



# Reconciliation Action Plan 2017 – 2018









## Reflect Reconciliation Action Plan 2017 – 2018

# Acknowledgement of country

We acknowledge Kurna people as the traditional owners and custodians of this land. We respect their spiritual relationship with country that has developed over thousands of years, and the cultural heritage and beliefs that remain important to Kurna people today.



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# Who we are

We are experts in general practice training delivery.

We are experienced general practitioners with urban and rural clinic experience.

We are committed to excellence in medicine and general practice, providing the foundation for registrars to achieve their potential.

We are GPEx.

**GPEx was established in January 2016 with a foundation of Experience, Expertise and Excellence. We deliver general practice training to South Australian registrars selected for the Department of Health's Australian General practice Training (AGPT) program.**

The organisation is an example of how a group of motivated, positive and enthusiastic people work together to achieve the best outcome. The individuals who make up the organisation are its strength. Individually, we have come from different heritages, countries, education and experiences.

Collectively, we value equality and diversity and share a passion for creating a positive change in the community.

GPEx employs four Aboriginal and/or Torres Strait Islanders and has continued to build on existing partnerships within the Aboriginal health sector to enrich the organisation's cultural competence while meeting community needs. Together, we use our unique abilities to achieve our larger goal of actioning our Reconciliation Action Plan and move forward equally with the traditional custodians of the country.





**GPEX successfully won the Department of Health tender to deliver the Australian General Practice Training (AGPT) program in South Australia. Our organisation was created from a collaboration between Regional Training Provider (RTP) Sturt Fleurieu Education and Training (SFET) and Flinders University. Further to the collaboration between the organisations, our diversity as a group increased with some Adelaide to Outback General Practice training (AOGP) staff joining our team. We continue to grow with the addition of staff from a range of geographic and cultural backgrounds.**

We also work closely with the two general practice colleges in Australia; the Australian College of Rural and Remote Medicine (ACRRM) and the Royal Australian College of General Practitioners (RACGP). We accredit and deliver training to both college's standards, liaise with them and report to them during and at the completion of registrar's training.

Our ultimate goal as an organisation is to produce highly skilled and culturally competent general

practitioners (GPs) which meet the needs of local communities and to become the Regional Training Organisation (RTO) of choice among registrars. We strive for excellence in all we do, while actively demonstrating approachability, transparency and trustworthiness to our wider GPEX community. This helps us maintain a vibrant working culture and strong collaborative relationships through the mutual respect we have for one another.

Our team's shared motivation for improving the health and wellbeing of South Australians is driven by our innovative culture and richly diverse backgrounds. With 59 staff members including medical educators, administrative staff and the Board of Directors, our team includes three Aboriginal staff members, one of whom serves on our Board.

GPEX is located in Unley, South Australia. We train GP registrars in urban, rural and remote South Australia, with a wider national reach collaborating with other RTOs, the two general practice colleges and State and Australian government departments.

# Our business



# Training Hubs

- A Nganampa Health Council
- B Oak Valley Health Service  
- Roving Registrar
- C Tullawon Health Service  
- Roving Registrar
- D Umoona Tjutagku Health  
Service Aboriginal Corporation  
- Roving Registrar
- E Ceduna Koonibba Health  
Service Aboriginal Corporation
- F Port Lincoln Aboriginal  
Health Service
- G Nunyara Aboriginal  
Health Service
- H Pika Wiya Health Service  
Aboriginal Corporation
- I Nunkuwarrin Yunti Inc.
- J Moorundi Aboriginal  
Health Service
- K Pangula Mannamurna Inc









# Our RAP

We wanted to confirm the affiliations already in place with Aboriginal and/or Torres Strait Islander peoples and organisations with this RAP. To do so, we formed a RAP Working Group responsible for the development and ongoing promotion of the RAP. Work teams elected representatives to the Working Group to meet on a regular basis to develop our Reflect RAP in a collaborative space. These representatives are the liaison point between their respective teams and the RAP Working Group ensures the whole organisation is involved with the development of the RAP.

A number of staff members had experience in the development of RAPs, which contributed to a proactive and engaged RAP Working Group of 13 administrative staff members, a Board member, cultural mentor and medical educators.

We are building this RAP to formalise our current practice and build on existing initiatives. This is in line with our ultimate goal of influencing staff, stakeholders and partners-in-training to contribute to closing the gap between Aboriginal and/or Torres Strait Islander Australians and all other Australians.

Our RAP Working Group members appreciate the vast diversity of our staff and seek to develop cultural awareness both within our organisation and beyond. We are motivated to see positive change for our immediate community and those we interact with in order to create lasting, meaningful change.









# Working group

The Working Group members act as the RAP champions within the organisation, encouraging all staff members to consistently contribute to and participate in the process.



## Parry Agius

**Cultural Mentor, Nunkuwarrin Yunti**

As an inspiring and motivating leader, I encourage people to enjoy what they do in the workplace; be accountable for and take ownership of their work, become familiar with the environment they work in, and the important relationships they have with stakeholders. This is the essence of what I bring to all projects I work on.

I have vast experience across sectors, working for and with all tiers of government, small and medium business, larger corporations and not for profit Indigenous groups and businesses in remote and regional communities throughout Australia.



## Devinia Binell

**Aboriginal Health Educator/Liaison Officer**

Hi my name is Devinia Binell and I can't begin to tell you how excited I am to be a part of contributing to the Reconciliation Action Plan. For some years now, I have had opportunities to work within Aboriginal health sectors and more recently with GPEx.

I feel privileged to be a part of what I consider a significant culture change towards positivity by giving my full support to strengthening relationships towards building a prosperous future.



## Katrina Broad

**Marketing and Engagement Advisor**

Born in Adelaide (February 1985), I spent most time in Adelaide, with most weekends spent in Littlehampton visiting my Nonna and Nonno. At the age of 19, I made my way over to the UK and lived and worked between London and Edinburgh. I adventured to various countries in between jobs for a few months at a time. After two years, I returned to Adelaide for a few months to then trek across South and Central America, with the intention of relocating to the Netherlands. However, after five months, decided to come back to Adelaide and I have been here ever since.

I have very little knowledge of Aboriginal Australians aside what was taught in school (also very little). I recently watched the film Kanyini, and felt many feelings. Wonder, connection, anger, sadness. I wanted to understand more, but also wanted to take the opportunity to band together with a group of individuals and help contribute to making an impact.



## Mathew Campbell

**Program Training Advisor Aboriginal Health**

I was born in Port Augusta, South Australia in November 1983. I am a descendant of the Western Arrernte/Luritja people from central Australia, which is a part of the desert region. I have lived in South Australia and the Northern Territory as well as travelled this vast country both personally and professionally.

Since the age of 17, I have worked in numerous client service positions. For the last five years have worked in the education and training of Aboriginal Health Workers in different roles ranging from student support to educator. This has allowed me to travel to many rural and remote communities in South Australia. I joined GPEx on January 4, 2016.

My travel to rural and remote communities is what first sparked my interest in Aboriginal Health and empowering my people to better their own health and education and to close the gap of inequity in this country. I strongly believe a Reconciliation Action Plan is one of many steps towards a healthier and more prosperous future for my people.



## Kelsey Case

**Education Support Officer AGPT**

I was born and raised here in Adelaide and have elected to be part of the RAP working group for several reasons. I am a keen hiker and most weekends am hiking in the Adelaide hills. This contributes greatly to my mental health and I cannot express how much I love and feel so grateful for these hills, national parks and reserves that are just a stone's throw from my house!

Working at the GPEx office, I have taken advantage of being across from the beautiful parklands and go for a walk or two every weeks. I feel very connected to this land, respect it dearly and wish to contribute in some way to the protection of the land, and to the reconciliation of those who continue to be the traditional custodians of the Adelaide plains and beyond. I wish to further develop my knowledge of Indigenous Australian culture and history and endeavour to help close the gap by way of awareness and teamwork!





## Christine Cook

**Chief Executive Officer**

I was born in the United Kingdom to German and Mauritian parents. After emigrating to Australia as a child, I had three wonderful years growing up in the mid north of South Australia.

Relocation to Adelaide did not diminish my love and respect of country and my experience of small rural communities has had influence far beyond my formative years.

As Chief Executive Officer of GPEx, I draw on over 25 years' experience in strategy, operational management and business development in commercial and not-for-profit organisations. I am delighted to have an opportunity to be involved in the development of our RAP and see the implementation as a wonderful demonstration of commitment to respectfully work together to improve health and wellbeing outcomes for Aboriginal people.



## Karen Glover

**GPEx Board Member**

I am a Meintangk and Wotjobaluk woman from the south east of SA and the northwest of Victoria and was born and grew up in Adelaide. For over 30 years I've worked and volunteered in various sectors in government, non-government and Aboriginal community controlled to contribute to improving quality of life for Aboriginal and/or Torres Strait Islander people. The last 15 years have been focussed on health and the social determinants, across the lifespan, in the context of family and community. I have been on the Board for 12 months. I am very happy to be involved in the development and implementation of this GPEx RAP, as I believe we need to work together respectfully, Aboriginal people and all other people to close the inequitable gaps in our life experiences.



## Alison Harvey

**Marketing Coordinator**

Born in 1984, I was raised in the north-eastern suburbs of Adelaide. I moved to Canberra in 2003 for a change of scenery but I returned to Adelaide five years later to be closer to my family. I joined the GPEx team in 2016 after eight years working for the University of Adelaide.

Being involved in the RAP is important to me because I want to do whatever I can to help close the gap. I am a descendant of the Peramangk and Ngarrindjeri people of the Adelaide Hills, sadly with little knowledge of my own family's history and culture. Education is key. I hope that our RAP can inspire other organisations to do the same and that these small steps lead to a positive change in Australia.



## Kali Hayward

**Medical Educator Aboriginal Health**

Dr Hayward is a descendent of the Warnman people of Western Australia and graduated from The University of Adelaide with an MBBS and then obtained her FRACGP. She currently works as a GP at Nunkuwarrin Yunti Inc, which is the largest Aboriginal Community Controlled Health Service in South Australia.

Dr Hayward works as a Medical Educator/Cultural Educator for GPEx in SA and is the current President of the Australian Indigenous Doctors Association.

Dr Hayward mentors Aboriginal and/or Torres Strait Islander medical students and GP registrars. She has been heavily involved with the Indigenous GP Registrar Network (IGPRN) and RACGP's Indigenous Fellowship Excellence Program (IFEP). She is a member of the RACGP Aboriginal and/or Torres Strait Islander Health Education Committee.

Dr Hayward was the recipient of the GPET Aboriginal and/or Torres Strait Islander Health award in 2011 and in 2015 received the SA Premiers NAIDOC award.



## Zoe Hubball

**Program Training Advisor AGPT**

I was born and raised in a small village in the Southern home counties of the UK. I immigrated to Australia in 2004 and have lived in Sydney, Geelong and most recently in Adelaide. Having worked as a nurse, a Practice Manager/ Co-Owner of a chiropractic clinic and for many years in Medical recruitment, my skills brought me to GPEx. I commenced with the company in Feb 2016.

I jumped at the opportunity to participate in the RAP with GPEx, as I have limited knowledge on the history of Australia and I am very aware that there is a big gap between the Aboriginal and/or Torres Strait Islander people and the Australian people. I wanted to be a part of closing that gap and along with this learn about the culture, lifestyle and history of the people who are the true Australians.



## Dana Karaivanoff

**Education Support Officer Accreditation, Selection and Placement**

I was born in Adelaide and have grown up here. In March 2016, I began with GPEx after working as a receptionist in general practice, an Event Manager and in sales in the corporate environment. My upbringing was influenced by my teachers, the environment and support of family and friends.

My desire to join the RAP group was to try and actively effect positive change and I have found that same desire in the others in the group too.





## Diana Orozco

**Program Training Advisor Aboriginal Health**

My name is Diana Orozco. I was born in the United States, moved to Australia when I was three years old and raised in Adelaide. I started working at GPEx in February 2017, after working in medical education in the Northern Territory.

I have had many friends and extended family who are Aboriginal and have had lots of exposure to Aboriginal and/or Torres Strait Islander culture throughout my life, including in my current role as Program Training Advisor for Aboriginal & Torres Strait Islander Health at GPEx, so it is very important to me to contribute to and support reconciliation. I have seen the positive impact that RAPs can have within an organisation and am happy to be a part of the creation of this RAP for GPEx.



## Marisa Packer

**Program Training Advisor AGPT**

My name is Marisa Packer I am 43 years old, was born in Adelaide, South Australia where I grew up. I have worked in the medical industry for 16 years ranging from medical administration to Practice management; I joined GPEx in April 2016.

I spent my late 20s to early 30s living in Port Lincoln, South Australia where I had regular contact with Aboriginal and/or Torres Strait Islanders. It is through this that I have become very interested in the Aboriginal culture. This has lead me to joining the RAP working group where I hope to contribute in developing a workable, evolving RAP for our organisation.



## Nicola Smith

**Accounts and Payroll Administration Officer**

I started at GPEx at the beginning of 2016, which also marked the beginning of my final year of university study. Now a university graduate, I am excited to use my increased spare time to continue to learn.

Education is something I value and see as important for myself and others, because through education we can develop a greater understanding and empathy. Living and travelling overseas has allowed me to develop an appreciation for differences in culture. However, cultural differences should not equate to inequality.

I was particularly drawn to participating in the RAP at GPEx because through the development of my own learning and understanding in the GPEx RAP journey I hope I can better contribute ideas to implement and measure actions that are practical, achievable and effective in the vision towards a reconciled, just and equitable Australia.



## Dr Kudnarto Watson

**Former GPEx registrar**

I am an Aboriginal General Practitioner and I have just completed my GP training with GPEx. I am from the Meintangk and Tanganekald people of the South East of South Australia and I still have an ongoing and deep connection to my Grandmother's country. My passion in health is working in Aboriginal health and I have enjoyed my registrar time working at the Aboriginal Medical Service, Nunkuwarrin Yunti, as well as doing the roving registrar role working in several remote Aboriginal Communities throughout South Australia. My hope for the RAP would be to encourage more Aboriginal people to consider GP training to increase our Aboriginal work force and work to improve health inequalities.



# Our Partnerships /Current activities

**We have built community partnerships with the following Aboriginal and/or Torres Strait Islander businesses and organisations to deliver the AGPT program in community settings. Each organisation hosts a GP registrar to complete a portion of their training in practice, under supervision of a highly experienced GP.**

- Aboriginal Health Council of South Australia (AHCSA)
- AIDA – Australian Indigenous Doctors Association
- Indigenous General Practice Registrars Network (IGPRN)
- Moorundi Aboriginal Health Service
- Noarlunga Aboriginal Health Service
- Nunkuarrin Yunti of South Australia
- Oak Valley Health Service
- Pangula Mannamurna Inc.
- Pika Wiya Health Service Inc.
- Port Lincoln Aboriginal Health Service (PLAHS)
- Tullawon Aboriginal Health Service
- Umoona Tjutagku Health Service  
Aboriginal Corporation



**We have partnered with the following Aboriginal and/or Torres Strait Islander businesses and groups to deliver the Aboriginal Health and Culture workshops for GP registrars and staff:**

- Australian Wattlebush Catering
- Living Kurna Cultural Centre – Marion City Council
- Tauondi Aboriginal College
- Talkinjeri Dance Group – Uncle Moogy

**We have partnered with the following Aboriginal and/or Torres Strait Islander business to develop and produce promotional merchandise and marketing collateral:**

- Ochre Dawn Creative Industries

**As part of our ongoing commitment to closing the gap, we currently engage in the following activities and initiatives:**

- Aboriginal Health and Culture Workshop for all new Registrars to the AGPT program
- Aboriginal Health and Culture Workshop for staff
- Aboriginal Health and Culture information sessions for staff
- Promotion of Aboriginal and/or Torres Strait Islander events within our community



# Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish a RAP Working Group	Form a RAP Working Group that is operational to support the development of our Reflect RAP, comprising of Aboriginal and/or Torres Strait Islander peoples and decision-making staff from across our organisation.	Monthly from August 2017	Aboriginal and/or Torres Strait Islander Program Training Advisor
2. Build internal and external relationships	2.1 Develop a list of Aboriginal and/or Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey.	Feb 2018	Marketing Coordinator in consultation with Program Training Advisors
	<ul style="list-style-type: none"> <li>Utilise the existing Supply Nation directory: <a href="http://www.supplynation.org.au">www.supplynation.org.au</a>.</li> </ul>		
	<ul style="list-style-type: none"> <li>Australian General practice Training team (AGPT) to go through their regional practices and submit list along with notes regarding existing relationships, potential contacts and suggestions.</li> </ul>		
	<ul style="list-style-type: none"> <li>Meet with other teams to discuss their existing and potential involvement with Aboriginal and/or Torres Strait Islander peoples, communities and organisations.</li> </ul>		Aboriginal and/or Torres Strait Islander Program Training Advisor
	2.2 Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.	Feb 2018	Chief Executive Officer, Manager People and Culture, Marketing Coordinator, Marketing and Engagement Advisor
	<ul style="list-style-type: none"> <li>Investigate how to engage GP registrars in providing feedback regarding which Aboriginal and/or Torres Strait Islander services and support they access on a regular basis in their practice.</li> </ul>	Apr 2018	
	2.3 Build partnerships with Aboriginal and/or Torres Strait Islander peoples and organisations.	Dec 2017	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Develop new, and maintain existing partnerships through stakeholder engagement.</li> </ul>		
	<ul style="list-style-type: none"> <li>Investigate opportunities for new partnerships/relationships concerning GPEx work practices.</li> </ul>		
	2.4 Engage our Board and Executive team in the delivery of RAP outcomes.	Dec 2017	Marketing Coordinator, Marketing and Engagement Advisor
	2.5 Raise external awareness of our RAP through marketing initiatives.		

Action	Deliverable	Timeline	Responsibility
	2.6 Raise awareness of, and explore, opportunities to support the Recognise campaign.	Dec 2017	Marketing Coordinator, Marketing and Engagement Advisor
	<ul style="list-style-type: none"> <li>Support Reconciliation SA and our stakeholders who are also developing a RAP.</li> </ul>		
3. Raise internal awareness of our RAP	3.1 Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments.	Dec 2017	Medical Educator Aboriginal Health, Cultural Mentor, GPEX Board representative, Marketing and Engagement Advisor, Support Officers, Program Training Advisors, Aboriginal Health Educator / Liaison Officer, Aboriginal Health Program Training Advisor, Accounts and Payroll Administration Officer, Aboriginal Health Educator / Liaison Officer, Aboriginal Health Program Training Advisor, Marketing Coordinator, Marketing and Engagement Advisor
	<ul style="list-style-type: none"> <li>Each RAP representative to update their team at team meetings and engage whole team in discussion and actions.</li> </ul>		
	<ul style="list-style-type: none"> <li>Include an Acknowledgement of Country (or Welcome where appropriate) at team and organisational meetings and external events.</li> </ul>		
	<ul style="list-style-type: none"> <li>Include an item on each team meeting agenda to discuss RAP developments.</li> </ul>		
	3.2 Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.	Jan 2018	Medical Educator Aboriginal Health, Cultural Mentor, GPEX Board representative, Marketing and Engagement Advisor, Support Officers, Program Training Advisors, Aboriginal Health Educator / Liaison Officer, Aboriginal Health Program Training Advisor, Accounts and Payroll Administration Officer, Marketing Coordinator Aboriginal Health Educator / Liaison Officer, Aboriginal Health Program Training Advisor, Marketing Coordinator, Marketing and Engagement Advisor
	<ul style="list-style-type: none"> <li>Investigate external speakers to speak with each team.</li> </ul>		
	<ul style="list-style-type: none"> <li>Investigate the development of GPEX merchandise and GPEX online/electronic resources with Aboriginal and/or Torres Strait Islander branding.</li> </ul>		
	<ul style="list-style-type: none"> <li>Promote the RAP within GPEX and to external stakeholders.</li> </ul>		



# Respect

Action	Deliverable	Timeline	Responsibility
1. Implement Aboriginal and/or Torres Strait Islander cultural learning and development	1.1 Develop a narrative about how we have increased awareness of Aboriginal and/or Torres Strait Islander cultures, histories and achievements within our organisation and for relevant stakeholders.	Jan 2018	Marketing Coordinator, HR Support Officer
	<ul style="list-style-type: none"> <li>Develop Cultural Awareness activities and workshops to increase the current level of knowledge and understanding of Aboriginal and/or Torres Strait Islander cultures, histories and achievement.</li> </ul>	Jan 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor HR Support Officer
	<ul style="list-style-type: none"> <li>Conduct a review of cultural awareness training needs within our organisation.</li> </ul>	Feb 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor HR Support Officer
2. Raise internal understanding of Aboriginal and/or Torres Strait Islander cultural protocols	2.1 Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence.	Jun 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor
	<ul style="list-style-type: none"> <li>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).</li> </ul>	Dec 2017	Aboriginal and/or Torres Strait Islander Program Training Advisor, Marketing Coordinator
	<ul style="list-style-type: none"> <li>Include Welcome / Acknowledgement to Country at all GPEx meetings and events.</li> </ul>	Dec 2017	All staff
	<ul style="list-style-type: none"> <li>Develop and implement a plan to raise awareness and understanding of cultural responsibilities of Aboriginal and/or Torres Strait Islander staff and the affect it can have in the workplace: i.e. Family responsibilities, Grief &amp; Loss, Sorry business, cultural leave, etc.</li> </ul>	Apr 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor, Marketing Coordinator, Manager People and Culture
	<ul style="list-style-type: none"> <li>Add cultural competence to staff appraisal and personal development plan.</li> </ul>	Dec 2017	Manager People and Culture, HR Support Officer
3. Celebrate/recognise Aboriginal and/or Torres Strait Islander dates of significance.	3.1 Investigate cultural immersion programs.	Jan 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor, Marketing Coordinator, Manager People and Culture



Action	Deliverable	Timeline	Responsibility
3. Celebrate/recognise Aboriginal and/or Torres Strait Islander dates of significance.	3.2 Communicate and encourage staff to use Reconciliation Australia’s Share Our Pride online tool to all staff.	Mar 2018	Marketing Coordinator
	3.3 Facilitate staff participation in internal and external events that promote reconciliation between Aboriginal and/or Torres Strait Islander Australians and all other Australians.	Jun 2018	Manager People and Culture, Marketing Coordinator
	3.4 Encourage staff attendance to a GPEx GPT1 Cultural Workshop.	Mar 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor, Manager People and Culture
	National Reconciliation Week is an annual celebration and is a time for all Australians to reflect on our shared histories, and on the contributions and achievements of Aboriginal and/or Torres Strait Islander Peoples (27th May -3rd June).		
	3.5 Participate in and celebrate National Reconciliation Week (NRW).	Jun 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor, Marketing Coordinator, Social Club President and all staff
	3.6 Encourage our staff to attend a National Reconciliation Week event.		
	<ul style="list-style-type: none"><li>Work with Marketing team and the Social Club to promote National Reconciliation Week both internally and externally.</li></ul>		
	<ul style="list-style-type: none"><li>Promote National Reconciliation Week internally by having a casual Friday theme based around this.</li></ul>		Aboriginal and/or Torres Strait Islander Program Training Advisor, Marketing Coordinator, Marketing and Engagement Advisor
	<ul style="list-style-type: none"><li>Book a table for staff to attend Reconciliation South Australia’s National Reconciliation Week Breakfast.</li></ul>		
	<ul style="list-style-type: none"><li>Host a morning tea for all GPEx staff to attend.</li></ul>		
	NAIDOC (National Aboriginal and Islander Day Observance Committee) Week is an Australian observance lasting from the first Sunday in July until the following Sunday. NAIDOC Week celebrates the history, culture and achievements of Aboriginal and/or Torres Strait Islander peoples (2nd – 9th July).		
	3.7 Participate in and celebrate NAIDOC Week.	Jul 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor, Marketing Coordinator all staff

# Respect

Action	Deliverable	Timeline	Responsibility
3. Celebrate/recognise Aboriginal and/or Torres Strait Islander dates of significance.	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff of the meaning of NAIDOC Week, which includes information about the local Aboriginal and/or Torres Strait Islander peoples and communities.</li> </ul>		Aboriginal and/or Torres Strait Islander Program Training Advisor, Social Club President
	<ul style="list-style-type: none"> <li>Encourage our Working Group to organise and participate in internal and external NAIDOC Week events.</li> </ul>		Aboriginal and/or Torres Strait Islander Program Training Advisor, Marketing Coordinator, Social Club President
	<ul style="list-style-type: none"> <li>As a part of NAIDOC Week, GPEx will encourage staff to attend state-wide events and will also hold a celebratory morning/afternoon tea for staff.</li> </ul>	Jul 2018	Marketing Coordinator, Marketing and Engagement Advisor
	<ul style="list-style-type: none"> <li>Share GPEx participation in events on social media, e-newsletters, and website.</li> </ul>	Dec 2017	
	<i>Close the Gap Day (13th Mar) is an annual awareness event that aims to close the health and life expectancy gap between Aboriginal and/or Torres Strait Islander Australians and other Australians.</i>		
	3.8 Participate in, and raise awareness of, Close the Gap Day.		Aboriginal and/or Torres Strait Islander Program Training Advisor, Manager People and Culture, Marketing Coordinator
	<ul style="list-style-type: none"> <li>GPEx will raise awareness of this date by hosting an information session and encourage staff to attend.</li> </ul>		Aboriginal and/or Torres Strait Islander Program Training Advisor, Manager of Continuing and Professional Development, Marketing and Engagement Advisor
	<ul style="list-style-type: none"> <li>415 FTE weeks of service provided to Aboriginal communities.</li> </ul>	Mar 2018	
	<ul style="list-style-type: none"> <li>Helping doctors become informed on Close the Gap program for patients and staff.</li> </ul>		
	<ul style="list-style-type: none"> <li>GPEx will aim to work with Aboriginal Health experts to deliver an educational session for the wider South Australian community on this topic to raise awareness.</li> </ul>		

Action	Deliverable	Timeline	Responsibility
3. Celebrate/recognise Aboriginal and/or Torres Strait Islander dates of significance.	National Apology Day (13th Feb) is the anniversary when the Australian Prime Minister apologised to the Stolen Generations.		
	3.9 Participate in, and raise awareness of, National Apology Day.	Feb 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor, Manager People and Culture, Marketing Coordinator
	<ul style="list-style-type: none"><li>To demonstrate respect and understanding for the anniversary, GPEx will host a morning tea and educate staff on the importance of the National Apology.</li></ul>		
	National Sorry Day (26th May) is now recognised as the National Day of Healing for all Australians.		
	3.10 Participate in, and raise awareness of, National Sorry Day.		
	<ul style="list-style-type: none"><li>To show our organisation’s support for this day of healing, GPEx will attend the Adelaide City Council’s event in Victoria Square and share our involvement in electronic communications to stakeholders.</li></ul>	May 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor, Manager People and Culture, Marketing Coordinator
	<ul style="list-style-type: none"><li>GPEx will provide a detailed debrief at the following staff meeting.</li></ul>	June 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor
4. Demonstrate our commitment to Aboriginal and/or Torres Strait Islander culture	4.1 Display and gift Aboriginal and/or Torres Strait Islander artwork, ensuring it is ethically sourced.	Feb 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor
	4.2 Acknowledgement of country and Aboriginal artwork displayed in all marketing material such as annual report, registrar guide, supervisor manual, potential applicant prospectus, email signatures.	Jun 2018	Marketing Coordinator, Marketing and Engagement Advisor
	4.3 Change ‘on hold’ music to Aboriginal artist/s.	Dec 2017	Marketing and Engagement Advisor
	<ul style="list-style-type: none"><li>Display words around GPEx office in Aboriginal language(s) such as a welcome at Reception and naming rooms.</li></ul>	Feb 2018	HR Support Officer
	<ul style="list-style-type: none"><li>Add Acknowledgement of Country to practice profile posters.</li></ul>	Feb 2018	Marketing Coordinator, Marketing and Engagement Advisor
	<ul style="list-style-type: none"><li>Add Aboriginal influence to our branding (i.e. boomerang).</li></ul>	Feb 2018	Marketing Coordinator, Marketing and Engagement Advisor



# Opportunities

Action	Deliverable	Timeline	Responsibility
1. Investigate Aboriginal and/or Torres Strait Islander employment	1.1 Develop a business case, including costs and benefits, for Aboriginal and/or Torres Strait Islander employment within our organisation.	Jan 2018	Manager People and Culture, HR Support Officer
	<b>Future GPEx Employees</b>		
	1.2 Investigate opportunities to increase Aboriginal and/or Torres Strait Islander employment.	Jan 2018	Manager People and Culture, HR Support Officer
	1.3 Investigate the potential for scholarships, grants and internships surrounding Aboriginal and/or Torres Strait Islander employment programs.	Jun 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor
	1.4 Ensure the GPEx recruitment process encourages Aboriginal and/or Torres Strait Islander job seekers to apply. The phrase: 'GPEx is an equal opportunity employer. Aboriginal and/or Torres Strait Islander peoples are encouraged to apply' will be added to all employment advertisements into the future .	Mar 2018	HR Support Officer
	1.5 Ensure GPEx employment opportunities are advertised in the following spaces: <ul style="list-style-type: none"> <li>• Circulate advertisements through the GPEx Aboriginal and/or Torres Strait Islander professional network, such as The Aboriginal Health Council.</li> <li>• Aboriginal and/or Torres Strait Islander Publications, where possible.</li> </ul>	Jun 2018	HR Support Officer
	<b>Future Employment with GPEx Partners in Training</b>		
	1.6 Investigate employment opportunities for Aboriginal and/or Torres Strait Islander peoples in conjunction with GPEx Partners in Training.	Jan 2018	AGPT Team, HR Support Officer, Marketing Coordinator
	1.7 Training partners to register their interest to employ vocationally registered doctors who have worked in Aboriginal and/or Torres Strait Islander Training posts during their training.	Jan 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor AGPT
	<b>Current GPEx Employees</b>		
	1.8 Encourage current Aboriginal and/or Torres Strait Islander GPEx employees to engage in training and development.	Mar 2018	HR Support Officer



Action	Deliverable	Timeline	Responsibility
	1.9 Support and create equal opportunities for Aboriginal and/or Torres Strait Islander leadership within GPEX.	Dec 2017	HR Support Officer
	<b>Current GPEX Registrars</b>		
	1.10 Inform current Aboriginal and/or Torres Strait Islander registrars of potential employment and development opportunities.	Dec 2017	Aboriginal and/or Torres Strait Islander Program Training Advisor Director Ed Ops
2. Investigate Aboriginal and/or Torres Strait Islander supplier diversity	2.1 Develop an understanding of the mutual benefits of procurement from Aboriginal and/or Torres Strait Islander owned businesses or a strong relationship with the Aboriginal and/or Torres Strait Islander peoples.	Mar 2018	Manager Finance and Administration, Director Support Services,
	2.2 Develop a business case for procurement from Aboriginal and/or Torres Strait Islander owned businesses. <ul style="list-style-type: none"> <li>Develop a specific list of Aboriginal and/or Torres Strait Islander suppliers to meet GPEX needs, using Supply Nation.</li> <li>GPEX will seek and investigate how to further engage with Aboriginal and/or Torres Strait Islander suppliers.</li> <li>Specifically incorporate Aboriginal and/or Torres Strait Islander suppliers into the procurement procedure and circulate to all GPEX employees. The revised procedures will outline:               <ul style="list-style-type: none"> <li>the mutual benefit of procurement from Aboriginal and/or Torres Strait Islander suppliers.</li> <li>The process for procurement of new suppliers will involve obtaining proposals/quotes/pricing from three suppliers, with at least one being an Aboriginal and/or Torres Strait Islander supplier where possible.</li> </ul> </li> </ul>	Apr 2018	Manager Finance and Administration, Director Support Services, Marketing Coordinator, Marketing and Engagement Advisor
3. Investigate opportunities to engage and assist existing Aboriginal and/or Torres Strait Islander professional mentoring networks	3.1 Research Red Dust mentoring network in Northern Territory and whether similar initiatives are implemented in South Australia.	Mar 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor
	<ul style="list-style-type: none"> <li>If so, explore opportunities to get involved and circulate opportunities to relevant internal and external stakeholders.</li> </ul>		

# Tracking and progress

Action	Deliverable	Timeline	Responsibility
1. Build support for the RAP	1.1 Define resource needs for RAP development and implementation.	Dec 2017	Aboriginal and/or Torres Strait Islander Program Training Advisor
	1.2 Define systems and capability needs to track, measure and report on RAP activities (RAP Staff survey).	Dec 2017	Manager of People and Culture, Aboriginal and/or Torres Strait Islander Program Training Advisor
	1.3 Develop and distribute the annual RAP Impact Measurement Questionnaire to all GPEX internal stakeholders and submit summary data to Reconciliation Australia.	Dec 2017	Medical Educator Aboriginal Health, Cultural Mentor, GPEX Board representative, Marketing and Engagement Advisor, Support Officers, Program Training Advisors, Aboriginal Health Educator / Liaison Officer, Aboriginal Health Program Training Advisor, Accounts and Payroll Administration Officer, Marketing Coordinator
2. Review and Refresh RAP	2.1 Review and refresh RAP based on learnings, challenges and achievements.	May 2018	Aboriginal and/or Torres Strait Islander Program Training Advisor
	2.2 Submit draft RAP Innovate to Reconciliation Australia for review.	Jun 2018	RAP Working Group Chairperson
	2.3 Submit draft RAP Innovate to Reconciliation Australia for formal endorsement.	Aug 2018	



## Our RAP artwork

In this piece, the circle in the middle represents the patient. The circles around it represent the partnerships that GPEx has as per their expression, “collaboration is in our DNA”. Such partnerships include those currently in the GP training program, the supporting networks, all manner of service providers, multi-disciplinary health teams, primary health care delivery and training organisations.

The lines that connect to the outer circles to form a larger circle represent the ways in which health care teams join together to deliver GP training, also in the way they circle the ‘patient’.

The background represents the diversity in patient demographics across the state of South Australia. Furthermore, it also more broadly represents the literal geographical topography of the state if viewed from above, thus representing GPEx as an organisation that delivers services across South Australia.

## Artist: Elizabeth Close

Elizabeth Close is an Anangu woman from the Pitjantjatjara and Yankunytjatjara language groups in the APY Lands in outback South Australia. She was born in Adelaide but spent much of her upbringing in remote communities across South Australia. She returned to Adelaide to complete her schooling, and went to University to complete a Bachelor of Nursing and a Graduate Certificate in Emergency Nursing, working in a busy metropolitan Emergency Department as a senior Registered Nurse.

After the birth of her second child, Elizabeth and her husband decided to move home to the APY so that they could immerse their children in their culture and language. Upon returning to the APY, Elizabeth was finally able to reconnect with her grandmother’s family, from which she had been disconnected due to the Stolen Generation and the forced removal of Aboriginal children. Elizabeth was able to re-learn much of her language and receive the cultural education she desperately sought, and the evolution of her artwork reflects this.

While living in the APY, Elizabeth was fortunate enough to work with artists and family at the world renowned Anangu art centre, Tjala Arts, where she learned from widely celebrated Anangu artists. Elizabeth’s work is a vibrant fusion of contemporary and traditional Aboriginal art styles; using vivid warmth to express her deep connection to the Central Australian landscape that she calls home, and bold designs that bring about awareness of issues affecting Aboriginal and/or Torres Strait Islander people.

In addition to her canvas works, Elizabeth recently began painting large scale public art pieces. Most notably; ‘Municipal Gum’ (95sqm) and ‘Xylem’ (70sqm) both located in the Adelaide CBD and undertaken as part of the Adelaide Fringe Festivals ‘Street Art Explosion’ (2016, 2017).











**For enquiries about our RAP contact:**

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