



Reconciliation Action Plan

May 2019 – May 2021

Innovate RAP



Acknowledgement of Country

The GPEx office is located in Unley, South Australia, on Kaurna land. We acknowledge Kaurna people as the Traditional Owners and Custodians of the land we work on.

We respect their spiritual relationship with country that has developed over thousands of years, and the cultural heritage and beliefs that remain important to Kaurna people today.

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Our Vision

Excellent primary Healthcare for all Australians. To achieve this, we need to:

- See a positive change in attitudes and behaviours of our non-Indigenous stakeholders through awareness and education
- Build the cultural capability of our workforce, including an understanding of our shared history and increased pride in Aboriginal and/or Torres Strait Islander cultures forming part of our shared national identity
- Build stronger engagement and partnership with Aboriginal and/or Torres Strait Islander communities
- Ensure our Aboriginal and/or Torres Strait Islander stakeholders are able to participate equally across a range of life opportunities

Who We Are

GPEX is South Australia's regional organisation for the education and training of doctors who choose to specialise in General Practice (GP). GPEX is located in Unley, South Australia and delivers the Australia General Practice Training (AGPT) program which is funded by the Australian Government, Department of Health.

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 government departments.

GPEX offers a well-supported and individualised, self-directed journey to becoming a qualified specialist GP through expert led education and training.

The GPEX Connect and GPEX Extend programs further support health professionals throughout their careers by offering career path services, networking occasions and ongoing professional development opportunities. This enables primary health care professionals to extend their skills and knowledge to provide for our communities.

With 59 staff members of Medical Educators, administrative staff and the Board, our team includes two Aboriginal staff members.

Aboriginal Health Services

● Accredited Aboriginal Health Training Posts

● Non-Accredited Aboriginal Health Training Posts

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

L Watto Purrinna Aboriginal Primary Health Care Services

M SALHN Aboriginal Family Clinic

N Gawler Aboriginal Health Service





Our RAP

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

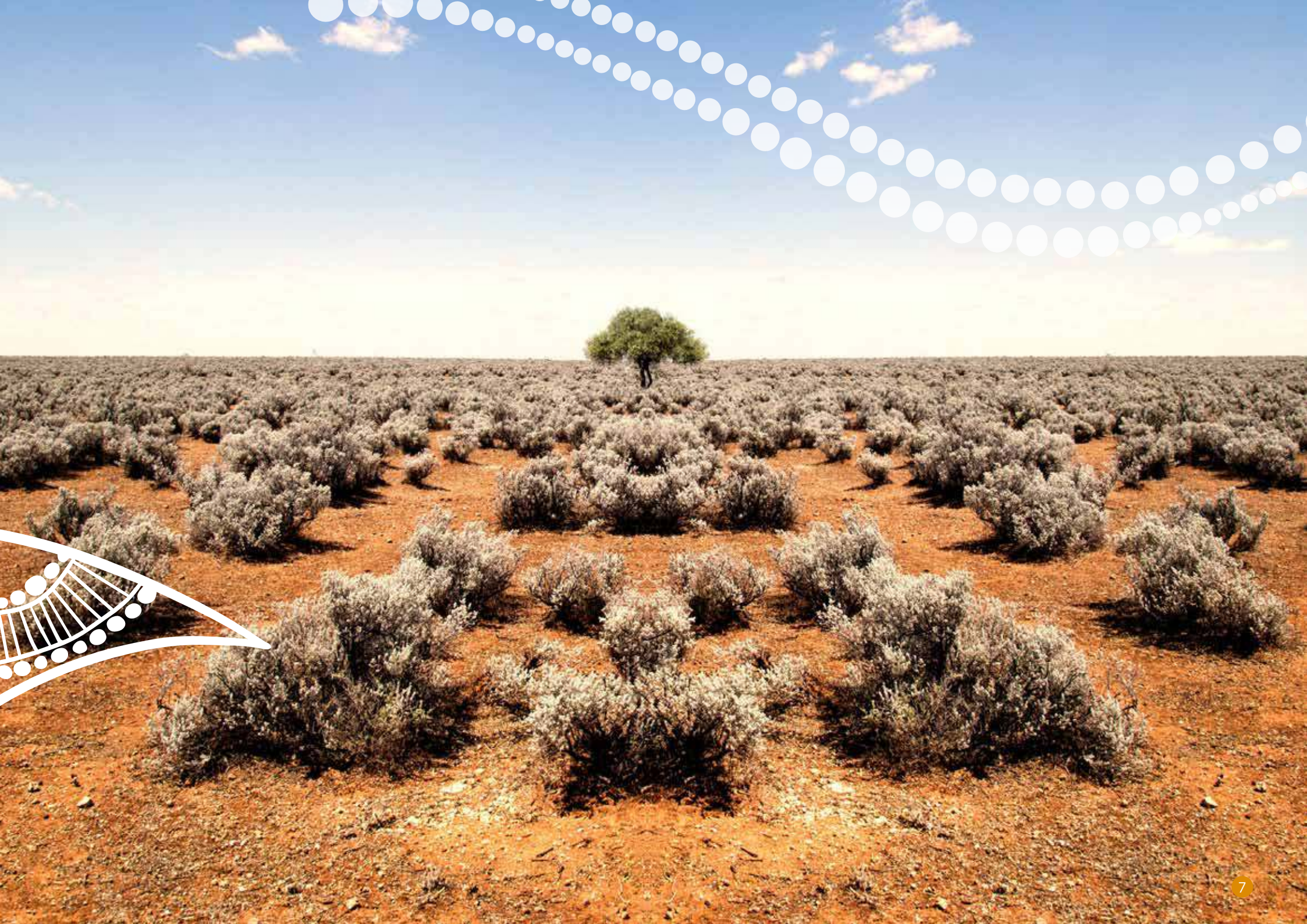
A number of Aboriginal and/or Torres Strait Islander staff members have been involved in the development of RAPs in previous roles, which contributes to an active and engaged RAP Working Group which includes a board member, a cultural mentor and medical educators.

Our RAP Working Group members appreciate the vast diversity of our staff and seek to develop our cultural awareness both within GPEX 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.

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 our own staff, stakeholders and partners in training to contribute to closing the gap between Aboriginal and/or Torres Strait Islander Australians and all other Australians.

GPEX is proud of its effort to include Aboriginal Cultures into its everyday practices. GPEX staff have gone above and beyond by ensuring that Acknowledgement of Country is now delivered in Kurna language when on Kurna Country.

GPEX staff are now more comfortable to have an open conversation about the issues that Aboriginal and/or Torres Strait Islander people face today. Also, due to the increase in staff involvement with Cultural Events, GPEX has created a register to ensure all staff have equal opportunities to participate in those events. GPEX has commissioned an Aboriginal design artwork and applied it to staff shirts, banners, table cloths and various merchandising collateral.



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 the supervision of a highly experienced GPEx accredited GP supervisor.

- Moorundi Aboriginal Health Service
- Noarlunga Aboriginal Health Service
- Nunkuwarrin Yunti of South Australia
- Nunyara Aboriginal Health Service
- 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
- Watto Purrunga Aboriginal Primary Health Care Services

We have partnered with the following Aboriginal and/or Torres Strait Islander businesses and groups to deliver our programs:

- Aboriginal Health Council of South Australia (AHCSA)
- AIDA – Australian Indigenous Doctors Association

- Indigenous General Practice Registrars Network (IGPRN)
- Australian Wattlebush Catering
- Tauondi Aboriginal College
- Living Kurna Cultural Centre
- 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
- Cultural awareness workshops for PHN
- Promotion of Aboriginal and/or Torres Strait Islander events within our community

University Sponsorships:

- Adelaide Medical Students' Society (AMSS) APY Exchange
- Adelaide University Rural Health Alliance (AURHA) Yalata Kidney Health Festival
- Insight Global Health Group
- Kurna Sports Association







Our RAP Artwork

Elizabeth Close is an Anangu women from the Pitjantjatjara and Yankunytjatjara language group in the APY Lands in outback South Australia. She is a contemporary and traditional Aboriginal artist based in Adelaide. Her artworks reflect her experience as an Aboriginal woman and represent her journey of rediscovery and reconnection with her Aboriginality.

GPEX commissioned Elizabeth to produce a piece that was reflective of both our core values and the importance of our partnerships to deliver our mission. In the piece, the middle circle represents the patient and community and the circles surrounding the inner circle represent our partnerships and stakeholders.

The lines that then connect the outer circles reflect the lines of communication and collaboration in which our stakeholders, the health care professionals join together to deliver specialised GP training. The surrounding of the 'patient' represents caring for the health of our communities.

The background represents the diversity in patient demographics, and more broadly represents the geographical topography of the state of South Australia, where GPEX delivers services.





RAP working group

Danielle Clark - People and Culture Officer

Devinia Binell - Aboriginal Health Educator/Liaison Officer

Jane Longmire - Program Training Advisor

Kali Hayward - Medical Educator Aboriginal Health

Kellie Burrough - Finance Officer

Kelsey Case - Accreditation, Selection and Placements Support Officer

Kristen Vater - Marketing Officer

Tim Piper - Director Support Services

Former members of the RAP working group included Dannielle Taddeo, Diana Orozco, Fiona Chen, Holly Carbone, Isobelle McKenzie, Karen Glover, Marisa Packer and Zoe Hubball. We thank them for their contributions.

Relationships

Working together with Aboriginal and/or Torres Strait Islander communities is key to success. One of the goals of GPEx is to increase the number of GPs who have worked in, or have a better understanding of, Aboriginal health. To achieve this, we have focused on building strong and continuing relationships with Aboriginal and/or Torres Strait Islander communities in South Australia. Relationships that are connected, valued and one in which we continue to listen and adapt.



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting.	<ul style="list-style-type: none"> Establish Terms of Reference for the RWG. RWG oversees the development, endorsement and launch of the RAP. Develop and distribute an expression of interest to join the RWG to key Aboriginal and/or Torres Strait Islander peoples within our sphere of influence. Ensure Aboriginal and/or Torres Strait Islander peoples are represented on the RWG. Meet at least twice per year to monitor and report on RAP implementation. 	<p>Oct 2020</p> <p>Nov 2020</p> <p>Dec 2020</p> <p>Jan 2021</p> <p>Jan 2021</p>	<p>RWG Chairperson, Director of Support Services</p> <p>RWG Chairperson</p> <p>RWG Chairperson</p> <p>RWG Chairperson</p> <p>RWG Chairperson, Marketing Officer</p>

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and/or Torres Strait Islander peoples and other Australians.	<ul style="list-style-type: none"> Organise at least one internal event for NRW each year. With lunch providing background, guest presenters, and sharing. 	May 2020, 2021	Program Training Advisor, Accreditation, Selection and Placements Support Officer
	<ul style="list-style-type: none"> Register all NRW events via Reconciliation Australia's NRW website. 	May 2020, 2021	Program Training Advisor, Accreditation, Selection and Placements Support Officer
	<ul style="list-style-type: none"> Support an external NRW event. GPEx will seek opportunities to be part or organising, facilitating or holding an information stall at local community event. 	May 2020, 2021	People and Culture Officer, Marketing Officer
	<ul style="list-style-type: none"> Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW. GPEx Staff to attend National reconciliation Breakfast and NRW celebrations across Adelaide. 	May 2020, 2021	RWG Chairperson
	<ul style="list-style-type: none"> Extend an invitation to Aboriginal and/or Torres Strait Islander peoples to share their reconciliation experiences or stories at GPEx. Invite a local Aboriginal and/or Torres Strait Islander person to share their story at a lunch held at GPEx. 	May 2020, 2021	RWG Chairperson, Marketing Officer
	<ul style="list-style-type: none"> Encourage staff to participate in external events to recognise and celebrate NRW. Email invites to staff to participate at local events. 	May 2020, 2021	RWG Chairperson, People and Culture Officer
	<ul style="list-style-type: none"> Host NRW events across the areas in which we operate. 	May 2020, 2021	Finance Officer, Program Training Advisor
	<ul style="list-style-type: none"> Download Reconciliation Australia's NRW resources and circulate to staff. 	May 2020, 2021	Marketing Officer
3. Develop and maintain mutually beneficial relationships with Aboriginal and/or Torres Strait Islander peoples, communities and organisations to support positive outcomes.	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with our Aboriginal and/or Torres Strait Islander stakeholders. 	Dec 2020	RWG Chairperson, Aboriginal Health Medical Educator
	<ul style="list-style-type: none"> Increase the number of Aboriginal and/or Torres Strait Islander organisations we partner with to support the delivery of these programs and services. 	Dec 2020	RWG Chairperson, Marketing Officer, Program Training Advisor
	<ul style="list-style-type: none"> Meet with local Aboriginal and/or Torres Strait Islander organisations to develop guiding principles for future engagement. Follow community protocols and improve upon our relationships with local Aboriginal and/or Torres Strait Islander organisations/businesses when delivering culturally specific programs and services. 	Jan 2021	Marketing Officer, RWG Chairperson

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	<ul style="list-style-type: none"> • Develop and implement a strategy to communicate our RAP to all internal and external stakeholders. 	Jan 2021	RWG Chairperson, Aboriginal Health Medical Educator
	<ul style="list-style-type: none"> • Promote reconciliation through ongoing active engagement with all stakeholders. Commit to maintaining our relationships with stakeholders and uptake invitations for engagement. 	Jan 2021	RWG Chairperson, Aboriginal Health Medical Educator
	<ul style="list-style-type: none"> • Share information such as events, news articles and interviews about reconciliation, to build more relationships and provide opportunities to engage where possible. 	Jan 2021	People and Culture Officer, Marketing Officer, Program Training Advisor
	<ul style="list-style-type: none"> • Support Reconciliation Australia and Reconciliation South Australia by attending events such as the National Sorry Day breakfast. 	Jan 2021	People and Culture Officer, Marketing Officer
	<ul style="list-style-type: none"> • Explore opportunities to support Uluru Statement of the Heart. 	Feb 2021	Finance Officer, Marketing Officer
5. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> • Engage with Aboriginal and/or Torres Strait Islander staff and/or Aboriginal and/or Torres Strait Islander advisors to consult on our anti-discrimination policy. 	Jan 2021	Director of Support Services, People and Culture Officer
	<ul style="list-style-type: none"> • Educate all staff on the effects of racism. 	Jan 2021	RWG Chairperson, Aboriginal Health Medical Educator
	<ul style="list-style-type: none"> • Educate through Staff and Registrar Cultural Awareness Workshops. 	Jan 2021	RWG Chairperson, Aboriginal Health Medical Educator
	<ul style="list-style-type: none"> • Develop, implement and communicate an anti-discrimination policy for our organisation. 	Feb 2021	Director of Support Services, People and Culture Officer



Respect

Respect for Aboriginal and/or Torres Strait Islander peoples, cultures, lands, waters, histories and rights are important to GPEx and its core business activities, as our business ties into many different communities throughout South Australia and Australia.

GPEx recognises that Aboriginal and/or Torres Strait Islander Peoples have rich and diverse Cultures. We have worked closely with Aboriginal communities throughout South Australia and have gained a greater understanding of the history of our country and state and the impact that national policies have had on communities, families and individuals. We want to support the journey of Aboriginal and/or Torres Strait Islander communities by continuing to develop strong relationships which are built on respect and willingness to learn.



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
6. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and/or Torres Strait Islander cultures, histories and achievements.	• Develop and implement an Aboriginal and/or Torres Strait Islander cultural awareness training strategy 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 (online, face to face workshops or cultural immersion).	Jan 2021	RWG Chairperson, Aboriginal Health Medical Educator
	• Investigate opportunities to work with local Traditional Owners and/or Aboriginal and/or Torres Strait Islander consultants to develop cultural awareness training.	Jan 2021	Aboriginal Health Educator/ Liaison Officer, Aboriginal Health Medical Educator
	• Provide Cultural Awareness to all GPEx employees.	Jan 2021	Aboriginal Health Educator/ Liaison Officer, Aboriginal Health Medical Educator
	• Promote Reconciliation Australia's Share Our Pride online tool to all staff.	Mar 2021	People and Culture Officer, Marketing Officer

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
7. Engage employees in understanding the significance of Aboriginal and/or 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"> Organise and display an Acknowledgment of Country plaque in our office/s or on our office building. Include an Acknowledgement of Country at the commencement of all important internal meeting, encouraging staff to do so in Kaurua Language, and external meetings once confidence is established. Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country. Invite a Traditional Owner to provide a Welcome to Country at significant events. Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships. 	<p>May 2019</p> <p>Jul 2019</p> <p>Jul 2020</p> <p>Nov 2020</p> <p>Dec 2020</p>	<p>Marketing Officer</p> <p>RWG Chairperson, All staff</p> <p>Aboriginal Health Educator/ Liaison Officer, People and Culture Team</p> <p>RWG Chairperson</p> <p>Aboriginal Health Educator/ Liaison Officer, Aboriginal Health Medical Educator</p>
8. Provide opportunities for Aboriginal and/or Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Provide opportunities for all Aboriginal and/or Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week. Provide opportunities for all staff to participate in NAIDOC Week activities. Support an annual external NAIDOC Week community event. Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week. 	<p>Jul 2019, 2020</p> <p>Jul 2019, 2020</p> <p>Jul 2019, 2020</p> <p>Sept 2020</p>	<p>Program Training Advisor, Accreditation, Selection and Placements Support Officer</p> <p>Program Training Advisor, Accreditation, Selection and Placements Support Officer</p> <p>Finance Officer, Marketing Officer</p> <p>Director of Support Services, People and Culture Officer</p>
9. Celebrate and recognise Aboriginal and/or Torres Strait Islander dates of significance.	<ul style="list-style-type: none"> Share the Calendar with staff at the start of each calendar year for awareness and information about the date. Included in the daily email updates on the recognised date. RWG members will nominate a significant date each year to facilitate an internal event or participate at an external event. 	<p>Jan 2021</p> <p>Mar 2021</p>	<p>People and Culture Officer, Marketing officer</p> <p>Program Training Advisor, Accreditation, Selection and Placements Support Officer</p>

Opportunities

GPEX will ensure there are equal employment opportunities for Aboriginal and/or Torres Strait Islander people within our organisation and continue to provide Aboriginal and/or Torres Strait Islander Peoples support throughout the community. We are committed to partnering with Aboriginal and/or Torres Strait Islander services and businesses in their contribution to the successful delivery of our work.



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
10. Investigate opportunities to improve and increase Aboriginal and/or Torres Strait Islander employment outcomes within our workplace.	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and/or Torres Strait Islander employees and future applicants participating in our workplace. 	Sept 2020	Director of Support Services, People and Culture Officer
	<ul style="list-style-type: none"> Collect information on our current Aboriginal and/or Torres Strait Islander staff to inform future employment opportunities. 	Sept 2020	People and Culture Officer
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and/or Torres Strait Islander Employment and Retention strategy. 	Sept 2020	Director of Support Services, People and Culture Officer
	<ul style="list-style-type: none"> Develop an Aboriginal and/or Torres Strait Islander professional development strategy. 	Feb 2021	People and Culture Officer, Marketing Officer
	<ul style="list-style-type: none"> Engage with existing Aboriginal and/or Torres Strait Islander staff to consult on employment strategies, including professional development. 	Feb 2021	People and Culture Officer
	<ul style="list-style-type: none"> Advertise all vacancies in Aboriginal and/or Torres Strait Islander media. 	Feb 2021	People and Culture Officer
	<ul style="list-style-type: none"> Where applicable, GPEX staff members circulate job vacancies to Aboriginal and/or Torres Strait Islander networks/contacts. 	Feb 2021	RWG Chairperson, All staff
	<ul style="list-style-type: none"> Where appropriate GPEX seeks to include Aboriginal and/or Torres Strait Islander representation on recruitment and selection panels, especially for Aboriginal and/or Torres Strait Islander Health team member vacancies. 	Feb 2021	People and Culture Officer

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
10. Investigate opportunities to improve and increase Aboriginal and/or Torres Strait Islander employment outcomes within our workplace.	• Include in all job advertisements, 'Aboriginal and/or Torres Strait Islander people are encouraged to apply.'	Feb 2021	People and Culture Officer
	• Engage with external Aboriginal and/or Torres Strait Islander peoples and/or consultants to advise on recruitment, employment and retention strategies, including professional development.	Feb 2021	People and Culture Officer
	• Develop and implement Aboriginal and/or Torres Strait Islander employment pathways (e.g. traineeships or internships).	Mar 2021	Director of Support Services, People and Culture Officer
11. Investigate opportunities to incorporate Aboriginal and/or Torres Strait Islander supplier diversity within our organisation.	• Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	Jun 2020	Marketing Officer
	• Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and/or Torres Strait Islander businesses.	Sept 2020	Director of Support Services, People and Culture Officer
	• Develop and communicate to staff a list of Aboriginal and/or Torres Strait Islander businesses that can be used to procure goods and services.	Dec 2020	Finance Officer
	• Investigate Supply Nation membership.	Mar 2021	Program Training Advisor, Accreditation, Selection and Placements Support Officer
12. Invest in mechanisms to grow GPEx's capacity to support Aboriginal and/or Torres Strait Islander stakeholders both internally and externally.	• Investigate opportunities to increase pro bono activities.	Dec 2020	Program Training Advisor, Accreditation, Selection and Placements Support Officer
	• Develop an Aboriginal and/or Torres Strait Islander professional mentoring network.	Jan 2021	Aboriginal Health Educator/ Liaison Officer, Aboriginal Health Medical Educator
	• Develop a cultural mentoring network for existing staff and managers.	Jan 2021	Aboriginal Health Educator/ Liaison Officer, Aboriginal Health Medical Educator
	• Support scholarships for Aboriginal and/or Torres Strait Islander students.	Feb 2021	RWG Chairperson, Marketing Officer

Tracking and progress

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
13. Report RAP achievements, challenges and learnings to Reconciliation Australia.	<ul style="list-style-type: none"> Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually. Participate at Reconciliation Australia Workshops. Investigate participating in the RAP Barometer. 	Sept, 2019, 2020	RWG Chairperson
		Feb 2021	Program Training Advisor, Accreditation, Selection and Placements Support Officer
		May 2020	Finance Officer, Marketing Officer
14. Report RAP achievements, challenges and learnings internally and externally.	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings within our annual report. 	Mar 2021	RWG Chairperson
15. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. Share actions and progress through GPEX social media. 	Dec 2020	RWG Chairperson
		Mar 2021	Marketing Officer





Contact details for public enquiries about our RAP

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