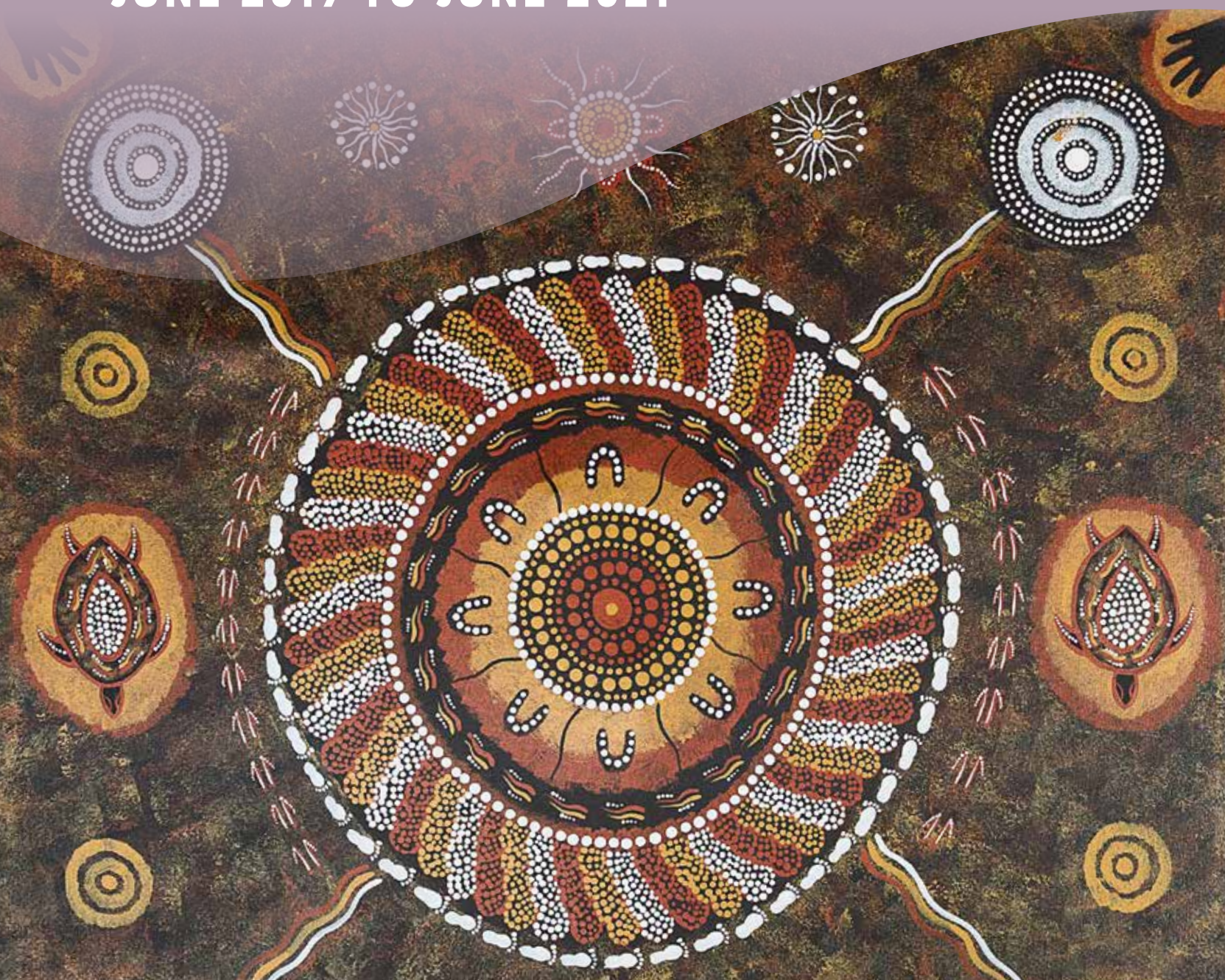




INNOVATE RECONCILIATION ACTION PLAN

JUNE 2019 TO JUNE 2021



The artwork *Healing Journey towards a brighter stronger future for Indigenous & Māori Peoples* used on the cover and throughout this document has been created by Linda Huddleston especially for the AMC



Aboriginal and Torres Strait Islander people should be aware that this document may contain images or names of people who have since passed away.

TABLE 1: RESPONSIBILITY

RAP Working Group	this group has been established with the Purpose, roles and responsibilities identified at 4.1
Aboriginal, Torres Strait Islander and Māori Strategy Group	this group was established by AMC in 2017 and may become a Standing Committee of the AMC in 2019.
Pillar 3 Champion	Karin Oldfield, Company Secretary
RAP Champions	individuals to be identified for specific issues or areas
Executive Management Group	AMC’s CEO, Deputy CEO and senior Managers
AMC Directors	elected Directors per the AMC Constitution
Council	elected members per the AMC Constitution

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The Australian Medical Council (AMC) 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 cultures, histories and 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 end, the AMC 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.

As part of the AMC's ongoing commitment to develop a more effective and visible strategy for engagement with Aboriginal and Torres Strait Islander organisations, students and medical practitioners, the AMC has worked with Aboriginal, Torres Strait Islander and Māori stakeholders to:

- Develop a shared understanding of what Indigenous health means in the context of the work of the AMC
- Develop an acknowledgement statement including Aboriginal and Torres Strait Islander and Māori art images and people in AMC offices and on its publications
- Develop formal agreements with Aboriginal and Torres Strait Islander and Māori stakeholders
- Develop processes to maintain the quality and responsiveness of the AMC's leadership in Indigenous health and the needs of its practitioners



The AMC has been supported in the development of this Reconciliation Action Plan by the Aboriginal, Torres Strait Islander and Māori members of AMC committees, expert panels and working groups including:

- Associate Professor Noel Hayman (co-chair of Indigenous Planning Advisory Group)
- Professor Gregory Phillips (Chair of the Aboriginal, Torres Strait Islander and Māori Strategy Group)
- Dr Rawiri Jansen (Māori Medical Practitioners Association (TE ORA Auckland))
- Professor Shaun Ewen (Academic Leader LIME & Foundation Director of the Melbourne Poche Centre for Indigenous Health Melbourne)
- Dr Tammy Kimpton (former President AIDA)
- Professor Lisa Jackson-Pulver (Deputy Vice-Chancellor, Indigenous Strategy and Services, University of Sydney)
- Dr Justin Gladman (Indigenous clinician Royal Flying Doctor Service, Broken Hill)
- Professor Papaarangi Reid (Tumuaki and Head of Department of Maori Health, Faculty of Medical and Health Sciences, University of Auckland)
- Dr Artiene Tatian (Medical Officer, Royal Prince Alfred Hospital, Sydney)

The background features a dark purple field with stylized, overlapping hills in a lighter purple and beige tone. Scattered across the top are several handprints in a light beige color, some solid and some dotted. A dotted line follows the contour of the hills.

Our Vision for Reconciliation

AMC Aboriginal and Torres Strait Islander Health Statement (2018)

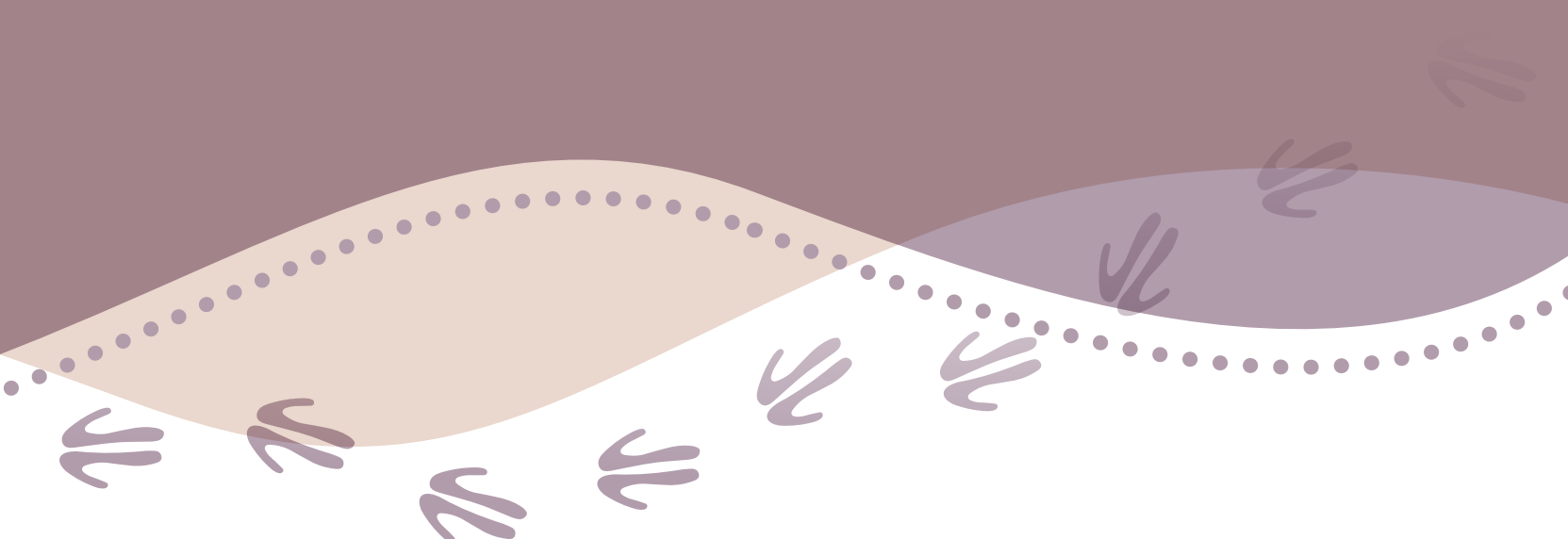
Purpose, Values, Commitment, and Principles

The AMC purpose is to ensure that standards of education, training and assessment of the medical profession promote and protect the health of the Australian community.

In achieving our purpose, the AMC contributes to making health systems free of racism and inequality.

Our core values encompass collegiality, accountability to stakeholders and recognising the unique opportunity from partnering with Aboriginal and Torres Strait Islander peoples and Māori to learn about the diversity of cultural values.

The AMC is committed to improving outcomes for Aboriginal and Torres Strait Islanders and Māori through its assessment and accreditation processes including equitable access to health services for First Nations peoples.



Our Health Principles

We recognise Aboriginal and Torres Strait Islander peoples and Māori as First Nations peoples.

We include First Nations peoples’ perspectives across the assessment and accreditation processes of the AMC.

We maintain accreditation standards and procedures across the medical education continuum that ensure education programs have learning outcomes for Aboriginal, Torres Strait Islander and Māori health and settings and resources to achieve stated outcomes; We support a health model that promotes the emotional, social, spiritual and political aspects of health in a holistic way.

We support targeted, evidence-based action that will contribute to decreasing the burden of disease, increase the life expectancy and enhance the development of a workforce that is cognisant of and responsive to the needs of First Nations peoples.

We support education and training that ensures doctors are aware of the impact of their own culture and cultural values on the delivery of services, historically and at present, and have knowledge of, respect for and sensitivity towards the cultural needs of First Nations peoples.

The AMC acknowledges that health outcomes for Aboriginal and Torres Strait Islander peoples are inextricably linked to self-determination and that there is strong evidence of improvements in health outcomes when Aboriginal and Torres Strait Islander peoples take greater control over their health. Since 2006 the AMC has worked to privilege the voice of Aboriginal and Torres Strait Islander peoples by embedding the delivery of culturally responsive education and clinical care and services into its work. The AMC also works to ensure all Aboriginal and Torres Strait Islander peoples are treated respectfully at all points of interaction with the AMC.





Our Business

The AMC is an independent national standards and assessment body for medical education and training. Our purpose is to ensure that standards of education, training and assessment of the medical profession promote and protect the health of the Australian community.

The AMC is the accreditation authority for the medical profession in Australia appointed under the Health Practitioner Regulation National Law. Our members, drawn from a wide cross section of the groups associated with medical education, health delivery and with the standards of medical practice in Australia, have the ultimate responsibility of ensuring the objects of the AMC Constitution are achieved.

The AMC develops accreditation standards and accredits medical programs across Australia and, in collaboration with the Medical Council of New Zealand, in New Zealand. It accredits some 126 programs offered by 40 education providers. Doctors who complete an AMC accredited program of study meet the education requirement for registration with the Medical Board of Australia. The AMC also assesses the knowledge and skills of international medical graduates seeking registration in Australia. A purpose-built test centre based in Melbourne enables the assessment of the clinical knowledge and

skills of International Medical Graduates using the latest technology and best assessment practices. The AMC committed in 2018 to increase the focus on Aboriginal and Torres Strait Islander health in the AMC assessments for International Medical Graduates.

Since 2005, the AMC has engaged Aboriginal, Torres Strait Islander and Māori doctors and educators in reviews of the accreditation standards and accreditations assessments and in reviewing the assessment of non-specialist International Medical Graduates. These accreditation activities now span the accreditation of primary medical programs, state-based authorities that accredit intern posts, specialist medical education and training programs and continuing professional development programs. Aboriginal, Torres Strait Islander peoples and Māori are also involved with the AMC as members of standing committees, expert advisory groups, panels and assessment teams.

The core business of the AMC includes a focus on promoting Aboriginal, Torres Strait Islander and Māori Health by ensuring culturally safe practice to improve health outcomes.





Our Organisation

The AMC operates in accordance with the Constitution which sets out the terms of formation, membership, chair, term of office and quorum for the Council and its committees.

The members of the AMC are appointed according to the Constitution and are drawn from a wide cross-section of the groups associated with medical education, health delivery and with the standards of medical practice in Australia. The Constitution provides for an Aboriginal representative on Council. Five of the 27 Council Members identify as Aboriginal or Torres Strait Islander. The Members have the ultimate right to determine the future of the AMC and have responsibility for the appointment and removal of AMC Directors.

The Australian Medical Council has approximately 80 staff with one senior staff member identifying as Aboriginal.

As a company limited by guarantee, the AMC is also subject to the Corporations Act 2001 and the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act).

The Australian Medical Council aims to:

- influence, shape and develop standards, policies and procedures for education providers who offer programs of study for medical education in Australia;
- accredit primary medical programs, specialist medical education and training programs and prevocational training authorities against the standards;
- monitor education programs to ensure ongoing adherence to the standards;

- assess skills and qualifications of international medical graduates seeking registration in Australia;
- contribute to national debates and policy issues in the areas relevant to its expertise; and
- work collaboratively with international health, accreditation and testing authorities and agencies to bring about improvement in the furtherance of the AMC's objectives.

The AMC's head office is located in Canberra and its National Test Centre is located in Melbourne. The AMC works nationally and internationally to ensure world best for standards of education, training and assessment of the medical profession. In the complex regulatory framework of 21st century medicine, the AMC also advises and makes recommendations to federal, state and territory governments, the Australian Health Workforce Advisory Council, the Australian Health Practitioner Regulation Agency, the Medical Board of Australia and State and Territory boards of the Medical Board of Australia, and any other state and territory medical regulatory authorities.



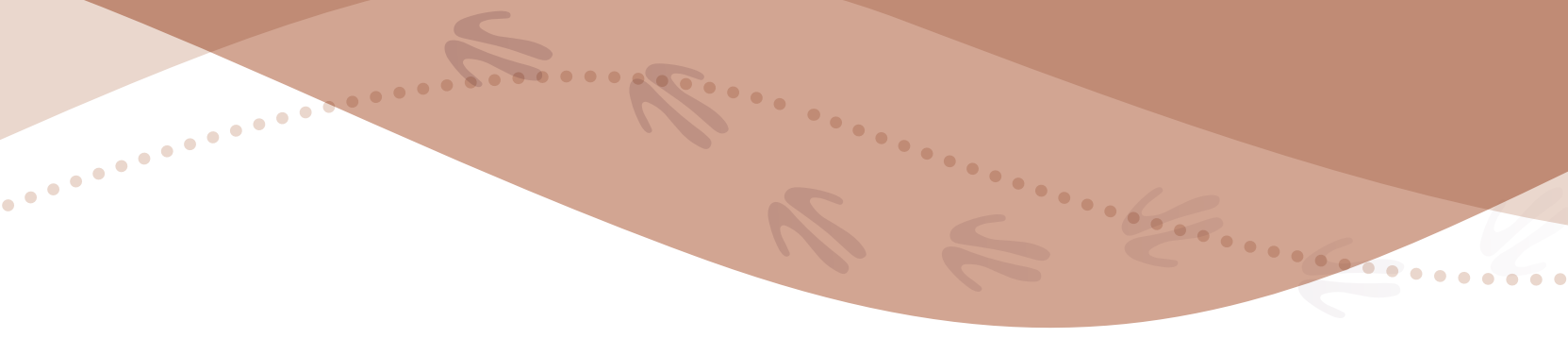


Our Reconciliation Action Plan

The AMC has committed to implementing and measuring practical actions that build respectful relationships, create opportunities and improve health outcomes for Aboriginal and Torres Strait Islander peoples.

The AMC Reconciliation Action Plan (RAP) is about the people of the AMC turning good intentions into real actions and rising to the challenge of reconciling Australia. As a business plan, the RAP uses a holistic approach to create meaningful relationships, enhance respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander peoples.

The AMC has chosen to develop an 'Innovate' RAP to strengthen the relationships we have with Aboriginal and Torres Strait Islander peoples, gain a deeper understanding of AMC's sphere of influence and establish the best approach to advance reconciliation. Through developing and strengthening relationships, engaging staff and stakeholders in reconciliation, and in developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples, the AMC aims to ensure staff and stakeholders have a shared understanding of, and commitment to, the RAP.



This commitment is further enhanced through the strategic priorities outlined in the *AMC Strategic Plan 2018 – 2028* (<https://www.amc.org.au/wp-content/uploads/about/strategicplans/2018-strategic-plan.pdf>) to promote Aboriginal, Torres Strait Islander and Māori Health through:

- Developing and implementing a Reconciliation Action Plan;
- Working with key Aboriginal and Torres Strait Islander and Māori stakeholders and other partners to define cultural safety;
- Advocating for change to the National Law to incorporate cultural safety as a professional requirement;
- Reviewing the inclusion of culturally safe practice in all AMC International Medical Graduate assessment models;
- Developing a reflective piece outlining the AMC's work with its Aboriginal, Torres Strait Islander and Māori partners in improving health outcomes;
- Reviewing how accreditation standards affect health outcomes for Aboriginal, Torres Strait Islander and Māori peoples; and
- Working with partners to develop a best practice resource for doctors in caring for Aboriginal, Torres Strait Islander and Māori patients and their families.

Our RAP will closely align to this action plan and to the framework developed by Reconciliation Australia. This RAP outlines the AMC's actions that:

- Will work toward achieving our vision for reconciliation;
- Allow us to be aspirational and innovative in order to gain a deeper understanding of the AMC's sphere of influence and establish the best approach to advance reconciliation;
- Develop and strengthen our relationships with Aboriginal and Torres Strait Islander peoples; and
- Engage staff and stakeholders in reconciliation and in developing innovative strategies that empower Aboriginal and Torres Strait Islander peoples in medical education and training programs and institutions in Australia.

The AMC has built strong relationships with Aboriginal and Torres Strait Islander stakeholders over many years and understands who, how, why, and when to seek guidance and consultation as we begin to implement strategies, initiatives and policies that support reconciliation.

The AMC has established a RAP Working Group which has responsibility for the development, implementation and integration of the RAP commitments into the work of the AMC. In addition, the AMC Strategic Steering Committee, consisting of high level managers, senior executives and other staff, will oversight the RAP. The RAP is sponsored by a key member of the AMC Executive team and the Chair of the AMC's Aboriginal, Torres Strait Islander and Māori Strategy Group. The AMC Directors with the CEO are ultimately responsible for its implementation and success.

During the implementation phase of the RAP, each member of the Executive has key deliverables for which they have accountability.

The membership of the RAP Working Group includes people from all business units of the AMC across two borders – the Australian Capital Territory and Victoria. It includes:

- Company Secretary (Working Group Chair)
- Manager, Medical School Assessments
- Executive Officer
- Administrative Officer
- Executive Officer – Melbourne Office
- Assistant Program Manager – Melbourne Office
- Deputy CEO
- Manager – Verifications
- Manager, HR.

The Working Group meets regularly and provides updates on the development of the RAP and, from this year, the implementation of the commitments outlined in the RAP to the AMC's Board, Executive Management and the Aboriginal, Torres Strait Islander and Māori Strategy Group. The AMC's only identified Aboriginal employee is a member of the RAP Working Group but there are other members who have identified with an Aboriginal heritage. As well, the AMC collaborates with a number of peak Aboriginal and Torres Strait Islander organisations on matters that relate specifically to Indigenous Medical Education and to the health and wellbeing of Aboriginal and Torres Strait Islander medical students and practitioners.

The Aboriginal, Torres Strait Islander and Māori Strategy Group oversees and coordinates implementation of the AMC's strategy in Indigenous health. The Group provides advice and recommendations to AMC Directors (the Board) on key matters related to Indigenous health, including AMC's stated purpose of making health systems free of racism and inequality. In future the work of the Strategy Group will include oversight of the commitments of the Reconciliation Action Plan.

Our Journey

The accreditation of medical education programs and the assessment of international medical graduates together provide the opportunity for the AMC to influence health outcomes for all Australians but particularly for Aboriginal and Torres Strait Islander peoples.

As the accreditation authority for medicine, the AMC acknowledges that it has a responsibility to address the inequalities that relate to the health of Aboriginal and Torres Strait Islander peoples and has been a global leader in including Aboriginal and Torres Strait Islander health as part of its accreditation standards for medical education and training.

An important part of the process are the standards set for accreditation and assessment. In 2007 the AMC moved to include as part of its accreditation standards an explicit focus on an Aboriginal and Torres Strait Islander health curriculum that includes the study of the histories, cultures and health of Aboriginal and Torres Strait Islander peoples. It marked the first time globally that Aboriginal and Torres Strait Islander peoples and Aboriginal and Torres Strait Islander health was included in the medical curriculum as part of the

AMC's assessment and accreditation processes. This required medical schools to address the health needs of Aboriginal and Torres Strait Islander peoples and be accountable for the quality of their graduates. The standards used for AMC accreditations from January 2007 recognised that:

Australia has special responsibilities to Aboriginal and Torres Strait Islander people, and New Zealand to Māori, and these responsibilities should be reflected throughout the medical education process... Doctors must be aware of the impact of their own culture and cultural values on the delivery of services, historically and at present, and have knowledge of, respect for and sensitivity towards the cultural needs of Aboriginal and Torres Strait Islander people.



In the intervening years the AMC has worked hard to develop a visible strategy to strengthen its engagement with Aboriginal and Torres Strait Islander stakeholders in setting and reviewing medical education standards and in the assessment of international medical graduates. In 2017 the Council amended its Constitution to create a designated position for an Aboriginal or Torres Strait Islander and a Māori member of the Council. The recognition of Aboriginal and Torres Strait Islander peoples and Māori in the AMC's Constitution represented a major step in the AMC's commitment to Aboriginal and Torres Strait Islander health.

As well as membership on Council, the AMC also includes Aboriginal and Torres Strait Islander and Māori members on each of its standing committees covering basic medical education, prevocational training, specialist training, and assessment of international medical graduates.

Central to this process has been the contribution of Aboriginal and Torres Strait Islander and Māori stakeholders, particularly through the Aboriginal, Torres Strait Islander and Māori Strategy Group and its predecessors, which have brought together AMC leadership, Aboriginal and Torres Strait Islander stakeholder organisations, and stakeholders in the AMC accreditation and assessment functions.

Through these avenues the AMC has developed a statement and a set of principles that articulate why Aboriginal and Torres Strait Islander and Māori Health matters to the AMC, its strategic vision, its broad work in the area of Aboriginal and Torres Strait Islander Health and future priority areas. The AMC's Aboriginal, Torres Strait Islander and Māori Health Statement was finalised in 2017 (see Statement page 2).

Our RAP builds on the achievements of the past decade (see timeline) and maps out the next phase of the AMC's work toward reducing the disparity in health outcomes that exist for Aboriginal and Torres Strait Islander peoples.



History of the AMC's work to improve health outcomes for Aboriginal and Torres Strait Islander people and Māori through the assessment and accreditation processes including equitable access to health services for Aboriginal and Torres Strait Islander people.

2004

The AMC endorses the Committee of Deans of Australian Medical Schools (CDAMS) Aboriginal and Torres Strait Islander Health Curriculum Framework & agrees to cite the framework in the accreditation standards for basic medical education

2007

Applies specific standards for teaching of Aboriginal and Torres Strait Islander health, and to the recruitment and support of Aboriginal and Torres Strait Islander staff and students

Provides training for new assessors targeted to new standards and recruits a group of Aboriginal and Torres Strait Islander and Māori people to be accreditation assessors

2006

Works with Aboriginal and Torres Strait Islander stakeholder groups on revisions to standards and approves new standards for basic medical education including the endorsed Aboriginal and Torres Strait Islander health curriculum

2009

Develops *Good Medical Practice: A Code of Conduct for Doctors in Australia* for the state and territory medical boards and makes this available to the new National Medical Board of Australia, which requires medical practitioners to practice culturally safe and sensitive practice

2010

(final report submitted to government 2012)

Medical Deans Australia and New Zealand (Medical Deans) and Australian Aboriginal and Torres Strait Islander Doctors' Association (AIDA) begin review of the CDAMS Aboriginal and Torres Strait Islander Health Curriculum Framework to:

- Review the implementation of the Framework in medical school curricula
- Review the impact of 'Healthy Futures²' on the recruitment and retention strategies for Aboriginal and Torres Strait Islander medical students
- Provide tailored recommendations based upon the above findings (10 recommendations)

2011

Medical schools increase focus on recruitment and support of Aboriginal and Torres Strait Islander students into medical programs

2012

Medical Deans and AIDA sign off on the 10 recommendations of the report titled 'Medical Deans – AIDA National Medical Education Review'. The review reported on the implementation of the Aboriginal and Torres Strait Islander health curriculum framework and the Healthy Futures report within Australian medical schools

AMC finalises review of standards for medical education programs

AMC expands recruitment for Aboriginal, Torres Strait Islander and Māori assessors for accreditation assessment teams and other committees

2014

AMC introduces specific requirements for Aboriginal and Torres Strait Islander health in new intern training program accreditation standards

2015

Indigenous Planning Advisory Group:

Established by AMC Directors to develop a more effective and visible strategy for the AMC's engagement with Indigenous health organisations, students and medical practitioners, to 'support the AMC's purpose across its accreditation, standard setting, and policy and assessment functions.' A report with recommendations and work plan was approved by AMC Directors and endorsed by the Council at its Annual General Meeting in November 2015

2015

AMC introduces specific standards for specialist medical programs relating to Aboriginal and Torres Strait Islander and Māori health

2016

Indigenous Advisory Group:

Established to provide broad strategic advice to the AMC on what Indigenous health means in the context of the work of the AMC. The Group set up a work plan to action the priorities from the 2015 report of the Indigenous Planning Advisory Group report and to implement its recommendations

2017

MedSAC begins review of current standards, including the Aboriginal and Torres Strait Islander Health specific areas.

Assessment Committee begins process to include Aboriginal and Torres Strait Islander health in its assessment processes for international medical graduates

2017

Aboriginal, Torres Strait Islander and Māori Strategy Group:

Set up to oversee and coordinate implementation of the AMC's strategy in Aboriginal and Torres Strait Islander health and advise on key matters related to Aboriginal and Torres Strait Islander health, including AMC's stated purpose of making health systems free of racism and inequality

2017

Amended AMC Constitution to include an Aboriginal or Torres Strait Islander member and a Māori member

2018

Endorsed Uluru Statement from the Heart: The AMC endorses the *Uluru Statement from the Heart*, which calls for the establishment of a First Nations Voice to be enshrined in the constitution and seeks a Makarrata Commission to supervise a process of agreement-making between governments and First Nations and truth-telling about Australia's history

2018

Aboriginal, Torres Strait Islander and Māori Health Statement: The AMC publishes a statement that describes the AMC purpose, values, commitment and principles with regard to improving outcomes for Aboriginal and Torres Strait Islander and Māori through its accreditation and assessment processes

2017

Commissioned Artwork to tell the AMC story

Developed the AMC Aboriginal and Torres Strait Islander Health Statement

Focused Council visits to Toowoomba, Greater Western Sydney and Northern Territory on Aboriginal and Torres Strait Islander Health issues, outcomes, successes, lessons (i.e. the value of the Aboriginal and Torres Strait Islander voice)

Aboriginal and Torres Strait Islander representation on each AMC Standing Committee achieved

Commenced work on integrating Aboriginal and Torres Strait Islander health into the AMC assessments for International Medical Graduates through the review of the Anthology of Medical Conditions (the Anthology) the key resource for International Medical Graduates (IMGs) preparing for AMC exams, clinical and multiple choice

2018

AMC Strategic Plan: The plan contains five pillars with Pillar 3 committing to 'Promoting Aboriginal, Torres Strait Islander and Māori health'

The imperative of health equity has resulted in the AMC progressively introducing Aboriginal and Torres Strait Islander health and cultural competence accreditation standards across the medical education continuum

Conducted research into the conditions and outcomes from the Aboriginal and Torres Strait Islander focused standards in accreditation, and present the findings (will use previously published work in this area)

Conducted a quality review of the AMC standards related to Aboriginal and Torres Strait Islander health and their impact

Included Aboriginal and Torres Strait Islander health standards in the prevocational education space

Implemented cultural safety training for AMC staff

Continued collaboration with peak Aboriginal and Torres Strait Islander and Māori health organisations

2019

Innovate Reconciliation

Action Plan: The AMC develops its Innovate RAP to strengthen its relationships with Aboriginal and Torres Strait Islander peoples, gain a deeper understanding of AMC's sphere of influence and establish the best approach to advance reconciliation

1. RELATIONSHIPS

Relationships with Aboriginal and Torres Strait Islander peoples and organisations are essential to respect the right of self-determination and ensure that Aboriginal and Torres Strait Islander peoples’ input is included in the work of the AMC.

The AMC will continue to build and develop sustainable, strong, mutually respectful and productive relationships with Aboriginal and Torres Strait Islander individuals and organisations.

As the accreditation authority for the medical profession, the AMC is also a member of the National Registration and Accreditation Scheme Aboriginal and Torres Strait Islander Health Strategy Group. This large collaborative group shares a commitment to ensuring the best possible health outcomes for Aboriginal and Torres Strait Islander peoples through increased Aboriginal and Torres Strait Islander peoples’ participation in the registered health workforce, a culturally safe health workforce and greater access for Aboriginal and Torres Strait Islander peoples to health services that are culturally safe and free from racism.


The AMC values of *openness and accountability, collaboration, innovation, striving for excellence, integrity, cultural safety and cultural competence* reinforce our statements on relationships.

OUTCOME	COMMITMENT	TIMELINE	RESPONSIBILITY ³
1.1 AMC and the health sector is aware of the RAP and pathways to promote reconciliation	<p>Develop and implement a communication strategy to promote the RAP to all internal and external stakeholders including</p> <ul style="list-style-type: none">• Report to key AMC meetings• Promote reconciliation through ongoing active engagement with all stakeholders• Include the RAP and its progress on the AMC website and in annual reports• Provide the RAP in the ‘New Starter’ packs for all new staff• Provide information through other AMC networks (e.g. Basecamp)• Staff newsletters and CEO updates• Organise guest speakers to address staff and AMC Directors on the range of issues affecting the health and wellbeing of Aboriginal and Torres Strait Islander peoples <p>Review the RAP communication strategy at least annually.</p>	August 2019 & annual review	<p>Executive Officer, Directors and Council</p> <p>RAP Working Group</p> <p>Aboriginal, Torres Strait Islander and Māori Strategy Group</p> <p>Executive Management Group</p> <p>AMC Directors</p> <p>Council</p>



OUTCOME	COMMITMENT	TIMELINE	RESPONSIBILITY ³
	Collaborate with Reconciliation Australia and other like-minded organisations to develop ways to advance reconciliation	August annually	RAP Working Group
	Support opportunities for AMC staff to promote and share its learnings and strategies with other medical and health profession organisations, e.g. National Registration and Accreditation Scheme Aboriginal and Torres Strait Islander Health Strategy Group	Review June 2020	Manager, Verification Services
1.2 Relationships between Aboriginal and Torres Strait Islander peoples and other Australians are enhanced through celebrating and participating in significant Aboriginal and Torres Strait Islander events, particularly National Reconciliation Week	Develop a calendar of events to celebrate and recognise Aboriginal and Torres Strait Islander dates of significance	July 2019	Front Desk Administrator RAP Working Group
	Make staff aware of current campaigns and initiatives including Change the Record, Close the Gap and the Uluru Statement		Executive Management Group AMC Social Club
	Participate in National Reconciliation Week, including:	NRW 27 May to 3 June 2019	Assistant Program Manager & Event Coordinator, AMC
	<ul style="list-style-type: none">• Organise at least one internal event for NRW each year in each AMC office and Register this on Reconciliation Australia's NRW website• Host an NRW event across the areas in which we operate• Support an external NRW event• Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW• Circulate the RAP to AMC staff each year as part of NRW• Encourage and support staff and senior leaders to participate in external events to recognise and celebrate NRW	May/June 2020	National Test Centre
	Download Reconciliation Australia's NRW resources and circulate to staff		

OUTCOME	COMMITMENT	TIMELINE	RESPONSIBILITY ³
1.3 Respectful relationships with Aboriginal and Torres Strait Islander peoples lead to outcomes that support the AMC's strategic priority to promote Aboriginal and Torres Strait Islander and Māori health and advance reconciliation	<p>Develop and implement an engagement plan to work with Aboriginal, Torres Strait Islander and Māori health organisations, including the development of guiding principles for future engagement</p> <p>Develop and build upon existing mutually beneficial partnerships with Aboriginal and Torres Strait Islander peoples, and with peak Aboriginal and Torres Strait Islander stakeholders including:</p> <ul style="list-style-type: none"> • Leaders in Indigenous Medical Education Network (LIME) • Congress of Aboriginal Torres Strait Island Nurses and Midwives (CATSINaM) • National Aboriginal and Torres Strait Islander Health Worker Association (NATSIHWA) • Australian Indigenous Doctors Association (AIDA) • Indigenous Allied Health Association (IAHA) • National Aboriginal Community Controlled Health Organisation(NACCHO) <p>Establish AMC Indigenous Scholarship/s that will provide financial assistance to Aboriginal or Torres Strait Islander peoples who are studying for a medical degree or other degree</p> <p>Support peak Aboriginal and Torres Strait Islander national conferences and forums</p> <p>Support Aboriginal and Torres Strait Islander leadership to promote understanding of areas for improvement</p> <p>Maintain membership of LIME</p>	Review November 2019	<p>Company Secretary & Pillar 3 Champion</p> <p>Executive Management Group</p> <p>AMC Directors</p> <p>Council</p> <p>Aboriginal, Torres Strait Islander and Māori Strategy Group</p>



OUTCOME	COMMITMENT	TIMELINE	RESPONSIBILITY ³
1.4 Public policy and legal systems provide health equity and equality for Aboriginal and Torres Strait Islander peoples and the National Law incorporates cultural safety as a professional requirement.	<p>Use evidence-based research and evaluations to influence public policy relating to social issues impacting Aboriginal and Torres Strait Islander peoples and communities</p> <p>Identify collaborative opportunities to influence government policy on addressing health inequity of Aboriginal and Torres Strait Islander peoples including</p> <ul style="list-style-type: none"> • Development of position papers and hosting workshops and events • Data research and analysis • Submissions to government bodies <p>Support the increased participation of Aboriginal and Torres Strait Islander peoples in the registered health professions</p> <p>Advocate for recognition of Aboriginal and Torres Strait Islander peoples in the Australian Constitution as per AMC's endorsement of the Uluru Statement</p> <p>Advocate for policies and programs which support the self-determination and wellbeing of Aboriginal and Torres Strait Islander peoples</p> <p>Consider development of podcasts for International Medical Graduates and others as a valuable resource providing advice about Australia's First Peoples and what they can expect when working in Aboriginal and Torres Strait Islander communities</p>	Review November 2019	<p>CEO</p> <p>RAP Working Group</p> <p>Executive Management Group</p> <p>AMC Directors</p> <p>Council</p> <p>Aboriginal, Torres Strait Islander and Māori Strategy Group</p>



OUTCOME	COMMITMENT	TIMELINE	RESPONSIBILITY ³
1.5 Cultural safety and cultural competence programs are developed in consultation with Aboriginal and Torres Strait Islander Stakeholders	Work with partners in the development of a best practice resource for doctors in caring for Aboriginal, Torres Strait Islander patients and their families	Review November 2019	Manager, Verification Services
	Aboriginal and Torres Strait Islander facilitators are engaged for courses that specifically address cultural safety and cultural competence		RAP champion/s
	Promote online courses available through Aboriginal and Torres Strait Islander organisations to staff		Executive Management Group
	Promote opportunities for engagement with Aboriginal Community Controlled Health Organisations to better understand what is culturally safe content and delivery		
1.6 Promote positive race relations through anti-discrimination strategies	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs	July 2019 & review annually	HR Manager
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to review AMC's anti-discrimination policy		
	Communicate AMC's anti-discrimination policy to staff and the wider community		
	Educate senior leaders on the effects of racism		



2. RESPECT

We acknowledge the importance of our role in creating a stronger awareness and understanding of Aboriginal and Torres Strait Islander peoples, cultures, histories and protocols in medical education.

We accept the impact that community, cultures, land and the history of colonisation has on the health and wellbeing of Aboriginal and Torres Strait Islander peoples. We will continue to build our knowledge and understanding to ensure we maintain an organisational culture that respects and values the voices of Aboriginal and Torres Strait Islanders.

Respect is a pre-requisite for meaningful engagement, and the AMC regards it as essential to achieving its commitment to promote Aboriginal and Torres Strait Islander health and ensure culturally safe practice to improve health outcomes.

We acknowledge and will seek to share learning that cultural safety will not be achieved by just learning about Aboriginal cultures but by non-Aboriginal peoples identifying, owning and addressing white privilege and racism.

OUTCOME	COMMITMENT	TIMELINE	RESPONSIBILITY
2.1 AMC staff demonstrate respect for Aboriginal and Torres Strait Islander Traditional Owners and Elders at all levels of the organisation	Develop, implement and communicate a cultural learning strategy for our staff	July 2019 to June 2020	HR Manager
	Identify cultural learning needs of staff in all areas of our business and consider ways cultural learning can be provided – e.g. online, face-to-face, cultural immersion		RAP Working Group
	Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training		Executive Management Group
	Consider KPIs for position descriptions that mandate cultural safety and respect training		Aboriginal, Torres Strait Islander and Māori Strategy Group
	Identify staff and stakeholders as RAP ‘champions’		AMC Directors
	Provide opportunities for RAP champions, HR managers and other key leadership staff to participate in cultural training		
	Engage staff in self-reflective activities that increase their understanding of, and the potential for, unconscious bias, racism and discrimination		

OUTCOME	COMMITMENT	TIMELINE	RESPONSIBILITY
2.2 AMC staff understand the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning	<p>Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</p> <p>Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year</p> <p>Include Acknowledgement of Country at the commencement of internal and external meetings</p> <p>Develop a cultural protocols document that includes all existing protocols for acknowledging and respecting Aboriginal and Torres Strait Islander cultures including</p> <ul style="list-style-type: none"> • Welcome to Country and Acknowledgment of Country • Key contacts for Welcome to Country Elders/Traditional Owners • Communication and language • Cultural understanding, sensitivity and confidentiality • Important dates for the Aboriginal and Torres Strait Islander community, e.g. National Reconciliation week – May/June. • Use of Australian, Aboriginal and Torres Strait Islander flags <p>Standardise email signature block for all staff to include appropriate acknowledgement</p>	<p>July 2019 & review annually</p>	<p>Manager, Verification Services</p> <p>RAP Champion/s</p> <p>Executive Management Group</p> <p>RAP Working Group</p>
2.3 Demonstrate respect for Aboriginal and Torres Strait Islander peoples, in particular, recognition of National Aborigines and Islanders Day Observance Committee (NAIDOC) Week throughout AMC	<p>Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week</p> <p>Actively encourage staff to participate in NAIDOC Week activities and ensure there are no barriers to participation (i.e., policies and procedures)</p> <p>Contact local NAIDOC Week Committee to discover events in our community and promote them</p> <p>RAP Working Group to participate in an external NAIDOC Week event</p>	<p>NAIDOC week 8–15 July 2019</p> <p>July 2020</p>	<p>RAP Working Group</p> <p>RAP Champion/s</p>



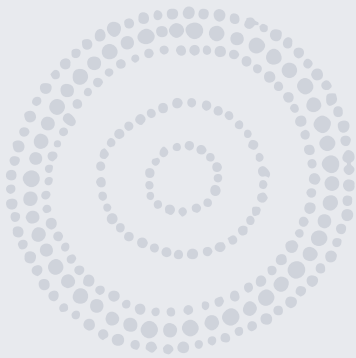
OUTCOME	COMMITMENT	TIMELINE	RESPONSIBILITY
2.4 Aboriginal and Torres Strait Islander cultures are recognised and valued	Publicise dates of significance and National events to external AMC contributors through our communication platforms	July 2019 to June 2021 & review quarterly	Front Desk Administrator
	Display Statement of Reconciliation, Acknowledgement and Recognition at our offices in Canberra and Melbourne		Executive Management Group
	Support awareness and understanding of Aboriginal and Torres Strait Islander cultures by engaging with Aboriginal and Torres Strait Islander artists and purchasing/hiring/displaying works at the AMC office in Canberra and the National Test Centre (NTC) in Melbourne		RAP Working Group
	Consider media statements or social media when appropriate		Executive Management Group

3. OPPORTUNITIES

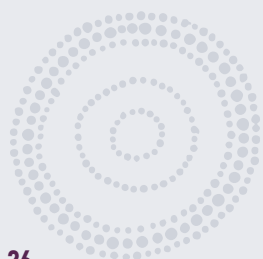
A priority for the AMC is to ensure culturally safe medical practice to improve health outcomes for Aboriginal and Torres Strait Islander peoples. Building and sustaining an empowered Aboriginal and Torres Strait Islander health workforce is key to this. Also key is ensuring there are opportunities for staff, Members and Directors, and for external AMC contributors to engage in activities that build cultural competency skills, that allow us to undertake respectful research and other targeted, evidence-based action that will contribute to decreasing the burden of disease, increase the life expectancy and enhance the development of a health workforce that is cognisant of and responsive to the needs of Aboriginal and Torres Strait Islander peoples.

As we play a leadership role in the national conversation on the health and wellbeing of the Aboriginal and Torres Strait Islander peoples it is incumbent on the AMC to drive changes and build meaningful opportunities to achieve this objective.

OUTCOME	COMMITMENT	TIMELINE	RESPONSIBILITY
3.1 Accreditation standards related to Aboriginal and Torres Strait Islander health, students and staff support health outcomes for Aboriginal and Torres Strait Islander peoples.	Analyse the accreditation outcomes of the current Aboriginal and Torres Strait Islander related standards of MedSAC, PreVAC and SEAC Provide guidance on the Aboriginal and Torres Strait Islander related standards to ensure education providers have certainty on how these standards are met Promote evidence of best practice in satisfying Aboriginal and Torres Strait Islander related standards Aboriginal and Torres Strait Islander related standards rigorously applied by AMC accreditation committees	July 2019 to June 2020	Deputy CEO AMC Standing Committees (MedSAC, PreVAC and SEAC)



OUTCOME	COMMITMENT	TIMELINE	RESPONSIBILITY
3.2 Aboriginal and Torres Strait Islander employment outcomes within our workplace are improved and increased.	<p>Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities</p> <p>Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce</p> <p>Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention Strategy that includes the development of:</p> <ul style="list-style-type: none">• an Aboriginal and Torres Strait Islander professional network• a cultural mentoring network for existing staff and managers• Aboriginal and Torres Strait Islander employment pathways, e.g. traineeships or internships• support for Aboriginal and Torres Strait Islander leadership <p>Engage with Aboriginal and Torres Strait Islander staff and/or the Aboriginal, Torres Strait Islander and Māori Strategy Group to consult on employment strategies, including professional development</p> <p>Advertise all vacancies in Aboriginal and Torres Strait Islander media and include the words ‘Aboriginal and Torres Strait Islander peoples are encouraged to apply’</p> <p>Seek input from current Aboriginal and Torres Strait Islander staff to inform future employment opportunities</p> <p>Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander staff members or future applicants participating in our workplace</p> <p>Develop an Aboriginal and Torres Strait Islander professional development strategy</p>	July to December 2019 & review annually	HR Manager



OUTCOME	COMMITMENT	TIMELINE	RESPONSIBILITY
3.3 Aboriginal and Torres Strait Islander involvement in AMC work, including on assessment teams, committees and within the organisation, is improved and increased.	<p>Establish an Aboriginal and Torres Strait Islander Mentoring Network across the organisation to provide opportunities for Aboriginal and Torres Strait Islander peoples – internal and external – to connect, support each other and provide advice and guidance in an appropriate, culturally safe, environment</p> <p>Ensure AMC staff and external contributors have an AMC work environment that is culturally safe through evaluating the current working environment for staff and contracted specialists, with space for self-reflection, and, if needed, seek input to develop strategies to provide such an environment</p> <p>Consider an Aboriginal and Torres Strait Islander Research Fellow to work with AMC to analyse AMC data related to Aboriginal and Torres Strait Islander health in AMC standards</p>	February 2020	<p>Company Secretary & Pillar 3 Champion</p> <p>Aboriginal, Torres Strait Islander and Māori Strategy Group</p> <p>RAP Working Group</p>
3.4 Aboriginal and Torres Strait Islander supplier diversity is incorporated into the AMC's practices.	<p>Develop and implement an Aboriginal and Torres Strait Islander procurement strategy, including:</p> <ul style="list-style-type: none"> Review procurement policies and procedures to identify barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services Develop one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business Investigate membership with Supply Nation 	October 2019 to March 2020	<p>Senior Executive Officer, National Testing Centre</p> <p>RAP Working Group</p>

4. GOVERNANCE

AMC will continue its journey as an organisation and support its staff on their own journeys to reconciliation. AMC will support the continued evolution of the RAP, ensuring it remains current and relevant, and that the achievements, challenges and learnings are understood, reported and acted on.

OUTCOME	COMMITMENT	TIMELINE	RESPONSIBILITY
4.1 The RAP is actively implemented and monitored	A RAP Working Group has been established to oversee the implementation of the RAP and to monitor, review and report on the RAP, including to Reconciliation Australia	July 2019 & bi-annually	Deputy CEO AMC Standing Committees (MedSAC, PreVAC and SEAC)
	The RAP Working Group Terms of Reference cover its purpose, governance, resources, meeting schedule, and membership, noting:		
	<ul style="list-style-type: none">membership includes representation of Aboriginal and Torres Strait Islander peoples, a succession plan, timelines to ensure consistency and continuation of the group, and annual review of membership, andit will meet at least four times per year to drive and monitor RAP implementationTerms of Reference and Membership reviewed annually		
	Define resource needs for RAP implementation	July to December 2019	
	Engage AMC senior leaders and other staff in the delivery of RAP commitments	July 2019 to June 2021	
	Report RAP progress to all staff and senior leaders quarterly		

OUTCOME	COMMITMENT	TIMELINE	RESPONSIBILITY
4.2 The AMC Directors monitor and provide oversight of the implementation, reporting and further development of the RAP	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually	30 September annually	Company Secretary & Pillar 3 Champion
	Report to AMC Directors	Quarterly from July 2019	AMC Directors.
	Report to Aboriginal, Torres Strait Islander and Māori Strategy Group		RAP Working Group
	Investigate participating in the RAP Barometer	May 2020	Executive Management Group
	Develop an evaluation framework to track, measure and report on RAP activities	June 2019 to June 2020	
4.3 The RAP is publicly available and the achievements, challenges and learnings are understood and reported internally and externally.	Develop a comprehensive implementation plan to allow for in-depth internal evaluation and reporting related to key actions	Mid 2019 (following RA announcement) and then annually	Company Secretary & Pillar 3 Champion
	Publically report our RAP achievements, challenges and learnings		Executive Management Group RAP Working Group
4.4 The RAP is kept current and relevant.	Liaise with Reconciliation Australia to develop a new RAP (July 2021) based on learnings, challenges and achievements	October 2020	Company Secretary & Pillar 3 Champion
	Send draft RAP to Reconciliation Australia for review and feedback		RAP Working Group Executive Management Group Reconciliation Australia

End notes

- There are four different types of RAP that an organisation can develop: Reflect, Innovate, Stretch & Elevate. Each type of RAP is designed to suit an organisation at different stages of their reconciliation journey and organisations can repeat the same type of RAP if appropriate. https://www.reconciliation.org.au/wp-content/uploads/2018/02/rap-framework-_v2.pdf
- AIDA Report first published in 2005 that sought to define best practice in the recruitment and retention of Aboriginal and Torres Strait Islander medical students <https://www.aida.org.au/wp-content/uploads/2018/03/AIDA-Healthy-Futures-Report.pdf>
- See Table 1 for definitions.

The Australian Medical Council (AMC) 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 cultures, histories and 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 end, the AMC 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.

