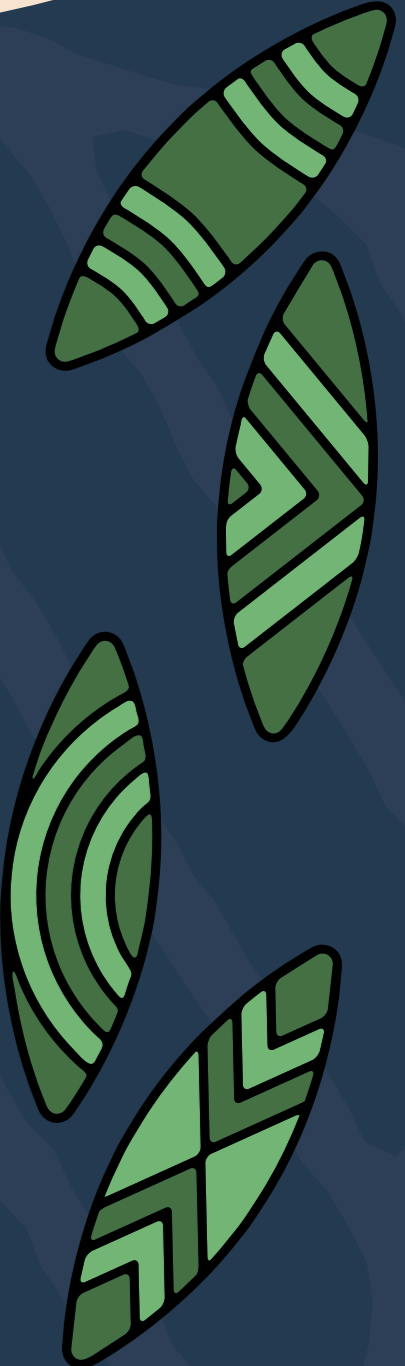


Australian and New Zealand College of Anaesthetists

INNOVATE Reconciliation Action Plan (RAP)

January 2023 – January 2025





Acknowledgement

The Australian and New Zealand College of Anaesthetists acknowledges the Traditional Custodians of Country throughout Australia and recognises their unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

We also acknowledge the Aboriginal and Torres Strait Islander fellows, trainees and staff across our college.

We pay our respects to ancestors and Elders, past and present.



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A message from Reconciliation Australia

Reconciliation Australia commends the Australian and New Zealand College of Anaesthetists (ANZCA) on the formal endorsement of its first Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. ANZCA is now a part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that ANZCA will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to ANZCA using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for ANZCA to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, ANZCA will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of ANZCA's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Australian and New Zealand College of Anaesthetists on your first Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



A message from our president

I am proud to launch ANZCA's first Reconciliation Action Plan (RAP). While this is our first RAP, we began our progress towards reconciliation in 2010 with the establishment of an Indigenous Health Working Party, which became the ANZCA Indigenous Health Committee the following year.

Our formal reconciliation journey commenced in 2018 with the launch of an Indigenous Health Strategy and associated action plan. The work we have undertaken over the past five years included scoping the college's capacity for reconciliation and informed the development of this Innovate RAP.

As detailed in this document, our vision for reconciliation is to lead culturally safe and high quality patient care to empower Aboriginal and Torres Strait Islander peoples to train and have successful professional careers in anaesthesia, perioperative medicine, and pain medicine.

We recognise that a workforce that is more representative of First Nations communities is best placed to understand and be responsive to the needs of these communities, and to deliver culturally appropriate care.

This Innovate RAP lays out an ambitious plan of over ninety actions to achieve over the next two years. At the completion of this RAP, the college will develop a new plan with different goals, a process that will continue until such time as we don't need committees, plans and strategies to ensure Aboriginal and Torres Strait Islander peoples enjoy equitable career opportunities and responsive health services.

I encourage you to join us on this journey as we work with, celebrate, and discover more about the Traditional Owners of the lands, waters and seas we now know as Australia, a rich and ancient culture dating back well over 60,000 years.

Dr Chris Cokis
ANZCA President





Our vision for reconciliation

Our vision for reconciliation is to lead safe and high quality patient care in anaesthesia, perioperative medicine, and pain medicine that's culturally safe and equitable, and to empower Aboriginal and Torres Strait Islander peoples to train and have flourishing professional careers in these fields.

This will be achieved when Aboriginal and Torres Strait Islander peoples enjoy equitable career opportunities and long healthy lives, with equitable access to culturally safe and responsive services that are free from racism.

We aim to accomplish this through:

- Reflecting on how historical and ongoing social, cultural, and political structures shape the college, our relationship with Aboriginal and Torres Strait Islander peoples, and our training and specialties in Australia. This is a necessary foundation for improvement.
- Engaging and collaborating with Aboriginal and Torres Strait Islander peoples and organisations.
- Growing the Aboriginal and Torres Strait Islander college workforce and the Aboriginal and Torres Strait Islander anaesthesia, perioperative medicine, and pain medicine workforce.
- Advocating for culturally safe training and work environments for the Aboriginal and Torres Strait Islander health workforce, and for Aboriginal and Torres Strait Islander college staff.
- Strengthening culturally safe patient care in anaesthesia, perioperative medicine, and pain medicine.

Our business

The Australian and New Zealand College of Anaesthetists (ANZCA), including the Faculty of Pain Medicine (FPM), is one of the largest specialist medical colleges in Australia and Aotearoa New Zealand, and the region's leading Western knowledge experts¹ on anaesthesia, pain medicine, and perioperative medicine. We value Aboriginal and Torres Strait Islander knowledges as being relevant to these fields, and recognise Aboriginal and Torres Strait Islander peoples as the experts in and Traditional Custodians of Aboriginal and Torres Strait Islander knowledges.

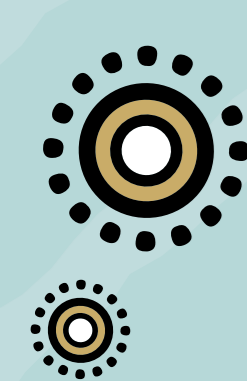
ANZCA is responsible for training, assessing, and setting standards for all specialist anaesthetists and specialist pain medicine physicians wishing to practice in Australia and Aotearoa New Zealand. We offer training, research, and lifelong learning programs and work closely with the governments, healthcare services, and communities on a wide range of issues.

We're governed by the ANZCA Council which, with the support of the FPM Board, the New Zealand National Committee, Australian regional committees, and a number of specialist committees, sets our strategic direction and ensures we achieve our objectives.

The college has a fellowship of more than 6500 specialist anaesthetists and 460 specialist pain medicine physicians who've met our rigorous training or assessment requirements to become a fellow. We have over 1800 doctors training towards anaesthesia or pain medicine fellowship at accredited training sites across Australia and Aotearoa New Zealand.

¹We acknowledge that "healthcare science has been practised by Aboriginal and Torres Strait Islander peoples for millennia on this continent, and that Western healthcare and science has a lot to learn from the original human healers" (from: Australian Health Practitioner Regulation Agency. National Scheme's Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy 2020-2025, page 5)





We employ approximately 140 staff in our national office in Melbourne and regional offices in Sydney, Brisbane, Adelaide, Perth, Canberra and Hobart. We currently have one staff member, nine trainees and seven active fellows who identify as Aboriginal and/or Torres Strait Islander.

Our sphere of influence

We're privileged to influence a wide range of internal and external stakeholders through:

- Internal employment policy and recruitment.
- Suppliers for routine goods and for ANZCA and FPM events.
- Training unit accreditation – we set and review the standards for units where our trainees learn and develop professionally.
- Supervisors of training – access to resources in cultural competency and Aboriginal and Torres Strait Islander health.
- Trainees –The curricula, training, and assessment shape their knowledge, skills, and professionalism.
- Fellows – setting the continuing professional development standard.
- The next generations of school students, undergraduates, and junior doctors – in partnership with the Australian Indigenous Doctors Association (AIDA), and ANZCA and/or FPM Aboriginal and Torres Strait Islander fellows, we can encourage young Aboriginal and Torres Strait Islander people to consider careers in anaesthesia, perioperative medicine, and pain medicine.
- Consultative input to government and regulators.
- Advocacy on issues within the scope of our mission.
- International reach through relationships with Asia Pacific nations and organisations such as the World Federation of Societies of Anaesthesiologists.
- Membership and representation on external committees and organisations.

Our mission

Our mission is “to serve the community by fostering safety and high quality patient care in anaesthesia, perioperative medicine and pain medicine”.

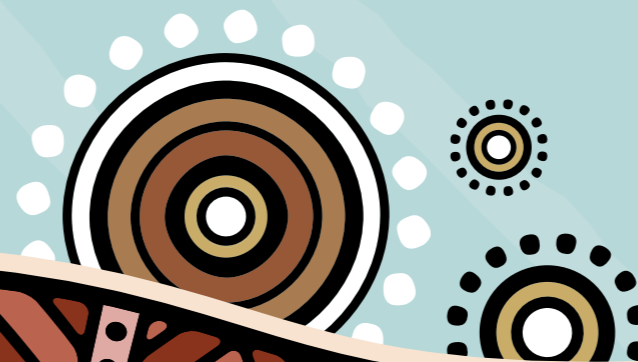
From the mission flow three major objectives:

1. To promote professional standards and patient safety in anaesthesia, perioperative medicine and pain medicine.
2. To promote education in anaesthesia, perioperative medicine and pain medicine.
3. To advance the science and practice of anaesthesia, perioperative medicine and pain medicine.

Our vision

Our vision as a college is “to be a recognised world leader in training, education, research, and in setting standards for anaesthesia and pain medicine”.

The Faculty of Pain Medicine has also developed an additional vision, “to reduce the burden of pain on society through education, advocacy, training and research”.



Our RAP

We recognise that the colonisation of Australia has had a devastating impact on Aboriginal and Torres Strait Islander peoples. The survival and flourishing of languages and knowledges is a testament to the resilience and strength of Aboriginal and Torres Strait Islander peoples and cultures. Nevertheless, the cultural trauma caused by loss of lives, lands, languages, culture, and freedoms, entrenched by government policies and interventions, and racism, has left a growing and immeasurable amount of health and wellbeing issues.

As the region's leading Western knowledge experts on anaesthesia, pain medicine, and perioperative medicine, we recognise our privileged position and responsibility to improve health equity within our sphere of influence. We seek to improve our organisation's relationship with Aboriginal and Torres Strait Islander peoples, whose leadership and expertise we recognise as being foundational to any efforts to improve the health and wellbeing of Aboriginal and Torres Strait Islander peoples. By developing a Reconciliation Action Plan (RAP), we believe that the college will have the tools to not only progress reconciliation within our organisation and fellowship, but through our leadership in anaesthesia, pain medicine, and perioperative medicine, influence Aboriginal and Torres Strait Islander health workforce development, patient safety, and research.



Our reconciliation journey

Although this is the college's first RAP, we have been working for a number of years to address inequities in Aboriginal and Torres Strait Islander health through initiatives to grow and maintain the Aboriginal and Torres Strait Islander specialist anaesthesia and pain medicine workforce; and ensure cultural safety for both patients and doctors.

Some initiatives aimed to achieve those goals include:

- Establishment of an Indigenous Health Committee in July 2010. This is currently an 11-person committee with members identifying as Aboriginal (3), Torres Strait Islander (1), Māori (3), Pacifica (1) or non-Indigenous (4) people. Amongst broader roles, this committee has considered how our organisation might better support programs to improve Aboriginal and Torres Strait Islander health and career opportunities, and has instigated many of the initiatives below. To date, we have not had an Aboriginal and/or Torres Strait Islander led committee.
- Establishment of a career and professional advice service for Aboriginal and Torres Strait Islander medical students and prevocational doctors.
- Sponsorship of the Australian Indigenous Doctors Association (AIDA) annual conference, and workshop offerings including emergency airway management skills and pain management.
- Provision of scholarships to Aboriginal and Torres Strait Islander medical students and junior doctors to attend the ANZCA and FPM Annual Scientific Meeting – see Scholarship program to attend ANZCA ASM.
- Meaningful opportunities for Aboriginal and Torres Strait Islander trainees to achieve full potential through financial support to attend exam preparation courses.
- Growing Aboriginal and Torres Strait Islander leadership through inviting Aboriginal and Torres Strait Islander early career fellows to apply for a number of targeted, financially supported places at the Emerging Leaders Conference. This annual 3-day event brings together a diverse range of facilitators to offer engaging and dynamic content for nominated new fellows to build on their skills and attributes as future leaders of the profession.

- Preliminary implementation of Cultural Competency & Self Determination Training delivered virtually by ABSTARR Consulting Pty Ltd, starting in 2021 with key college staff and committee leads and YOURMOB LEARNING for college staff
- Advocacy for cultural competency and safety learning more broadly across our fellowship. We have implemented a strong weighting for cultural competency activities within the Continuing Professional Development (CPD) program. With guidance from Aboriginal and Torres Strait Islander fellows and trainees on the Indigenous Health Committee, we have implemented a 'living' e-list of cultural safety links and library resources to facilitate this.
- Development and implementation of a guide for staff and fellows with information on acknowledging Aboriginal and Torres Strait Islander peoples at official college meetings and events.
- In an effort to ensure Aboriginal and Torres Strait Islander voices are heard and empowered, the Indigenous Health Committee encourages projects and committees both within and external to the college to consider the importance of Aboriginal and Torres Strait Islander voice and representation. With encouragement from Aboriginal and Torres Strait Islander members of the committee, an e-list has been implemented to help inform and connect Aboriginal and Torres Strait Islander trainees and fellows with committees in which they may have an interest. Within FPM, in 2020 Board revised the by-law determining its composition to enshrine the value it places on inclusiveness and diversity, including publicly stating the importance of Aboriginal and Torres Strait Islander voices at Board level – see ANZCA-Bulletin-Winter-2020 page 79 and fpm-by-law-01-faculty-board-(1).pdf (anzca.edu.au).
- Continued relationship building with AIDA and Leaders in Indigenous Medical Education (LIME) on various projects and initiatives.
- Introduction of events at ANZCA House to mark National Reconciliation Week in Australia.

- Establishment of a new Health Equity Projects Fund which has enabled grants of up to \$20,000 AUD for projects that support the aims of the Indigenous Health Committee to: address inequities in Aboriginal and Torres Strait Islander healthcare access and outcomes; grow and maintain the Aboriginal and Torres Strait Islander specialist anaesthesia and pain medicine workforce; and ensure cultural safety for both Aboriginal and Torres Strait Islander patients and doctors.
- Funding and implementing, with curators Kat Clarke and Paris Norton, the ANZCA Museum exhibition *Djeembana Whakaora: First Nations medicine, health and healing*. The curators, artists and healing practitioners delivered a powerful online exhibition providing both celebration and education.
- Inclusion of a rudimentary 'barometer' within the biennial fellowship survey 2021 to capture the value fellows place on college efforts to address the health and wellbeing of Aboriginal and/or Torres Strait Islander people and Māori. That 71% of ANZCA fellows and 77% of FPM fellows rated this aspect of college work as either important (7-8/10) or essential (9-10/10) was encouraging. However, this leaves considerable room for improvement with regard to specificity to Aboriginal and Torres Strait Islander people and health, and in terms of increasing general fellowship valuing of this area of our work.



Our Reconciliation Action Plan development

The RAP working group consists of ANZCA fellows and staff members across a range of business units and leadership; ensuring that all aspects of the college is considered throughout the actions and deliverables, and that a whole-of-college approach to the RAP is taken. To help ensure reconciliation remains a priority for the college, the ANZCA Chief Executive Officer is our RAP champion.

The RAP working group comprises of three Aboriginal or/and Torres Strait Islander fellows of the college; one Aboriginal trainee of the college; two non-Indigenous fellows; and five staff members, one of whom identifies as an Aboriginal person, ensuring that the RAP is guided by Aboriginal and Torres Strait Islander knowledge and perspectives, yet responsibility is shared across the college.

RAP Champion

Nigel Fidgeon – Chief Executive Officer, ANZCA

Working Group Chair

Susie Lord – FANZCA, FFPMANZCA

Working Group Members

Dash Newington – FANZCA

Paul Mills – FANZCA

Sharon McGregor – FANZCA

Angus McNally – ANZCA trainee

Matt Bryant – FANZCA, FFPMANZCA

Iesha Iselin – Queensland Communities and QARTS Coordinator, ANZCA

Kate Davis – Policy Officer, ANZCA

Laura Foley – Operations Manager, Knowledge Resources, ANZCA

Ellen Webber – Learning and Innovation Manager, ANZCA

Helen Radford – Operations Manager, People and Culture, ANZCA

Katy Elliott – Education Standards & Projects Officer, ANZCA



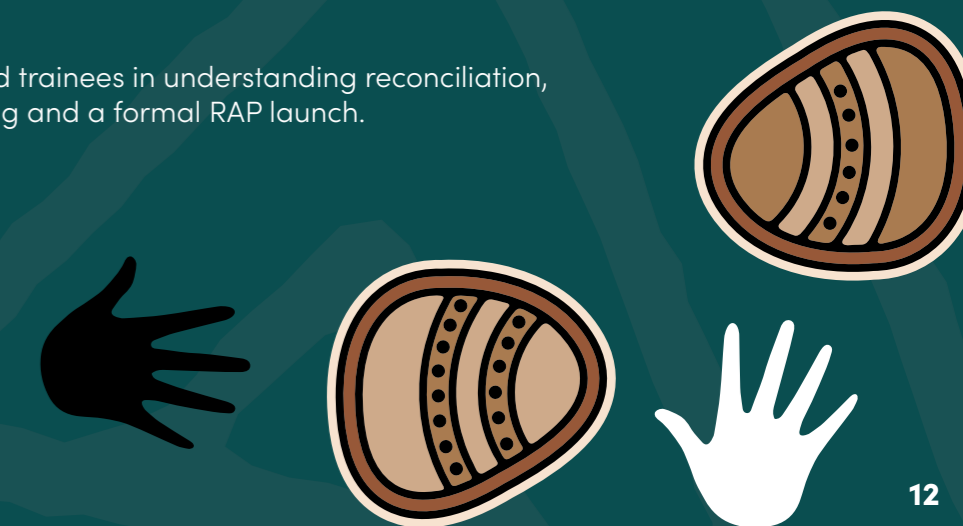
As we develop relationships through our 2023–25 RAP actions, we hope to achieve deeper engagement with and guidance from Aboriginal and Torres Strait Islander stakeholders, beyond college Aboriginal and Torres Strait Islander staff, fellows and trainees, to inform the ways we execute our current RAP and to guide us as we formulate our next one.

In the development of this RAP the working group met regularly throughout 2021 and 2022. The group reflected on elements of the ANZCA Indigenous Health Strategy that aligned with Reconciliation Australia's pillars, and considered strategic gaps, new opportunities and concrete actions under each of the pillars. Proposed actions and deliverables were considered and operationalised using a top-down approach, with Executive Directors responsible for ensuring delivery within each of their portfolios and thus across the college. Discussions around actions, deliverables and timeframes were facilitated between Executive Directors and staff at all levels to ensure input across the college and potential opportunities and gaps identified.

Monitoring our progress

Throughout the duration of the RAP, the RAP working group will meet at least four times a year to ensure deliverables remain on track and any challenges are identified early and achievements are recognised. Meetings will take place three weeks ahead of each Indigenous Health Committee meeting to ensure information flows effectively through the organisation. Persons responsible for each deliverable will report progress through a central reporting template at various intervals. Progress will also be reported regularly to the ANZCA Council and FPM Board ensuring accountability to the highest level, and through Reconciliation Australia's barometer and annual reporting.

During the RAP's timeframe the college will work to engage all staff, fellows and trainees in understanding reconciliation, beginning with a plenary presentation at ANZCA's 2022 Annual Scientific Meeting and a formal RAP launch.





Relationships

We recognise that building and maintaining strong relationships with Aboriginal and Torres Strait Islander peoples and organisations is central in our efforts to make a significant impact on inequity within the specialties of anaesthesia, perioperative, and pain medicine. Aboriginal and Torres Strait Islander peoples' voices need to be heard and our actions guided by them.

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</p>	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. 	<p>Aug 2023</p> <p>Feb 2023</p>	<p>Chair, RAP working group</p> <p>Executive director, Policy and Communications</p>
<p>2. Build relationships through celebrating National Reconciliation Week (NRW).</p>	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. RAP Working Group members to participate in an external NRW event. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. Organise at least one NRW event each year. Register all our NRW events on Reconciliation Australia's NRW website. Encourage fellows, trainees and specialist international medical graduates (SIMGs) to participate in events to recognise and celebrate NRW 	<p>May 2023 & May 2024</p> <p>27 May- 3 Jun, 2023 & 27 May- 3 Jun 2024</p> <p>27 May- 3 Jun, 2023 & 27 May- 3 Jun 2024</p> <p>27 May- 3 Jun, 2023 & 27 May- 3 Jun 2024</p> <p>Apr 2023 & Apr 2024</p> <p>27 May- 3 Jun, 2023 & 27 May- 3 Jun 2024</p>	<p>Executive director, Policy and Communications</p> <p>Chair, RAP working group</p> <p>RAP Champion</p> <p>Executive director, Policy and Communications</p> <p>Executive director, Policy and Communications</p> <p>Executive director, Policy and Communications</p>

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>3. Promote reconciliation through our sphere of influence.</p>	<ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. Communicate our commitment to reconciliation publicly. Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation. Promote reconciliation to the public via landing pages on the ANZCA and FPM website Develop and implement a communication plan to communicate and promote the RAP and its progress to stakeholders through internal and external media. Include a RAP information session in the induction process of new employees ensuring all employees are familiar with and are introduced to ANZCAs RAP aims and objectives. 	<p>Dec 2023</p> <p>Feb 2023 & Feb 2024</p> <p>Sep 2023 & Sep 2024</p> <p>Apr 2023 & Apr 2024</p> <p>Feb 2023 & Feb 2024</p> <p>Feb 2023 & Feb 2024</p> <p>Jun 2023</p>	<p>Executive general manager, People and Culture</p> <p>Executive director, Policy and Communications</p> <p>Executive director, Fellowship Affairs</p> <p>Chair, RAP working group</p> <p>Executive director, Policy and Communications</p> <p>Executive director, Policy and Communications</p> <p>Executive general manager, People and Culture</p>
<p>4. Promote positive race relations through anti-discrimination strategies.</p>	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. Develop, implement, and communicate an anti-discrimination policy for our organisation. Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. Educate senior leaders on the effects of racism. 	<p>Jan 2023</p> <p>Jun 2024</p> <p>Jun 2024</p> <p>Jun 2023</p>	<p>Executive general manager, People and Culture</p> <p>Executive general manager, People and Culture</p> <p>Executive general manager, People and Culture</p> <p>Executive general manager, People and Culture</p>



Respect

We understand that respect for Aboriginal and Torres Strait Islander peoples, cultures, histories, knowledges and rights is an essential foundation for equitable access to career opportunities and to culturally safe and responsive health services that are free of racism. We celebrate and value the survival of Aboriginal and Torres Strait Islander cultures and knowledges through past and present colonisation and seek to contribute to institutional decolonisation.

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within ANZCA through embedding cultural safety into our organisational structure.	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	Jan 2023	Executive general manager, People and Culture
	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy. 	Mar 2024	Executive general manager, People and Culture
	<ul style="list-style-type: none"> Investigate local cultural immersion opportunities for staff. 	Aug 2023	Executive general manager, People and Culture
	<ul style="list-style-type: none"> Develop a cultural learning strategy for our staff. 	Jan 2023	Executive general manager, People and Culture
	<ul style="list-style-type: none"> Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. 	Nov 2023	Executive general manager, People and Culture
	<ul style="list-style-type: none"> Implement and communicate cultural learning strategy for our staff. 	Nov 2023	Executive general manager, People and Culture
	<ul style="list-style-type: none"> Develop a cultural safety learning resource specific to the context of providing anaesthesia and pain medicine services with Aboriginal and Torres Strait Islander patients and/or staff. 	Aug 2024	Chair, Indigenous Health Committee and Executive director, Education and Research
	<ul style="list-style-type: none"> Provide a face-to-face cultural safety workshop at ANZCA's Annual Scientific Meeting 	Jun 2023	Executive director, Fellowship Affairs
	<ul style="list-style-type: none"> Investigate ways to embed cultural safety into foundations of the continuing professional development (CPD) program rather than as a separate activity. 	Dec 2023	Executive director, Education and Research
	<ul style="list-style-type: none"> Explore cultural safety as a compulsory activity for participants of the ANZCA and FPM CPD program. 	Dec 2024	Executive director, Education and Research
<ul style="list-style-type: none"> Plan for a biennial event for ANZCA fellows and trainees on cultural safety. 	Feb 2024	Executive director, Fellowship Affairs	
<ul style="list-style-type: none"> Embed cultural safety and the importance of culturally safe workplaces within the ANZCA Doctors' Health and Wellbeing Framework. 	Dec 2023	Executive director, Fellowship Affairs	
<ul style="list-style-type: none"> Investigate ways for supervisors of training and other ANZCA education roles to receive cultural learning education 	Dec 2024	Executive director, Education and Research	

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Continue to increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	Mar 2023 & Mar 2024	Executive director, Policy and Communications
	<ul style="list-style-type: none"> Continue to implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. 	Mar 2023 & Mar 2024	Executive director, Policy and Communications
	<ul style="list-style-type: none"> Continue to invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. 	Dec 2023 & Dec 2024	Executive director, Fellowship Affairs
	<ul style="list-style-type: none"> Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of all formal meetings and events. 	Mar 2023 & Mar 2024	Executive director, Fellowship Affairs
	<ul style="list-style-type: none"> Consult with Traditional Custodians to explore dedicating local language names to meeting rooms where appropriate across ANZCA's Australian offices 	Mar 2023	Executive director, Corporate Services
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Display Aboriginal and Torres Strait Islander artwork and Country acknowledgement at ANZCA buildings and offices. 	Apr 2023	Executive director, Corporate Services
	<ul style="list-style-type: none"> Develop a corporate policy governing college educational and scientific meeting events to improve reciprocity. That is, meeting organisers engage early with Aboriginal and/or Torres Strait Islander Elders of the land on which a meeting is planned, or their representatives, to ask consent and what benefits they would like the meeting to return to the community. 	Jan 2024	Executive director, Fellowship Affairs
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2023 & 2024	Chair, RAP working group
	<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	May 2023 & May 2024	Executive general manager, People and Culture
8. Advocate for anaesthesia and pain medicine departments to be culturally and clinically safe environments for Aboriginal and Torres Strait Islander staff and patients.	<ul style="list-style-type: none"> Promote and encourage participation in external NAIDOC events to all staff. 	First week in July 2023 & 2024	Executive director, Policy and Communications
	<ul style="list-style-type: none"> Ensure ANZCA cultural competency documents and other ANZCA and FPM professional documents are up to date and consider cultural safety where appropriate. 	Nov 2023	Executive director, Policy and Communications
	<ul style="list-style-type: none"> Investigate how ANZCA and FPM hospital training and accreditation policies and processes can advocate for cultural safety and anti-discrimination strategies within anaesthesia and pain medicine departments 	Sep 2024	Executive director, Education and Research



Opportunities

To ensure the anaesthesia, perioperative, and pain medicine workforce is reflective of the community it serves, the college is committed to leveraging its sphere of influence to encourage recruitment and retention of, and provide continuous career support to the Aboriginal and Torres Strait Islander medical workforce. We recognise that Aboriginal and Torres Strait Islander specialists will be key to leading future improvements in Aboriginal and Torres Strait Islander Health in our specialty fields. We value diversity and the strength it brings to our organisation and our healthcare sector.

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	Jun 2023	Executive general manager, People and Culture
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. 	Jun 2024	Executive general manager, People and Culture
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. 	Jun 2024	Executive general manager, People and Culture
	<ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. 	Apr 2023	Executive general manager, People and Culture
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	Apr 2023	Executive general manager, People and Culture
	<ul style="list-style-type: none"> Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce. 	Dec 2023	Executive general manager, People and Culture
	<ul style="list-style-type: none"> Explore federal government funded/partially funded employment program opportunities to help increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce 	Apr 2023	Executive general manager, People and Culture
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	May 2023	Executive director, Corporate Services
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	Feb 2023	Executive director, Corporate Services
	<ul style="list-style-type: none"> Communicate the Aboriginal and Torres Strait Islander procurement strategy to staff through team meetings and daily staff email forum. 	Jun 2023	Executive director, Corporate Services
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	Sep 2023	Executive director, Corporate Services
	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	Sep 2023 & Sep 2024	Executive director, Corporate Services

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
11. Develop strategies to increase and retain the Aboriginal and Torres Strait Islander anaesthesia and pain medicine workforce	<ul style="list-style-type: none"> Ensure ANZCA policies advocate that hospital trainee recruitment/ selection give due consideration to ensuring a workforce that is reflective of the community it serves. 	Dec 2024	Executive director, Education and Research
	<ul style="list-style-type: none"> Amend trainee selection policies to include strategies for recruitment of Aboriginal and Torres Strait Islander trainees. 	Dec 2024	Executive director, Education and Research
	<ul style="list-style-type: none"> Provide opportunities for Aboriginal and Torres Strait Islander medical students and pre-vocational doctors to learn about careers in anaesthesia and pain medicine. 	Aug 2023 & Aug 2024	Chair, Indigenous Health Committee
	<ul style="list-style-type: none"> Develop an Aboriginal and Torres Strait Islander trainee retention strategy. 	Jan 2023	Chair, Indigenous Health Committee and Executive director, Education and Research
	<ul style="list-style-type: none"> Review exam preparation courses procedures and content to remove barriers to Aboriginal and Torres Strait Islander trainee participation. 	Aug 2024	Executive director, Education and Research
12. Increase opportunities for Aboriginal and Torres Strait Islander leadership and professional development across anaesthesia and pain medicine	<ul style="list-style-type: none"> Investigate and implement strategies to increase Aboriginal and Torres Strait Islander representation, expertise and influence on ANZCA and FPM committees and working groups 	Sep 2023 & Sep 2024	Chair, Indigenous Health Committee
	<ul style="list-style-type: none"> Continue to provide leadership development opportunities for Aboriginal and Torres Strait Islander fellows through attendance at the Emerging Leaders Conference. 	Feb 2023 & Feb 2024	Executive director, Fellowship Affairs
	<ul style="list-style-type: none"> Continue, increase and promote ANZCA and FPM event components led by Aboriginal and Torres Strait Islander people, including invited Aboriginal and Torres Strait Islander speakers, education workshops and socio-cultural events. 	Oct 2023 and Oct 2024	Executive director, Fellowship Affairs

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
13. Increase opportunities for the involvement of Aboriginal and Torres Strait Islander fellows, trainees and staff in designing and conducting research projects.	<ul style="list-style-type: none"> Investigate guiding Aboriginal and Torres Strait Islander health research priorities and principles through consultation with Aboriginal and Torres Strait Islander fellows and trainees, Aboriginal and Torres Strait Islander community stakeholders, and lead Aboriginal and Torres Strait Islander research. 	Mar 2024	Chairs, ANZCA and FPM Research Committees and Manager, ANZCA Research Foundation
	<ul style="list-style-type: none"> Embed Aboriginal and Torres Strait Islander research priorities and principles into ANZCA's research strategy and ANZCA grant assessment processes. 	Dec 2024	Chairs, ANZCA and FPM Research Committees and Manager, ANZCA Research Foundation
	<ul style="list-style-type: none"> Promote the Health Equity Projects Fund widely to encourage grant applications for projects led by or in partnership with Aboriginal and Torres Strait Islander researchers and peoples. 	Jul 2023 & Jul 2024	Chair, Indigenous Health Committee
14. Strengthen the anaesthesia and pain medicine training program curricula so that fellows graduate with substantive understanding of Aboriginal and Torres Strait Islander histories, cultures and health.	<ul style="list-style-type: none"> Plan for a comprehensive principles and values based review of the ANZCA and FPM curricula. This will be performed by a project group inclusive of Aboriginal and Torres Strait Islander trainees, fellows and staff. 	Oct 2024	Executive director, Education and Research
	<ul style="list-style-type: none"> Investigate ways to train and support supervisors of training to facilitate and/or collaborate to deliver elements of the curricula related to Aboriginal and Torres Strait Islander health, social and emotional wellbeing. 	Sep 2024	Executive director, Education and Research
	<ul style="list-style-type: none"> Key staff within the Education Executive Management Committee or its sub-committees will engage with Aboriginal and Torres Strait Islander leaders and experts in medical education, actively reflect on their learnings to inform continuous improvement plans relevant to our curricula and training programs. 	Mar 2024	Executive director, Education and Research
15. Strengthen, develop and celebrate relationships with Aboriginal and Torres Strait Islander stakeholders through conference support	<ul style="list-style-type: none"> Continue to provide sponsorship to AIDA annual conferences 	Oct 2023 & Oct 2024	Chair, Indigenous Health Committee
	<ul style="list-style-type: none"> Facilitate workshops at the AIDA annual conferences 	Oct 2023 & Oct 2024	Chair, Indigenous Health Committee
	<ul style="list-style-type: none"> Investigate opportunities to support additional Aboriginal and Torres Strait Islander healthcare organisation conferences. 	May 2024	Chair, Indigenous Health Committee



Governance

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
16. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RWG. 	Feb 2023 & Feb 2024	Chair, RAP working group
	<ul style="list-style-type: none"> Establish and apply a Terms of Reference for the RWG. 	Feb 2023 & Feb 2024	Chair, RAP working group
	<ul style="list-style-type: none"> Meet at least four times per year to drive and monitor RAP implementation. 	Feb, May, Aug, Oct 2023 & 2024	Chair, RAP working group
17. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	Aug 2023 & Aug 2024	Chair, Indigenous Health Committee
	<ul style="list-style-type: none"> Engage our senior leaders and other staff in the delivery of RAP commitments. 	Feb 2023 & Feb 2024	Chair, Indigenous Health Committee
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments. 	Feb 2023	Chair, Indigenous Health Committee
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from senior management. 	Feb 2023 & Feb 2024	Chair, Indigenous Health Committee

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
18. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 Sept, 2023 & 30 Sep, 2024	Chair, RAP working group
	<ul style="list-style-type: none"> Report RAP progress to all staff and senior leaders quarterly. 	Feb, May, Aug, Oct 2023 and Feb, May, Aug, Oct 2024	Executive director, Policy and Communications
	<ul style="list-style-type: none"> Publically report our RAP achievements, challenges and learnings, annually. 	Nov 2023 & Nov 2024	Executive director, Policy and Communications
	<ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer for staff. 	May 2024	Chair, RAP working group
	<ul style="list-style-type: none"> Continue to measure and improve measurement of attitudes towards reconciliation within the ANZCA biennial fellowship survey 	Jul 2024	Executive director, Fellowship Affairs
	<ul style="list-style-type: none"> Report RAP progress to ANZCA Council and FPM Board at meetings 	Feb, Jun, Aug, Oct 2023 and 2024	Chair, RAP working group
	<ul style="list-style-type: none"> Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. 	Jun 2023 and Jun 2024	Executive director, Policy and Communications
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	1 Aug 2023 and 1 Aug 2024	Executive director, Policy and Communications
19. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 	Nov 2024	Chair, RAP working group
	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	May 2024	Chair, RAP working group

About the art

The art honours the importance of stillness and to deep listen to our breathing. Mother earth provides everything in perfect balance so that life is possible through our ability to breathe. Stillness gives us the opportunity to sit in reflection, to listen to our thoughts; allowing us to take in the good and release the bad.

It also honours anaesthetists and pain medicine specialists and their role in our healing journeys. Whenever society needs operations and surgical procedures, an anaesthetist's duty is to keep us alive and to monitor our breathing.

The centre circle and 'U' symbols represent the Australian and New Zealand College of Anaesthetists (ANZCA) coming together to learn about First Nations cultures and our collective values and wisdoms influencing their journey in connecting to our communities on a deeper level.

The river (blue path) represents cleansing and ones journey. The earth (red ochre path) represents being grounded and still. Both elements work symbiotically together and are the reason we can live, survive and thrive.

The patterns in the river and earth pathways represent breathing in and out, our heart rate going up and down and the electrocardiogram patterns.

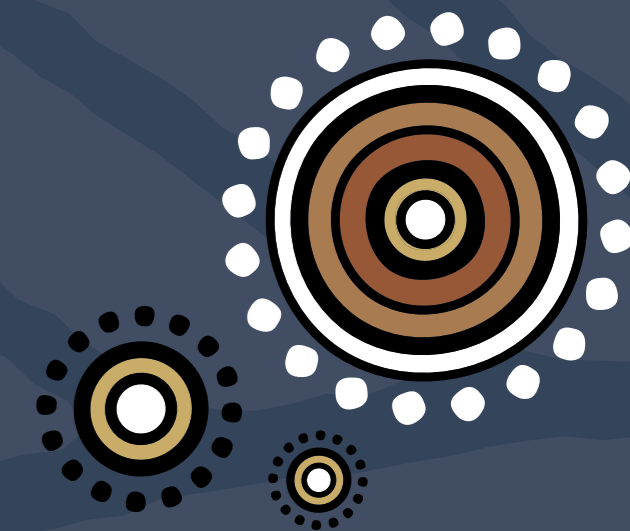
The black and white footprints and handprints represents ANZCA's reconciliation journey.

The gum leaves represent being welcome and growth.

The stones represent healing.

The outer 'U' shape symbols represent the wisdom holders, our old people (elders and ancestors).

Artist: Bitja (Dixon Patten)
 Tribes: Gunnai, Yorta Yorta, Gunditjmara, Dhudhuroa, Yuin, Djab Wurrung, Wemba Wemba, Wadi Wadi, Yuin, Gweagal, Waywuru and Monero.
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