

Reconciliation Action Plan INNOVATE

OCT 2017 - OCT 2019







The Australian Physiotherapy Association (APA) wishes to thank the Aboriginal and Torres Strait Islander Health Committee (ATSIHC) of the APA for its hard work, commitment, and contribution to the RAP development process, which has resulted in the second APA RAP – Innovate.

The ATSIHC is chaired by Marilyn Morgan, Honoured Member of the APA, and comprises Mick Reynolds, Dimity Sebire, Lowana Williams, Rachel Toovey, Loris McLean, Caroline Nicolson, Alison Frances-Cracknell, Hannah Carroll, with additional members: Liisa Laakso, Louisa Remedios, Luke Spinks, Susan Eaton, Kate Murphy, Rebecca Payton and Mike Pforr.



Standing left to right: Caroline Nicolson, Alison Frances-Cracknell, Paula Bateson, Marilyn Morgan, Hannah Carroll, Dimity Sebire, Liisa Laakso, Alex Lakani Sitting left to right: Rachel Toovey, Jessie Thompson, Tiana Pitman, Loris McLean







The Hon Ken Wyatt AM, MP Minister for Aged Care Minister for Indigenous Health



'I encourage you to embrace it. The work you do has the potential to keep all Australians active with the ability to enjoy an active life and make a real and positive difference in enriching the lives of Aboriginal and Torres Strait Islander people.'



With 32,000 registered physiotherapists in Australia, there is a tremendous opportunity to build an understanding of the health issues faced by Indigenous Australians and the impact physiotherapy can have on achieving positive health outcomes.

The RAP will also be a key component in creating a more culturally safe workforce and help produce opportunities for Aboriginal and Torres Strait Islander people to undertake physiotherapy training. I am confident that the number of Aboriginal and Torres Strait Islander physiotherapists will increase with the implementation of the RAP.

The Government is working hard to close the gap in health outcomes between Aboriginal and Torres Strait Islander people and non-Indigenous Australians. It's my view that health is the foundation to success - the cornerstone to helping us close the gap. A key element in the Government's efforts to close the gap is ensuring that Indigenous people have access to culturally appropriate physiotherapy in the health, aged care and disability setting. It's also about investment in Indigenous health and I'm proud to be part of a Government that continues to invest in Indigenous health through a range of initiatives.

Of course, the efforts of Government are complemented by your support and commitment. Commitment to making a difference in the lives of Indigenous Australians is what helps drive change.

The RAP is the next step in the reconciliation journey that the APA has been on for a number of years.

I congratulate you on your plan and your commitment to making it a reality.

I encourage you to embrace it. The work you do has the potential to keep all Australians active with the ability to enjoy an active life and make a real and positive difference in enriching the lives of Aboriginal and Torres Strait Islander people.



MESSAGE FROM

Phil Calvert APA National President

Reconciliation is about building strong, trusting relationships that are longlasting, productive, and contribute to a stronger sense of Aboriginal and mainstream Australian wellbeing.

When I reflect on the APA's journey towards reconciliation. I have a real sense of pride in our efforts and our intent. We have been genuine and authentic in our desire to improve health outcomes for Aboriginal and Torres Strait Islander peoples.

'The profession has a genuine opportunity to ensure that our professional practice is culturally safe.'



As we launch our Innovate Reconciliation Action Plan (RAP) 2017 - 2019, I am excited and hopeful. The profession has a genuine opportunity to ensure that our professional practice is culturally safe, is aware and understands Indigenous cultures, and is focused on closing the gap in Aboriginal life expectancy.

The message from our members is continually gaining momentum and getting louder. Members are saying that we need to prioritise and be engaged in Aboriginal and Torres Strait Islander health service delivery and influence outcomes. Our Innovate RAP sets the roadmap for us to be able to do this meaningfully.

The need to embrace reconciliation, work respectfully in culturally appropriate ways, and facilitate opportunities for Aboriginal and Torres Strait Islander peoples is reflected in our APA strategic objective to Close the Gap in health outcomes and life expectancy. Our second RAP builds on the successes of our first RAP and ensures that we put into operation our commitments for equity and equality in our profession.

I would like to acknowledge and congratulate the work of our Aboriginal and Torres Strait Islander Health Committee which is chaired by Marilyn Morgan, a senior Aboriginal woman, and clinical physiotherapist. I would also like to thank my predecessor, Marcus Dripps, whose commitment to our previous RAP was critically important, and thank all contributors to this important work past and present.

I strongly encourage physiotherapists in Australia to actively embrace our Innovate RAP and to join me, our Board of Directors and staff on this journey, which is about our profession's ability to influence a national health crisis.

Physiotherapy is a profession that places inclusiveness and providing the best possible care for our patients at its core. As a profession, delivering clinical services to Aboriginal and Torres Strait Islander peoples, we have a tremendous opportunity to make a difference, and as mentioned above, this fills me with a sense of excitement and genuine hope.





Justin Mohamed Chief Executive Officer Reconciliation Australia

Reconciliation Australia congratulates the Australian Physiotherapy Association on developing its second Reconciliation Action Plan (RAP).

By adopting an Innovate RAP, the Australian Physiotherapy Association demonstrates its readiness to develop and test innovative approaches to reconciliation and champion reconciliation at every level of the organisation. The Australian Physiotherapy Association's commitments in this RAP see it well-placed to continue this progress across the key pillars of reconciliation relationships, respect and opportunities.

The Australian Physiotherapy Association understands the importance of building and maintaining meaningful, respectful relationships with Aboriginal and Torres Strait Islander peoples and organisations, in order to achieve mutually beneficial outcomes. It displays this commitment through its actionable goal to promote and raise awareness for Close the Gap day events in each state and territory.



Respect and understanding for Aboriginal and Torres Strait Islander peoples, histories and cultures is key to the Australian Physiotherapy Association's core values. It champions these values by committing to investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants, to develop cultural awareness training for all its employees.

The Australian Physiotherapy Association is committed to driving reconciliation through developing employment and training opportunities for Aboriginal and Torres Strait Islander peoples. It demonstrates this through its goal to review its recruitment procedures and policies, to ensure there are no barriers for Aboriginal and Torres Strait Islander employees, and future applicants, to participate in its workplace.

On behalf of Reconciliation Australia, I commend the Australian Physiotherapy Association on this Innovate RAP, and look forward to following its continued reconciliation journey.

'Respect and understanding for Aboriginal and Torres Strait Islander peoples, histories and cultures is key to the **Australian Physiotherapy** Association's core values.'





MESSAGE FROM

Marcus Dripps Immediate Past APA National President

A Reconciliation Action Plan is fundamentally about action, rather than planning. A plan gives us a framework for action, but it is the actions that lead to outcomes. As the APA moves from its formative Reflect RAP of 2012 to the current Innovate Plan, we have an opportunity to think about what we can tangibly do every day to make a difference to the health outcomes of Aboriginal and Torres Strait Islander peoples in our region.

For physiotherapists to make a significant difference in the health outcomes of the communities we serve, we need to understand those communities. I commend to all physiotherapists that to truly make a difference, we need to broaden and deepen our understanding of the specific issues confronting Aboriginal and Torres Strait Islander communities in our region.

As a "melting pot" of cultural influences, Australia today should embrace inputs from all of our predecessors and current influencers. For too long, we have not taken into account the history, tradition, and multifaceted elements of Aboriginal and Torres Strait Islander cultures into the modern narrative of "what is Australia".



An important part of the physiotherapy community leading the way in the next iteration of Australian identity is to overcome this. We need to understand. We need to reconcile.

Working hand in hand with Aboriginal and Torres Strait Islander leaders and communities has presented us with a great opportunity to develop this plan to take our profession forward in the collective journey of reconciliation.

We must not forget in the meantime that all leadership is local, all contexts are local, and all actions are local. Let's act to address Aboriginal and Torres Strait Islander disadvantage in our communities. My colleagues have appropriately acknowledged the many key leaders who have contributed to this journey of reconciliation. I add my thanks to theirs. Let's find a way to help every physiotherapist lead in their environment. Let's move from planning, to action, to outcomes.

'For too long, we have not taken into account the history, tradition, and multifaceted elements of Aboriginal and Torres Strait Islander cultures into the modern narrative of "what is Australia".'







MESSAGE FROM

Cris Massis Chief Executive Officer

The Australian Physiotherapy Association's vision for a reconciled Australia is underscored by unity, and as a starting point we envision working towards national unity through acknowledging and valuing Aboriginal and Torres Strait Islander cultures and knowledge as a significant part of our shared national identity.

For an organisation steeped in 110 years of history, committing to new actions and embedding new ways of thinking can be challenging. However, what I have learnt in my time aligned with the physiotherapy profession is that the collective will and power of the profession when united for a cause is immense.

The APA's first RAP was a signal that we were ready to learn, understand and become self-aware. While the first RAP was focused on action and output, it was the commitment in writing that created behaviour change in terms of our operations.

Our organisation has the capacity to make change, and we are mindful of our social and member priorities. We have a national footprint of member offices in most states and territories, and a staff base of 70 people from a variety of backgrounds. This highlights that the APA as an organisation along with the wider 30,000+ Australian physiotherapists, can play our role in reconciliation.

It is inspiring when successive APA Board of Directors have unanimously supported our organisational efforts in Reconciliation. As the proud CEO, I accept the challenge of our new Innovate RAP and operational commitments we have made herewith.

I acknowledge that the APA will not get everything perfect, but the APA will be accountable to the membership, the profession and to Aboriginal and Torres Strait Islander peoples - that is my promise.

Finally, I would like to acknowledge all staff members involved (past and present) in getting the APA immersed in Reconciliation - well done.

I look forward to continuing to be part of the reconciliation movement.

'What I have learnt in my time aligned with the physiotherapy profession is that the collective will and power of the profession when united for a cause is immense.'

Our vision for reconciliation

As a profession, our vision for reconciliation in Australia is a society that values and recognises Aboriginal and Torres Strait Islander cultures, knowledge, connection to land, and ways of healing. We envision a society that is free of institutional racism and where justice and healing has occurred through acknowledgment and acceptance of the wrongs of the past and their intergenerational effects. As a voice in the health community and as a profession of integrity, we acknowledge our responsibility to ensure all Australians participate equally and equitably in all areas of life. The opportunity remains for our profession to become culturally safe in our various roles as physiotherapy professionals, medical experts, researchers, educators, advocates, and collaborators. In turn, we aim to make our collective contribution towards reconciliation in Australia.

Our business

The Australian Physiotherapy Association (APA) is the national peak body representing the interests of Australian physiotherapists and their patients. We have over 24,000 members in various physiotherapy disciplinary groups and entities which represents over 70 per cent of the profession and 70 staff located in five offices around Australia.

Physiotherapists are located across all areas of Australia. Physiotherapists work with, educate, prevent, and manage health conditions for people affected by a wide range of conditions and symptoms, and are one of the largest groups of health professionals in Australia. Physiotherapists work in a variety of health settings, including, public and private hospitals, community health centres, Aboriginal Community Controlled Health Organisations and in private practices. The physiotherapy workforce has enormous potential to assist Aboriginal and Torres Strait Islander peoples to improve quality of life and break down barriers to meaningful participation in Australia.





Our RAP

The APA continues our reconciliation journey with our second Reconciliation Action Plan (RAP). It will be a guiding document that will inform our strategic plans and activities. We have undertaken a RAP because the APA is passionate about equality and equity for **Aboriginal and Torres Strait** Islander peoples, and our goal is to advance this passion throughout the physiotherapy profession as a whole.

This RAP will help to create an employment pathway for Aboriginal and Torres Strait Islanders to enter into the physiotherapy profession. Our Aboriginal and Torres Strait Islander Health Committee (ATSIHC) comprises Aboriginal and non-Aboriginal clinicians and researchers, and reports directly to our Board of Directors. The ATSIHC has ex-officio membership of APA National President Phil Calvert, a champion of the RAP, broad support from APA CEO Cris Massis, also a champion of our RAP, and additional members with experience or a passion in Aboriginal and Torres Strait Islander health and wellbeing.

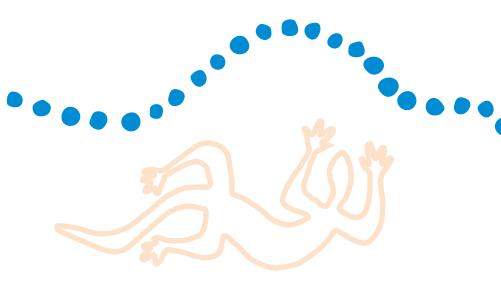
Our RAP working group will be chaired by Marcus Dripps (APA Board of Directors), and includes two Aboriginal and Torres Strait Islander representatives. The group's membership will consist of: Cris Massis, Marilyn Morgan (Chair of the APA ATSIHC), James Fitzpatrick (General Manager, Professional Development and Member Groups), Steve Gosbell (General Manager, Marketing, Communications & Business Development), Marko Stechiwskyj (Manager, Content and Publishing), Monika Shave (Manager, Marketing), Sam Goodier (Manager, State Branches), Rachel Toovey (ATSIHC), APA members and external representatives.

The first APA RAP was developed in 2012 and focused on the structural aspects of the APA. The 2012 RAP working group consisted mainly of staff, and was guided by the ATSIHC and the APA Board of Directors. Some of the successes and changes to our organisation that our first RAP facilitated were: provision of cultural safety training for all new staff; strong engagement at APA Board of Directors level; Aboriginal and Torres Strait Islander health sessions at APA conferences; participation in the Close the Gap Steering Committee; improved planning of communications and activities around culturally significant days such as NAIDOC Week and Close the Gap Day; and the appointment of an Aboriginal and Torres Strait Islander representative on our National Advisory Council.

However, upon completion of the first RAP. it was clear there was much more progress to be made. Momentum needs to be fostered throughout the process via continued engagement of members, improving the utilisation of our communications team to circulate our advocacy and messaging, and embedding key structural accountabilities through our RAP. These factors influenced the development of our new Innovate RAP 2017-2019 with the opportunity to create a culturally safe and sensitive profession.

The 2017-2019 Innovate RAP advances our targets and outcomes for reconciliation. During its development, the APA engaged widely with physiotherapists, internal working groups and entities. The ATSIHC will play a significant role in guiding the implementation of the Innovate RAP, alongside the APA leadership team which will have stewardship of its key responsibilities.

The APA is a committed member of the Close the Gap Steering Committee, and we stand behind peak Aboriginal organisations that lead the efforts of the committee. The current focus of our efforts to 'Close the Gap' in life expectancy is on education of current and future physiotherapists who are culturally safe and sensitive, with the goal of ending any trace of institutional racism present in our profession. Through the implementation of this RAP, it is our hope to provide physiotherapists with opportunities to help close the gap in their communities, educational institutions and hospital settings.



Relationships

We understand that strong relationships with Aboriginal and Torres Strait Islander peoples, including an understanding of culture and needs, will lead to improved health outcomes.

We believe in access to physiotherapy for all Australians. A strengths-based approach in our relationships with Aboriginal and Torres Strait Islander individuals, organisations and communities is fundamental to engaging Aboriginal and Torres Strait Islander peoples with physiotherapy services. Providing access to culturally safe physiotherapy services will contribute to Close the Gap in Aboriginal life expectancy.

FOCUS AREA:

Strengthening our relationships with Aboriginal and Torres Strait Islander peoples aligns with the community pillar of our strategic plan.



Action	Deliverable	Timeline	Responsibility
RAP Working Group (RWG) actively monitors development and implementation of actions, tracking progress and reporting	RWG oversees the development, endorsement and launch of the RAP	October 2017	National President
	Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG	October 2017	Chair of Aboriginal and Torres Strait Islander Health Committee
	Meet at least twice per year to monitor and report on RAP implementation	March & August 2018, 2019	Chair of Aboriginal and Torres Strait Islander Health Committee
	Establish Terms of Reference for the RWG	December 2017	Chair of Aboriginal and Torres Strait Islander Health Committee
	Appoint a RAP champion for each APA division with responsibility for RAP deliverables	October 2017	CEO
Celebrate and participate in National Reconciliation Week (NRW) by providing	Organise at least one event for NRW each year	June 2018, 2019	General Manager, Marketing, Communications and Business Development
opportunities to build and maintain relationships between Aboriginal and	Register our NRW event via Reconciliation Australia's NRW website	June 2018, 2019	General Manager, Marketing, Communications and Business Development
Torres Strait Islander peoples and other Australians	Support an external NRW event	June 2018, 2019	General Manager, Marketing, Communications and Business Development
	Ensure our Working Group participates in an external event to recognise and celebrate NRW	June 2018, 2019	General Manager, Marketing, Communications and Business Development
	Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories	June 2018, 2019	Manager, Policy and Quality Practice
	Encourage staff and members to participate in external events to recognise and celebrate NRW	June 2018, 2019	General Manager, Marketing, Communications and Business Development
	Download Reconciliation Australia's NRW resources and circulate to APA membership	June 2018, 2019	Policy Advisor, Policy and Quality Practice





Action	Deliverable	Timeline	Responsibility
Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander	Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders	October 2018	General Manager, Policy and Government Relations
peoples, communities and organisations to support positive outcomes	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement	October 2018	Chair of Aboriginal and Torres Strait Islander Health Committee
Raise internal and external awareness of our RAP to promote reconciliation across the	Implement and review a strategy to communicate our RAP to all internal and external stakeholders	November 2017	General Manager, Marketing, Communications and Business Development
physiotherapy profession	Promote reconciliation through ongoing active engagement with all stakeholders	November 2018	General Manager, Marketing, Communications and Business Development
	Ensure the importance of the APA's RAP is recognised and understood by the physiotherapy profession	October 2017	National President
Promote Close the Gap Day in national and state branches of the APA	Promote and raise awareness for Close the Gap Day events in each state and territory	March 2018, 2019	General Manager, Marketing, Communications and Business Development
	Circulate information to staff and members	March 2018, 2019	Manager State Branches
	Reconciliation Working Group attends an external event	March 2018, 2019	Chair of Aboriginal and Torres Strait Islander Health Committee
	Collaborate with Oxfam on themes and promotion of Close the Gap Day via the Close the Gap Steering Committee	March 2018, 2019	Policy Advisor, Policy and Quality Practice
Improve our service delivery to and engagement with Aboriginal and Torres Strait Islander patients and members	Enable physiotherapists to collect data on Aboriginal and Torres Strait Islander status conforming to the National Health Data Standards	June 2018	General Manager Policy and Government Relations
	Facilitate the expansion of the existing Aboriginal and Torres Strait Islander Health Committee to meet the needs of the APA national membership	February 2018	General Manager, Professional Development and Member Groups
	Assist members to engage with their local Aboriginal and Torres Strait Islander communities	June 2018	Chair of Aboriginal and Torres Strait Islander Health Committee
	Produce a suite of culturally appropriate marketing materials to promote the benefits of physiotherapy for Aboriginal and Torres Strait Islander peoples	June 2018	Manager, Marketing
	Enable consumers to locate Aboriginal and Torres Strait Islander physiotherapists, and physiotherapists with expertise in Aboriginal and Torres Strait Islander health	December 2018	IT Project Manager

Respect

We recognise that cultural respect is integral to social and emotional wellbeing, and consequentially to improvements in the health of Aboriginal and Torres Strait Islander people. We respect Aboriginal and Torres Strait Islander knowledge systems and approaches to land, sea, and ways of healing.

Action



Responsibility

Timeline

We recognise that our profession must have high-level knowledge and understanding of Aboriginal and Torres Strait Islander cultures, lands and histories if it is to achieve its vision of reconciliation.

FOCUS AREA:

Deliverable

We have a responsibility as a collective 'voice' to make a contribution to the health and wellbeing of our communities. This strategic direction of the APA aligns with our goals for the area of 'Respect' in reconciliation.

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Action	Deliverable	Timeline	Responsibility
Embed Aboriginal and Torres Strait Islander voices into APA	APA conferences will ensure that there are Aboriginal and Torres Strait Islander speakers and content on the programs	October 2018, 2019	Manager, Conference & Events, and Conference Organising Chair
	Ensure our professional magazines will feature solutions focused and strengths based articles depicting Aboriginal and Torres Strait Islander culture, and where possible written by Aboriginal and Torres Strait Islander authors	December 2018	Manager, Content and Publishing
	Highlight research and articles authored by Aboriginal and Torres Strait Islander peoples in our magazine publications to our membership	December 2018	Manager, Content and Publishing
	Ensure Aboriginal and Torres Strait Islander speakers are invited to share knowledge at APA, particularly on culturally significant weeks such as National Reconciliation Week or NAIDOC week	October 2018, 2019	Manager, Policy and Quality Practice
	Review and update the APA Aboriginal and Torres Strait Islander Health position statement	June 2018	Chair of Aboriginal and Torres Strait Islander Health Committee
	Showcase Aboriginal and Torres Strait Islander not-for-profit businesses with relevance to physiotherapy	October 2018, 2019	Manager, Content and Publications
Continue to embed reconciliation in the APA governance structure	Ensure National Advisory Council meetings will have a session devoted to discussion of the progress of the implementation of the RAP	June 2018, 2019	Chair, National Advisory Council
	Learn from international physiotherapy associations' models of engagement with their Indigenous populations and collaborate with international associations for speakers at events and conferences	December 2018	Chair of Aboriginal and Torres Strait Islander Health Committee
Ensure the development of a culturally safe and sensitive physiotherapy workforce for the future	Work with universities and National Aboriginal Community Controlled Health Organisations to enable entry level physiotherapy students to undertake supervised clinical placements in Aboriginal Medical Services	July 2018	General Manager, Policy and Government Relations
	Embed cultural safety into the physiotherapy career pathway by ensuring APA titling standards require appropriate Aboriginal and Torres Strait Islander cultural competency, and Australian College of Physiotherapy standards require appropriate Aboriginal and Torres Strait Islander cultural competency	October 2019	General Manager, Professional Development and Member Groups
	Ensure APA standards for CPD accreditation and development will include requirements on Aboriginal and Torres Strait Islander health to assure a culturally safe workforce	October 2019	General Manager, Professional Development and Member Groups
	Ensure APA's guidelines facilitate physiotherapists to embed cultural safety into their practice to meet relevant national standards for health professions	October 2019	Quality Physiotherapy Practice Advisor

Opportunities

We use a just approach to ensure equitable opportunities are provided to Aboriginal and Torres Strait Islander peoples to train as physiotherapists, to receive physiotherapy treatment, and to be employed in the physiotherapy profession.

We aim to facilitate equal and equitable opportunities and ensure these opportunities are accessible, acceptable and of high quality.



FOCUS AREA:

Opportunities for Aboriginal and Torres Strait Islander peoples align with our strategic pillar to provide physiotherapists and the community with the highest-quality knowledge, resources, and research.



Action	Deliverable	Timeline	Responsibility
Create opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes	Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy	December 2017	Manager, HR
within the workplace	Engage with existing Aboriginal and Torres Strait Islander staff and members to consult on employment strategies, including professional development	December 2017	Manager, HR
	Advertise all APA vacancies in mediums and media readily accessed by Aboriginal and Torres Strait Islander communities	December 2017	Manager, HR
	Collect information on our current Aboriginal and Torres Strait Islander staff and membership to inform future employment opportunities	December 2017	Manager, HR
	Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace	December 2017	Manager, HR
	Include in all job advertisements, 'Aboriginal and Torres Strait Islander people are encouraged to apply'	December 2017	Manager, HR
	Develop a business case for the APA to employ an Aboriginal or Torres Strait Islander trainee	December 2018	Manager, HR





Create opportunities to			
Create opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	Review procurement policies and procedures to identify barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services	August 2018	General Manager, Corporate and Member Services
	Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services	August 2018	General Manager, Corporate and Member Services
	Develop one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business	August 2018	General Manager, Corporate and Member Services
	Investigate Supply Nation membership	March 2018	Policy Advisor, Policy and Quality Practice
	Develop a policy guideline on Aboriginal procurement, why it is important, and make available to APA members	August 2018	Manager, Policy and Quality Practice
Contribute to health outcomes of Aboriginal and Torres Strait Islander peoples	Develop connections with Aboriginal community, health and sporting entities, and advertise opportunities on 'Job4Physios' and in other appropriate media to connect volunteers with community opportunities	October 2018	Chair of Aboriginal and Torres Strait Islander Health Committee
	Ensure the sustainability of any initiative developed by including a strategy and targets for volunteers to maintain the initiative	July 2018	Chair of Aboriginal and Torres Strait Islander Health Committee
	Facilitate the development of a network of physiotherapists and physiotherapy students as mentors for Aboriginal and Torres Strait Islander high school and physiotherapy students	August 2019	Chair of Aboriginal and Torres Strait Islander Health Committee
	Encourage physiotherapy involvement in research into Aboriginal and Torres Strait Islander health	June 2019	Physiotherapy Research Foundation Officer
Provide support to Aboriginal and Torres Strait Islander physiotherapists and promote the field	Develop appropriate resources to encourage young Aboriginal and Torres Strait Islander peoples to consider a career as a physiotherapist	March 2018	Manager, Marketing
of physiotherapy to Aboriginal and Torres Strait Islander peoples	Support Aboriginal and Torres Strait Islander physiotherapist involvement in APA activities through bursaries to attend APA conferences or provide support in the development of oral papers and posters for APA conferences	March 2019	Policy Advisor, Policy and Quality Practice
	Work closely with leading national Aboriginal and Torres Strait Islander Health bodies to ensure physiotherapy is at the forefront of career and treatment options for Aboriginal and Torres Strait Islander peoples	June 2019	National President
	Identify availability of funding for Aboriginal and Torres Strait Islander health initiatives and research and communicate to membership	December 2018	Manager, Policy and Quality Practice

Tracking progress and reporting



Action	Deliverable	Timeline	Responsibility
Report RAP achievements, challenges and learnings to Reconciliation Australia	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually	September 2018, 2019	Manager, Policy and Quality Practice
	Investigate participating in the RAP Barometer	May 2018	Manager, Policy and Quality Practice
Report RAP achievements, challenges and learnings internally and externally	Publically report our RAP achievements, challenges and learnings through our publications and communications team	October 2018, 2019	Manager, Content and Publishing
	Internally report to all staff our RAP achievements and learnings through an annual president's report	October 2018, 2019	National President
Review, refresh and update RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	November 2019	Chair of Aboriginal and Torres Strait Islander Health Committee
	Send draft RAP to Reconciliation Australia for review and feedback	March 2020	Chair of Aboriginal and Torres Strait Islander Health Committee
	Submit draft RAP to Reconciliation Australia for formal endorsement	May 2020	Chair of Aboriginal and Torres Strait Islander Health Committee



Story

The background is painted with the two different shades of brown to represent the natural earth colours of our land.

The circle of large coloured dots in the centre of the artwork represent all the cultures within our world and how we can all come together as different people in Unity. The black dots represents Aboriginal and Torres Strait Islander peoples.

The snakes and lizards represent the people. The ones painted white, yellow, orange and red symbolise the most noticed or visible people within our society, the powerful, rich and

famous, for example. The ones painted white, yellow, yellow ochre and orange symbolise average, everyday, ordinary people in our society. Finally, the ones painted with a dark brown outline are not so popular or go unnoticed, including many Aboriginal people, homeless people, disabled people or more disadvantaged people within our society.

The black dots coming from the centre circle represent how people come here from all over the world, the blue colour outlining them represents the water or sea that surrounds our countries, and the green colour outline represents the trees and plants on the lands in which we live.

The numerous large and small dots throughout the painting in orange, yellow ochre and yellow are to symbolise the many people within our world from all over the world.

No matter which colour, no matter which culture, no matter which race, no matter how wealthy, no matter which country, we all should be recognised equally.



RECOGNITION

Artist: Aurora Abraham (AUWA) 1983 Whadjuk Noongar Traditional Owner Perth Western Australia Acrylic on canvas 1.5m x 1m







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