



Reconciliation Action Plan

(WA Branch)

Reflect RAP
March 2018 - March 2019

Message from Australian Health Promotion Association (WA Branch) Co-Presidents

Courtney Mickan and Lorena Chapman

Working together to achieve reconciliation

We acknowledge the Traditional Custodians of this land, both past and present, upon which we operate as a WA Branch. We acknowledge and respect their continuing cultures and the contribution they make to the life of this state.

We are pleased to present the first Reconciliation Action Plan (RAP) for the WA Branch of the Australian Health Promotion Association Ltd (AHPA®). This 'Reflect' RAP is an important step as we demonstrate our commitment towards creating a more inclusive and culturally secure WA Branch for Aboriginal and Torres Strait Islander peoples in the Health Promotion sector and nurture meaningful, respectful relationships with determination to reconcile past and present injustices.

Our journey towards a RAP started in 2014 and since then we have consulted with past and present committee members and the broader membership and valued your ongoing input. Our RAP offers opportunities for us to reflect on WA Branch practices and identifies ways with which the WA Branch can support Aboriginal and Torres Strait Islander peoples to work in the Health Promotion sector and to feel empowered to be leaders.

We would like to sincerely thank our WA Branch members who have worked so hard on this journey so far. Their unwavering belief in both reconciliation and the role of AHPA is truly admirable. They have made an invaluable contribution to the sector.

We are very excited about the journey that the WA Branch is about to embark on with this RAP and we look forward to sharing our progress with you along the way.

Our business

The Australian Health Promotion Association Ltd (AHPA) is the only professional association specifically for people interested or involved in the practice, policy, research and study of Health Promotion. Our state branch aims to raise the profile of Health Promotion in Western Australia through building partnerships and advocacy. The AHPA (WA Branch) provides opportunities for Western Australian members through knowledge exchange, advocacy and professional development for Health Promotion professionals.

The AHPA (WA Branch) is run by a committee of 10 volunteer Health Promotion professionals based in metropolitan, rural and remote areas around the state. The committee meets every two months to progress objectives of the national association and provides support to over 230 Western Australian members. In 2017, three members identified as Aboriginal and Torres Strait Islander. In addition to the committee, further support comes from ex-officio and student members with guidance from a Strategic Advisory Group. Our WA Branch represents Western Australian members and supports WA specific needs with an equitable approach to include regional and remote members.

Our RAP

Our Reflect RAP takes a holistic approach to create meaningful relationships, enhance respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander Australians. We have developed our RAP to enhance inclusivity and engagement of Aboriginal and Torres Strait Islander peoples in our communities. Through our RAP we will support Aboriginal and Torres Strait Islander peoples to become members of our association and support them to work in the Health Promotion field in order to better represent Aboriginal and Torres Strait Islander peoples in our sector.

In developing a Reflect RAP, our AHPA (WA Branch) commits to completing the following actions over the next 12 months. This will ensure we are well positioned to implement effective and mutually beneficial initiatives as part of our future RAPs. Our Reflect RAP will allow us to focus on building relationships within our organisation, and raise awareness with our partners to develop a shared understanding and ownership of our RAP.

The development of our Reflect RAP has been led by our Leadership group, with support from members of our Finance, Audit and Risk Management (FARM), and Scholarships subcommittees.

Our reconciliation journey to date

This RAP provides us with an opportunity to build on the cultural diversity of our committees, member base and general representation so we can strive towards creating a space where Aboriginal and Torres Strait Islander peoples feel empowered to be leaders in Health Promotion. We aim to model the importance of improved understanding and respect for Aboriginal and Torres Strait Islander cultures and the fundamental right of every person to enjoy their culture and heritage.

Champions

This RAP will be championed by AHPA (WA Branch) committee members with direction from our Leadership Group and coordination from our FARM subcommittee. Our FARM subcommittee will provide support to review branch policies and procedures and lead reflection to enable each subcommittee to progress the RAP. It is the goal of the AHPA (WA Branch) to carry out a review of our existing policies and procedures to ensure our RAP is reflected in all our current and future documents. As we develop our RAP we will invite Aboriginal and Torres Strait Islander members and partner organisations to champion and participate in the process wherever possible and seek to strengthen and maintain these relationships over time.

Our current activities

Through our Health Promotion Scholarships Program funded by Healthway, we currently offer up to three scholarships for full-time wages for six months (or equivalent part-time) annually for Aboriginal and Torres Strait Islander peoples to gain paid employment in the Health Promotion field. In addition to supporting new Aboriginal and Torres Strait Islander members, this program has enabled the AHPA (WA Branch) to engage with Aboriginal and Torres Strait Islander health professionals and partner agencies through the selection process and ongoing support for scholarship recipients. Our membership includes organisational members throughout metropolitan and regional WA with staff in dedicated 50D Aboriginal and Torres Strait Islander roles.

When hosting events of significance, the AHPA (WA Branch) ensures a Welcome to Country or Acknowledgement of Country is delivered. Most recently a Welcome to Country was delivered at the Scholarships 21st year celebration event in 2013 and the National AHPA Conference hosted by the WA Branch in 2016. An Acknowledge of Country is delivered during AHPA (WA Branch) committee meetings held every two months.

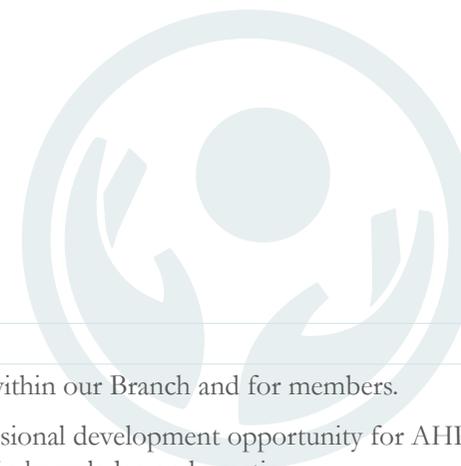
Over the next 12 months the AHPA (WA Branch) commits to:

Relationships



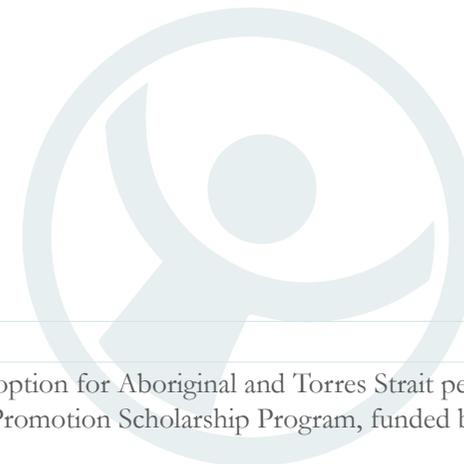
Action	Responsibility	Timeline	Deliverable
1. Establish a RAP Working Group to develop, implement and evaluate the RAP	Chair of Leadership Group Chair of RAP Working Group	March 2018	<ul style="list-style-type: none"> Form an operational RAP Working Group comprising of Aboriginal and Torres Strait Islander Australians and decision-making members from the AHPA WA Branch, to support the development, implementation and evaluation of the RAP. The RAP Working Group will meet every two months. The AHPA (WA Branch) will nominate and support a representative on the AHPA Aboriginal and Torres Strait Islander committee responsible for the annual Indigenous pre-conference workshop at the National AHPA Conference.
2. Establish and maintain internal and external relationships	Chair of Member Services	October 2018	<ul style="list-style-type: none"> Develop a list of local Aboriginal and Torres Strait Islander community groups, people and partners within the Health Promotion and Public Health sector, to approach to connect with on our reconciliation journey. Develop and maintain partnerships with organisations that apply culturally appropriate principles to their practice. Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.
3. Celebrate National Reconciliation Week	Chair of Member Services	June 2018	<ul style="list-style-type: none"> Encourage AHPA (WA Branch) members to attend local Reconciliation Week events. The RAP Working Group is to participate in one community event during National Reconciliation Week 2018. Circulate Reconciliation Australia's NRW resources and reconciliation materials to our members.
4. Raise internal awareness of our RAP	Chair of Finance, Audit and Risk Management	October 2018	<ul style="list-style-type: none"> Develop and implement a plan to raise awareness of all members across the organisation of our RAP commitments. Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.

Respect



Action	Responsibility	Timeline	Deliverable
5. Investigate Aboriginal and Torres Strait Islander cultural learning and development	Chair of Capacity Building & Excellence	October 2018	<ul style="list-style-type: none"> • Assess cultural awareness training needs within our Branch and for members. • Provide at least one annual cultural professional development opportunity for AHPA WA Branch members to respond to gaps in knowledge and practice. • Capture data and measure our members' current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.
6. Celebrate NAIDOC Week	Chair of Member Services	July 2018	<ul style="list-style-type: none"> • Raise awareness amongst our members of the meaning of NAIDOC Week, which includes sharing information about local Aboriginal and Torres Strait Islander peoples and communities. • Share local NAIDOC week events with members. • Ensure AHPA (WA Branch) participates in an external NAIDOC Week event. • Encourage members to participate in a local NAIDOC community event or hold their own NAIDOC event, and to share their experience with others.
7. Raise internal understanding of protocols	Chair of Capacity Building & Excellence Chair of Leadership Group	March 2018	<ul style="list-style-type: none"> • Raise awareness of the significance of Acknowledgement of Country and Welcome to Country. • Develop a WA Branch protocols document that encompasses cultural protocols that are relevant to AHPA i.e. appropriate use of Acknowledgement of Country and Welcome to Country, and flag raising. • Scope and develop a list of local Traditional Owners of the lands and waters within our organisation's sphere of influence.

Opportunities



Action	Responsibility	Timeline	Deliverable
8. Consider Aboriginal and Torres Strait Islander employment opportunities	Chair of Member Services Capacity Building & Excellence	August 2018	<ul style="list-style-type: none"> Promote Health Promotion as a viable career option for Aboriginal and Torres Strait peoples through the AHPA (WA Branch) and Health Promotion Scholarship Program, funded by Healthway. Connect all scholarship recipients with experienced mentors. Identify opportunities within the WA Branch for scholarship recipients on completion of their scholarships.
9. Support Aboriginal and Torres Strait Islander members	Chair of Member Services	March 2019	<ul style="list-style-type: none"> Ask members via the annual member survey whether they identify as Aboriginal and/or Torres Strait Islander. Identify new opportunities for Aboriginal and Torres Strait Islander members and partner agencies to engage with Branch activities.
10. Investigate Aboriginal and Torres Strait Islander supplier diversity	Chair of Leadership Group	October 2018	<ul style="list-style-type: none"> Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses. Facilitate discussion at committee meetings about procurement from Aboriginal and Torres Strait Islander owned businesses when required. Communicate to members the increased focus of the WA Branch on Aboriginal and Torres Strait Islander supplier diversity so it is understood and reflected in procurement decision-making processes.

Tracking progress



Action	Responsibility	Timeline	Deliverable
11. Engage and inform key internal stakeholders of their responsibilities within our RAP	Chair of Finance, Audit and Risk Management	October 2018	<ul style="list-style-type: none"> • Incorporate RAP actions into subcommittee roles and responsibilities and allocate an annual budget to progress these. • Define evaluation measures to track, measure and report on RAP activities. • Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. • Define resource needs for RAP development and implementation.
12. Review and refresh RAP	Chair of Finance, Audit and Risk Management Chair of Leadership Group	January 2019	<ul style="list-style-type: none"> • Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. RAP Working Group is to support all AHPA (WA Branch) subcommittees to meet commitments to progress the RAP. • Submit draft RAP to Reconciliation Australia for review. • Submit draft RAP to Reconciliation Australia for formal endorsement.

Cover artwork painted by

Dr Mick Adams

Dr Mick Adams is a descendent of the Yadhigana/Wuthathi peoples of Cape York Peninsula in Queensland (on his father's side) having traditional family ties with the Gurindji people of Central Western Northern Territory (on his mother's side). He has extended family relationships with the people of the Torres Straits, Warlpiri (Yuendumu), and East Arnhem Land (Gurrumaru) communities. His inspiration has been motivated by his parental grandmother and many years of living and working in communities, and having extended and social relationships with both Aboriginal and Torres Strait Islander peoples.

Dr Mick Adams' artwork for the WA Branch is representative of WA State colours Yellow and Black, with black figures. The upper curve with circles is an overarching representation of the Board. The middle line represents the volunteers and other staff. The bottom curve represents the people AHPA (WA Branch) service throughout WA. The circles at the top and bottom are representation of state and national affiliates and partners. The double dotted green line is representative of the Swan and others rivers and waterways throughout WA.







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