



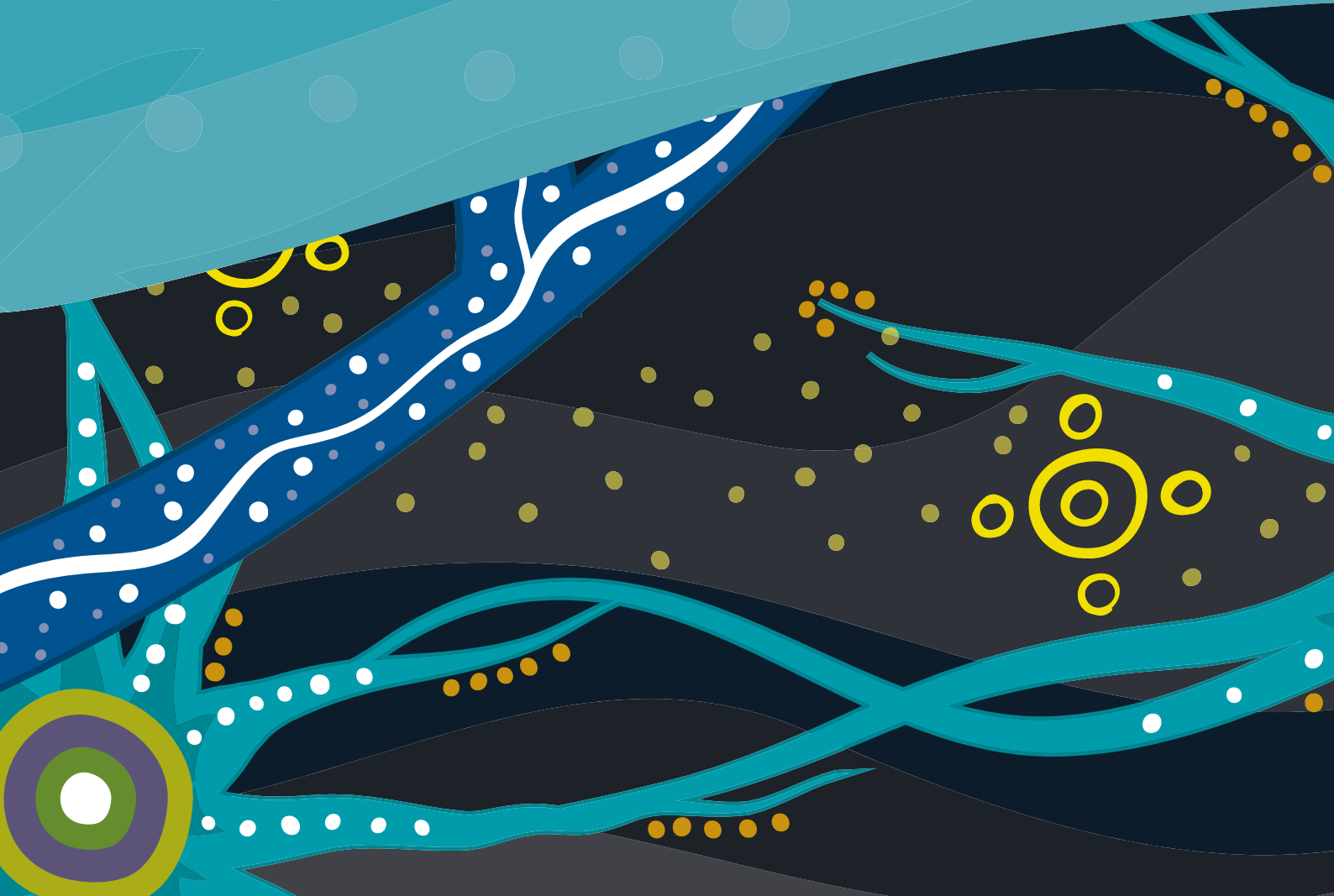
The Royal
Australian &
New Zealand
College of
Psychiatrists

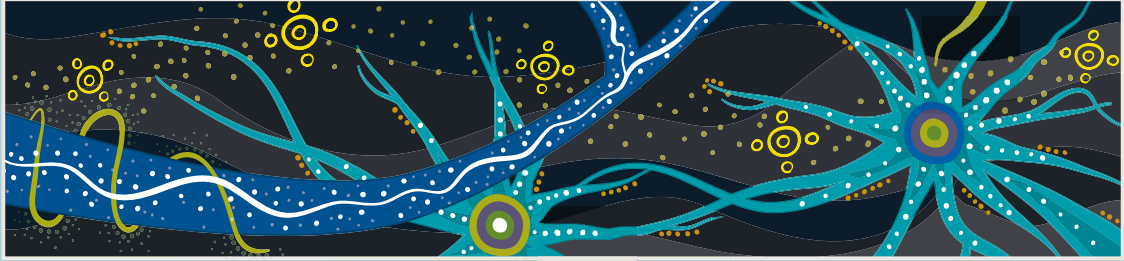


INNOVATE RECONCILIATION ACTION PLAN

DECEMBER 2016 - DECEMBER 2018

AUSTRALIA





The artwork used on the cover and throughout this document has been created by Jordan Lovegrove, Ngarrindjeri.

The colours in this artwork have been taken from The Royal Australian and New Zealand College of Psychiatrists' style guide. The two meeting places (concentric circles) are shown as neurons communicating with each other, representing healthy brain functionality. The stars (yellow) represent wellbeing and positive thoughts transmitting throughout the mind.



MESSAGE FROM THE PRESIDENT

The Royal Australian and New Zealand College of Psychiatrists (RANZCP) recognises and acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of Australia and their continuing spiritual connection to land and sea. We value the culture, history and the traditions that are important components of the identity of Aboriginal and Torres Strait Islander peoples. We acknowledge that these essential elements contribute to the social and emotional well-being of Aboriginal and Torres Strait Islander peoples. To this effect, the RANZCP supports the recognition of Australia's first peoples in the nation's founding document, the Constitution, as a policy initiative that will strengthen and empower Aboriginal and Torres Strait Islander individuals, families and communities.

Psychiatrists know that social factors contribute to mental health and well-being, and that good mental health enhances social function. The RANZCP is committed to contributing to the reduction of inequality in mental health outcomes between Aboriginal and Torres Strait Islander peoples and other Australians by preparing and supporting psychiatrists to provide culturally appropriate psychiatric care. Psychiatrists have a central role to play in supporting self-determination by improving the quality of mental health services available to Aboriginal and Torres Strait Islander peoples.

Reconciliation is an approach that can help address the issues that impact on achieving good mental health outcomes for Aboriginal and Torres Strait Islander peoples. The RANZCP, guided by our Aboriginal and Torres Strait Islander Mental Health Committee, supports the recognition of Aboriginal and Torres Strait Islander peoples in the Australian Constitution. Constitutional recognition is relevant to the RANZCP due to the evidence to suggest that legislative change of this sort can contribute to improved mental health outcomes.

The Reconciliation Action Plan 2014-2016 was the beginning of an ongoing journey for the RANZCP to increase meaningful engagement with Aboriginal and Torres Strait Islander peoples and help work towards improving the health and wellbeing of Aboriginal and Torres Strait Islander peoples. The Reconciliation Action Plan 2016-2018 aims to continue that journey but furthering the RANZCP's accountability by pushing the boundaries and providing valid indicators that will inform meaningful 'stretch' targets in the next version.

The RANZCP acknowledges the *Gayaa Dhuwi (Proud Spirit)* Declaration developed by the National Aboriginal and Torres Strait Islander Leadership in Mental Health. Its principles and recommendations will guide our future Reconciliation Action Plans.

I would like to also acknowledge the role of recent RANZCP Past Presidents, Dr Murray Patton and Dr Maria Tomasic, who have both been strong advocates for improving outcomes in Aboriginal and Torres Strait Islander mental health.

PROFESSOR MALCOLM HOPWOOD



President



OUR VISION FOR RECONCILIATION

The RANZCP's vision for reconciliation is one in which Aboriginal and Torres Strait Islander peoples have equal access to mental health and psychiatric care in a culturally appropriate environment. Our vision takes the form of building relationships, building respect, and creating opportunities for Aboriginal and Torres Strait Islander peoples and communities.

RELATIONSHIPS

We will collaborate across the RANZCP and with stakeholder groups, creating inclusive relationships that lead to meaningful outcomes for Aboriginal and Torres Strait Islander peoples and communities.

RESPECT

We will build, up-skill and maintain an organisational culture that respects and values Aboriginal and Torres Strait Islander peoples, culture and history.

OPPORTUNITIES

We will support more Aboriginal and Torres Strait Islander doctors to specialise in psychiatry.

We will provide opportunities for trainees, Affiliates and Fellows to engage in Aboriginal and Torres Strait Islander health and reconciliation activities and enhance their cultural competency.

We will recognise and celebrate individual contributions to Aboriginal and Torres Strait Islander mental health.

OUR BUSINESS

The RANZCP is a Fellowship of specialists and trainees who practise in the field of psychiatry. The RANZCP has close to 6000 members, including around 4100 fully qualified psychiatrists (referred to as 'Fellows of the College') and almost 1500 Associates who are training to qualify as psychiatrists (referred to as 'trainees') and more than 200 Affiliate members.

The RANZCP sets the professional standards for the practice of psychiatry in Australia and New Zealand, conducts training for doctors wanting to qualify as psychiatrists, publishes guidelines and policy documents, and represents psychiatrists with government, community groups and health work groups. The RANZCP has a staff of 95 people, with currently no staff who identify as Aboriginal or

Torres Strait Islander people. There are currently four Fellows and 11 trainees who identify as Aboriginal or Torres Strait Islander people.

A psychiatrist is a qualified medical doctor who has obtained additional qualifications to become a specialist in the diagnosis, treatment and prevention of mental illness and emotional problems.

The combination of medical and psychiatric training enables psychiatrists to view illness in an integrated way that takes into consideration the related aspects of body and mind. Psychiatrists are trained to recognise and treat the effects of emotional disturbances on the body as a whole, as well as the effects

of physical conditions on the mind. This is important, as many emotional disturbances affect various parts of the body, and physical illnesses can affect the mind. A psychiatrist's medical and psychiatric training allows both the physical and emotional to be kept in perspective.

The RANZCP has developed a position statement on the role of the psychiatrist. For this position statement and more information about psychiatry and psychiatrists, go to www.ranzcp.org.

The RANZCP also awards the Mark Sheldon Prize each year, which recognises noteworthy contributions to Indigenous mental health in either Australia or New Zealand.

Table 1. RANZCP Offices and the Traditional Owners of the lands on which they stand

| RANZCP Region (State/Territory) | Location of Office | Traditional Owners |
|---------------------------------|--------------------|---|
| ACT | Canberra | The Ngunnawal and Ngambri Peoples |
| NSW | Sydney | The Gadigal People of the Eora Nation |
| QLD | Brisbane | The Turrbal People and Yuggerra Peoples |
| SA | Adelaide | The Kaurna People |
| TAS | Hobart | Mouheneener |
| VIC | Melbourne | The Wurundjeri People of the Kulin Nation |
| WA | Perth | The Noongar People |

RANZCP ABORIGINAL AND TORRES STRAIT ISLANDER MENTAL HEALTH COMMITTEE

The RANZCP is committed to reducing the inequality in mental health outcomes between Aboriginal and Torres Strait Islander peoples and other Australians and advocates for the provision of culturally appropriate and accessible psychiatric care.

The RANZCP Aboriginal and Torres Strait Islander Mental Health Committee was established in 1997 and is a constituent committee of the Practice, Policy and Partnerships Committee.

The committee includes psychiatrists who have direct experience working in Aboriginal

and Torres Strait Islander mental health, as well as Aboriginal and Torres Strait Islander community members who are involved in mental health service provision and policy development.

The purpose of the Aboriginal and Torres Strait Islander Mental Health Committee is to provide advice and support to the RANZCP on clinical practice and psychiatry training issues as they relate to Aboriginal and Torres Strait Islander peoples and promote and advocate for the optimal health of Aboriginal and Torres Strait Islander peoples.

Achievements of the Aboriginal and Torres Strait Islander Mental Health Committee include the development of a number of RANZCP statements relating to Aboriginal and Torres Strait Islander mental health and awarding the Mark Sheldon Award, which recognises noteworthy contributions to Aboriginal and Torres Strait Islander people's mental health.

The Committee works closely with Te Kaunihera mo ngā kaupapa Hauora Hinengaro Māori, the equivalent Māori committee.

THE HISTORY OF OUR RECONCILIATION ACTION PLAN

The development of the Reconciliation Action Plan (RAP) was led by the RANZCP Aboriginal and Torres Strait Islander Mental Health Committee, and RAP Steering Group (see 'Other RAP related achievements' section below for details of membership). The Aboriginal and Torres Strait Islander Mental Health Committee reflects the RANZCP's commitment to promoting diversity and reconciliation in Australia.

In developing the RAP, key groups were consulted including the Australian Indigenous Doctors' Association (AIDA), Reconciliation Australia, Aboriginal and Torres Strait Islander community members and the wider RANZCP membership.

This is the second RAP for the RANZCP. The Reconciliation Action Plan 2014-2016 was

launched at the annual RANZCP Congress on 13 May 2014 in Perth, Western Australia. The Reconciliation Action Plan 2014-2016 was a clear organisational statement, acknowledging the importance of reconciliation and holding the College accountable for helping to improve the mental health outcomes of Aboriginal and Torres Strait Islander peoples. The RANZCP was one of the first specialist medical colleges to develop a RAP.

The Reconciliation Action Plan 2016-2018 has been approved by and is strongly supported by the RANZCP Board. Deliverables from the RAP are monitored by the Board via regular progress reports, the RAP Steering Group, Aboriginal and Torres Strait Islander Mental Health Committee and internally at CEO Management Group meetings.

Key themes of our RAP are aligned with the RANZCP Strategic Plan 2015-2017, which includes, as one of its priorities, the achievement of high quality mental health outcomes for Aboriginal and Torres Strait Islander peoples and the development of cultural competency of its members. Aligned to the Strategic Plan, the Operational Plan details the activities involved.

The RANZCP's Practice, Policy and Partnerships Committee, which reports to the Board, also has improved outcomes for Aboriginal and Torres Strait Islander peoples as one of its key priorities.

RANZCP ACHIEVEMENTS 2014-2016

The RANZCP is proud to report on its achievements from its inaugural Reconciliation Action Plan 2014-2016 and on the activity to improve outcomes for Aboriginal and Torres Strait Islander mental health.

RANZCP FELLOWSHIP TRAINING PROGRAM

The Fellowship Training Program syllabus offers trainees the option of completing an elective training rotation with Aboriginal and Torres Strait Islander peoples which provides trainees with an understanding of the mental health issues facing communities.

Promoting the cultural competence of psychiatrists and trainees is identified as a key strategic priority for the RANZCP. The Fellowship Training Program provides the opportunity to develop cultural competence.

The syllabus for Stage Two (proficient) and Stage Three (advanced) includes content intended to inform the acquisition

of knowledge when working with Aboriginal and Torres Strait Islander peoples such as culturally appropriate ways to interview and develop a mental healthcare management plan. The Training Program offers the opportunity for trainees to undertake 'Entrustable Professional Activities' in Aboriginal and Torres Strait Islander mental health.

Trainees at both Stage Two and Stage Three can complete an elective rotation focusing on Indigenous psychiatry.

ABORIGINAL AND TORRES STRAIT ISLANDER RESOURCES FOR PRACTICE

In October 2014, the RANZCP launched a suite of online resources to support the work of health professionals and improve knowledge and understanding of Aboriginal and Torres Strait Islander mental health care.

These include four competency based training and Continuing Professional Development modules addressing key factors to be considered when working and engaging with Aboriginal and Torres Strait Islander peoples and/or communities.

The RANZCP also enhanced its Aboriginal and Torres Strait Islander mental health webpages bringing together all appropriate resources and offering an insight into the work of the Aboriginal and Torres Strait Islander Mental Health Committee.

The RANZCP reviewed and updated its guidelines and position statements relating to Aboriginal and Torres Strait Islander mental health. These include:

- Stolen Generations (Position Statement 42)
- Aboriginal and Torres Strait Islander Mental Health Workers (Position Statement 50)
- Principles and Guidelines for Aboriginal and Torres Strait Islander Mental Health (Ethical Guideline 11).

The RANZCP also updated Position Statement 68: *Recognition of Aboriginal and Torres Strait Islander peoples in the Australian Constitution in alignment* with a submission to a Joint Select Committee on steps that can be taken to progress towards a successful referendum, and attendance at a public hearing.

RESPECTING ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES, CULTURES AND HISTORY

The RANZCP has introduced guidance for ensuring that Traditional Owners and Custodians of the land are acknowledged at official RANZCP events and meetings such as Board and staff meetings and the RANZCP annual Congress where a Welcome to Country also takes place.

The RANZCP has installed plaques at its head and branch offices acknowledging the first peoples of Australia. Artwork from Aboriginal and Torres Strait Islander peoples are displayed at head and branch offices.

OTHER RAP RELATED ACHIEVEMENTS

The RAP Steering Group was established with its terms of reference agreed. The purpose of this group is to steer the implementation and further development of the RAP. The group is comprised of: the Chair and two Aboriginal and/or

Torres Strait Islander community members from the Aboriginal and Torres Strait Islander Mental Health Committee; General Manager Education; Senior Department Manager Practice, Policy and Partnerships; Senior Department Manager Membership and Events; Senior Manager Human Resources; Manager External Relations; and Manager Specialist Training Program.

The Aboriginal and Torres Strait Islander Mental Health Committee presented at key internal and external conferences and events such as the annual RANZCP Congress and AIDA conferences. Topics included sustaining Aboriginal and Torres Strait Islander mental health services through self-care and ice and drug psychosis management with a focus on community settings.

The Aboriginal and Torres Strait Islander Mental Health Committee helped run a community member exhibition booth at the RANZCP Congress in 2014 and 2015 and the RANZCP has had an exhibition booth at the AIDA conference since 2011.

Members of the Aboriginal and Torres Strait Islander Mental Health Committee ran Aboriginal and Torres Strait Islander mental health sessions to support the clinical practice skills of Specialist International Medical Graduates and a webinar on cultural considerations when undertaking a risk assessment of Aboriginal and Torres Strait Islander patients.

The RANZCP is a signatory on an Accord with the National Congress of Australia's First Peoples and signing of this document was promoted to the RANZCP membership.

The RANZCP commemorated key dates on the Aboriginal and Torres Strait Islander calendar with events held and resources developed for National Reconciliation Week, National Close the Gap Day and National Aborigines and Islanders Day Observance Committee (NAIDOC) week. Invited speakers included members of the RANZCP Aboriginal and Torres Strait Islander Mental Health Committee and representatives from *Recognise*.



SECTION 1: BUILDING RELATIONSHIPS

We will collaborate across the RANZCP and with stakeholder groups to create inclusive relationships that lead to meaningful outcomes for Aboriginal and Torres Strait Islander peoples and communities

| ACTION | RESPONSIBLE | TIMELINE | DELIVERABLE |
|--|--|--|--|
| Establish and maintain an effective RAP Steering Group | Senior Department Manager, Practice, Policy and Partnerships Department (Policy) | May and November 2017, 2018 December 2017, 2018 November 2017, 2018 May and September 2017, 2018 | Hold bi-annual meetings of the Steering Group Ensure RAP Steering Group has cross-College representation, including representation from community members of the Aboriginal and Torres Strait Islander Mental Health Committee Review Terms of Reference for the RAP Steering Group Include RAP in the Aboriginal and Torres Strait Islander Mental Health Committee work plan |
| Develop new and build upon existing mutually beneficial partnerships with Aboriginal and Torres Strait Islander peoples, communities and organisations | CEO, Office of the President and CEO (OPCEO) | June 2017 September 2017, 2018 May and September 2017, 2018 June 2017 December 2016 December 2016, 2017 | Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders Attend and support the Australian Indigenous Doctors' Association (AIDA) Symposium annually Meet regularly with AIDA Executive in order to progress matters of mutual benefit to both organisations. Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement Ensure RANZCP attendance at and consider sponsorship of the 2016 Pacific Region Indigenous Doctors' Congress (PRIDoC) Remain an active member of the Committee of Presidents of Medical Colleges (CPMC) Australian Indigenous Health Subcommittee |

| ACTION | RESPONSIBLE | TIMELINE | DELIVERABLE |
|--|-----------------------------------|--|--|
| Develop new and build upon existing mutually beneficial partnerships with Aboriginal and Torres Strait Islander peoples, communities and organisations (continued) | Senior Department Manager, Policy | March 2017, 2018 | Maintain partnership of the <i>Recognise Campaign</i> and support for constitutional change |
| | | May 2017, 2018 | Maintain meaningful relationship with the RANZCP's Māori committee, RANZCP Te Kaunihera mo ngā kaupapa Hauora Hinengaro Māori (Te Kaunihera), to reflect a unique and shared experience |
| | | March 2017, 2018 | Develop a relationship between the RANZCP and the National Aboriginal Community Controlled Health Organisation (NACCHO) and identify areas of collaboration |
| | | May and September 2017, 2018 | Invite NACCHO representation to face to face committee meetings, as appropriate |
| | | May and September 2017, 2018 | Consult with NACCHO on policy documents and position statements where applicable |
| Incorporate consultation with Aboriginal and Torres Strait Islander peoples as part of standard policy development processes | Senior Department Manager, Policy | December 2016, 2017, 2018 | The Aboriginal and Torres Strait Islander Mental Health Committee to continue providing advice and support to the RANZCP on issues as they relate to Aboriginal and Torres Strait Islander peoples |
| Maintain participation of Aboriginal and Torres Strait Islander community members in RANZCP activities | General Manager, Education | February 2017, 2018 | RANZCP Education committees to consider Aboriginal and Torres Strait Islander consultation on relevant topics and culturally appropriate policy decisions. |
| | Senior Department Manager, Policy | March 2017 | Promote achievements of RANZCP community members at their local level via articles in Australasian Psychiatry |
| March 2018 | | Develop succession planning strategies for incoming community members of the Aboriginal and Torres Strait Islander Mental Health Committee | |

| ACTION | RESPONSIBLE | TIMELINE | DELIVERABLE |
|---|--|---------------------|--|
| Promote reconciliation and facilitate awareness of the aims of reconciliation within the RANZCP | Senior Department Manager, Policy | January 2017 | Implement and review a strategy to communicate our RAP to all internal and external stakeholders |
| | | February 2017, 2018 | Promote reconciliation through ongoing active engagement with all stakeholders |
| | | December 2016 | Host a significant internal event to launch our RAP to communicate our commitment to reconciliation and engage employees and stakeholders in our reconciliation journey. |
| | Senior Manager, Human Resources | January 2017, 2018 | Distribute materials to staff that outline the aims of reconciliation and the purpose of the RAP |
| | | February 2017, 2018 | Promote a culture of reconciliation in the RANZCP workplace through increasing staff awareness and understanding of constitutional recognition |
| Promote reconciliation and facilitate awareness through celebrating National Reconciliation Week | Senior Department Manager, Policy | May 2017, 2018 | Celebrate National Reconciliation Week with events at National Office |
| | | | Register our NRW events on Reconciliation Australia's NRW website |
| | | | |
| | | | Ensure our Working Group participates in an external event to recognise and celebrate NRW |
| | General Manager, Operations and Binational Offices | May 2017, 2018 | Encourage Branches to celebrate National Reconciliation Week at Branch Offices |
| | Senior Department Manager, Membership and Events | May 2017, 2018 | Promote National Reconciliation Week to RANZCP members through the Psyche e-newsletter |



SECTION 2: RESPECT

We will build and maintain an organisational culture that respects and values Aboriginal and Torres Strait Islander peoples, culture and history

| ACTION | RESPONSIBLE | TIMELINE | DELIVERABLE |
|---|---|-------------------------|---|
| Demonstrate respect for Aboriginal and Torres Strait Islander Traditional Owners and Elders at all levels of the organisation | Senior Department Manager, Policy | December 2016, 2017 | Review and maintain guidelines for members and staff on appropriate, respectful and consistent protocols such as Acknowledgment of Country and Welcome to Country at official RANZCP meetings, including Congress |
| | | August 2018 | Maintain currency of the position statement advocating for recognition of Aboriginal and Torres Strait Islander peoples in the Australian Constitution |
| | CEO, OPCEO | June 2017 | Ensure all iterations of the Strategic Plan and Operational Plan have meaningful actions to achieve high quality outcomes for Aboriginal and Torres Strait Islander peoples |
| | | May 2017 | Update the RANZCP Style Guide to ensure appropriate terms are used in RANZCP documentation, as appropriate |
| | Senior Department Manager, Membership and Events | February 2017 | Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships |
| | | December 2016, May 2017 | Invite a Traditional Owner to provide a Welcome to Country at least one significant event including the RAP launch and annual Congress |
| | | December 2016 | Include Acknowledgement of Country at the commencement of important internal and external meetings |
| Support staff to enhance their understanding of Aboriginal and Torres Strait Islander peoples and cultures | Senior Manager, Human Resources | February 2017 | Incorporate a cultural awareness component for new staff employee induction packs |
| | General Manager, Operations and Bi-National Offices | December 2016 | Encourage Branch staff to undertake external cultural competency training |

| ACTION | RESPONSIBLE | TIMELINE | DELIVERABLE |
|--|---|---|---|
| Support staff to enhance their understanding of Aboriginal and Torres Strait Islander peoples and cultures (continued) | Senior Department Manager, Policy | February 2017 | Provide and promote a link to Aboriginal and Torres Strait Islander mental health and reconciliation resources from the RANZCP Intranet |
| | Senior Manager, Human Resources | August 2017 | Develop and implement a cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face, immersion) |
| | | August 2017 | Investigate opportunities to work with local Traditional Owners and/ or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training |
| Demonstrate respect for Aboriginal and Torres Strait Islander peoples, in particular, recognition of NAIDOC Week throughout RANZCP | Senior Department Manager, Policy | March and July 2017, 2018 | Hold RANZCP events to celebrate NAIDOC week and Close the Gap Day and acknowledge and promote, at an appropriate level, other key dates on the Aboriginal and Torres Strait Islander calendar |
| | Senior Department Manager Membership and Events | July 2017, 2018 | Promote NAIDOC week through RANZCP communications such as Psyche e-newsletter |
| | Senior Manager, Human Resources | June 2017 | Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week |
| July 2017, 2018 | | Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week | |

| ACTION | RESPONSIBLE | TIMELINE | DELIVERABLE |
|---|-----------------------------------|----------------------|--|
| Provide resources to build cultural competency among RANZCP members and the broader mental health workforce | Senior Department Manager, Policy | 2018 | Deliver a symposium relating to Aboriginal and Torres Strait Islander issues at Congress annually and at other appropriate conferences |
| | | February, 2017, 2018 | Maintain the series of e-learning modules, teaching materials and assessment tools on the RANZCP Indigenous mental health web pages |
| | | June 2017, 2018 | Review RANZCP position statements relating to Aboriginal and Torres Strait Islander mental health |
| | | May 2017 | Consider developing resources on cultural considerations for risk assessment of Aboriginal and Torres Strait Islander patients |
| | | January 2017, 2018 | Promote the RACS NICHE Portal, an Aboriginal and Torres Strait Islander health and cultural learning portal for medical practitioners |
| | | August 2017 | Consult with other medical colleges on the development and effectiveness of their cultural training resources |



SECTION 3: OPPORTUNITIES

We will provide opportunities for Trainees, Affiliates and Members to engage in Aboriginal and Torres Strait Islander health and reconciliation activities and build cultural competency skills

| ACTION | RESPONSIBLE | TIMELINE | DELIVERABLE |
|--|--|----------------|--|
| Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace | Senior Manager, Human Resources | May 2017 | Develop and implement an Aboriginal and Torres Strait Islander Employment and retention strategy |
| | | May 2017 | Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies including professional development |
| | | May 2017 | Advertise all vacancies in Aboriginal and Torres Strait Islander media |
| | | May 2017, 2018 | 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 the workplace |
| | | May 2017, 2018 | Collect data on the number of Aboriginal and Torres Strait Islander staff members to inform future employment opportunities |
| Support the recruitment and retention of Aboriginal and Torres Strait Islander trainees | General Manager, Education | May 2017, 2018 | Commit to increasing the number of Aboriginal and Torres Strait Islander trainees for population parity of intake for first year trainees Have processes in place for the support and retention of Aboriginal and Torres Strait Islander trainees |
| | Senior Department Manager, Membership and events | May 2017, 2018 | Collect data on the number of Aboriginal and Torres Strait Islander trainees, Affiliates and Fellows |

| ACTION | RESPONSIBLE | TIMELINE | DELIVERABLE |
|--|---|---------------|--|
| Support the recruitment and retention of Aboriginal and Torres Strait Islander trainees (continued) | Senior Department Manager, Policy | 2018 | Continue to develop the Indigenous Scholarship Program in conjunction with AIDA, for up to four Aboriginal and Torres Strait Islander medical students/ doctors to attend the annual RANZCP Congress |
| | | December 2018 | Consider provision of scholarships for new Aboriginal and Torres Strait Islander trainees to cover training, registration fees, exam fees, Congress attendance and cash assistance |
| | | February 2017 | Consider partnering with AIDA to develop a mentoring program for Aboriginal and Torres Strait Islander trainees. |
| | | November 2017 | Develop a webpage within the RANZCP website that is easily accessible from AIDA with information specific to Aboriginal and Torres Strait Islander people interested in psychiatry, medical students, trainees and Fellows |
| | General Manager, Education | November 2017 | Develop an orientation program for Aboriginal and Torres Strait Islander doctors and trainees, including coaching and resources |
| Promote reconciliation in our business relationships through increased use of Aboriginal and Torres Strait Islander peoples suppliers and contractors – supplier diversity | Senior Department Manager, Financial Services | June 2017 | Develop a resource of local Aboriginal and Torres Strait Islander peoples' companies and suppliers and promote to staff, while ensuring adherence to RANZCP purchasing practices |
| | | June 2017 | Review RANZCP purchasing practices to identify barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services |
| | | June 2017 | Develop one commercial relationships with Aboriginal and Torres Strait Islander business |
| | | June 2017 | Investigate Supply Nation Membership |

| ACTION | RESPONSIBLE | TIMELINE | DELIVERABLE |
|---|--|----------------------------|---|
| <p>Incorporate Aboriginal and Torres Strait Islander mental health within the Fellowship Training Program</p> | <p>General Manager, Education</p> | <p>October 2017, 2018,</p> | <p>Encourage completion of the four e-learning modules to improve knowledge and understanding of Aboriginal and Torres Strait Islander mental health care</p> |
| | | <p>January 2017</p> | <p>Continue to invite Aboriginal and Torres Strait Islander Mental Health Committee members to participate in exam writing workshops</p> |
| | | <p>January 2017</p> | <p>Scope whether examiners should be offered appropriate cultural awareness training and how this would take place</p> |
| | | <p>January 2017</p> | <p>Identify whether steps are required to create a culturally safe environment for trainees undertaking written and practical exams</p> |
| | | <p>January 2017</p> | <p>Identify resources, in liaison with Directors of Training and AIDA, for pre-exam support for all trainees including Aboriginal and Torres Strait Islander trainees</p> |
| | | <p>August 2017</p> | <p>Consult with other Medical Colleges to understand their measures to increase cultural safety in examinations</p> |
| <p>Create opportunities for Fellows and trainees to engage in Aboriginal and Torres Strait Islander peoples' health</p> | <p>Senior Department Manager, Policy</p> | <p>February 2017</p> | <p>Gauge interest in establishing a RANZCP Network in Aboriginal and Torres Strait Islander mental health comprising RANZCP Fellows, Aboriginal and Torres Strait Islander mental health workers and community members</p> |
| | <p>Manager, Specialist Training Program</p> | <p>January 2017</p> | <p>Promote awareness of the availability of psychiatry training posts in Aboriginal and Torres Strait Islander mental health, funded under the Commonwealth's Specialist Training Program</p> |
| | <p>Senior Department Manager, Policy</p> | <p>May 2017</p> | <p>Scope external funding opportunities for members to undertake Indigenous mental health research</p> |
| | <p>Senior Department Manager, Policy</p> | <p>May 2017, 2018</p> | <p>Encourage applications for Indigenous research through the RANZCP Research and Education Foundation (New Investigator Grant and Research and Education Foundation Grant) and ensure at least one recipient is an Aboriginal or Torres Strait Islander person</p> |
| <p>Recognise noteworthy contributions to Aboriginal and Torres Strait Islander mental health</p> | <p>Senior Department Manager, Membership</p> | <p>May 2017, 2018</p> | <p>Continue to award the Mark Sheldon Prize annually</p> |



SECTION 4: TRACKING PROGRESS AND REPORTING

| ACTION | RESPONSIBLE | TIMELINE | DELIVERABLE |
|--|---------------------------------------|--|---|
| Monitoring and overseeing the implementation, reporting and further development of the RAP | RAP Steering Group Chairperson | April and October 2017, 2018 September 2017, 2018 May 2018 | Report bi-annually to the Board of the RANZCP regarding the progress of RAP deliverables Report annually on implementation of the RAP to Reconciliation Australia through the RAP Impact Measurement Questionnaire Investigate participating in the RAP Barometer |
| Ensure that the RAP is publicly available | Senior Department Manager, Membership | December 2016 | Ensure RAP registered, published and made available on the RANZCP Intranet and website and the Reconciliation Australia website |
| Commence review of this RAP and development of our new RAP prior to the expiry of this version | RAP Steering Group Chairperson | April 2018 September 2018 | Liaise with Reconciliation Australia to develop a new RAP based on challenges, learnings and achievements. Send draft RAP to Reconciliation Australia for formal feedback and endorsement |

CONTACT DETAILS

Royal Australian and New Zealand College of Psychiatrists

Rosie Forster
Executive Manager, Practice, Policy and Partnerships
policy@ranzcp.org
www.ranzcp.org

