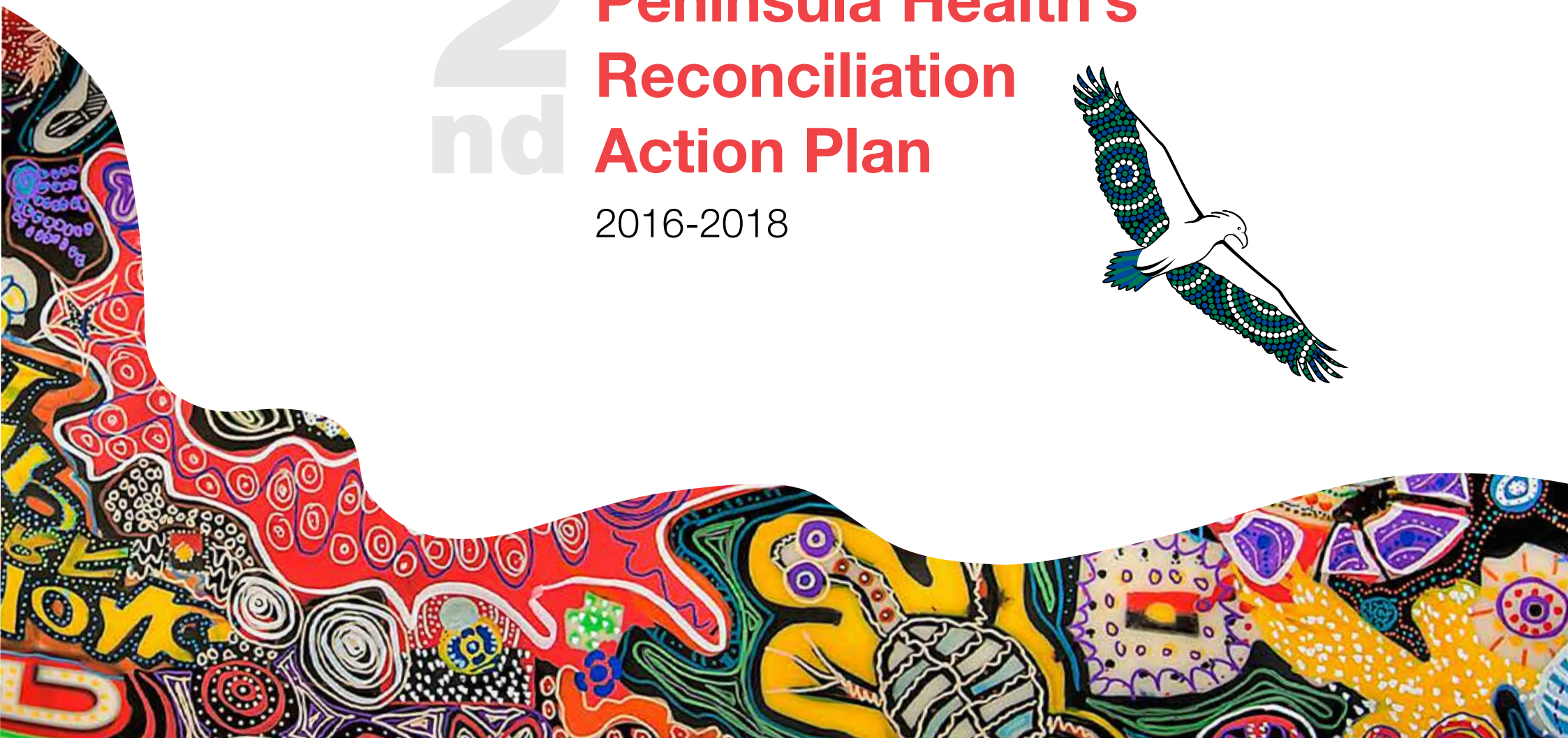


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# Peninsula Health's Reconciliation Action Plan

2016-2018





### **Acknowledgement of Country**

Peninsula Health acknowledges and pays respect to the traditional people of this region, known as the Myone Buluk of the Boon Wurrung language group of the greater Kulin Nation – and bestows the same courtesy to all other First Peoples, past and present, who now reside in the region.

The Boon Wurrung people are the proud custodians and protectors of the lands on which Peninsula Health stands today.

### **Bunjil**

According to Boon Wurrung tradition, this land has always been protected by Bunjil the creator and spiritual leader who travels as an eagle, and by Waarn who protects the waterways and travels as a crow.

Bunjil taught the Boon Wurrung people to always welcome guests. But he required the Boon Wurrung people to ask all visitors to make two promises:

- To obey the laws of Bunjil, and
- Not to harm the children or the land of Bunjil.

### **Acknowledgments**

Peninsula Health would like to acknowledge the artwork which was completed by participants who attended a youth surf camp in 2011 at Philip Island on the Mornington Peninsula, as well as Peninsula Health Staff.



## Message from Aunty Carolyn Briggs, Senior Elder, Boon Wurrung Language Area Nation

Peninsula Health understands that demonstrating respect for Aboriginal and Torres Strait Islander peoples is an important part of the reconciliation process. Through the development of its second Reconciliation Action Plan, Peninsula Health is building staff capacity and understanding and strengthening service delivery to the Aboriginal and Torres Strait Islander Community in a commitment that will foster wider participation and a more collaborative way.

The Second Reconciliation Action Plan (Innovate) reinforces the aims and targets of Peninsula Health's Strategic Plan and links them to actions which will make the health providers more accountable to their clients and other health industry agencies.

The Reconciliation Action Plan strengthens Peninsula Health's commitment and demonstrates its leadership by linking with the National Reconciliation Plan, the shared aspirations of the Traditional Custodians, and the local Community.

Yours with respect



**Carolyn Briggs**

Senior Elder  
Traditional Custodian  
Boon Wurrung Foundation

## Message from the Koolin Balit Coordinator

As an Aboriginal man, I am proud to be part of an organisation like Peninsula Health. It is inspiring to be part of this health service as they confirm their commitment to improving the health and wellbeing of the local Aboriginal community, through the development of their second Reconciliation Action Plan (RAP). It has been rewarding for me to lead the development the next RAP (Innovate) in the organisations reconciliation journey.

The Innovate RAP builds on the good work achieved to date and as we move forward, focusses on building relationships, respect and opportunities with our local Aboriginal community and partners.

Peninsula Health is in an exciting and unique position to further build its' cultural competence and embed Aboriginal cultural protocols across the organisation through the RAP its processes and intent.



**Eddie Moore**

Koolin Balit Coordinator  
Peninsula Health



## Message from the Chief Executive Officer

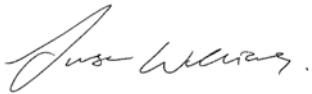
Peninsula Health acknowledges Aboriginal and Torres Strait Islander peoples as the first inhabitants and original custodians of Australia.

Improving the health of Aboriginal and Torres Strait Islander peoples is one of Peninsula Health's priorities. It requires all Peninsula Health staff to gain a deeper understanding of the historical and social issues affecting the health and well-being of Aboriginal and Torres Strait Islander peoples, understand and respect their culture, and proactively commit to changing how we provide care.

Peninsula Health has formally commenced a journey of better health care, and a better understanding through this, our Peninsula Health Reconciliation Action Plan.

Peninsula Health can play a critical role in improving health outcomes through the provision of culturally sensitive health services to Aboriginal and Torres Strait Islander peoples. I encourage all staff to incorporate knowledge of Aboriginal and Torres Strait Islander culture and health into their own professional practice.

I commend the work undertaken in developing the Peninsula Health Reconciliation Action Plan and entrust all staff to demonstrate our commitment to reconciliation with Aboriginal and Torres Strait Islander peoples, and to improved health outcomes.



**Ms Sue Williams**

Chief Executive Officer  
Peninsula Health



## Message from the Peninsula Health Board of Directors

On behalf of Board of Directors, I am delighted to present Peninsula Health's second Reconciliation Action Plan.

As the largest provider of health services in the Frankston and Mornington Peninsula region, Peninsula Health is committed to improving the health of Aboriginal and Torres Strait Islander peoples.

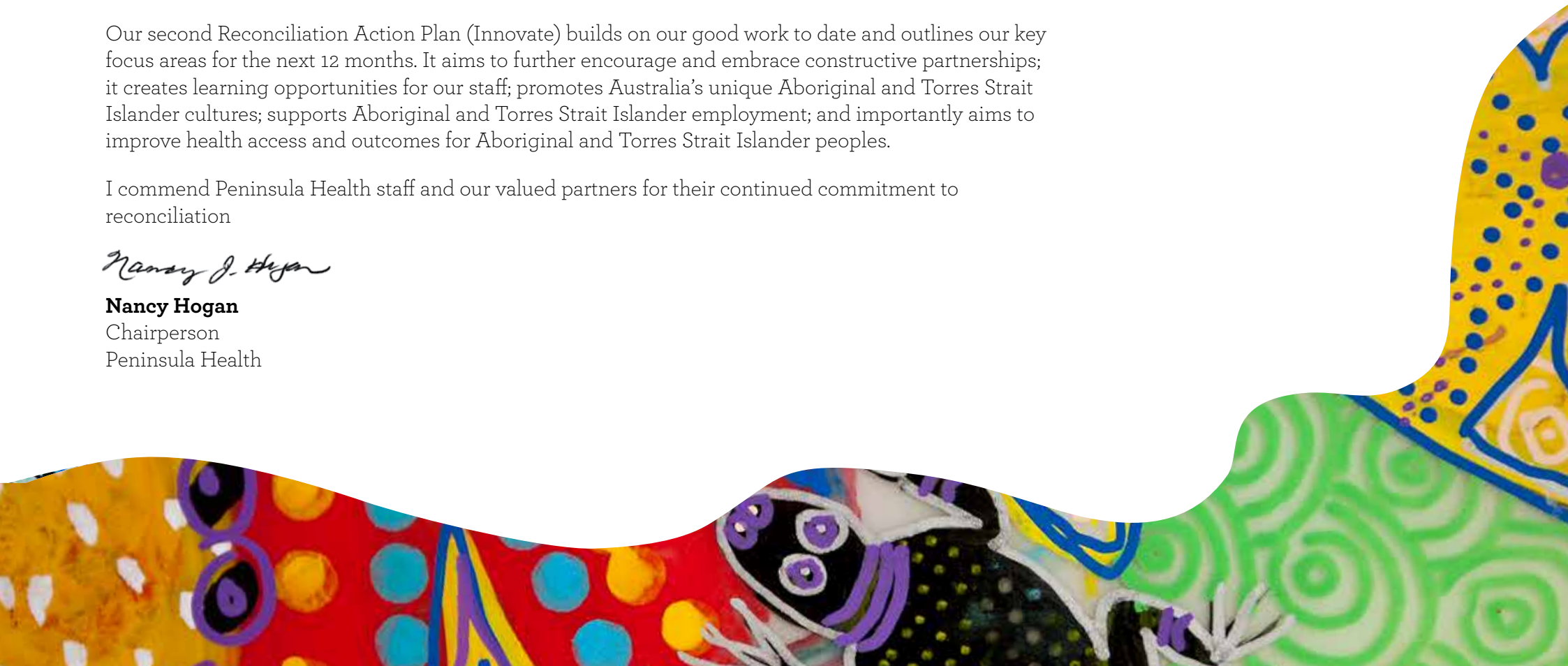
Peninsula Health has signed a Statement of Commitment with Reconciliation Australia to develop a Reconciliation Action Plan. This commitment is not only to develop a Reconciliation Action Plan, but also to report back on progress to Reconciliation Australia annually, and to the Aboriginal and Torres Strait Islander Community through the Diversity Steering Committee, and the 'Ngulu', Aboriginal Health Workers Group.

Our second Reconciliation Action Plan (Innovate) builds on our good work to date and outlines our key focus areas for the next 12 months. It aims to further encourage and embrace constructive partnerships; it creates learning opportunities for our staff; promotes Australia's unique Aboriginal and Torres Strait Islander cultures; supports Aboriginal and Torres Strait Islander employment; and importantly aims to improve health access and outcomes for Aboriginal and Torres Strait Islander peoples.

I commend Peninsula Health staff and our valued partners for their continued commitment to reconciliation



**Nancy Hogan**  
Chairperson  
Peninsula Health





## Statement of Commitment

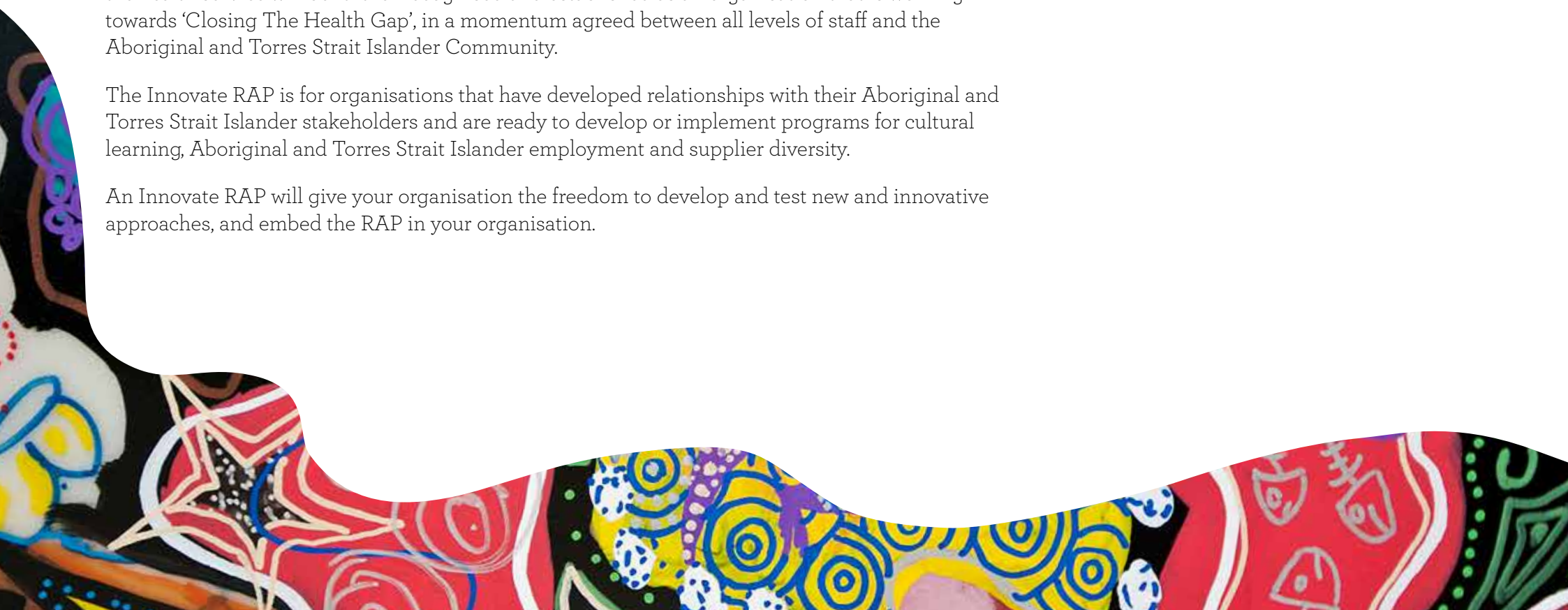
In 2013 Peninsula Health signed a Statement of Commitment with Reconciliation Australia to develop a Reconciliation Action Plan. This commitment is not only to develop a Reconciliation Action Plan, but also to report back on progress to Reconciliation Australia annually, and to the Aboriginal and Torres Strait Islander Community through the Diversity Steering Committee, and the 'Ngulu', Aboriginal Health Workers Group.

Peninsula Health acknowledges and pays respect to the traditional people of the region, known as the Myone Buluk of the Boon wurrung language group of the greater Kulin Nation – and bestows the same courtesy to all other First Peoples, past and present, who now reside in the region.

As Peninsula Health strives towards the future it recognises the importance of Australia's Aboriginal and Torres Strait Islander past. Through our second Reconciliation Action Plan, the health service will be further recognised and established as an organisation that is working towards 'Closing The Health Gap', in a momentum agreed between all levels of staff and the Aboriginal and Torres Strait Islander Community.

The Innovate RAP is for organisations that have developed relationships with their Aboriginal and Torres Strait Islander stakeholders and are ready to develop or implement programs for cultural learning, Aboriginal and Torres Strait Islander employment and supplier diversity.

An Innovate RAP will give your organisation the freedom to develop and test new and innovative approaches, and embed the RAP in your organisation.



## Our vision

Peninsula Health is committed to the following five principles developed out of consultation with the local Aboriginal and Torres Strait Islander Community and staff across the Health Service:

<b>Respect</b>	We will respect everyone's individual culture and values and beliefs – treating everyone with dignity, and respecting cultural diversity through creation of a respectful and welcoming environment.
<b>Understanding</b>	We will develop a better understanding of the historical, psycho-social and spiritual needs of Aboriginal and Torres Strait Islander peoples by increasing our knowledge of each other, by understanding our collective past and issues, and by addressing the healthcare needs of Aboriginal and Torres Strait Islander peoples in a culturally sensitive way.
<b>Communication</b>	We will be open, clear, authentic and transparent in our relationships by endeavouring to communicate in a sensitive way with Aboriginal and Torres Strait Islander peoples and communities and by providing opportunities for our staff to increase their cultural competence, safety and awareness.
<b>Engagement</b>	We will ensure inclusion in all areas of the Health Service, aiming to develop long-lasting, productive relationships with Aboriginal and Torres Strait Islander communities through ongoing, active and consultative engagement.
<b>Equity</b>	We will address the inequalities that Aboriginal and Torres Strait Islander peoples and communities face by increasing opportunities. By providing opportunities in the workplace and by improving the quality of the services we provide, we aim for future growth.

## Our business

Peninsula Health is a public health service comprising 16 different sites over a catchment area of approximately 850 square kilometres. It services a population of over 300,000 in Frankston and the Mornington Peninsula, plus an ongoing, seasonal influx of around 100,000 visitors each year.

The 2011 Census reported 1,985 Aboriginal and Torres Strait Islander people living in Frankston and the Mornington Peninsula. Peninsula Health employs more than 4,900 staff and is supported by more than 800 volunteers. In 2012/13, our total revenue was \$421 million. Currently, 18 Peninsula Health staff identify as Aboriginal or Torres Strait Islander. Peninsula Health strongly values the partnerships it has with Community and agencies committed to improving the health of Aboriginal and Torres Strait Islander peoples.

Peninsula Health recognises that to provide high quality patient centred care, our staff need to better understand, appreciate and respond to the Aboriginal and Torres Strait Islander Community. We acknowledge their contributions in supporting the Health Service as together we take responsibility for our future, and take action to provide improved access to the highest possible quality care for all people in Frankston and the Mornington Peninsula within the domains of prevention, promotion, treatment, and recovery.



## Our journey

- 1998** Recurrent funding received from the Department of Human Services for the Koori Alcohol & Other Drug Worker position.
- 2002** Recurrent funding received through the Department of Human Services for a specific Koori Home and Community Care (HACC) role.
- 2005** Aboriginal Hospital Liaison Officer role is funded by the Department of Health through the Improving Care for Aboriginal Patients program – with a requirement to report annually on service improvements in the Quality of Care Report.
- 2006** Koori Community Advisory Group is established to increase the Community voice regarding Peninsula Health services, programs and Community need. This group ran in Hastings for two years before moving to Frankston and combining with Peninsula Health's Koori Kitchen program.
- 2006** Recurrent funding received for the Aboriginal Health Promotion and Chronic Care Program (AHPACC). AHPACC programs are normally funded as a partnership between an Aboriginal Community Controlled Organisation (ACCHO) which supports the chronic care component and a mainstream organisation which supports the health promotion component. As there was no ACCHO in the Peninsula Health catchment, the two roles were established within Peninsula Health Community Health.
- 2008** Koori Services Team is formed within Peninsula Health Community Health, and a Team Leader is appointed in response to an increase in Aboriginal health funded positions and a need to support Aboriginal workers within Peninsula Health.
- 2010** Community Health establishes an Indigenous Sport and Recreation program with an allocated worker as the result of a successful tender submission to the Federal Government. This program aims to increase participation in sport and recreation activities by Aboriginal and Torres Strait Islander people to achieve health and wellbeing outcomes. The program is funded for three years from 2012 to 2015.
- 2011** Peninsula Health receives funding through the Victorian Government's Closing the Gap initiative for a two-year project to Improve Healthcare Pathways for Aboriginal and Torres Strait Islander people. Three roles are funded through this project: the Cultural Ambassador, the HARP Care Coordinator, and the Closing the Gap Service Improvement Officer.
- 2012** The Close the Gap Statement of Intent is signed by Peninsula Health's Chief Executive at the Indigenous Health Inequality Summit.
- 2012** One-off funding is received via the Improving Care for Aboriginal Patients program to establish a Healing Garden at Frankston Hospital in response to requests from the Aboriginal and Torres Strait Islander Community for a designated space to rest, heal and talk.
- 2012** One-off funding is received via the Improving Care for Aboriginal Patients program to produce five artwork panels for the Frankston Hospital Emergency Department, incorporating an Acknowledgement of Country and a Kulin Nations map. The panels are installed in the Emergency Department entrance corridor.
- 2012** Funding is received from the former Department of Education, Employment and Workplace Relations to develop Peninsula Health's Aboriginal Employment Plan 2012–2015. The Plan is developed to include three key goals relating to cultural awareness, promotion of career opportunities and pathways, and traineeships for young Aboriginal and Torres Strait Islander people.
- 2014** Development and launch of Peninsula Health's first Reconciliation Action Plan.
- 2015** Peninsula Health further demonstrates its' ongoing commitment to closing the health gap between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians through the continued development and strengthening of Aboriginal and Torres Strait Islander health governance structures within the health service, including the successful submission for Koolin Balit (Victorian Government Aboriginal health strategy) funding and the creation of the role of Koolin Balit Coordinator.





## Developing our second Reconciliation Action Plan (Innovate)

In September 2015, Peninsula Health appointed Eddie Moore as our Koolin Balit Coordinator. Peninsula Health supports and is guided by the principles of the Commonwealth Government's National Aboriginal and Torres Strait Islander Health Plan and the Victorian Government's Strategic Koolin Balit Plan for Aboriginal Health. As the largest provider of Aboriginal specific health services on the Frankston and Mornington Peninsula, Peninsula Health is committed to providing a culturally responsive, equitable, accessible, contemporary and comprehensive suite of health services to Aboriginal and Torres Strait Islander people. Peninsula Health will work in partnership with other primary healthcare providers to deliver services that improve health outcomes for Aboriginal and Torres Strait Islander people across Frankston and the Mornington Peninsula.

The Koolin Balit Coordinator position has been created to coordinate all Aboriginal Health initiatives and activities across Peninsula Health, maintain cross program visibility, work in partnership with other organisations, and facilitate the collaboration of Aboriginal Health staff.

The Koolin Balit Coordinator is integral, both strategically and operationally, to achieving successful outcomes for Aboriginal and Torres Strait Islander people and will lead the implementation of quality initiatives identified in the Reconciliation Action Plan.

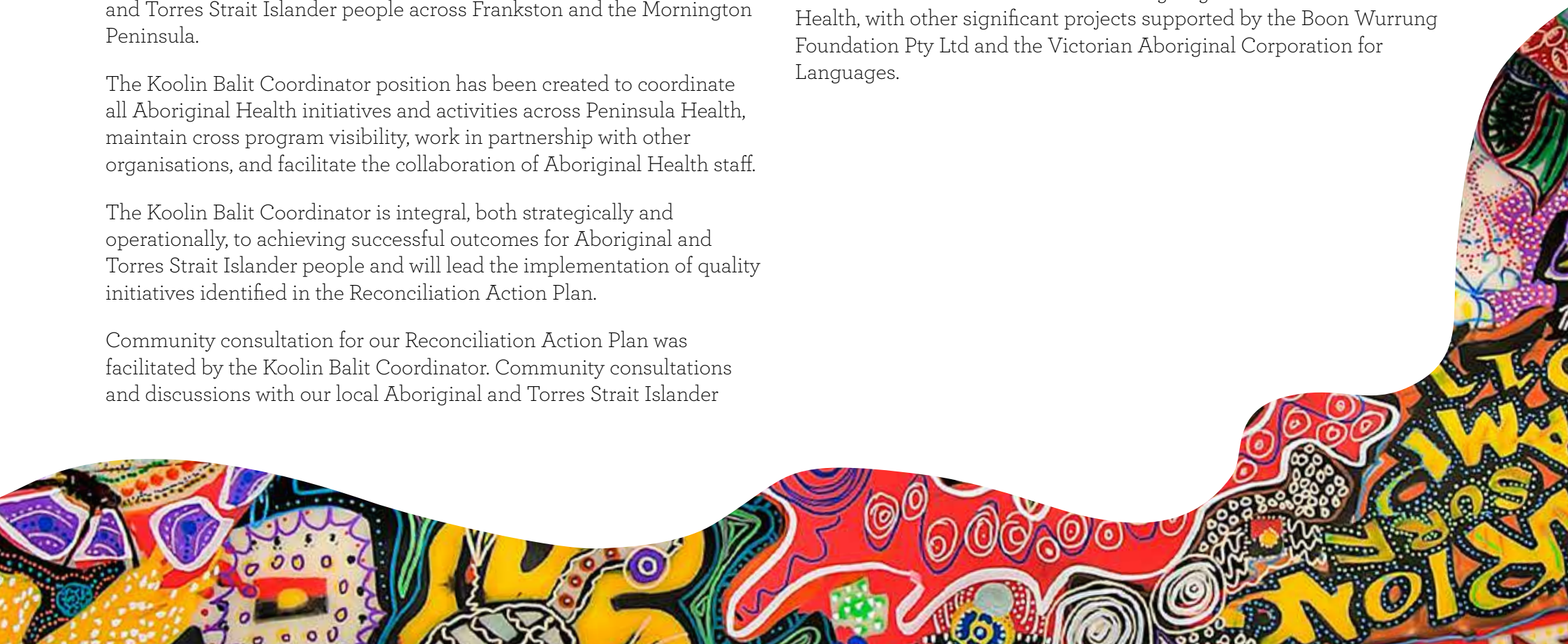
Community consultation for our Reconciliation Action Plan was facilitated by the Koolin Balit Coordinator. Community consultations and discussions with our local Aboriginal and Torres Strait Islander

Community Advisory Group took place at Frankston.

The Diversity Steering Committee will be responsible for implementing Aboriginal health initiatives across the organisation by creating a solid Reconciliation Action Plan governance model and build the business case for future commitments to cultural learning, and practicing cultural protocols.

The Diversity Steering Committee will continue to meet regularly to implement the recommendations of the Reconciliation Action Plan.

The Reconciliation Action Plan is an ongoing commitment for Peninsula Health, with other significant projects supported by the Boon Wurrung Foundation Pty Ltd and the Victorian Aboriginal Corporation for Languages.



## Our achievements

<b>BayMob Health and Education Expo</b>	<ul style="list-style-type: none"> <li>• BayMob Health and Education Expo, an annual free event, was launched in 2009 to showcase health, activity and education services provided by Peninsula Health, Monash University and other organisations for Aboriginal and Torres Strait Communities.</li> <li>• The Expo is organised by the Aboriginal and Torres Strait Islander staff at Peninsula Health with funding and support from the Department of Health's Building Strong Healthy Aboriginal Youth project, Monash University (Peninsula Campus), and Bunurong Healthy Lifestyle Team (Dandenong).</li> </ul>
<b>BayMob News</b>	<ul style="list-style-type: none"> <li>• BayMob News, a quarterly newsletter, was launched by Aboriginal and Torres Strait Islander staff the (former) Koori Services Team in 2012. The newsletter aims to engage with local Aboriginal and Torres Strait Islander Communities with news of health and healthy living initiatives provided by Peninsula Health and partner organisations across our catchment.</li> </ul>
<b>Cultural awareness training</b>	<ul style="list-style-type: none"> <li>• In 2013, a series of Cultural Experience tours were provided for Board members, Executive Directors, Senior staff, Aboriginal staff and the Peninsula Health Community Advisory Committee members. The tours were facilitated by a local Boon Wurrung man in partnership with local arts cooperative, Baluk Arts.</li> </ul>
<b>Red Dust Healing workshop</b>	<ul style="list-style-type: none"> <li>• In 2012 we sponsored a Red Dust Healing workshop for staff from Peninsula Health and partner organisations. The workshop aimed to provide understanding of culturally relevant tools for addressing grief, loss and trauma among Aboriginal and Torres Strait Islander people.</li> </ul>
<b>Research</b>	<ul style="list-style-type: none"> <li>• In 2012, our Frankston Hospital Emergency Department was selected to take part in a Department of Health study of three health services investigating barriers and enablers for Aboriginal and Torres Strait Islander people to follow-up after presenting to the emergency department with chest pain.</li> </ul>
<b>Hospital Admission Risk Program Aboriginal Care Coordinator</b>	<ul style="list-style-type: none"> <li>• In 2013, we employed a Hospital Admission Risk Program (HARP) Coordinator to improve discharge planning processes in partnership with the Koori Services team. This includes developing and implementing culturally appropriate tools, such as a Discharge Plan, that reflect the needs of Community and improve cultural safety.</li> </ul>
<b>Didgeridoo workshop</b>	<ul style="list-style-type: none"> <li>• In 2013, a 10-week, men-only didgeridoo making workshop was facilitated by the Cultural Ambassador. The workshop provided an opportunity for Aboriginal and Torres Strait Islander men to increase cultural knowledge, generate a sense of belonging and meaning, and build information and skills for improving health.</li> </ul>
<b>Aboriginal artwork in our hospital</b>	<ul style="list-style-type: none"> <li>• In early 2014, artwork similar to that in the Frankston Hospital Emergency Department (see above) was installed at the entrance to the Mental Health Building, with a Welcome/Acknowledgement of Country poster.</li> </ul>
<b>Torres Strait Islander flag</b>	<ul style="list-style-type: none"> <li>• In 2013, an additional flagpole and a Torres Strait Islander flag were installed at Frankston Hospital to accompany the Aboriginal flag already in use.</li> </ul>



<b>Flag Poles erected</b>	<ul style="list-style-type: none"> <li>In 2014, flag poles had been erected at The Mornington Centre to fly the Australian, Victorian, Aboriginal and Torres Strait Islander flags.</li> </ul>
<b>Reconciliation Action Plan</b>	<ul style="list-style-type: none"> <li>In 2014, following extensive consultation with Community, external partners and Peninsula Health staff, the health service developed, launched and begun implementing its' first Reconciliation Action Plan.</li> </ul>
<b>Cultural Safety Training</b>	<ul style="list-style-type: none"> <li>In 2014, Cultural Safety Training commenced in collaboration with Victorian Aboriginal Community Controlled Health Organisation (VACCHO) across the Frankston, Hastings and Rosebud sites, with a total of 125 PH staff now having received this training.</li> </ul>
<b>Aboriginal and Torres Strait Islander flags</b>	<ul style="list-style-type: none"> <li>In 2014, Aboriginal and Torres Strait Islander flags were purchased for use across the organisation as well as desk flag sets to be placed in meeting rooms. A corporate branded marquee was also designed for community events.</li> </ul>
<b>Koolin Balit Funding</b>	<ul style="list-style-type: none"> <li>In 2015, Peninsula Health was successful in a grant from Department of Health and Human Services to further progress activities in the Aboriginal Employment Plan. As a result a project officer was appointed to deliver on remaining activities.</li> </ul>
<b>Aboriginal Health @ Peninsula Health</b>	<ul style="list-style-type: none"> <li>In 2015, we created and appointed our first Koolin Balit Coordinator at Peninsula Health who works in partnership with other primary healthcare providers to deliver services that improve health outcomes for Aboriginal and Torres Strait Islander people across Frankston and the Mornington Peninsula.</li> </ul>
<b>Bunjil Plaques displayed</b>	<ul style="list-style-type: none"> <li>Bunjil plaques are displayed across Peninsula Health sites in recognition of the traditional owners the Boon Wurrung</li> </ul>
<b>Womin Djeka (Welcome)</b>	<ul style="list-style-type: none"> <li>In 2015, Womin Djeka entry panels were being rolled out across the organisation in line with the new Peninsula Health re-branding</li> </ul>
<b>Sponsorship</b>	<ul style="list-style-type: none"> <li>In 2015, Peninsula Health actively supported and sponsored the Baany to Warrna Ngargee - Water to Water Festival cultural program at the Briars, Mt Martha.</li> </ul>
<b>Corporate Orientation</b>	<ul style="list-style-type: none"> <li>Aboriginal Health @ Peninsula Health and Peninsula Health's Reconciliation Action Plan form part of the mandatory orientation processes for all new employees at Peninsula Health delivered monthly</li> </ul>
<b>Aboriginal and Torres Strait Islander Health Unit Website</b>	<ul style="list-style-type: none"> <li>Dreamtime Public relations were engage to assist Peninsula Health design a website for our Aboriginal and Torres Strait Islander consumers.</li> </ul>
<b>Aboriginal Healthy Start to Life Worker - (Nurse)</b>	<ul style="list-style-type: none"> <li>In 2015, a new program area, Aboriginal Healthy Start to Life position was developed and employment of an Aboriginal Nurse occurred. The Aboriginal Healthy Start to Life Nurse builds upon the pathways developed by the Koori Maternity Services Project Worker.</li> </ul>



## Reconciliation action

The following actions of **Relationships**, **Respect** and **Opportunities** were developed through a consultation process with Community groups, and with internal and external stakeholders.



### 1. Relationships

Peninsula Health recognises that there is a need to build on our existing linkages to work with Aboriginal and Torres Strait Islander clients and others to form true partnerships that become part of a sustainable approach, as to how we work with our Aboriginal clients and our contribution to the growth of the Aboriginal community. This will enable Peninsula Health to engender a respectful and collaborative culture in programs between all staff, clients, and partner organisations.

**Focus area:** The further development and sustainable partnerships with the Aboriginal and Torres Strait Islander community and Aboriginal health organisations

Actions	Deliverables	Timeline	Responsibility
1. The Diversity Steering Committee will actively monitor the RAP development and implementation of actions, tracking progress and reporting.	<ul style="list-style-type: none"> <li>The Diversity Steering Committee will oversee development, implementation, monitoring and evaluation of the RAP against the expected outcomes. The Diversity Steering Committee comprises of the Koolin Balit Coordinator and Senior Management at Peninsula Health. The Steering Committee will meet quarterly to monitor progress of the RAP.</li> </ul>	May 2016 and ongoing	<ul style="list-style-type: none"> <li>Chief Executive</li> <li>Koolin Balit Coordinator</li> <li>Diversity Committee Chair</li> </ul>
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	<ul style="list-style-type: none"> <li>Each year, Peninsula Health attends a community event and will organise internal events to recognise and celebrate National Reconciliation Week.</li> <li>Provide Peninsula Health staff with the opportunity to attend ceremonies for National Reconciliation week.</li> </ul>	27 May- 3 June, annually	<ul style="list-style-type: none"> <li>Chief Operating Officer</li> <li>Koolin Balit Coordinator</li> <li>Diversity Steering Committee</li> <li>Peninsula Health's 'Ngulu', Aboriginal Health Workers Group</li> </ul>
Actions	Deliverables	Timeline	Responsibility

3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	<ul style="list-style-type: none"> <li>• Review existing partnerships with key Aboriginal and Torres Strait Islander organisations such as Boon Wurrung Foundation and Dandenong and District Aborigines Co-Operative Limited and acknowledge relationships with key workers.</li> <li>• Sustain and formalise partnerships with Aboriginal and Torres Strait Islander Communities, organisations and stakeholders within Peninsula Health's catchment. These partnerships could be approached to assist understanding of potential activities for inclusion in this RAP.</li> </ul>	December 2016 and ongoing	<ul style="list-style-type: none"> <li>• Koolin Balit Coordinator</li> <li>• Diversity Steering Committee</li> <li>• Peninsula Health's 'Ngulu', Aboriginal Health Workers Group</li> </ul>
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	<ul style="list-style-type: none"> <li>• Review the internal and external process to communicate and implement a plan to raise awareness of Peninsula Health's commitment to the RAP across the health service, particularly among key internal stakeholders.</li> </ul>	December 2016 and ongoing	<ul style="list-style-type: none"> <li>• Koolin Balit Coordinator</li> <li>• Diversity Steering Committee</li> </ul>
5. Include other unique relationships actions and targets related to core business and vision for reconciliation.	<ul style="list-style-type: none"> <li>• In consultation with the Aboriginal and Torres Strait Islander Community Advisory Group, develop and endorse the actions resulting in the RAP.</li> <li>• Disseminate the new RAP and discuss planned activities at program staff meetings to increase mutual understanding for all.</li> <li>• Promote the RAP annually through the ATSI Health website, annual report and newsletters such as the Wirri Girri Newsletter.</li> <li>• Partner and actively engage with the Aboriginal and Torres Strait Islander Alliance across the Frankston and Morning Peninsula Catchment.</li> </ul>	December 2018	<ul style="list-style-type: none"> <li>• Koolin Balit Coordinator</li> <li>• Diversity Steering Committee</li> <li>• Director Complex Services</li> </ul>



## 2. Respect

Peninsula Health recognises respects and acknowledges Aboriginal and Torres Strait Islander people as the First People of Australia. In the context of Australian history and past government policy, we endeavour to promote a shared pride across the Health Service to build peoples' cultural competence.

Actions	Deliverables	Timeline	Responsibility
6. Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	<ul style="list-style-type: none"> <li>• Continue to implement a cultural safety training for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided</li> <li>• Cultural safety in-services continuously rolled out across Peninsula Health by VACCHO, including management</li> <li>• Include the Acknowledgement of Country as a standing agenda item for all meetings and at all client graduation ceremonies. Welcome to Country is arranged from a Traditional Owner for all official organisation events</li> <li>• Establish and maintain a database of all staff who have completed cultural safety training.</li> </ul>	December 2018	<ul style="list-style-type: none"> <li>• Koolin Balit Coordinator</li> <li>• Corporate and Community Relations</li> <li>• Human Resources</li> <li>• Diversity Steering Committee</li> </ul>
7. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning	<ul style="list-style-type: none"> <li>• Review, implement and raise awareness of Aboriginal and Torres Strait Islander protocols among Peninsula Health staff – and communicate it across Peninsula Health. Include opportunities to raise understanding of the meaning and significance of these protocols, such as cultural competence, responsiveness and capacity</li> <li>• Capture baseline data on Peninsula Health employees' current level of understanding of Aboriginal and Torres Strait Islander history, cultures and contributions.</li> </ul>	December 2018	<ul style="list-style-type: none"> <li>• Peninsula Health Executive</li> <li>• Human resources</li> <li>• Koolin Balit Coordinator</li> <li>• Diversity Steering Committee</li> </ul>
8. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week	<ul style="list-style-type: none"> <li>• Ensure the Peninsula Health's 'Ngulu', Aboriginal Health Workers Group participates in a community NAIDOC Week event, or holds an internal event. (NAIDOC week is held on the 1st Sunday to 2nd Sunday of July each year.)</li> <li>• Develop event schedule.</li> <li>• Communicate events and their meanings through the ATSI website and Wirri Girri newsletter.</li> <li>• Drive celebration activities.</li> </ul>	Annually	<ul style="list-style-type: none"> <li>• Koolin Balit Coordinator</li> <li>• Diversity Steering Committee</li> <li>• Peninsula Health's 'Ngulu', Aboriginal Health Workers Group</li> </ul>





### 3. Opportunities

Peninsula Health recognises, understands and promotes the right of Aboriginal and Torres Strait Islander people to determine their future. By creating a model of good practice within Peninsula Health, we can share our experiences with other organisations and agencies to support their own reconciliation journey.

Actions	Deliverables	Timeline	Responsibility
9. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	<ul style="list-style-type: none"> <li>• Review and enhance the current Aboriginal and Torres Strait Islander Employment/Retention Strategy (Karreeta Yirramboi).</li> <li>• Continue to implement our traineeship program, with a minimum of 2 traineeships offered per year.</li> <li>• Enhance and implement an Aboriginal and Torres Strait Islander Employment and Retention Strategy.</li> <li>• Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.</li> <li>• Advertise all vacancies in Aboriginal and Torres Strait Islander media.</li> <li>• Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.</li> <li>• Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace</li> </ul>	December 2018	<ul style="list-style-type: none"> <li>• Human Resources</li> <li>• Koolin Balit Coordinator</li> <li>• Diversity Steering Committee</li> <li>• Peninsula Health's 'Ngulu', Aboriginal Health Workers Group</li> </ul>





### 3. Opportunities (continued)

Actions	Deliverables	Timeline	Responsibility
10. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	<ul style="list-style-type: none"> <li>• Review and continue to scope out a business case for Aboriginal and Torres Strait Islander supplier diversity and how Peninsula Health can develop an Aboriginal and Torres Strait Islander supplier diversity program.</li> <li>• Review the MOU developed between Peninsula Health and Boon Wurrung Foundation to ensure culturally responsive engagement is endorsed and supported, including use of external Aboriginal Torres Strait Islander suppliers, including the development of an MOU with the Dandenong and District Aborigines Cooperative Limited.</li> <li>• Review preferred provider to cater for events hosted by Peninsula Health</li> </ul>	December 2018	<ul style="list-style-type: none"> <li>• Supply Department</li> <li>• Koolin Balit Coordinator</li> <li>• Diversity Steering Committee</li> <li>• Legal Services</li> </ul>
11. Incorporate Aboriginal and Torres Strait Islander cultural design into new infrastructure planning and development projects.	<ul style="list-style-type: none"> <li>• Ensure that new building developments incorporate Aboriginal and Torres Strait Islander design elements to create a culturally safe and welcoming environment.</li> </ul>	December 2018	<ul style="list-style-type: none"> <li>• Department of Infrastructure and Planning</li> <li>• Diversity Steering Committee</li> <li>• Koolin Balit Coordinator</li> <li>• Peninsula Health's 'Ngulu', Aboriginal Health Workers Group</li> </ul>



## Reporting

### Tracking progress and reporting

Actions	Deliverables	Timeline	Responsibility
12. Report RAP achievements, challenges and learnings to Reconciliation Australia	<ul style="list-style-type: none"> <li>• Submit an annual report on Peninsula Health's achievements to Reconciliation Australia through the RAP Impact Measurement Questionnaire</li> <li>• Review and define available resourcing for implementing actions described in our RAP Actions</li> </ul>	Annually	<ul style="list-style-type: none"> <li>• Diversity Steering Committee</li> </ul>
13. Report RAP achievements, challenges and learnings internally and externally	<ul style="list-style-type: none"> <li>• RAP achievements, challenges and learnings are reporting the Peninsula Health Diversity Steering committee.</li> <li>• RAP achievements, challenges and learnings are presented internally and externally via the Aboriginal &amp; Torres Strait Islander Community Advisory Group.</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>• Koolin Balit Coordinator</li> </ul>
14. Review, refresh and update RAP	<ul style="list-style-type: none"> <li>• Review of existing RAP (concluded 2015) and development of next RAP to occur via Steering Committee in 2016.</li> <li>• Progress reported to the Peninsula Health Board in regular reports.</li> </ul>	April 2016	<ul style="list-style-type: none"> <li>• Koolin Balit Coordinator</li> </ul>



## Further information

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