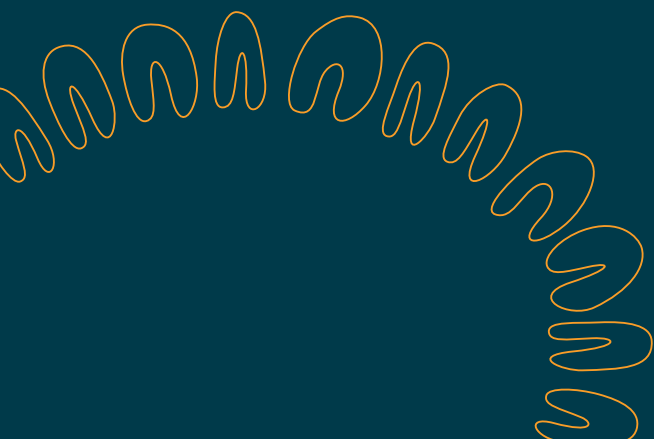




# RECONCILIATION ACTION PLAN

**INNOVATE** : April 2022 – April 2024



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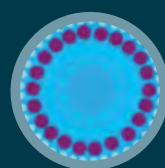
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## ACKNOWLEDGEMENT

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 Reconciliation Action Plan (RAP) development process, which has resulted in the third APA RAP – Innovate.

The ATSIHC is chaired by Kathryn Potter and comprises, Troy Eady, Carl Francia, Sarah Large, Brooke Conley, Tiana Pitman, Cameron Edwards, Dimity Sebire, and Curtley Nelson. The APA also wishes to thank Michael Reynolds, immediate past ATSIHC Chair, and acknowledge the contributions of the following members associated with the ATSIHC; Marilyn Morgan, Susan Eaton, Rebecca Phillips, Caroline Nicholson, and Louisa Remedios.





# MESSAGE FROM

## Scott Willis

APA National President / Palawa man

Reconciliation is a journey for every single one of us. We all start at different stages of our lives, go at different speeds, and at times pause, or even stop momentarily. My personal journey has not been easy, but one that I look back on now with courage, bravery, commitment, enthusiasm, dedication, appreciation, and greater understanding of what reconciliation means and should look like. The APA, together with its past leaders, has given me the strength to continue my own personal and professional discovery by providing me with the tools, opportunities, safety, and care required to push ahead and take colleagues with me.



As a proud Palawa man, witnessing how the APA has navigated this important social and health issue, has given me hope that we can make a change for the future in closing health and social inequalities. As we launch our RAP, I am enthused about how the profession has continued to embrace and value the Aboriginal and Torres Strait Islander cultures that reconciliation brings.

Reconciliation is not about blame, but if embraced, it will demonstrate a pathway to equity and equality for all. We need to work towards not just cultural safety but cultural bravery, and facilitate opportunities for Aboriginal and Torres Strait Islander peoples to live, play, celebrate, work, and close the gap on these health and social inequalities.

**"As we launch our RAP, I am enthused about how the profession has continued to embrace and value the Aboriginal and Torres Strait Islander cultures that reconciliation brings."**

The APA and the physiotherapy profession have always been and always will be a health leader through looking for solutions to problems, and using clinical reasoning and reflection.

I would like to thank the work of the RAP Working Group that I Chair for their commitment, dedication, passion, and oversight of this RAP. I would also like to thank the tireless work of the APA ATSIHC, previously Chaired by Michael Reynolds and now Chaired by Kathryn Potter, for their continued encouragement, expert opinions and stretching our thought process to new heights. I would also like to thank my predecessors, Phil Calvert and Marcus Dripps, who continue to inspire and genuinely believe in this very important journey.

I encourage all physiotherapists and families to join the APA Board of Directors, engaged members, Executive Leadership Team and staff, to start or continue their own personal and professional journey of reconciliation. This RAP is a guide in assisting us to provide all Australians with equity, equality, cultural safety, and unity.

## Anja Nikolic

Chief Executive Officer

I am proud to present the APA's third RAP. It represents our growth and maturation as an organisation, and our readiness to make bolder commitments to our reconciliation journey.

Our vision is to live in a world free of racism, in which Aboriginal and Torres Strait Islander peoples can expect the same quality of life as non-Indigenous Australians; a world in which we honour their connection to land and sea and celebrate their rich histories as the oldest living cultures on Earth.

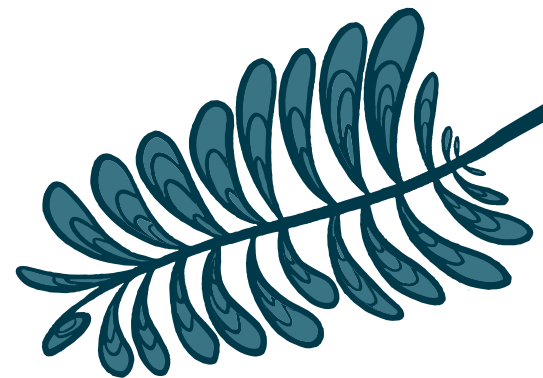
Australia's healthcare system still produces inequitable outcomes for Aboriginal and Torres Strait Islander peoples. All too common are their experiences of institutional racism, culturally unsafe practice, and poor access to health. We simply must do better.

Our RAP pledges our commitment to actions, not just words and gestures, to advance these goals. This RAP does not sit on the periphery of our organisation. It is present in our strategies and operations and influences how we think and what we do every day. It will require of us dedication and effort to deliver, but we are resolutely determined to honour our commitment.

I hope the APA's RAP inspires you to commit to actions that will advance your own reconciliation journey.



**"Our RAP pledges our commitment to actions, not just words and gestures, to advance these goals."**



# MESSAGE FROM

**The Hon Ken Wyatt AM, MP**

Minister for Indigenous Australians



**I congratulate the APA on continuing the journey towards reconciliation by developing its third RAP.**

Physiotherapy has an important role in the management of many conditions and illnesses that disproportionately affect Indigenous Australians, including chronic diseases and disabilities.

It is essential for physiotherapists to be equipped with the skills, knowledge and experience to provide culturally responsive, person-centred health care. When health services are culturally safe and responsive, Indigenous Australians are more likely to access health services, and experience better outcomes when they do.

I commend the APA for your ongoing commitment to actions that will grow training and employment opportunities within your profession and for building respectful relationships with Indigenous stakeholders, individuals and communities. The value of embedding Indigenous knowledge and culture in service delivery cannot be overstated as a means of addressing inequities in health outcomes for Indigenous Australians.

I encourage you all to contribute to reconciliation by delivering on the actions in this RAP. Practical, local actions designed and delivered in genuine partnership with Indigenous communities is a key to closing the gap in health outcomes.



## Karen Mundine

Chief Executive Officer, Reconciliation Australia

### Reconciliation Australia commends Australian Physiotherapy Association on the formal endorsement of its second Innovate 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 close to three million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. The APA continues to be 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 the APA will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to the APA 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 the APA 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, the APA will ensure shared and cooperative success in the long-term.



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

**"Congratulations the APA on your second Innovate RAP and I look forward to following your ongoing reconciliation journey."**

# OUR VISION FOR RECONCILIATION

The APA's vision for reconciliation is for all Australians to value and recognise Aboriginal and Torres Strait Islander cultures, knowledge, expertise, connections to land and sea and traditional ways of healing, and for stronger relationships between Aboriginal and Torres Strait Islander and non-Indigenous Australians based on trust, respect, and free of racism.

The APA is working towards this vision by continuing our efforts to create a more culturally safe physiotherapy profession and enhancing the representation of Aboriginal and Torres Strait Islander people within the profession. We encourage and recognise cultural bravery in our various roles as health professionals, experts, researchers, educators, advocates, and collaborators. We are striving to become an industry leader in advancing reconciliation in Australia and we support our staff and members along their own reconciliation journeys, which in turn, will support broader collective efforts towards reconciliation in Australia.



## OUR BUSINESS

**The APA is the national peak body representing the interests of Australian physiotherapists and their patients.**

Physiotherapists work with, educate, prevent, treat, and manage various health conditions and symptoms, and are one of the largest groups of health professionals in Australia. They work in a variety of health settings including public and private hospitals, community health services, Aboriginal community-controlled health organisations, and private practices.

The APA has over 30,000 members in various physiotherapy discipline groups and entities which represents over 57 per cent of the profession. The APA has 86 staff, including two Aboriginal staff members, located in five offices around Australia in Melbourne (Victoria), Sydney (New South Wales), Brisbane (Queensland), Adelaide (South Australia) and Perth (Western Australia). We are committed to professional excellence and career success for our members and staff, which translates into better patient outcomes, improved health for all Australians, and strong leadership within the health industry. Through our National Groups, we offer advanced training and collegial support from physiotherapists working in similar areas.

The APA's reach extends across Australia, as well as internationally. We influence many internal and external stakeholders, and we are seen as world leaders in education, advocacy and industry standards by our global partners.





# OUR RAP



The APA is continuing its journey towards reconciliation. This is the APA's third RAP and was developed to reflect our continuing aspiration for equality and equity for Aboriginal and Torres Strait Islander people in Australia. Our goal is to advance this ambition throughout the entire physiotherapy profession. We are working towards ensuring that the physiotherapy profession is culturally safe for Aboriginal and Torres Strait Islander professionals and patients, and that it is seen as a viable and aspiring career choice for Aboriginal and Torres Strait Islander people. Doing so, will ultimately contribute towards improved health outcomes for Aboriginal and Torres Strait Islander people.

This RAP is championed by the APA Chief Executive Officer (CEO). Our RAP Working Group (RWG) is chaired by Mr Scott Willis – the APA's first Aboriginal National President, and membership includes representation from the APA's Executive Leadership Team, ATSIHC and staff. Four Aboriginal people are members of the RWG. The RWG comprises of; Anja Nikolic (CEO), Simon Tatz (General Manager, Policy and Government Relations), James Fitzpatrick (General Manager, Education), Sharon Oliver (General Manager, Marketing and Communications), Gillian McDermott (Manager, Membership), Chris Miller (Manager, Member Support), Anita Kosterlitz (Manager, Education Development), Claire Macuz (Senior Communications Advisor), Michael Reynolds (ATSIHC), Curtley Nelson (ATSIHC), Susan Eaton (ATSIHC), Marilyn Morgan (ATSIHC), and Caroline Nicolson (ATSIHC).

The APA's inaugural RAP was implemented in 2012, with the second in 2017. Some of the key changes that were implemented as part of our previous RAPs include: the provision of cultural safety training for all new staff; stronger engagement at our Board of Directors level; an increasing presence of Aboriginal and Torres Strait Islander health and dedicated sessions at APA conferences; supporting Aboriginal and Torres Strait Islander students studying physiotherapy and newly graduated physiotherapists to attend APA conferences through bursaries; supporting the professional development of Aboriginal and Torres Strait Islander physiotherapy students and physiotherapists through scholarships; participation in the Close the Gap Steering Committee; incorporating Aboriginal and Torres Strait Islander cultures and topics into broader APA communications; the appointment of an Aboriginal and Torres Strait Islander representative on our National Advisory Council (NAC), creating a standing ATSIHC agenda item for our NAC meetings; acknowledging our members who have contributed to Aboriginal and Torres Strait Islander health at state awards nights; inclusion of an Acknowledgment of Country at formal meetings; and the establishment of a position for an Aboriginal and Torres Strait Islander person on both our Musculoskeletal National Group and conference advisory committees.

Since beginning our reconciliation journey, the APA has undergone a significant cultural shift and we continue our efforts to embed reconciliation in all our practices. While we have achieved some level of success, we recognise that there is much more we can do.

For example, in 2021, the APA launched *The Deadly Physios* podcast series to showcase the personal stories of Aboriginal and Torres Strait Islander physiotherapists across Australia, with another series launched in 2022. The APA is building on the momentum of our previous RAPs, and we continue to engage with our members, improve the utilisation of our communications team to circulate our advocacy and messaging about Aboriginal and Torres Strait Islander health, and embed key structural accountabilities through our RAP. This RAP advances the APA's targets towards reconciliation, and during its development, we engaged widely with physiotherapists, as well as our internal working groups and entities such as the ATSIHC.

The ATSIHC provides advice to the APA Board and guides the APA in our reconciliation efforts. The ATSIHC consists of 10 formal members, with Aboriginal and Torres Strait Islander people comprising the vast majority. The ATSIHC significantly influenced the development of this RAP and will play a key role in guiding its implementation, alongside the APA Executive Leadership Team which will have stewardship of key responsibilities.

# RELATIONSHIPS



The APA recognises that strong relationships with Aboriginal and Torres Strait Islander people are fundamental to achieving better health outcomes. Our goal is to develop and nurture mutually beneficial relationships with Aboriginal and Torres Strait Islander people, communities, and organisations, to ensure that our profession is culturally safe, and that we make a positive contribution towards reconciliation in Australia. We are committed to the health and wellbeing of all Australians, and we aim to ensure that Aboriginal and Torres Strait Islander people have equitable access to physiotherapy services.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2022	Senior Advisor, Policy and Government Relations
	Provide opportunities for the APA National President to visit at least two Aboriginal and Torres Strait Islander communities each year.	December 2022 and 2023	GM Policy and Government Relations
	Provide opportunities for the APA National President to engage with Aboriginal and Torres Strait Islander media organisations each year.	December 2022 and 2023	GM Marketing and Communications
	Organise or attend at least four meetings each year with Aboriginal and Torres Strait Islander stakeholders.	December 2022 and 2023	CEO
2. Build relationships through celebrating National Reconciliation Week (NRW).	Continue to circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff each year.	May 2022 and 2023	CEO
	APA staff and RAP Working Group members to participate in an external NRW event.	27 May–3 June 2022 and 2023	CEO
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May–3 June 2022 and 2023	CEO
	Organise at least one NRW event each year.	27 May–3 June 2022 and 2023	CEO
	Continue to register all our NRW events on Reconciliation Australia's NRW website.	May 2022 and 2023	GM Marketing and Communications
	Issue a media release promoting the theme/focus of NRW each year.	27 May–3 June 2022 and 2023	GM Marketing and Communications



Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation.	May 2022	CEO
	Communicate our commitment to reconciliation publicly.	Ongoing (review December 2022 and 2023)	GM Marketing and Communications
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Ongoing (review December 2022 and 2023)	CEO
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	Ongoing (review December 2022 and 2023)	Senior Advisor, Policy and Government Relations
	Continue to support <i>Strong Lungs</i> to ensure the provision of culturally safe health promotion material to Aboriginal and Torres Strait Islander communities.	Ongoing (review December 2022 and 2023)	CEO
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2022	GM People and Culture
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	June 2022	GM People and Culture
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	June 2022	GM People and Culture
	Educate senior leaders on the effects of racism.	June 2022	CEO
5. Support Aboriginal and Torres Strait Islander physiotherapists to engage with APA membership and National Groups.	Provide up to five fully subsidised APA memberships and National Group subscriptions each year for Aboriginal and Torres Strait Islander members.	December 2022	Manager, Membership
	Develop a webpage dedicated to engaging with and supporting Aboriginal and Torres Strait Islander members through the sharing of information about important events, membership and National Group sponsorship applications, opportunities, and contacts.	December 2022	Manager, Membership
	Provide up to eight bursaries to Aboriginal and Torres Strait Islander physiotherapists and physiotherapy students to attend APA conferences.	July 2022 and 2023	Senior Advisor, Policy and Government Relations
6. Improve the identification of Aboriginal and Torres Strait Islander members of APA.	Implement national best practice guidelines for collecting Aboriginal and Torres Strait Islander identification across APA's various data collection points.	December 2022	Manager, Membership
	Explore ways to improve the identification of Aboriginal and Torres Strait Islander members in key membership reports.	December 2022	Manager, Membership



# 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 traditional ways of healing. Our goal is to promote and celebrate Aboriginal and Torres Strait Islander cultures, knowledge and values in a way that respectfully connects our staff and members with Aboriginal and Torres Strait Islander people and communities.

Action	Deliverable	Timeline	Responsibility
7. Increase understanding, appreciation of value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	January 2023	GM Education
	Implement a cultural capability reflection the Associate Fellowship Portfolio.	June 2022	GM Education
	Implement a cultural capability review within the Physiotherapy Competence Framework.	June 2022	GM Education
	Scan external landscape of current online cultural awareness courses and as needed, update member training options.	June 2022	GM Education
	Develop strategies to embed cultural capability reflection in APA levelled coursework.	December 2022	GM Education
	Collaborate with relevant stakeholders to drive change in physiotherapy cultural safety threshold standards.	December 2022	GM Education
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	Ongoing (review December 2022 and 2023)	GM People and Culture
	Develop, implement, and communicate a cultural learning strategy for staff, which includes ongoing cultural safety training.	June 2022 (then ongoing, review December 2022 and 2023)	GM People and Culture
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	Ongoing (review December 2022 and 2023)	GM People and Culture
	Provide opportunities for staff to participate in external Aboriginal and/or Torres Strait Islander cultural experiences each year, with this reflected in relevant APA policy.	Ongoing (review December 2022 and 2023)	CEO
	Continue the <i>Deadly Physios</i> podcast series to aid in truth telling, listening and cultural bravery.	June 2022 and 2023	GM Marketing and Communications





Action	Deliverable	Timeline	Responsibility
8. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Continue to increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	<i>Ongoing (review December 2022 and 2023)</i>	CEO
	Implement and communicate a cultural protocol document for staff, including protocols for Welcome to Country and Acknowledgement of Country.	<i>December 2022</i>	Senior Advisor, Policy and Government Relations
	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.	<i>Ongoing (review December 2022 and 2023)</i>	CEO
	Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of formal meetings.	<i>Ongoing (review December 2022 and 2023)</i>	Manager, Operations
9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	<i>First week in July 2022 and 2023</i>	GM Marketing and Communications
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	<i>Ongoing (review December 2022 and 2023)</i>	GM People and Culture
	Promote and encourage participation in external NAIDOC events, such as cultural art experiences, to all staff.	<i>First week in July 2022 and 2023</i>	CEO
	Incorporate Aboriginal and Torres Strait Islander designs into the APA logo during NAIDOC Week.	<i>First week in July 2022 and 2023</i>	GM Marketing and Communications
	Incorporate a pop-up notice on the APA website that acknowledges NAIDOC Week and its theme.	<i>First week in July 2022 and 2023</i>	GM Marketing and Communications
10. Enhance all members' understanding of traditional place naming.	Explore ways to include Traditional Place names in member addresses and/or on the member dashboard.	<i>December 2022</i>	Manager, Member Support
	Explore ways to incorporate a map of the traditional lands of Aboriginal and Torres Strait Islander groups on the APA website and/or on the member dashboard.	<i>December 2022</i>	Manager, Member Support

# OPPORTUNITIES



The APA values the experiences of Aboriginal and Torres Strait Islander physiotherapy professionals, and their contribution to the work and overall governance of the APA. We recognise the importance of a strong Aboriginal and Torres Strait Islander workforce, and we strive to support and grow the number of Aboriginal and Torres Strait Islander physiotherapists and the proportion of Aboriginal and Torres Strait Islander staff within the APA.

Action	Deliverable	Timeline	Responsibility
11. Improve employment outcomes by increasing the recruitment, retention, and professional development of Aboriginal and Torres Strait Islander APA staff.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2022	GM People and Culture
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention, and professional development strategy.	June 2022	GM People and Culture
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.	Ongoing (review December 2022 and 2023)	GM People and Culture
	Continue to advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Ongoing (review December 2022 and 2023)	GM People and Culture
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Ongoing (review December 2022 and 2023)	GM People and Culture
	Increase the percentage of Aboriginal and Torres Strait Islander staff (currently around 2.5 per cent) employed in our workforce.	December 2023	CEO



Action	Deliverable	Timeline	Responsibility
12. Increase the recruitment, retention, and professional development of Aboriginal and Torres Strait Islander physiotherapists.	Provide up to four scholarships each year to support Aboriginal and Torres Strait Islander university students studying physiotherapy, and actively promote the scholarships through relevant communication channels.	<i>December 2022 and 2023</i>	<i>GM, Corporate Services</i>
	Continue to provide a scholarship each year to an Aboriginal and/or Torres Strait Islander physiotherapist to undertake the Australian Institute of Company Directors course.	<i>December 2022 and 2023</i>	<i>Senior Advisor, Policy and Government Relations</i>
	Continue to provide and promote awards for Aboriginal and Torres Strait Islander physiotherapists.	<i>December 2022</i>	<i>GM Membership and Development</i>
	Increase efforts to attract and recruit Aboriginal and Torres Strait Islander secondary students to the physiotherapy profession through engagement with relevant stakeholders.	<i>December 2022</i>	<i>GM Education</i>
	Continue to work with government stakeholders in relation to the <i>National Roadmap for Indigenous Skills, Jobs and Wealth Creation</i> to support a growth in the Aboriginal and Torres Strait Islander physiotherapy workforce.	<i>Ongoing (review December each year)</i>	<i>APA National President</i>
13. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	<i>June 2022</i>	<i>GM Corporate Services</i>
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	<i>June 2022</i>	<i>GM Corporate Services</i>
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	<i>June 2022</i>	<i>GM Corporate Services</i>
	Increase commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	<i>March 2023</i>	<i>GM Corporate Services</i>

# GOVERNANCE



Action	Deliverable	Timeline	Responsibility
14. Establish and maintain an effective RWG to drive governance of the RAP.	Continue to maintain Aboriginal and Torres Strait Islander representation on the RWG.	<i>Ongoing (review December 2022 and 2023)</i>	CEO
	Review and update the Terms of Reference for the RWG.	<i>March 2022</i>	<i>Senior Advisor, Policy and Government Relations</i>
	Meet at least four times per year to drive and monitor RAP implementation.	<i>March, June, September, and December 2022 and 2023</i>	<i>Chair RWG</i>
15. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	<i>May 2022</i>	CEO
	Engage our senior leaders and other staff in the delivery of RAP commitments.	<i>Ongoing (review December 2022 and 2023)</i>	CEO
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	<i>June 2022</i>	<i>Senior Advisor, Policy and Government Relations</i>
	Appoint and maintain an internal RAP champion from senior management.	<i>March 2022</i>	CEO
16. 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.	<i>30 September 2022 and 2023</i>	<i>Senior Advisor, Policy and Government Relations</i>
	Report RAP progress to all staff and senior leaders quarterly.	<i>Ongoing (March, June, September, and December 2022 and 2023)</i>	<i>Senior Advisor, Policy and Government Relations</i>
	Publicly report our RAP achievements, challenges, and learnings, annually.	<i>December 2022 and 2023</i>	<i>GM Marketing and Communications</i>
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	<i>May 2022</i>	<i>Senior Advisor, Policy and Government Relations</i>
17. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	<i>June 2023</i>	<i>Senior Advisor, Policy and Government Relations</i>





**“This RAP presents several deliverables that can be used to guide people within their current and future organisations, whilst striving for reconciliation in workplaces across Australia. Helping to build respectful, balanced, and valued relationships with Aboriginal and Torres Strait Islander Peoples whose knowledge, culture, values, lore and ways of doing, can bring all Australians much fulfilment as we continue to co-exist in our bountiful multicultural society.”**

ATSIHC Chair Kathryn Potter



# ARTWORK STORY

To link in with the APA statement what and who this association is, I designed the art piece to reflect this statement through native Australian bees, flora and Indigenous inspired patterns. This piece represents holistic care for All, from the consumers to the practitioners whom all utilise the APA. All the animals, plants, insects and trees are all forms of natural medicine that can be used to naturally heal the body. The Indigenous-inspired patterns display the travel, communities and medical professionals required to support consumers through their medical journey.

Below is the individual description of each entity on the art piece:

- Native black sugar bag bee: This native bee pollination is vital for our plant life and is the creator of the sugar bag. Natural sugar bag is a great source of food and is/was used as a traditional substance to help support gut health.
- Honey ant: The honey ant is jam packed with Nutrients.
- Placenta: Shows the connection we all share with our mothers and our mothers to Mother Earth.
- Eagle print: Represents the Wedge Tailed Eagle and their connection to “Baiaame”, our creator spirit.
- Wattle and gum leaves: Both these leaves are used in traditional medicine and for certain ceremonial purposes.
- Communities and journey lines: Represent the connections and links between the APA and our communities, sharing knowledge and good health.





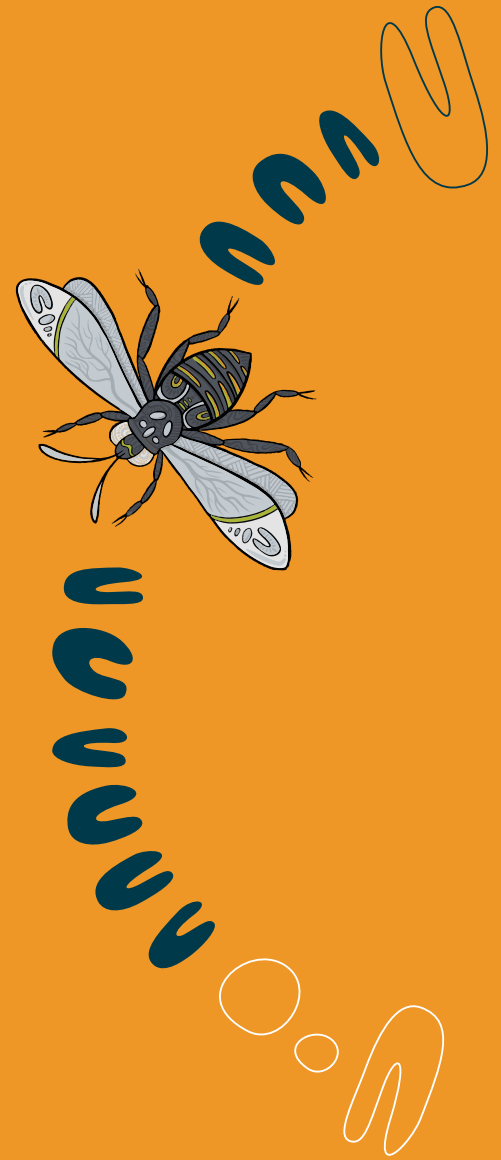
## ARTIST BIO

Jakeob Watson is a proud Gomeri man with deep connections to Wonnarua Country after being born and raised on Country, in Maitland NSW. This is where he lives with his wife and seven beautiful children. He is a father, a mentor and an artist and he balances these three key aspects by working closely with youth of his local and surrounding communities, sharing guidance, and knowledge where he can. Jakeob works within 40 of his local schools teaching culture, well-being, and art. This helps him stay balanced and connected to who he is.

Jakeob has been selling his art since 2009 – making some great memories, and having received some amazing opportunities and achievements along the way. He has won several art competitions, painted some large meaningful murals for community, and had two of his artworks used within the NRL Indigenous rounds with the Manly Sea Eagles and the St George Illawarra clubs wearing his art on their playing jerseys. His art reaches no boundaries being a balance of all that makes him who he is and mixing his love of all art forms from traditional, to graffiti, with the beauty for Mother Earth and the power of culture.

## Artist contact details

Jakeob D Watson –  
Proud Gomeri man  
Freelance Artist – Cultural Mentor  
Service: J Watson Art –  
Dhinevan Mentoring  
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Central Coast Area  
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