



# Reflect Reconciliation Action Plan

October 2020 – October 2021



General Practice Supervisors Australia (GPSA) is the national representative body that unites general practice supervision in Australia. GPSA promotes recognition for registrar supervision work through open and accountable advocacy. GPSA aims to ensure the vital contribution supervisors make to providing quality training for the next generation of family doctors is rewarded and recognised. This is achieved via:

- Lobbying and work with relevant Australian health sector policy makers and representatives to make supervision rewarding, respected and recognised.
- Working with our members, GPs and the health sector to increase the recruitment and retention of quality supervisors.
- Listening to members about ways we can support them in their supervision roles and professional development and providing that support.
- Negotiating the National Terms and Conditions of Employment between supervisors and registrars on behalf of supervisors.

This work benefits GP (General Practice) training and in turn makes a positive contribution to the broader Australian health landscape.

GPSA is a national organisation. In supporting health equality for all Australians, GPSA recognises the role it can have in contributing to improving the health and life expectancy of Aboriginal and Torres Strait Islander Australians. We can do this by advocating for, and supporting the development of culturally safe healthcare practices and through the provision of teaching guides and resources. Practices can then be encouraged to continue to work towards the 'on the ground' achievement of equality in health status and life expectancy for all people, both Aboriginal and Torres Strait Islander Australians and non – Aboriginal and Torres Strait Islander Australians. Additionally, we can specifically provide quality supervision and support to Aboriginal and Torres Strait Islander GP's in training and contribute to an increase in their recruitment and retention as GPs and as future GP supervisors.

GPSA is a not for profit organisation with approximately 6,500 members. There is one national office based in Bendigo Victoria. It has a staff of approximately five people. GPSA is governed by a voluntary Board of nine members (see [gpsupervisorsaustralia.org.au](http://gpsupervisorsaustralia.org.au)). We currently do not employ any Aboriginal and/or Torres Strait Islander staff.



# Our RAP

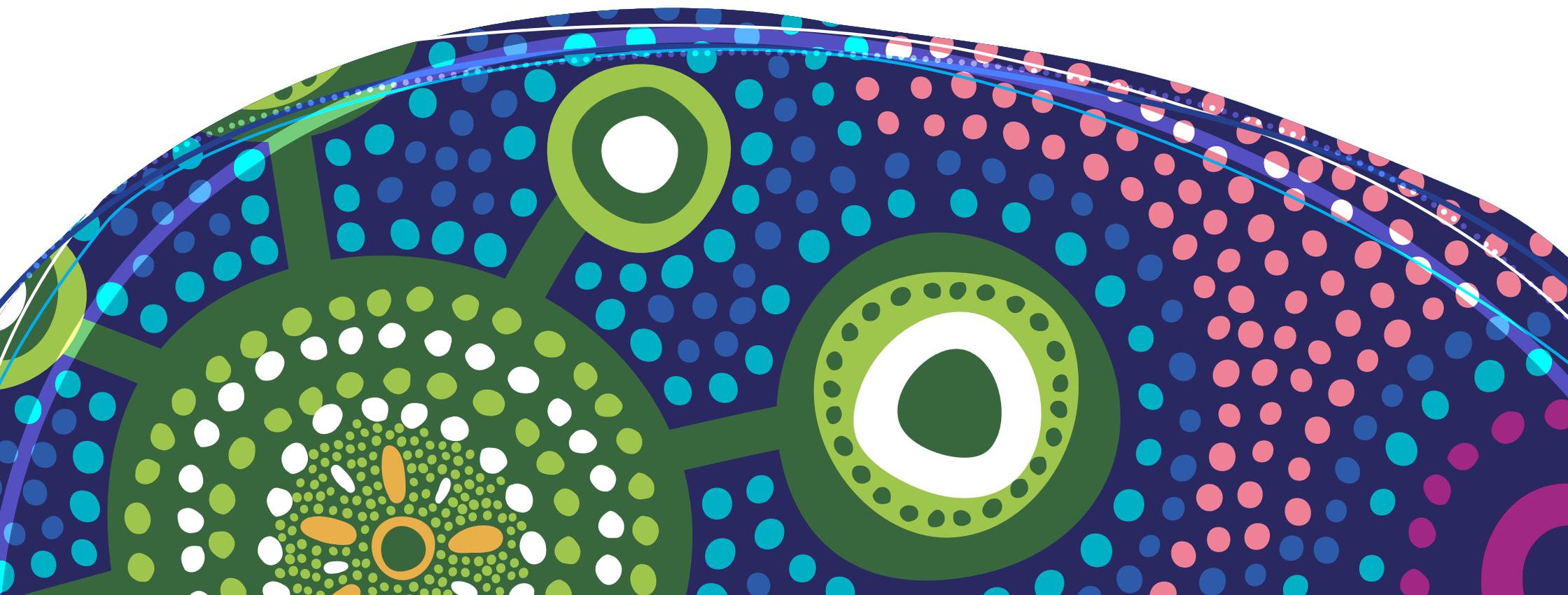


GPSA supports health equity for all Australians. Our organisation wishes to take action to support national reconciliation. GPSA recognises the role it has in encouraging and supporting GP training practices to do all that they can to close the gap in life expectancy between Aboriginal and Torres Strait Islander Australians and non – Aboriginal and Torres Strait Islander Australians and to support reconciliation by strengthening relationships between the Traditional Owners and inhabitants of Australia and all non - Aboriginal and Torres Strait Islander Australians.

This first RAP for GPSA – a *Reflect RAP*, provides a framework to support policy endorsement with practical activities. The RAP includes applicable actions to drive GPSA's contribution to reconciliation both internally and in the GP sector that we operate in. This RAP is an important symbolic, strategic and pragmatic initiative that supports the GPSA strategic and business plans. We have formed a RAP Working Group to assist in the development of this plan before its Submission. The Board of GPSA provides ongoing governance. Progress against the RAP will be provided

to the Board five times a year. The Chair of the RAP Working Group will drive the development and implementation of the RAP and will also work alongside the Board to ensure regular and consistent monitoring and reporting on the progression and outcomes of the RAP.

GPSA has identified that it must actively engage in and promote activities that contribute to reconciliation and improving the life expectancy of Aboriginal and Torres Strait Islander Australians (and in support of the Australian Government's Closing the Gap commitment). We recognise that the reconciliation journey of GPSA will have many continuous steps.



This first RAP is the beginning of building towards the following vision:

### SHORT TERM GOALS 12 MONTHS

- GPSA Staff and Board members are engaged about reconciliation initially through discussion, including exploring what can be personally achieved and what GPSA can do.
- Cultural awareness is increased within the organisation and through partnerships with external organisations and staff education.
- Solid foundations are laid internally and externally for ongoing activity towards reconciliation and to support the Australian Government's Closing the Gap commitment (specifically regarding increasing the life expectancy of Aboriginal and Torres Strait Islander Australians).
- GPSA builds towards stronger relationships, respect and reconciliation, supported by future RAPs.

### LONGER TERM GOALS 5 YEARS ++

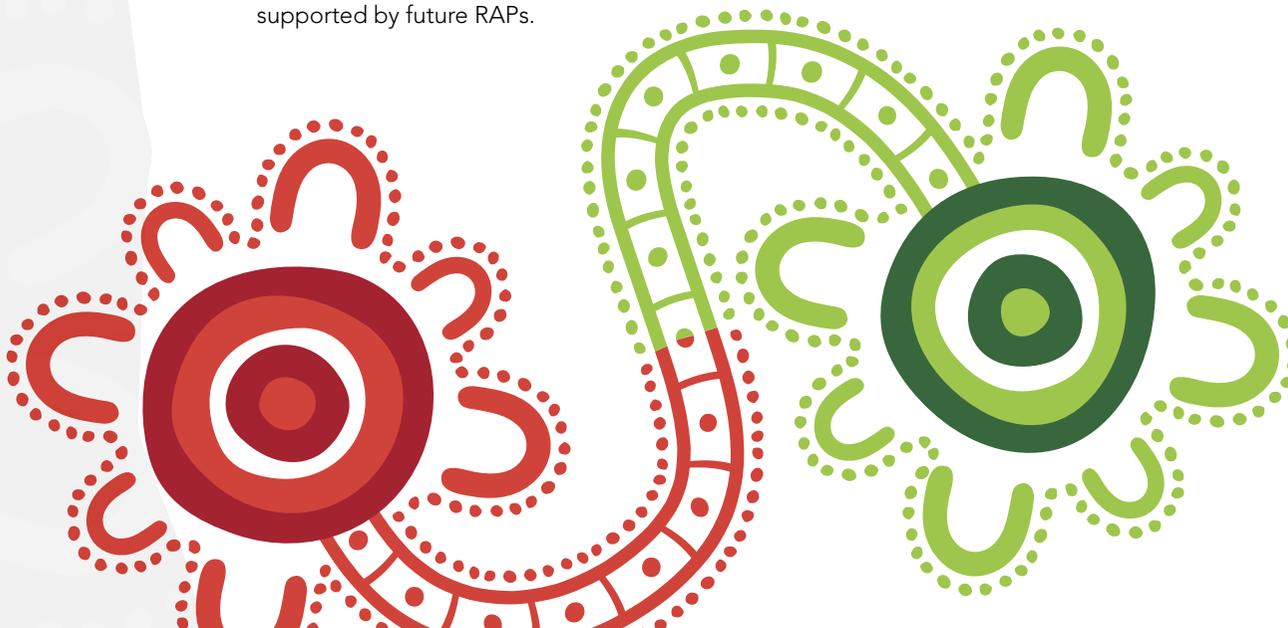
- The gap in health inequality between non - Aboriginal and Torres Strait Islander peoples and Aboriginal and Torres Strait Islander peoples is continuously reduced.
- There is an increase to population parity in the numbers of Aboriginal and Torres Strait Islander GPs and GP Supervisors.
- GPSA is an organisation of choice for Aboriginal and Torres Strait Islander GP Supervisors and staff.
- GPSA builds towards stronger relationships, respect and reconciliation. This activity is supported by a commitment to developing future RAPs.

### IMPLEMENTING THE RAP

GPSA has a national 'audience' that specifically includes GP training practices, GP supervisors and their staff. The RAP development and implementation is supported by the Board and the RAP Working Group. Importantly, the implementation of the RAP will be communicated to the 6,500 members via the dissemination of resources and communications including invitations to participate in events and activities and promotional social media.

GPSA will initially implement the Reflect RAP by:

- Reviewing existing activity within GPSA that supports reconciliation and decide on ways to undertake further activity.
- Review peer organisations' activities and RAPs.
- Supporting the RAP Working Group to specifically consult with interested Aboriginal and Torres Strait Islander members about the role GPSA has in supporting reconciliation. GPSA has a unique role to play in supporting Aboriginal and Torres Strait Islander GPs to fellow and in educating training practices to be culturally safe for all patients.



# Partnerships and current activities

## COMMUNITY PARTNERSHIPS

GPSA has a dialogue with Aboriginal and Torres Strait Islander peak bodies in the GP sector – this includes organisations such as AIDA (Australian Indigenous Doctors Association); IGPRN (Indigenous GP Registrars Network) and VACCHO (Victorian Aboriginal Community Controlled Health Organisations). We also have open communication with a growing number of Aboriginal health services that are also GP training practices.

## INTERNAL ACTIVITIES/INITIATIVES

- Promotion of cultural competence amongst staff through the circulation of educational information and via weekly discussions of topical matters (eg Australia Day and its opportunities and implications). Acknowledgment of Country at all GPSA events and at all speaking opportunities where GPSA has a public speaking voice.
- Discussion about progress on the initial Reflect RAP as a standing agenda item at every general Board meeting.
- Publishing and distributing *A Teaching Guide for GP Supervisors on Aboriginal and Torres Strait Islander Health in General Practice*. This is a tangible expression of GPSA's commitment to providing practical resources to GP training practices and contributes to improving the longer-term goals of Indigenous Australians.
- GPSA continues to seek opportunities to collaborate and contribute to peak bodies in the health sector on Indigenous health within resource capacity.





## RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Oct 2020	Project officer
	Identify and document Aboriginal and Torres Strait Islander stakeholders and organisations within GPSA's sphere of influence.	Nov 2020	Project officer
	Support Supervisors and GP Practices with an interest in the RAP and Indigenous health and encourage continuing engagement.	Nov 2020	Project officer
	Invite Indigenous GP supervisors to participate in the RAP development and implementation.	Nov 2020	CEO
	Strengthen existing partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations and invite bi annual discussions between the CEO and Chairs to ensure momentum.	July 2021	CEO
2. Build respect for Aboriginal and Torres Strait Islander cultures and histories by promoting, building relationships and celebrating National Reconciliation Week.	Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources to staff, GPSA Board and GPSA membership.	May 2021	Project officer
	Encourage staff attendance at external events in the area local to GPSA's national office.	May 2021	Project officer
	Develop a social media campaign on NRW appropriate to the GPSA membership to ensure visibility and engagement and to promote thoughtful and meaningful activity amongst the GP membership.	May 2021	Project officer
	RAP Working Group members to participate in an external NRW event.	May 2021	Project officer



## RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence both within GPSA and externally to GP Training practices.	Communicate our commitment to reconciliation to all staff and GPSA membership in social media and in organisational policies and actions such as Acknowledgement of Country before events.	Sept 2021	Project officer
4. Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Strong relationships with like-minded organisations are fostered through formal meetings a minimum of two times per annum.	Dec 2020	Project officer
5. Promote resources that support reconciliation to the GPSA membership.	Promote information, resources and participation activities on reconciliation to GPSA membership via e-news and social media.	April 2021	Project officer
	Promote the <i>Teaching Guide for GP Supervisors on Aboriginal and Torres Strait Islander Health in General Practice</i> .	Oct 2020	Project officer
	Promote an understanding of reconciliation through an educational webinar on <i>Aboriginal and Torres Strait Islander Health in General Practice</i> .	Nov 2020	Project officer
6. Promote positive race relations through anti-discrimination strategies.	Research and ensure that GPSA staff and Board members and GP training practices have access to and understand best practice policies and practices in race relations and anti-discrimination.	Nov 2020	Project officer
	Conduct a review of human resources policies and procedures to identify suitability of anti-discrimination provisions and future needs.	June 2021	Project officer
	Provide education and resources for GP training practices on best proactive policies and practices in race relations and anti discrimination.	June 2021	Project officer
	Purchase and display Aboriginal and Torres Strait Islander flags in the GPSA office.	Jan 2021	Project officer
	Purchase and display Aboriginal and Torres Strait Islander artwork in the GPSA office.	Jan 2021	Project officer



# RESPECT

Action	Deliverable	Timeline	Responsibility
7. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within GPSA and training practices.	Nov 2020	CEO
	Conduct a review of cultural learning needs within GPSA especially for staff and Board members.	Oct 2020	CEO
8. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Oct 2020	Project officer
	Provide information to members about where to find out about the Traditional Owners of the land on which the training practice sits.	Oct 2020	Project officer
	Increase staff and Board understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Sept 2021	CEO
9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating national culturally significant dates and events.	Raise awareness and share information amongst staff, Board and GPSA membership about the meaning of national culturally significant dates and events including National Apology Day, National Close the Gap Day, National Sorry Day and NAIDOC week.	April 2021	CEO
	Raise awareness via media releases, e-news to members and social media with references to resources.	Feb 2021	CEO
	Specific reference to be made to: <ul style="list-style-type: none"> <li>• National Apology Day Anniversary</li> <li>• National Close the Gap Day</li> <li>• National Sorry Day</li> <li>• NAIDOC Week</li> </ul>	March 2021 May 2021 Nov 2020 June 2021	CEO CEO CEO CEO



## OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Research and implement best practice methods of recruitment, retention and professional development for Aboriginal and Torres Strait Islander peoples as potential or existing employees for GPSA.	Oct 2021	CEO
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Oct 2021	CEO
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2021	Project officer
	Develop relationships with Aboriginal employment agencies to assess potential traineeship positions of employment within GPSA.	Dec 2020	Project officer
	Develop a recruitment resource for Training Practices to access to encourage and make welcome Aboriginal and Torres Strait Islander staff.	Dec 2020	Project officer
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	GPSA will develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Dec 2020	Governance officer
	This will include:	March 2021	Project officer
	<ul style="list-style-type: none"> <li>Investigating the use of <i>Supply Nation</i> by GPSA and on behalf of Training Practices.</li> <li>Promoting <i>Supply Nation</i> to GP Training Practices as a resource as a tangible way to promote supplier diversity.</li> </ul>	March 2021	Project officer
	GPSA to consult the <i>Supply Nation</i> database in making organisational purchases.	Oct 2021	Project officer



## GOVERNANCE

Action	Deliverable	Timeline	Responsibility
12. Review and maintain an effective RAP Working Group (RWG) to drive governance of the RAP activities.	Maintain the RAP Working Group to enable strong governance of the RAP implementation.	Sept 2021	Project officer
	Draft the terms of reference for the RAP Working Group.	Nov 2020	Project officer
	Invite and establish Aboriginal and Torres Strait Islander representation on the RWG.	Nov 2020	Project officer
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Oct 2020	CEO
	Engage staff and Board in the delivery of RAP commitments.	Sept 2021	CEO
	Discuss the progress on the RAP as a standing agenda item at every general Board meeting.	Sept 2021	GPSA Chair
	Define appropriate capability to track, measure and report on RAP commitments.	April 2021	Project officer
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement questionnaire to Reconciliation Australia.	Sept 2021	CEO
15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2021	CEO

The artwork for this RAP was developed by Jordan Lovegrove, a Ngarrindjeri man employed by Dreamtime Creative (dreamtimecreative.com.au). The artwork shows a Ngangkari on their learning journey being taught by their elders through rites of passage, ceremony and different communities.

There are seven main elements to this artwork which are used collectively and individually.



Healing

**Healing**

Health, healing, close the gap in health inequalities, doctors, Ngangkari healers.



**Country**

Australia - all of it - islands, oceans, land, rivers, mountains, deserts, towns, nature, future/sustainability



Working Together

**Working Together**

Partnership (learning from each other)



We are all one

**We are all one**

All communities, togetherness/ connection - "we are one but we are many" diversity and inclusion



Reconciliation

**Reconciliation**



Knowledge

**Knowledge**

Learning, new ways, journey, journey together, knowledge, teachers



Ngangkari learning journey

**Ngangkari learning journey**