

cohealth
*committed to
reconciliation*



cohealth Stretch Reconciliation Action Plan (RAP)

2016-2018



cohealth
connecting communities

cohealth.org.au

Excerpt from "Wellness Dreaming" artwork by artist
Naardarb Francine Riches



**RECONCILIATION
ACTION PLAN**

STRETCH

Reconciliation Action Plan for the years 2016 – 2018

Our vision for reconciliation

cohealth has a vision for Reconciliation where the rights, cultures and lands of Australia's First Nation Peoples are recognised and respected by all Australians, of all ages.

In understanding the impact of inequality and the abuse of human rights on health outcomes, our vision for Reconciliation commits cohealth to contribute to a future where Aboriginal & Torres Strait Islander peoples have equal access to housing, education, employment and health services as all Australians. We envisage a time when the wisdom, histories and cultural contributions of Aboriginal & Torres Strait Islander peoples is valued by all Australians as significantly contributing to Australia's unique culture and identity.

The cohealth approach to Aboriginal & Torres Strait Islander health is underpinned by human rights, and a commitment to cultural safety and inclusion. This involves building respectful and collaborative relationships with Aboriginal & Torres Strait Islander peoples in the design and delivery of culturally appropriate and safe services and programs. It also continues to build on the cultural awareness and competence of service providers to understand Aboriginal & Torres Strait Islander people's connection to, and pride in, their cultures, histories and identities as critical to improving their health and wellbeing.

Wellness Dreaming, the artwork on the front of our Reconciliation Action Plan was commissioned by cohealth to mark the historic moment of the merger of our three organisations. Its symbolism reflects our commitment to Aboriginal and Torres Strait Islander health and wellbeing from a holistic understanding- encompassing individuals and communities in a whole of life view that includes social, emotional and cultural wellbeing.

Our business

cohealth is one of the Australia's largest not for profit community health organisations, established 1 May 2014, through the merge of three leading community health services – North Yarra (NY), Doutta Galla (DG), and Western Region Health Centre (WRHC). cohealth provides vital local health and support services including medical, dental, allied health, mental health, and counselling, and many specialist health services, to people in Melbourne's northern, western and inner northern suburbs.

cohealth's mission is to improve health and wellbeing for all and tackle inequality, in partnership with people and the communities they live in. We create impact through a powerful combination of advocacy, innovation in service delivery and partnership with consumers, communities and other stakeholders.

Available across fourteen Local Government Areas in Victoria, cohealth has more than 800 members of staff working across more than 30 service sites in and around Melbourne. Our 200 plus community members and service users work with us as volunteers or as members of our community advisory groups to ensure the voice of our community shapes and influences our services. Currently our Aboriginal and Torres Strait Islander Health Team employs eleven Aboriginal and Torres Strait Islander staff who provide a vital link with the communities in which they work to overcome barriers and facilitate an environment of trust and respect in building access pathways to mainstream services. Our aim is to increase the number of Aboriginal and Torres Strait Islander staff at cohealth in offering a range of opportunities for education, training and employment.

Aboriginal and Torres Strait Islander health and wellbeing is a key priority at cohealth. Aboriginal and Torres Strait Islander peoples have priority of access to all our services, free of charge. Assertive outreach programs enable our work with Aboriginal and Torres Strait Islander communities to connect with people outside the walls of the health services. Our programs are well attended and provide culturally safe spaces for Aboriginal and Torres Strait Islander peoples to meet with their mob, share a yarn, and connect with a range of services. cohealth is committed to improving and strengthening our services to meet the needs of Aboriginal and Torres Strait Islander community members, in our work towards closing the gap.

Our RAP

cohealth's Innovate RAP identified common themes and similarities of the founding organisations' RAPs, and is committed to honour the work already undertaken to build on this in many dimensions. The cohealth Executive Leadership Team endorsed the decision to develop an interim Innovate RAP which encompassed the commonalities of the founding organisations' RAPs, with the Stretch RAP building on this commitment for the period 2016-2018 (in line with cohealth's inaugural Strategic Plan).

Demonstrating the passion, willingness and continued commitment to the work on Reconciliation was evident from day one of the announcement of the merger at an all staff forum on 19 November 2013. The forum's 'Aboriginal Health Collaborative Conversation' led to a series of meetings and the mobilisation of a RAP working group, consisting of Aboriginal and non-Aboriginal staff from across the founding organisations' program areas, and members of the local Aboriginal community. Community input has been and will continue to be sought and valued to inform the development and implementation of cohealth's RAPs.

This Reconciliation Action Plan contains many actions that will help us to improve access to services, strengthen relationships, create opportunities, and engage more actively with Aboriginal and Torres Strait Islander communities. cohealth is in a key position to contribute to improving the health status and access to high quality services and to close the life expectancy gap for all Aboriginal and Torres Strait Islander peoples in the North Western Metropolitan Region of Victoria, where according to the 2011 census 11,473 Aboriginal and Torres Strait Islander peoples live - more than any other region in Victoria.

Over the past 18 months cohealth has taken significant steps in contributing to Reconciliation and the health and wellbeing of Aboriginal and Torres Strait Islander communities. Notable achievements include, but are not limited to:

- all cohealth events and launches include a Welcome to Country from a Traditional Custodian of the land;
- all cohealth meetings commence with an Acknowledgement of Traditional Custodians;
- significant progress has been made and reported on in relation to strategies identified in cohealth's Innovate RAP;
- strong leadership from cohealth's Board and Executive team has driven a culture of commitment to Reconciliation and Aboriginal and Torres Strait Islander health and wellbeing;
- the cohealth Aboriginal and Torres Strait Islander team received an internal award in 2015 in recognition of the range of responsive, collaborative programs provided to the Aboriginal and Torres Strait Islander communities in Melbourne's north & west; and
- the Smith St Working Group and Smith St Dreaming Festival (of which cohealth is a collaborative partner) received the Victorian Award for Criminology and Justice at the National Criminology Awards in Canberra.

The commitments within cohealth's Innovate RAP were identified through a range of staff, stakeholder and Aboriginal and Torres Strait Islander community consultation methods. To respect the input of these consultations, cohealth's Stretch RAP aims to take commitments as identified and implemented within our Innovate RAP and imbed them into the everyday practices of the organisation through the setting of Reconciliation goals and targets.

cohealth Reconciliation Engine Room

The cohealth Reconciliation Engine Room is a group of key staff at cohealth who are responsible for driving cohealth efforts and impacts related to Reconciliation forward. The Reconciliation Engine Room carries the development, implementation, evaluation, promotion and reporting of Reconciliation initiatives on behalf of the organisation. The cohealth Reconciliation Action Plan provides a guiding framework for the Reconciliation Engine Room. The cohealth Reconciliation Engine Room has met regularly since November 2013.

cohealth Reconciliation Engine Room members:

Lottie Turner, Manager Diversity Projects & Strategies (chair)

Jessie Lees, Senior Manager Community Partnerships, Programs, & Strategy

Jo Southwell, Senior Manager Child, Family, Aboriginal and Torres Strait Islander Health

Terori HarekoSamios, Program Manager Aboriginal & Torres Strait Islander Health Team

cohealth Reconciliation Collaborative

The cohealth Reconciliation Collaborative is a forum for Aboriginal and Torres Strait Islander community members and staff working with non-Indigenous staff from across cohealth to progress collaborative work aimed at improving responsiveness to Aboriginal and Torres Strait Islander communities. The cohealth Reconciliation Collaborative is an open forum, but has nonetheless attracted core co-

worker members since meetings commenced in November 2013.

Co-workers involved in the cohealth Reconciliation Collaborative:

Advocacy & Strategy Directorate

Bich-hoa Ha, Manager Community Partnerships North

Lottie Turner, Manager Diversity Projects and Strategies

Mark Noonan, Acting Senior Manager Community Partnerships Programs and Strategies/Manager Community Partnerships West

Jessie Lees, Senior Manager Community Partnerships, Programs and Strategies

Anna Ritman, Communications Specialist – Marketing and Campaigns

Deputy CE & Operations Directorate

Chris Turner, Senior Manager Business Operations & Development

Clinical Services Directorate

Anna Jaros, Team Leader Oral Health Program

Gemma Kennedy, Senior Manager Oral Health West

Jess Eastwood, Program Manager/Dietician

Catherine Tudor, Speech Pathologist

Kim Kearney, Physiotherapist

Child, Youth, Family & Aged Care Directorate

Dianne Couch, Director CYF&AC

Virginia Sitzler, Community Health Nurse

Crystal Harris, Community Development Worker Aboriginal & Torres Strait Islander Health Team

Jeremy Hearne, Manager Prevention North

Karen Ingram, Koolin Balit Practice Lead

Lavinia Tambo, Billabong BBQ Coordinator

Luke Sultan, AHPACC Worker

Terori HarekoSamios, Program Manager Aboriginal & Torres Strait Islander Health Team

Jo Southwell, Senior Manager Child, Family, Aboriginal & Torres Strait Islander Health

Trevor Gallagher, Aboriginal Engagement Worker

Cath Lancaster, Health Promotion Officer

Nuray Ozden, Manager Child and Family Health North

Liss Gabb, Arts Generator Coordinator

Kate Koomen, Young Mens Worker

Lee Geyer, Youth Case Worker

Sally Keegan, Counsellor Victims of Crime
Jennifer Sells, Family Services Worker

Community Mental Health, AOD and Homelessness Directorate
Anne West, HARP Team Leader
David Pedlar, Community Mental Health Worker
Debra Barrow, Senior Manager EADC

Our partnerships/current activities:

Community partnerships:

Close the Health Gap Wellbeing Partnership, Inner North West and Health West Primary Care Partnerships; Weenthunga Health Network; Wurundjeri Land Council; Moonee Valley City Council; Yarra City Council ; Maribyrnong City Council ; Wyndham City Council; Billabong Barbecue, Yarra Aboriginal Support Network; Community Liaison and Participation Committee; Smith Street working group; Health West PCP Aboriginal Health Partnerships Network, Local Indigenous Networks, Western Health Aboriginal Reference Group, Sunbury Aboriginal Health Working Group, Melton Partnership, Moondani Balluk Indigenous Academic Unit Victoria University, Marla Group (Melton), Kirrip Aboriginal Corporation, Western Integrated Family Violence Network, Wyndham Hub, Braybrook Engaged, Universities of Melbourne, Adelaide and Monash.

Internal activities/initiatives:

Healing Journeys Arts Project, Improving Employment Opportunities Project, Foodshare, Scattered Tribes Art Group, Billabong BBQ, Men's Recreation program, Smith St Dreaming Festival, Collecting Indigenous Status Training Module, Indigenous Virtual Book Club; Specialised clinics (doctors; dentists; optometrists; podiatrists; diabetes care; children's clinic; counselling) art groups; activities and excursions.



cohealth co-workers standing strong with community, NAIDOC July 2015

Relationships

cohealth believes building strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians is important in connecting people and sharing experiences, as well as undertaking culturally responsive governance, communication, engagement and partnerships. cohealth works to build strong relationships with our local Aboriginal and Torres Strait Islander communities to better understand their needs and make sure our services are accessible, safe and welcoming. Through these relationships, we build our own cultural awareness and understanding, which helps us deliver services and engage the community in appropriate ways. We aim to engage staff from across cohealth to support events that strengthen community connection to culture and identity. We engage key partner agencies to build relationships with our staff and management, and participate in events to increase community understanding of our services.

cohealth strategic plan 2015-1018 focus area: (1) deliver better health outcomes for people

(2) keep people and communities at our core

(3) be a strong voice for system reform and health equity

(4) build an engaging, innovative and healthy workforce

Action	Target	Timeline	Responsibility
1. Reconciliation Engine Room (RER) actively monitors RAP development and implementation	<ul style="list-style-type: none"> Reconciliation Engine Room monitor and action, while Reconciliation Collaborative oversee the development, endorsement and launch of the RAP. 	Jun 2016	Reconciliation Engine Room (see "Our RAP" section for members list)
	<ul style="list-style-type: none"> Ensure there are Aboriginal and Torres Strait Islander peoples on the Reconciliation Collaborative (RC) and RER. 	Jan 2017, annually	Reconciliation Engine Room
	<ul style="list-style-type: none"> Meet at least four times per year to monitor and report on RAP implementation. 	Jan, Apr, May, Jul, Oct 2016, annually	Reconciliation Engine Room
	<ul style="list-style-type: none"> Appoint an internal RAP Champion/s from senior management. 	Jan 2017	Reconciliation Engine Room
	<ul style="list-style-type: none"> Establish Terms of Reference for the RER and RC. 	Jan 2016, annually reviewed	Manager Diversity
	<ul style="list-style-type: none"> Recruit two (2) new community members to the 		

	Reconciliation Collaborative	Oct 2016	Projects & Strategies Reconciliation Engine Room
2. Celebrate National Reconciliation Week (NRW) to strengthen and maintain relationships between Aboriginal and Torres Strait Islander staff and other staff	<ul style="list-style-type: none"> Organise six internal NRW events each year (including four activities through the Aboriginal and Torres Strait Islander Health Team, and two morning teas hosted by coworkers on the RC). Register our NRW events via Reconciliation Australia's NRW website. Encourage staff and senior leaders to participate in external events to recognise and celebrate NRW. Support external NRW activities by attending two (2) community events (attendees to include RC, RER, and executive leadership team members) 	<p>27 May – 3 Jun, annually</p> <p>27 May – 3 Jun, annually</p> <p>27 May – 3 Jun, annually</p> <p>27 May – 3 Jun, annually</p>	<p>Reconciliation Engine Room</p> <p>Reconciliation Engine Room</p> <p>Reconciliation Engine Room</p> <p>Reconciliation Engine Room</p>
3. Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	<ul style="list-style-type: none"> Mapping of Aboriginal and Torres Strait Islander communities, organisations and stakeholders within cohealth catchment or sphere of influence Implement and review an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders. Meet with two (2) of local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement. Establish and maintain two (2) formal two-way partnerships to build capacity in Aboriginal and Torres Strait Islander organisations and/or communities relevant to our sphere of influence (VAHS and VACA). Build cohealth representation on external Aboriginal and Torres Strait Islander networks Investigate broader participation of Aboriginal and 	<p>May 2016, annually</p> <p>May 2017, reviewed annually</p> <p>May 2017</p> <p>Jun 2017</p> <p>Jul 2016, annually</p>	<p>Reconciliation Engine Room</p> <p>Reconciliation Engine Room</p> <p>Senior Manager, Aboriginal & Torres Strait Islander Health, Manager Diversity Projects & Strategies</p> <p>Senior Manager, Aboriginal & Torres Strait Islander Health</p> <p>Reconciliation Engine Room</p>

	Torres Strait Islander peoples in cohealth advisory structures and increase other opportunities for participation	Nov 2016	Senior Manager, Community Partnerships, Programs & Strategies
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	<ul style="list-style-type: none"> • Implement and review a strategy to communicate our RAP to all internal and external stakeholders. • Promote reconciliation through ongoing active engagement with all stakeholders. • Engagement of all relevant areas of our business to ensure they have an understanding of how their area can contribute to our RAP e.g. Communications, HR, Frontline staff, Information management. • Our senior leaders are engaged in the delivery of RAP outcomes. • Update cohealth Commitment to Reconciliation brochure and Acknowledgement cards. • Have a visible cohealth presence at external events and conferences, highlighting our commitment to reconciliation 	<p>Apr 2016, annually</p> <p>Apr 2016, annually</p> <p>Apr 2016, annually</p> <p>Jun 2016, annually</p> <p>Apr 2016</p> <p>January 2016, annually</p>	<p>Reconciliation Engine Room, Senior Manager Communications</p> <p>Reconciliation Collaborative (see "Our RAP" section for members list)</p> <p>Reconciliation Collaborative</p> <p>Director Advocacy & Strategy and Chief Executive</p> <p>Reconciliation Engine Room</p> <p>Reconciliation Engine Room, Senior Manager Communications</p>
5. Engage with tertiary institutions on research regarding Aboriginal and Torres Strait Islander health	<ul style="list-style-type: none"> • Collaborate with the University of Melbourne on the "First 1000 Days" research • Collaborate with Monash University and the University of 	Dec 2016	<p>Senior Manager Child, Family, Aboriginal & Torres Strait Islander Health, Program Manager Aboriginal & Torres Strait Islander Health Team</p> <p>Senior Manager Child,</p>

	Adelaide on Polycystic Ovary Syndrome (PCOS) research	Dec 2016	Family, Aboriginal & Torres Strait Islander Health, Program Manager Aboriginal & Torres Strait Islander Health Team
6. Increase data collection & develop systems to track access of Aboriginal and Torres Strait Islander clients to cohealth services	<ul style="list-style-type: none"> Promote online training module developed by Inner North West Melbourne Primary Care Partnership Ensure HR keep records of completion of "Asking the Aboriginal and Torres Strait Islander question" training Roll out training re "Asking the Aboriginal and Torres Strait Islander question" to frontline, Intake staff and General Practitioners 	<p>Aug 2016</p> <p>Aug 2016, annually</p> <p>Aug 2016, annually</p>	<p>Senior Manager Organisational Development</p> <p>Senior Manager Organisational Development</p> <p>Senior Manager Organisational Development, Program Manager Aboriginal & Torres Strait Islander Health Team</p>
7. Build relationships through already-established programs and events	<ul style="list-style-type: none"> Maintain links between Billabong BBQ, Food Share, Health Time, including by inviting staff/community members to each 	Jan 2016, annually	Senior Manager Child, Family, Aboriginal & Torres Strait Islander Health, Program Manager Aboriginal & Torres Strait Islander Health Team

Respect

cohealth acknowledges the Elders, families and forebears of the Wurundjeri, Boon Wurrung and Wathaurong tribes of the Kulin Nation who are the custodians of the land on which we work. We acknowledge these are places of age old ceremonies of celebration, initiation and renewal, and that the Kulin Nation people's living culture has a unique role in the life of the region. cohealth is committed to building ongoing, meaningful engagement with local Aboriginal and Torres Strait Islander communities regarding their health and wellbeing, and the role cultures, lands and histories have in this. We celebrate the rich cultural knowledge and insight Aboriginal and Torres Strait Islander communities bring to understanding health and wellbeing.

cohealth understands that Aboriginal and Torres Strait Islander peoples' connection to, and pride in, their cultures and identities is critical to improving their health and wellbeing. cohealth shares the Aboriginal and Torres Strait Islander peoples' view of health as encompassing physical, mental, emotional, social and spiritual dimensions, and adopts services and approaches that address Aboriginal and Torres Strait Islander health in a holistic way. We work to show respect to Aboriginal and Torres Strait Islander peoples' cultures, lands and histories through respectful communications and acknowledgements, artistic, recreational and cultural activities that deepen connections to culture and identity.

Aboriginal and Torres Strait Islander people have prioritised access to all cohealth services free of charge.

cohealth strategic plan 2015-1018 focus area: (1) deliver better health outcomes for people

(2) keep people and communities at our core

(3) be a strong voice for system reform and health equity

(4) build and engaging, innovative and healthy workforce

Action	Target	Timeline	Responsibility
8. Increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements	<ul style="list-style-type: none"> Implement and review a cultural awareness training strategy for our staff which defines continuous cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion). 	Mar 2017	Program Manager Aboriginal & Torres Strait Islander Health Team, Senior Manager Organisational Development
	<ul style="list-style-type: none"> 100% (approx. 58 staff) of client services staff undertake online cultural learning activities. 	Mar 2017	Senior Manager Client

	<ul style="list-style-type: none"> • 25% (200 staff) staff undertake face to face cultural workshop learning activities. • 50% (400 staff) staff undertake face to face cultural workshop learning activities. • 5% (40 staff) staff undertake cultural immersion learning activities on an annual basis. • All RAP Working Group members undertake cultural learning activities. • All Senior Leadership Team undertake cultural learning activities. 	<p>Mar 2017</p> <p>Mar 2018</p> <p>Mar 2017, annually</p> <p>Dec 2016</p> <p>Dec 2016</p>	<p>Services</p> <p>Senior Manager Organisational Development</p> <p>Senior Manager Organisational Development</p> <p>Senior Manager Organisational Development</p> <p>Reconciliation Engine Room</p> <p>Senior Manager Organisational Development</p>
<p>9. Demonstrate respect to Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions</p>	<ul style="list-style-type: none"> • Implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country. • Invite a local Traditional Owner to provide a Welcome to Country at a minimum of two (2) formal annual events (AGM, opening of new sites, and Innovation Showcase). • All staff and Senior Leadership to provide an Acknowledgement of Country at all public events. • Maintain and review a list of key contacts for organising a Welcome to Country. • Include Acknowledgement of Country at the commencement of internal meetings. 	<p>Aug 2016Jan 2016, annually</p> <p>Jan 2016, annually</p> <p>Jan 2016, annually</p> <p>Jan 2016, annually</p> <p>Dec 2016</p>	<p>Reconciliation Engine Room</p> <p>Reconciliation Engine Room, Senior Manager Organisational Development</p> <p>Senior Manager Communications</p> <p>Reconciliation Engine Room</p> <p>Senior Manager</p>

	<ul style="list-style-type: none"> • Create and display an Acknowledgment of Country plaque at all cohealth service sites. 		<p>Communications</p> <p>Senior Manager Operations and Business Development</p>
10. Celebrate NAIDOC Week and provide opportunities for Aboriginal and Torres Strait Islander staff to engage with culture and community during NAIDOC Week	<ul style="list-style-type: none"> • Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week. • Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate in local NAIDOC Week events. • Support all staff to participate in NAIDOC Week events in the local community. • Hold an internal or public NAIDOC Week event. • Support an external NAIDOC Week community event. • Chief Executive acknowledges NAIDOC Week and its importance through her blog. 	<p>May 2016, annually</p> <p>First week of Jul, annually</p> <p>First week of Jul, annually</p> <p>First week of Jul, annually</p> <p>First week of Jul, annually</p> <p>First week of Jul, annually</p>	<p>Executive Manager People & Culture</p> <p>Senior Manager Aboriginal & Torres Strait Islander Health</p> <p>Senior Manager Communications</p> <p>Program Manager Aboriginal & Torres Strait Islander Health Team, Senior Manager Communications</p> <p>Reconciliation Engine Room, Senior Manager Communications</p> <p>Chief Executive, Senior Manager Communications</p>
11. Explore opportunities for Aboriginal and Torres Strait Islander staff to yarn to other cohealth workers to promote understanding of cultural issues	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander staff are supported to lead cultural learning exchanges with their coworkers to promote opportunities for cultural exchange 	<p>First week of Jul, annually</p>	<p>Senior Manager Child, Family, Aboriginal & Torres Strait Islander Health</p>

<p>12. Continue to strengthen Closing the Gap initiatives</p>	<ul style="list-style-type: none"> Investigate how to maintain and build cross-organisational GP and Dental awareness of how to maximise Closing the Gap initiatives available through Medicare Increase the number of Aboriginal and Torres Strait Islander peoples registered for Closing the Gap initiatives via GP and Dental services across cohealth Deliver training for GPs regarding "Ask the Question" and understanding the Practice Incentive Program and co-payment initiative Implement a Family Dental Day to engage with community people/families Promote services to community 	<p>Oct 2016, annually</p> <p>Oct 2016, annually</p> <p>Oct 2016, annually</p> <p>Oct 2016, annually</p> <p>Oct 2016, annually</p>	<p>Regional Medical Manager West, Regional Medical Manager North, Senior Manager Oral Health</p> <p>Practice Management (by site), Senior Manager Oral Health</p> <p>Senior Manager Organisational Development, Practice Management</p> <p>Senior Manager Oral Health, Program Manager Aboriginal & Torres Strait Islander Health</p> <p>Program Manager Aboriginal & Torres Strait Islander Health, Senior Manager Communications</p>
<p>13. Ensure cohealth sites are culturally safe and welcoming to Aboriginal and Torres Strait Islander people</p>	<ul style="list-style-type: none"> cohealth sites to display ANTA plaque, National Apology, flags, poster regarding asking the Aboriginal and Torres Strait Islander question, Recognise campaign and Aboriginal and Torres Strait Islander art Client feedback systems are culturally appropriate and accessible for Aboriginal and Torres Strait Islander clients 	<p>Dec 2016</p> <p>July 2017</p>	<p>Senior Manager Operations & Business Development, Senior Manager Communications</p> <p>Senior Manager Practice Leadership</p>

Opportunities

cohealth strives to support the development and advancement of Aboriginal and Torres Strait Islander peoples and communities by fostering employment pathways for staff and students in diverse roles across the organisation. We acknowledge the barriers Aboriginal and Torres Strait Islander peoples may face in the attainment of, and advancement in employment due to systemic historical and contemporary injustices. cohealth is committed to challenging these barriers, and in doing so employs special measures to ensure prospective and existing Aboriginal and Torres Strait Islander staff and students have equitable access to employment pathways and career development. cohealth engages our workforce through training programs and opportunities to work collaboratively and in culturally informed ways with Aboriginal and Torres Strait Islander colleagues, clients, Aboriginal Community Controlled Organisations (ACCHO's) and wider Aboriginal and Torres Strait Islander communities.

cohealth strategic plan 2015-1018 focus area: (2) keep people and communities at our core

(4) build an engaging, innovative and healthy workforce

Action	Target	Timeline	Responsibility
14. Increase Aboriginal and Torres Strait Islander recruitment and retention	<ul style="list-style-type: none"> Invest in Aboriginal and Torres Strait Islander employment projects to support improved engagement, recruitment, orientation, retention, pathways and cultural safety for Aboriginal and Torres Strait Islander staff and pilot different approaches. Increase Aboriginal and Torres Strait Islander employment to 2% (16 employees). Implement, review and update Aboriginal and Torres Strait Islander employment and retention strategy, which includes professional development. Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development. 	Oct 2018	Executive Manager People and Culture
		Oct 2018	Executive Manager People and Culture
		Oct 2018	Executive Manager People and Culture, Senior Manager Organisational Development
		Oct 2017	Executive Manager People and Culture, Senior Manager Organisational Development

	<ul style="list-style-type: none"> Continue to offer professional development for current Aboriginal and Torres Strait Islander staff members and involve them to the greatest extent possible in decisions about matters affecting them and their communities. Implement data collection strategies to monitor identity of new and existing Aboriginal and Torres Strait Islander employees to inform future developments. Liaise with People & Culture Directorate regarding development of Human Resource Development Strategy to ensure it reflects the diversity of staff <p>Implement Aboriginal and Torres Strait Islander employment pathways.</p>	<p>Jul, annually</p> <p>Oct 2018</p> <p>Dec 2016</p> <p>Oct 2018</p>	<p>Senior Manager Organisational Development, Program Manager Aboriginal & Torres Strait</p> <p>Executive Manager People and Culture</p> <p>Executive Manager People and Culture</p> <p>Executive Manager People and Culture, Senior Manager Organisational Development</p>
<p>15. Increase Aboriginal and Torres Strait Islander supplier diversity</p>	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander businesses/ individuals are engaged to provide services, such as catering, artists, designers, consultants, entertainment, Welcome(s) to Country Supplier contacts list documented and promoted via Yammer and Intranet. Implement, review and update an Aboriginal and Torres Strait Islander procurement strategy. Set procurement target for goods and services from Aboriginal and Torres Strait Islander owned businesses. Develop at least 2 commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	<p>June 2016, annually</p> <p>Oct 2016, annually</p> <p>Oct 2018</p> <p>Oct 2018</p> <p>Oct 2018</p>	<p>Senior Manager Business Operations & Development, Manager Diversity Projects & Strategies</p> <p>Chief Finance Officer</p> <p>Chief Finance Officer</p> <p>Senior Manager Business Operations & Development</p> <p>Chief Finance Officer</p>

	<ul style="list-style-type: none"> Review procurement policies, so barriers to Aboriginal and Torres Strait Islander businesses are able to be addressed. Review and reform procurement strategy, policy and processes so that supplier diversity principles can be incorporate into cohealth's procurement strategy. 	Oct 2018	Chief Finance Officer
		Oct 2018	
16. Increased support for Aboriginal and Torres Strait Islander staff	<ul style="list-style-type: none"> Implement an Aboriginal and Torres Strait Islander professional mentoring network. Develop a cultural mentoring network for existing staff and managers. 	Oct 2018	Senior Manager Organisational Development
		Oct 2018	Program Manager Aboriginal & Torres Strait Islander Health Team
17. Develop cohealth website with a significant focus on Aboriginal and Torres Strait Islander health	<ul style="list-style-type: none"> cohealth website and Intranet are developed in consultation with cohealth Reconciliation Collaborative, and encompasses a significant focus on Aboriginal and Torres Strait Islander health, including the look, range of resources, ease of navigation 	Dec 2016	Senior Manager Communications

Tracking progress and reporting			
Action	Target	Timeline	Responsibility
18. Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report	<ul style="list-style-type: none"> Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia. Investigate participation in the RAP Barometer. Develop and implement systems and capability needs to track, measure and report on RAP activities. 	<p>30 Sept, annually</p> <p>June 2016, 2018 Jan 2017, annually</p>	<p>Manager Diversity Projects & Strategies</p> <p>Reconciliation Engine Room</p> <p>Reconciliation Engine Room</p>
19. Report RAP achievements, challenges and learnings internally and externally	<ul style="list-style-type: none"> cohealth Reconciliation Collaborative implement actions and monitor progress against the RAP Publically report our RAP achievements, challenges and learnings. 	<p>Jun 2016, annually</p> <p>Dec 2018</p>	<p>Reconciliation Engine Room, Reconciliation Collaborative</p> <p>Senior Manager Communications</p>
20. Review, refresh and update RAP	<ul style="list-style-type: none"> Review, refresh and update RAP based on learnings, challenges and achievements. Send draft RAP to Reconciliation Australia for formal feedback and endorsement. 	<p>Nov 2018</p> <p>Dec 2018</p>	<p>Reconciliation Engine Room</p> <p>Manager Diversity Projects & Strategies</p>

Contact details

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Document Control Panel

Revision Number	Date of Issue	Author(s)	Brief Description of Change
0.1	19/10/2015	Lottie Turner	Initial Draft
0.2	19/11/2015	Lottie Turner	Second draft with additions from RER
0.3	11/12/2015	Lottie Turner	Third draft
0.4	21/12/2015	Jo Southwell	Fourth draft
0.5	15/01/2016	Lottie Turner	Fifth draft, ready for initial submission to Reconciliation Australia for comment.
0.6	26/02/2016	Lottie Turner	Amendments following Reconciliation Australia feedback
0.7	29/04/2016	Lottie Turner	Amendments following further Reconciliation Australia feedback
0.8	12/05/2016	Lottie Turner	Amendments following further Reconciliation Australia feedback