



Public Health Association
AUSTRALIA



RECONCILIATION
ACTION PLAN

INNOVATE

THE PUBLIC HEALTH ASSOCIATION OF AUSTRALIA RECONCILIATION ACTION PLAN

February 2023 – January 2025

Acknowledgement of Country

The PHAA acknowledges the Traditional Custodians of the various lands on which our National Office, Board, State and Territory Branches, Special Interest Groups, and Members operate, noting that our National Office is located on the lands of the Ngunnawal people. These lands have never been ceded and will always be Aboriginal land.

We pay our respects to their Elders past and present and recognise the contributions that their wisdom provides for public health practice in the past, present and future.

Our Story

PHAA members are living and working in Australia at a time when our nation's past and present have been called upon to face a vital conversation.

Many of us have Aboriginal and Torres Strait Islander heritage, and many do not. But together we all face the challenge of recognising how our current world has come to be and reconciling with the many grievous harms that have occurred on the way to where we are.

As public health professionals, we naturally look to understand and acknowledge the inequities that exist around and among us.

By our professional training and nature, we are people who expose and examine the evidence of harms suffered in the past, continuing in the present and especially those that are likely to continue.

As we focus on preserving and promoting health and wellbeing, rather than treating illness, we can approach our ongoing journey towards Reconciliation by embracing opportunities and drawing on strengths and resilience, rather than feeling beset by problems and being overwhelmed by the past.

Together, we are a community of people who can craft solutions to help bring current harms to an end, reconcile the historical impacts left to us, and leave a healthier world to those who come after us. We will not fail to do so.

Table of Contents

Message from PHAA President.....	1
Message from Reconciliation Australia	2
Our Vision	3
Our Mission	3
Our Goals.....	3
Our Values	3
Our Business	4
Our Journey	5
Our Achievements.....	6
Acknowledgement or Welcome	6
Partnerships.....	6
Policies.....	6
Advocacy.....	7
Webinars.....	7
Conferences.....	8
Our 2023-25 RAP	8
Working Group	8
Relationships	9
Respect	11
Opportunities.....	14
Governance.....	16
The Uluru Statement from the Heart.....	18
Contact	19

Message from PHAA President

PHAA members care deeply about the physical, social, cultural and emotional health and wellbeing of all members of our society. But that is not all - we also care about fairness, leaving no-one behind, justice and human rights.

So, it is no surprise that the PHAA is committed to moving from 'safe' to 'brave' action to support Reconciliation through enactment of the *Uluru Statement from the Heart*¹.

The Uluru Statement simply asked that the voice of Aboriginal and Torres Strait Islander peoples be heard in this country, that a First Nations voice be enshrined in the Constitution, and that truth-telling about our shared history begin so that we can walk together towards a better future.

Aboriginal and Torres Strait Islander peoples' cultures are to be celebrated, and their resilience commended in the face of a history of dispossession and generations of racism and discrimination.

Equity is a key goal of the PHAA and working with Aboriginal and Torres Strait Islander people to improve closing the health gap is central to PHAA's mission.

PHAA leaders, members and staff carefully and steadily worked to develop the first Reconciliation Action Plan (2018-2020) for our organisation. It laid out our commitments for consistency in what we were doing well, and commitments as to how we could change, to make our own small contribution to the journey towards national Reconciliation.

The second PHAA Reconciliation Action Plan (2023-2025) will help make our membership and leadership more focused on Reconciliation in both vision and in detail. Its timing is good, aligning with our [Strategic Plan](#) for 2021-2025.

Our second RAP seeks to help us map out the next steps in that journey. It still reads as a struggle, and that is how it should be. Fundamental change in our hearts and minds is needed before attitudes and behaviours change.

On behalf of the PHAA Board, I commend this plan to every member of PHAA personally, and to all Branches and Special Interest Groups.

I look forward to this Plan's implementation, and the Board will take special care that we live up to its spirit and goals.



Professor Tarun Weeramanthri
President

¹ The *Uluru Statement from the Heart* has been included at the end of this RAP for easy reference.

Message from Reconciliation Australia

Reconciliation Australia commends the Public Health Association of Australia on the formal endorsement of its second Innovate Reconciliation Action Plan (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 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. The Public Health Association of Australia continues to be part of a strong network of more than 2,200 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 Public Health Association of Australia will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to the Public Health Association of Australia 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 Public Health Association of Australia 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 Public Health Association of Australia will ensure shared and cooperative success in the long-term.

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

Congratulations Public Health Association of Australia on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our Vision

We look to see a healthy population, in Australia and across the world, with all people living in an equitable society existing in harmony with a well-functioning and healthy ecosystem, including health equity and equality for First Nations Peoples across Australia.

Our Mission

Our mission is to promote better health outcomes through increased knowledge, better access and equity, evidence informed policy and effective population-based practice in public health. We recognise the value of, and seek to incorporate, First Nations knowledges as an integral part of this mission. PHAA will work respectfully with Aboriginal and Torres Strait Islander peoples.

Our Goals

We aim to achieve our goals through:

Public health ideas – effective promotion of public health ideas and health equity values, driven by evidence-based research and policy, including acknowledgement of Aboriginal and Torres Strait Islander traditional and living knowledges systems.

Public health action – growth in investment in public and preventive health programs, public health research, the public health workforce and our national public health capacity, including within Aboriginal Community Controlled Health Services.

Equity and equality – continual reduction of social and economic health inequities and inequality, with a particular focus on inequities experienced by Aboriginal and Torres Strait Islander peoples as a consequence of colonization.

Climate and health – effective response to climate change and its impact on health and the greater population, drawing on First Nations knowledge and ingenuity for sustainable land and water management.

Reconciliation and health – successful Reconciliation through genuine and respectful partnerships with Aboriginal and Torres Strait Islander peoples, communities, leaders, and organisations.

Our Values

Success in our mission and vision is underpinned by our values of:

Respect – we will always show respect to all people, recognising the wide and ever-changing diversity of human society

Inclusiveness – we will engage with all people, and welcome a diversity of views and opinions

Integrity – we will be honest and open in all our actions, and demonstrate good governance, democratic principles, transparency, and accountability

Evidence – we will always utilise high-quality evidence-based research in all our work

Leadership – we will demonstrate leadership, and fulfil our responsibility to be the voice of public health

Our goals and values closely reflect the five interrelated dimensions of Reconciliation identified by Reconciliation Australia: race relations; equality and equity; institutional integrity; unity; and historical acceptance. The PHAA supports the advancement of these dimensions and believes they are an integral part of our quest to achieve our vision.

Our Business

The health status of all people is impacted by the social, cultural, political, environmental, and economic determinants of health. Specific focus on these determinants is necessary to reduce the unfair and unjust effects of conditions of living that cause poor health and disease.

Health is a human right, a vital resource for everyday life, and a key factor in sustainability. Health equity and inequity do not exist in isolation from the conditions that underpin people's health.

All our members and staff are committed to achieving better health outcomes based on these principles.

The PHAA is recognised as the principal non-government organisation, and pre-eminent voice, for public health in Australia, working to promote the health and well-being of all Australians. PHAA works to ensure that the public's health is improved through sustained and determined efforts of the Board, National Office, State and Territory Branches, Special Interest Groups, and Members.

PHAA is a national organisation with a governing Board, a Branch in each State and Territory, and eighteen Special Interest Groups, all of which are run by volunteers. Our National Office is physically located in Canberra on Ngunnawal land, although we have staff working from this location, as well as remotely across Australia.

Table 1: Summary of membership and staffing

As of 1 December 2022	How many people does our organisation represent and employ?	How many Aboriginal and Torres Strait Islander members and staff are in our organisation? *
PHAA Individual Members	1,984	19
Board Members	10	1
Branch Presidents	8	0
Special Interest Group Convenors	40	Currently Vacant
Employed Staff (National Office)	12 FTE	0

(* Since 2015, PHAA membership system invites members to indicate whether they identify as an Aboriginal and/or Torres Strait Islander person, but no response is compulsory.)

The efforts of PHAA are enhanced by our vision for a healthy Australia and by engaging with like-minded stakeholders to build [coalitions](#) of interest that influence public opinion, the media, political parties and governments.

The PHAA is a lead provider of public health professional development including [webinars](#), and hosts several major national and international [conferences](#) every year.

We publish the [Australian and New Zealand Journal of Public Health](#) which is an internationally renowned, peer reviewed, multidisciplinary, open access journal.

Our Journey

PHAA aims to demonstrate its commitment to the promotion of health and wellbeing of all people through the reduction of health and social inequalities. Strengthening Aboriginal and Torres Strait Islander health and wellbeing is a core component of that work.

The following provides a timeline of significant milestones on our journey towards Reconciliation. One of the key strategies has been to embed Aboriginal and Torres Strait Islander leadership within the governance structure of the organisation.



The Association has 18 Special Interest Groups (SIGs) for members to meet those with similar interests and passions, to exchange information and to develop policy positions and papers. One of the SIGs, established in 1989, represents Aboriginal and Torres Strait Islander Health, ensuring that this is one of the key policy areas for PHAA. The mission of this SIG is to coordinate PHAA members interested in Aboriginal and Torres Strait Islander health issues to utilise their knowledge and skills to respond to relevant policies and events. Aboriginal and Torres Strait Islander individuals are also involved in other SIGs across the organisation.

Notably, in 2011, PHAA introduced a position on our Board for an Aboriginal and Torres Strait Islander Vice-President, to advise on matters that impact on the health and wellbeing of Aboriginal and Torres Strait Islander peoples.

Our Achievements

Our organisation first developed a RAP in 2017-18, eventually approved to cover the period 2019-2020. This plan helped embed many practices and attitudes into our organisation's culture across our staff team, our membership, and our public events.

Although we began development of a second RAP in late 2020, disruptions due to the emerging pandemic and associated lockdowns affected development work as it did many other things. Through 2021 and into early 2022 ongoing disruption, the departure of two long-serving convenors of our Aboriginal and Torres Strait Islander Special Interest Group convenors, and preparations for the federal election further delayed discussions.

Throughout this period a strategic commitment to advancing Aboriginal and Torres Strait Islander health continued to grow through our policies and our advocacy work on national policies. We identified Aboriginal and Torres Strait Islander health as a key area of focus in our organisation's Strategic Plan for 2021-25.

This section outlines some of the specific achievements attributable during the timeframe covered by our initial RAP and leading up to finalisation of this 2023-2025 RAP.

Acknowledgement or Welcome

An Acknowledgement of Country is routinely conducted at the beginning of all PHAA meetings, and webinar events and a Welcome to Country at all conferences. An Acknowledgement of Country is also included in electronic communications such as our weekly e-bulletin, and on the electronic signature blocks of PHAA staff.

Partnerships

For specific projects or advocacy campaigns, PHAA has established and will work to strengthen and maintain working relationships with various Indigenous organisations to advocate for improvements in health outcomes for Aboriginal and Torres Strait Islander peoples. The PHAA has been represented on the Close the Gap Campaign Steering Committee for many years. More recently formed partnerships, include:

- National Aboriginal Community Controlled Health Organisation (NACCHO)
- Lowitja Institute
- Aboriginal Health Council of Australia (AHCA)
- Australian Indigenous Doctors Association (AIDA)
- Indigenous Allied Health Association (IAHA)
- Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM)
- National Aboriginal and Torres Strait Islander Health Workers Association (NATSIHWA)

Policies

The PHAA has policy position statements on a range of health-related issues, developed through the SIGs. Those directly related to Aboriginal and Torres Strait Islander health and wellbeing include:

- Aboriginal and Torres Strait Islander Health
- Aboriginal and Torres Strait Islander people's substance use
- First Nations Wellbeing Statement (PHAA and World Congress on Public Health)
- Food Security for Aboriginal and Torres Strait Islander policy and background paper
- Incarceration of Aboriginal and Torres Strait Islander peoples

Several other policies and position statements on a range of issues including mental health, tobacco control, sugar-sweetened beverages, breast cancer screening, prisoner health, oral health and environmental

chemical exposures and human health include specific references to Aboriginal and Torres Strait Islander people. PHAA works to ensure that Aboriginal and Torres Strait Islander perspectives are included in all policy position statements.

In 2020, the PHAA updated the original version of its Aboriginal and Torres Strait Islander [Guide to Terminology](#) to provide guidance on appropriate word usage referring to Aboriginal and Torres Strait Islander peoples and communities. This terminology guide is used for all internal and external communications including manuscripts in the ANZJPH, reports, policy position statements, media releases and social media.

Advocacy

The PHAA is involved in many national advocacy campaigns and provides submissions to Commonwealth and State and Territory inquiries and consultations on issues related to health and the social determinants of health. Included in those advocacy efforts are consistent messages about the need for greater investment in measures to prevent ill-health, and resourcing of the primary health sector and addressing health inequity through the social determinants of health.

PHAA strongly supports the Aboriginal Community Controlled Health sector and understands the importance of community and workforce capacity building and employing Aboriginal and Torres Strait Islander peoples into the mainstream health sector.

Since 2019, PHAA submissions have been developed on the following matters directly related to Aboriginal and Torres Strait Islander health:

- Social Security (Administration) Amendment (Income Management and Cashless Welfare) Bill 2019
- Review of the Practice Incentives Program Indigenous Health Incentive (PIP IHI), 2019
- Social Security (Administration) Amendment (Continuation of Cashless Welfare) Bill 2020
- Renewal of the 2013 National Aboriginal and Torres Strait Islander Suicide Prevention Strategy, 2020
- Supporting the Uluru Statement from the Heart and the proposal for a national Voice, 2020

We also made Aboriginal and Torres Strait Islander health one of our seven key advocacy campaign themes leading into the 2022 federal election: [Vote for Public Health - Aboriginal & Torres Strait Islander health - 2022 Federal Election Campaign](#)

Webinars

The PHAA runs webinars and events with the help of Branches and Special Interest Groups. Recent webinars directly related to Aboriginal and Torres Strait Islander health topics include:

- *Public Health Workforce* - a symposium hosted in partnership with the Australasian Faculty of Public Health Medicine and NACCHO to discuss the current thinking in the development of Australia's public health workforce.
- *Building on success: Preventive Health for COVID and beyond* - a webinar held during National Reconciliation Week 2021.
- *Reconciliation and Public Health* - On Mabo Day, at the culmination of Reconciliation Week 2020, featuring Professors Tom Calma AO and Fiona Stanley AC.
- *ANZJPH August 2020 Webinar* - discussed leading research around how COVID-19 has been addressed by Indigenous populations and communities in Australia and New Zealand.
- *Black Lives Matter: an urgent public health issue in Australia* - a webinar and Q&A with guest speakers to discuss and reflect upon the key issues symbolised by the global Black Lives Matters (BLM) movement.
- *Approaches to Aboriginal health based on Aboriginal strengths in caring for Country, languages and the arts.*

- *Aboriginal and Torres Strait Islander Terminology* - hosted by the Aboriginal and Torres Strait Islander Health SIG.

Conferences

The PHAA has for many years, demonstrated a commitment to highlighting the research and practice undertaken in the area of Aboriginal and Torres Strait Islander health, within our conference programs. This has included dedicating at least one, but more often multiple concurrent sessions, to the topic of Aboriginal and Torres Strait Islander health. Similarly, at least one plenary session is either dedicated to, or includes discussion of advances in Aboriginal and Torres Strait Islander health.

In support of the aim to embed Aboriginal and Torres Strait Islander leadership across the organisation, an Aboriginal and Torres Strait Islander person is included in the membership of every conference Steering Committee. Furthermore, at least one keynote speaker in all conference programs identifies as an Aboriginal and Torres Strait Islander person.

Our 2023-25 RAP

The 2023-25 RAP - our second - seeks to confirm and renew our commitment to advance reconciliation through the work of our organisation. It builds on the already extensive work we have undertaken to advocate for improved health outcomes for Aboriginal and Torres Strait Islander peoples and communities.

Our approach includes active engagement with Aboriginal and Torres Strait Islander people within Branches, SIGs, and the National Office, and an increased representation of Aboriginal and Torres Strait Islander peoples across the many levels in our organisation.

Working Group

An internal working group has been formed to develop, operationalise, and report against the RAP.

Table 2: Internal RAP Working Group (RWG)

Role	Personnel (as of July 2022)
Vice-President (Aboriginal and Torres Strait Islander)	Assoc Prof Michelle Kennedy
President	Prof Tarun Weeramanthri
Aboriginal and Torres Strait Islander Health SIG Co-Convenors	Currently Vacant
Chief Executive Officer	Prof Terry Slevin
Operations & Finance Manager	Anne Brown
Policy and Advocacy Manager (RWG Coordinator)	Assoc Prof Leanne Coombe
Senior Policy and Advocacy Adviser	Malcolm Baalman

PHAA members have actively contributed to the development of this Plan through our online member forum, in response to notices of drafts published through our regular and special communication broadcasts.

The RAP is championed by the Vice-President (Aboriginal and Torres Strait Islander), but the Board, Branch Presidents, SIG Convenors, and National Office are also tasked with the promotion and delivery of the RAP.



Relationships

Relationships are a fundamental part of one of PHAA’s five main values, Inclusiveness, in that “we will engage with all people, and welcome a diversity of views and opinions”. Among the most practical elements of our Plan are several actions focussing on our relationships with Aboriginal and Torres Strait Islander peoples. A priority for this RAP is to build on the existing partnerships we have with Aboriginal and Torres Strait Islander organisations to increase Aboriginal and Torres Strait Islander membership, but also engagement with the organisations to pursue common advocacy priorities.

Action	Deliverable	Timeline	Responsibility
1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	1.1 – Update and implement an <i>Engagement Plan</i> to work with Aboriginal and Torres Strait Islander stakeholders to ensure our RAP is meeting the needs of our partner organisations	Sept 2023, 2024	Media & Communications Manager
	1.2 – Meet regularly with partnering Aboriginal and Torres Strait Islander organisations to continuously improve our guiding principles for future engagement	Sept 2023, 2024	CEO
	1.3 – Meet regularly with partnering Aboriginal and Torres Strait Islander organisations to identify and enact opportunities for mutually beneficial advocacy	Sept 2023, 2024	CEO
	1.4 – Create opportunities for reciprocal membership with Aboriginal and Torres Strait Islander organisations	Mar 2023	Operations & Finance Manager
	1.5 - Re-establish discounted Aboriginal and Torres Strait Islander Health Worker membership category	Mar 2023	Operations & Finance Manager
2 Build relationships through celebrating National Reconciliation Week (NRW)	2.1 – Organise at least one internal event for NRW each year	Apr 2023, 2024	Operations & Finance Manager
	2.2 – Register all PHAA NRW events via Reconciliation Australia’s NRW website	Apr 2023, 2024	Operations & Finance Manager
	2.3 – RWG members to participate in an external NRW event	Jun 2023, 2024	RWG
	2.4 – Extend an invitation for members to share their reconciliation experiences or stories for InTouch and the ANZJPH during NRW	May 2023, 2024	Media & Communications Manager and ANZJPH Editor
	2.5 – Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	Jun 2023, 2024	CEO
	2.6 – Encourage members to host NRW events across the areas in which they operate	May 2023, 2024	CEO
	2.7 – Circulate Reconciliation Australia’s NRW resources and reconciliation materials to staff	May 2023, 2024	Media & Communications Manager

Action	Deliverable	Timeline	Responsibility
3 Promote reconciliation through our sphere of influence.	3.1 – Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce	Sept 2023, 2024	CEO
	3.2 – Communicate our commitment to reconciliation publicly through our multiple communication channels including the ANZJPH (at least one statement in each communication channel per year)	Sept 2023, 2024	Media & Communications Manager
	3.3 – Explore opportunities to positively influence our external stakeholders to drive Reconciliation outcomes	Sept 2023, 2024	CEO
	3.4 – Collaborate with RAP and other like-minded organisations to develop ways to advance Reconciliation	Sept 2023, 2024	CEO
	3.5 – Include a statement promoting the RAP and our commitment in all staff advertisements	Sept 2023, 2024	Operations & Finance Manager
	3.6 Create a Reconciliation Award for Branches and SIGs to encourage active engagement with stakeholders	Sept 2023, 2024	CEO
	3.7 – Each state and territory Branch to review its own reconciliation-related activities and opportunities and generate an action list for each calendar year	Sept 2023, 2024	Operations & Finance Manager
	3.8 – Make regular use of the online blog, Intouch, and the weekly e-newsletter, The Pump, to promote issues, news, and research relevant to reconciliation	Sept 2023, 2024	Media & Communications Manager
4 Promote positive race relations through anti-discrimination strategies	4.1 – Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	Mar 2023	CEO and Operations & Finance Manager
	4.2 – Develop, implement and communicate an anti-discrimination policy for our organisation	Mar 2023	CEO
	4.3 – Engage with Aboriginal and Torres Strait Islander advisors (including the Vice President and SIG convenors) to continuously consult and improve our anti-discrimination policy	Sept 2023, 2024	Operations & Finance Manager
	4.4 – Organise for Senior leadership and national office staff to complete training on the effects of racism	Sept 2023	CEO



Respect

Respect is one of PHAA’s five main values, in that “we will always show respect to all people, recognising the wide and ever-changing diversity of human society”. Our Plan includes a number of commitments to demonstrate respect for Aboriginal and Torres Strait Islander peoples and their cultures. Continuous learning by those connected to PHAA will be a major part of that commitment, with all staff to have completed cultural responsiveness training. We will ensure that key cultural protocols, such as Acknowledgement of Country, are built into our organisation’s daily life and events. PHAA will also actively celebrate NAIDOC Week each year and promote truth-telling to develop an understanding of Aboriginal and Torres Strait Islander histories, cultures and knowledges.

Action	Deliverable	Timeline	Responsibility
5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	5.1 – Conduct a review of cultural learning needs within our organisation	Sept 2023, 2024	CEO
	5.2 – Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy	Sept 2023, 2024	CEO
	5.3 – Develop, implement and communicate a cultural learning strategy for our staff	Sept 2023, 2024	Operations & Finance Manager
	5.4 – Provide opportunities for RWG members, HR managers and other key leadership staff to participate in formal and structured cultural learning	Sept 2023, 2024	CEO
	5.5 – Build cultural learning into onboarding of new staff (this may be face to face, or on-line and is tailored to each new employee’s locale and availability of training opportunities)	Sept 2023, 2024	Operations & Finance Manager
	5.6 – recognise Celebrate and/or Aboriginal and Torres Strait Islander dates of significance, including Sorry Day, Mabo Day, and the anniversaries of the 1967 Referendum, the 2008 National Apology and the launch of the Close the Gap strategy (2008)	Sept 2023, 2024	CEO
6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols .	6.1 – Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	Sept 2023, 2024	Operations & Finance Manager
	6.2 – Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country	Sept 2023, 2024	Operations & Finance Manager
	6.3 – Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year, including all major conferences	Sept 2023, 2024	Events Manager
	6.4 – Include an Acknowledgement of Country or other appropriate protocols at the commencement of meetings	Sept 2023, 2024	All relevant staff

Action	Deliverable	Timeline	Responsibility
	6.5 – Display Aboriginal and Torres Strait Islander flags in venues hosting all PHAA activities	Sept 2023, 2024	Events Manager
	6.6 – Enforce Guidelines for Appropriate Terminology for all media and communications, including the ANZJPH	Sept 2023, 2024	Media & Communications Manager and ANZJPH Editor
	6.7 - Review HR policies and procedures to ensure there are no barriers for future Aboriginal and Torres Strait Islander staff taking cultural leave	Sept 2023, 2024	Operations & Finance Manager
7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	7.1 – Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week	Sept 2023, 2024	Operations & Finance Manager
	7.2 – Promote and encourage all staff to participate in external NAIDOC Week activities	Jul 2023, 2024	CEO
	7.3 – RWG to participate in external events during NAIDOC Week	July 2023, 2024	RWG
	7.4 – Feature Aboriginal and Torres Strait Islander contributions for the ANZJPH during NAIDOC Week	July 2023, 2024	ANZJPH Editor
8 Undertake internal and organisational actions to show respect to Aboriginal and Torres Strait Islander cultures.	8.1 – In PHAA communications, media releases, policies, submissions, and publications, demonstrate respect for Aboriginal and Torres Strait Islander cultures by using appropriate terminology	Sept 2023, 2024	Communication and Policy Teams
	8.2 – Provide inclusion of Acknowledgement of Country information for speakers to use in presentations at conferences and similar events (updated for each event location)	Sept 2023, 2024	Events Manager
	8.3 – PHAA policy language to use strengths-based language rather than deficit language	Sept 2023, 2024	Communications and Policy Teams
	8.4 – Acknowledge customary healing practices of Aboriginal and Torres Strait Islander peoples	Sept 2023, 2024	All relevant staff
	8.5 –Prioritise Aboriginal and Torres Strait Islander presenters and prioritise presentations on Aboriginal and Torres Strait Islander matters which are presented or co-presented with an Aboriginal and Torres Strait Islander person	Sept 2023, 2024	Events Manager and Conference Committees
	8.6 – Provide safe space opportunities for discourse among Aboriginal and Torres Strait Islander peoples and with others, such as through Yarning Circles	Sept 2023, 2024	Events Manager
	8.7 – Our journal (ANZJPH) will have specific criteria for assessing submitted articles with Aboriginal and Torres Strait Islander content (recognising the editorial independence of the journal)	Sept 2023, 2024	ANZJPH Editor

	8.8 – Record and report dissemination of research published on Aboriginal and Torres Strait Islander health in our journal (ANZJPH) (e.g. number of papers published, downloads of those papers)	Sept 2023, 2024	ANZJPH Editor
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Opportunities

Opportunities aligns to one of PHAA’s value of leadership. As the leading voice for public health, we are dedicated to providing opportunities for Aboriginal and Torres Strait Islander people to have a voice on matters impacting their lives and health. Our plan will take special measures in relation to the presence of Aboriginal and Torres Strait Islander people within PHAA. This includes recognising and encouraging Aboriginal and Torres Strait Islander people who are (or might become) employed in the sector, as well as Aboriginal and Torres Strait Islander people engaging with public health issues in any wider sense.

Action	Deliverable	Timeline	Responsibility
9 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	9.1 – Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities, including internships	Sept 2023, 2024	Operations & Finance Manager
	9.2 – Engage with Aboriginal and Torres Strait Islander advisors regarding our recruitment, retention and professional development strategy	Mar 2023	CEO
	9.3 – Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy	Sept 2023	Operations & Finance Manager
	9.4 – Advertise job vacancies through partner organisations to effectively reach Aboriginal and Torres Strait Islander stakeholders	Sept 2023, 2024	Operations & Finance Manager
	9.5– Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace	Mar 2023	Operations & Finance Manager
	9.6 – Advocate for funding and training to support an increased public health workforce to enable an increase in the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	Sept 2023, 2024	CEO
10 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	10.1 – Develop and implement an Aboriginal and Torres Strait Islander procurement strategy	Mar 2023	Operations & Finance Manager
	10.2 – Confirm Supply Nation membership	Mar 2023	Operations & Finance Manager
	10.3 – Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff	Sept 2023, 2024	Operations & Finance Manager
	10.4 – Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses	Mar 2023	Operations & Finance and Events Manager

Action	Deliverable	Timeline	Responsibility
	10.5 – Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses	Sept 2023, 2024	Operations & Finance Manager
11 Promote to PHAA members, actions which complement the PHAA vision and mission for reconciliation.	11.1 – Investigate opportunities to increase pro bono activities	Sept 2023, 2024	CEO
	11.2 - Support Aboriginal and Torres Strait Islander student applications for PHAA scholarships, which may provide professional development in the public health area.	Sep 2023, 2024	CEO
	11.3 – Provide an annual Aboriginal and Torres Strait Islander Public Health Award for a leading Indigenous public health leader/researcher; encourage each SIG and Branch to offer at least 1 nomination for the award	Sept 2023, 2024	CEO
	11.4 – Provide annual awards for promoting reconciliation, with each SIG and Branch to offer at least 1 nomination for each award	Apr 2023, 2024	CEO/President (involvement of SIGs and Branches)



Governance

The President of the Association and the Vice-President Aboriginal and Torres Strait Islanders Health, have leading roles to play in ensuring that the organisation is governed in a way which achieves the objectives of this Plan. They should also be personal champions of Reconciliation.

Action	Deliverable	Timeline	Responsibility
12 Maintain an effective RAP Working Group to drive governance of the RAP.	12.1 – Maintain Aboriginal and Torres Strait Islander representation on the RWG	Sept 2023, 2024	CEO
	12.2 – Apply the Terms of Reference for the RWG	Sept 2023, 2024	CEO
	12.3 – Meet at least four times per year to drive and monitor RAP implementation	Dec 2022 Mar 2023, 2024 Jun 2023,2024 Sept 2023, 2024	RWG Coordinator
13 Provide appropriate support for effective implementation of RAP commitments.	13.1 – Define resource needs for RAP implementation	Sept 2023, 2024	CEO
	13.2 – Engage our senior leaders and other staff in the delivery of RAP commitments.	Sept 2023, 2024	CEO
	13.3– Review and maintain appropriate systems to track, measure and report on RAP commitments	Sept 2023, 2024	CEO
	13.4 – Maintain an internal RAP Champion from senior management	Sept 2023, 2024	Vice President (Aboriginal and Torres Strait Islander)
	13.5 – Ensure Aboriginal and Torres Strait Islander representation on Events Committees	Sept 2023, 2024	Events Manager
14 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	14.1 – Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	Sept 2023, 2024	RWG coordinator
	14.2 – Report RAP progress to all staff and senior leaders	Dec 2022 Mar 2023, 2024 Jun 2023,2024 Sept 2023, 2024	CEO
	14.3 – Publicly report our RAP achievements, challenges and learnings	Sept 2023, 2024	CEO
	14.4 – Participating in Reconciliation Australia’s Workplace RAP Barometer	Mar 2024	RWG coordinator
	14.5 – Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondences	Jun 2023,2024	RWG coordinator
	14.6 –Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire	1 August 2023, 2024	RWG coordinator

Action	Deliverable	Timeline	Responsibility
15 Continue our reconciliation journey by developing our next RAP .	15.1 – Register via Reconciliation Australia’s website to begin developing our next RAP	Sept 2024	RWG Coordinator

The Uluru Statement from the Heart

“We, gathered at the 2017 National Constitutional Convention, coming from all points of the southern sky, make this statement from the heart:

Our Aboriginal and Torres Strait Islander tribes were the first sovereign Nations of the Australian continent and its adjacent islands and possessed it under our own laws and customs. This our ancestors did, according to the reckoning of our culture, from the Creation, according to the common law from ‘time immemorial’, and according to science more than 60,000 years ago.

This sovereignty is a spiritual notion: the ancestral tie between the land, or ‘mother nature’, and the Aboriginal and Torres Strait Islander peoples who were born therefrom, remain attached thereto, and must one day return thither to be united with our ancestors. This link is the basis of the ownership of the soil, or better, of sovereignty. It has never been ceded or extinguished and co-exists with the sovereignty of the Crown.

How could it be otherwise? That peoples possessed a land for sixty millennia and this sacred link disappears from world history in merely the last two hundred years?

With substantive constitutional change and structural reform, we believe this ancient sovereignty can shine through as a fuller expression of Australia’s nationhood.

Proportionally, we are the most incarcerated people on the planet. We are not an innately criminal people. Our children are alienated from their families at unprecedented rates. This cannot be because we have no love for them. And our youth languish in detention in obscene numbers. They should be our hope for the future.

These dimensions of our crisis tell plainly the structural nature of our problem. This is the torment of our powerlessness.

We seek constitutional reforms to empower our people and take a rightful place in our own country. When we have power over our destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country.

We call for the establishment of a First Nations Voice enshrined in the Constitution.

Makarrata is the culmination of our agenda: the coming together after a struggle. It captures our aspirations for a fair and truthful relationship with the people of Australia and a better future for our children based on justice and self-determination.

We seek a Makarrata Commission to supervise a process of agreement-making between governments and First Nations and truth-telling about our history.

In 1967 we were counted, in 2017 we seek to be heard. We leave base camp and start our trek across this vast country. We invite you to walk with us in a movement of the Australian people for a better future.”

Contact

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