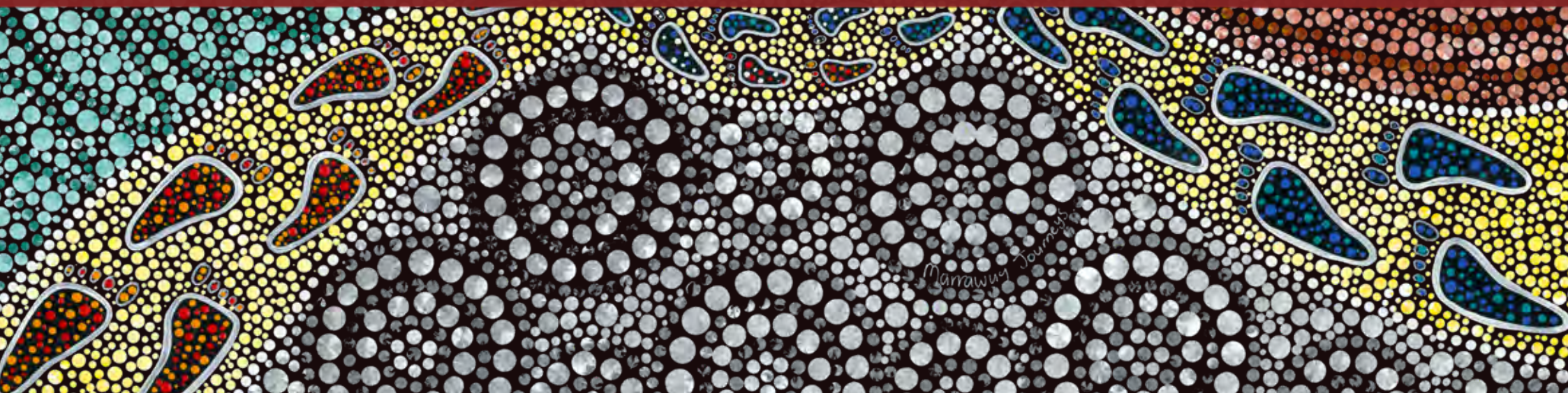




Australian
Medical Council Limited

Aboriginal and/or Torres Strait Islander and Māori Strategy

2023-2028



The Australian Medical Council acknowledges the Aboriginal and/or Torres Strait Islander Peoples as the original Australians, and the Māori Peoples as the original People of Aotearoa, New Zealand.

We acknowledge and pay our respects to the Traditional Custodians of all the lands on which we meet and to their ongoing connection to the land, water and sky.

We recognise the Elders of all these Nations both past, present and emerging, and honour them as the traditional custodians of knowledge for these lands.



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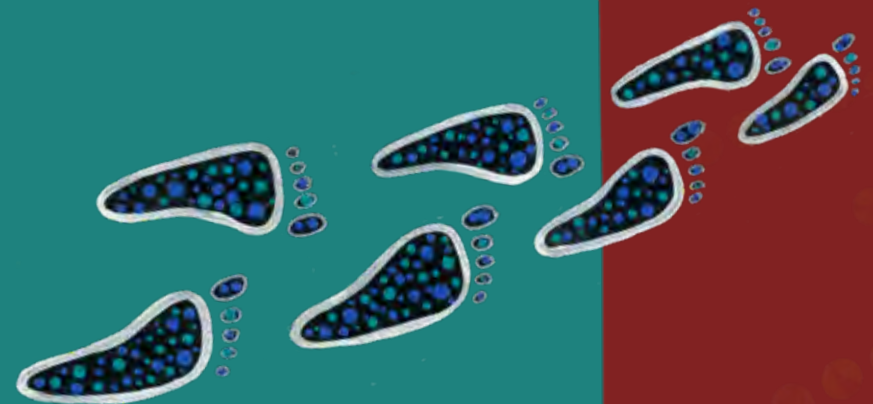
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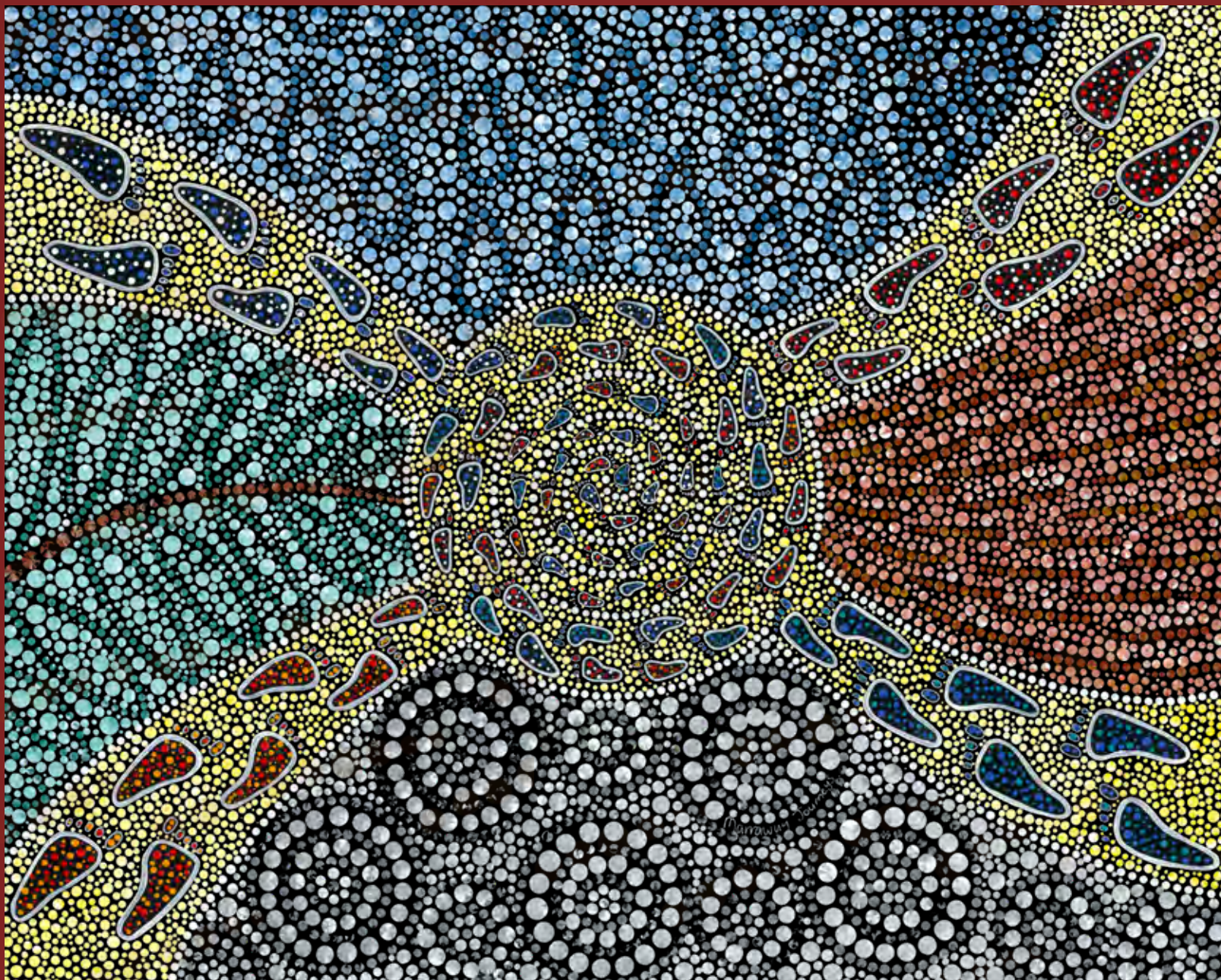
Acknowledgement of Country

This Strategy was developed on the traditional lands of the Ngunnawal and Ngambri Peoples. The AMC acknowledges Aboriginal and/or Torres Strait Islander Peoples and Māori Peoples as the Traditional Custodians of the lands the AMC work upon. We pay respects to Elders past, present and emerging and acknowledge the ongoing contributions that Indigenous Peoples make to all communities. We acknowledge the government policies and practices that impact on the health and wellbeing of Indigenous Peoples and commit to working together to support healing and positive health outcomes.

Acknowledgement of Contributors

The AMC acknowledges and thanks the staff and stakeholders who have contributed to the consultations informing this Strategy.





ABOUT THE ARTIST

Sarah Richards

A Ngilyampaa woman born on Gadigal land, Sarah is a practicing artist living on Ngunnawal/Ngambri country since 2012. Sarah was awarded ACT NAIDOC Artist of the year in 2015. In 2018, Sarah used the knowledge from her commerce degree and CPA qualification to turn her passion from a hobby into a small business and created Marrawuy Journeys.

Marrawuy (Mar-ra-way) in her ancestors' language of the Wongaibon people means red kangaroo and was the totem of one of her ancestors, Richard King. This is one of the reasons she has chosen to go by Marrawuy Journeys but the other is the fact that a kangaroo can't easily jump backwards. This also resonates strongly with Sarah because no matter what challenge she is thrown, she keeps moving forward.

Marrawuy Journeys has a vision of healing as individuals so that we can heal as a country. Having a creative outlet allowed Sarah to undergo a journey of healing and through Marrawuy Journeys Sarah creates opportunities for others to experience the same.



Foreword

The Australian Medical Council (AMC) Aboriginal and/or Torres Strait Islander and Māori Strategy (the Strategy) builds upon our commitment to ensure that standards of education, training and assessment of the medical profession protect and promote the health of the Australian community including Aboriginal and/or Torres Strait Islander and Māori Peoples.

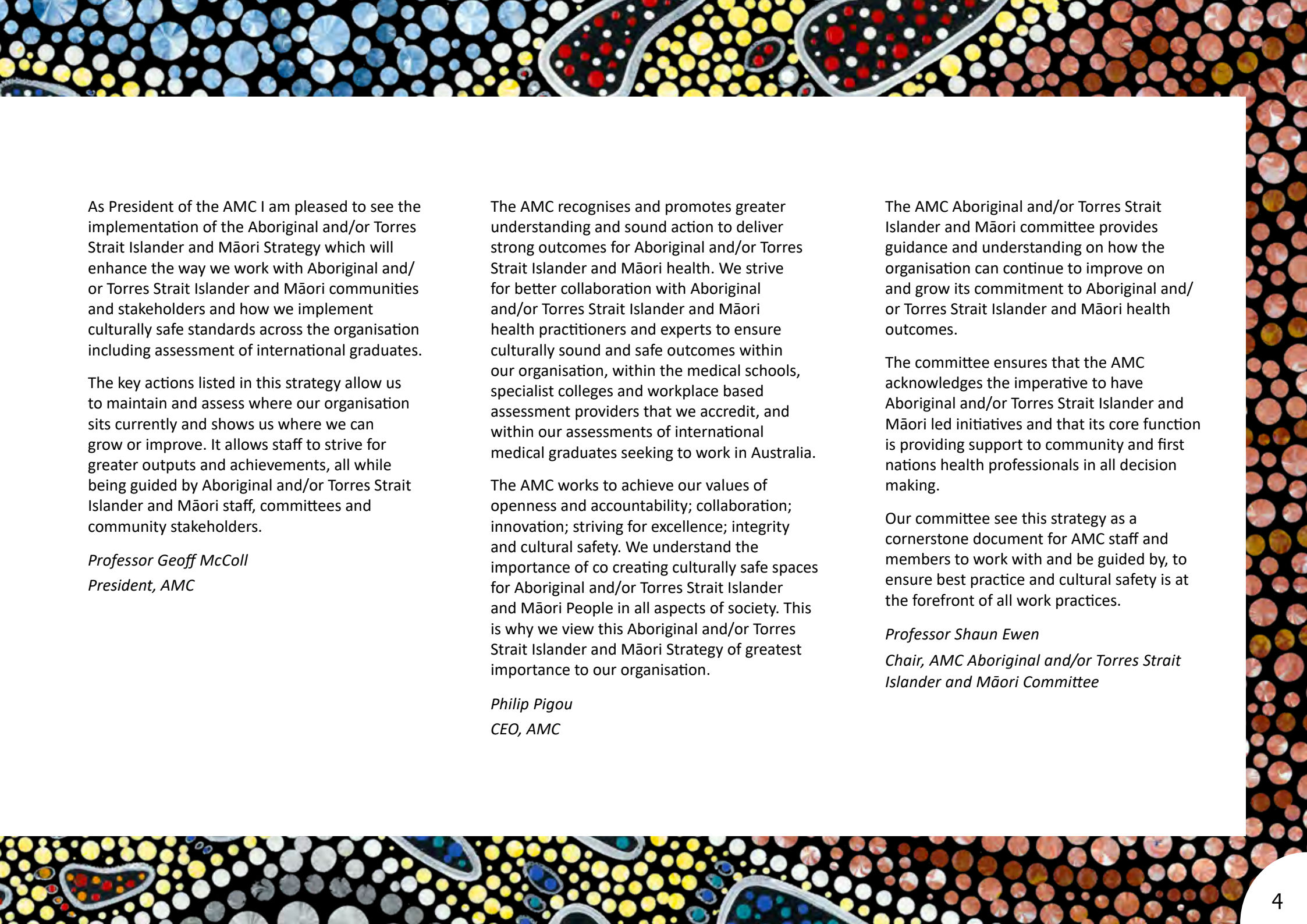
The AMC plays an important role in the accreditation of medical practitioners in both Australia and Aotearoa, New Zealand, therefore making the inclusion of First Nations Peoples of both nations – Aboriginal and/or Torres Strait Islander People of Australia and Māori People of Aotearoa, New Zealand – crucial to the success of the Strategy.

The Strategy achieves this by including Aboriginal and/or Torres Strait Islander and Māori Peoples in assessment, accreditation and strategic initiatives, from both historic and contemporary lenses, this includes the ongoing effects of colonisation and current inequalities.

It builds upon the AMC Strategic Plan 2018-2028 and adds to the Strategic Priorities of:

1. Our accountability – Promoting and protecting the health of the Australian community through working with our partners and stakeholders.
2. Medical education and training responsive to community health needs – Promoting medical education and training that is responsive to the workforce needs of the Australian community.
3. Promoting Aboriginal and/or Torres Strait Islander and Māori health – Ensuring culturally safe practice to improve health outcomes.
4. Professional practice in a changing world – Promoting professional and humanistic practice in a world of increasing technological change and artificial intelligence.
5. Business with a purpose – Managing our business in an ethical, efficient and sustainable way.

The development of the Aboriginal and/or Torres Strait Islander and Māori Strategy was undertaken by majority owned Aboriginal business Curijo Pty Ltd and in consultation with AMC Directors, Executive and Committees.



As President of the AMC I am pleased to see the implementation of the Aboriginal and/or Torres Strait Islander and Māori Strategy which will enhance the way we work with Aboriginal and/or Torres Strait Islander and Māori communities and stakeholders and how we implement culturally safe standards across the organisation including assessment of international graduates.

The key actions listed in this strategy allow us to maintain and assess where our organisation sits currently and shows us where we can grow or improve. It allows staff to strive for greater outputs and achievements, all while being guided by Aboriginal and/or Torres Strait Islander and Māori staff, committees and community stakeholders.

Professor Geoff McColl
President, AMC

The AMC recognises and promotes greater understanding and sound action to deliver strong outcomes for Aboriginal and/or Torres Strait Islander and Māori health. We strive for better collaboration with Aboriginal and/or Torres Strait Islander and Māori health practitioners and experts to ensure culturally sound and safe outcomes within our organisation, within the medical schools, specialist colleges and workplace based assessment providers that we accredit, and within our assessments of international medical graduates seeking to work in Australia.

The AMC works to achieve our values of openness and accountability; collaboration; innovation; striving for excellence; integrity and cultural safety. We understand the importance of co creating culturally safe spaces for Aboriginal and/or Torres Strait Islander and Māori People in all aspects of society. This is why we view this Aboriginal and/or Torres Strait Islander and Māori Strategy of greatest importance to our organisation.

Philip Pigou
CEO, AMC

The AMC Aboriginal and/or Torres Strait Islander and Māori committee provides guidance and understanding on how the organisation can continue to improve on and grow its commitment to Aboriginal and/or Torres Strait Islander and Māori health outcomes.

The committee ensures that the AMC acknowledges the imperative to have Aboriginal and/or Torres Strait Islander and Māori led initiatives and that its core function is providing support to community and first nations health professionals in all decision making.

Our committee see this strategy as a cornerstone document for AMC staff and members to work with and be guided by, to ensure best practice and cultural safety is at the forefront of all work practices.

Professor Shaun Ewen
Chair, AMC Aboriginal and/or Torres Strait Islander and Māori Committee

AMC Aboriginal and/or Torres Strait Islander and Māori Health Statement

The AMC's 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 cultural safety, collaboration, openness and accountability to stakeholders and recognising the unique opportunity from partnering with Aboriginal and/or Torres Strait Islander and Māori Peoples to learn about the diversity of cultural values. The AMC is committed to improving outcomes for Aboriginal and/or Torres Strait Islander and Māori Peoples through its assessment and accreditation processes including equitable access to health services for First Nations Peoples.

Background

Aboriginal and/or Torres Strait Islander and Māori Peoples lived harmonious and healthy lives pre-colonisation. Whilst the experience of invasion and colonisation for Aboriginal and/or Torres Strait Islander and Māori Peoples differ, there are some outcomes and impacts that are similar.

Colonial impacts are significant and ongoing. The warfare, massacres and introduction of disease and illness have directly impacted health, wellbeing and life expectancy. The destruction of cultural, social, political and economic structures as well as being displaced from traditional lands has caused significant and ongoing loss and trauma. This genocide has occurred through overt physical and sexual violence, forced removal of children, covert structural violence and psychosocial control.

Western systems, including the health system, have been built upon the colonial systems which do not serve Aboriginal and/or Torres Strait Islander and Māori Peoples. These systems have a strong history of racism, unethical medical testing on Aboriginal and/or Torres Strait Islander People, forced removal, and supporting the beliefs and practices around eugenics.

In addition to the health sector's colonial and racist origins and history, Aboriginal and/or Torres Strait Islander and Māori Peoples experience racism and lack of cultural safety through their interactions with medical practitioners. Institutionalised racism and unconscious bias have and continue to have detrimental impacts on Aboriginal and/or Torres Strait Islander and Māori health. This occurs by assimilating and homogenising minority groups into the dominant western health structures and practices where their specific needs are not recognised and/or met.

Within a health context, invasion, colonisation and western systems and approaches to health reflect a colonising worldview that does not reflect Aboriginal and/or Torres Strait Islander and Māori understandings and approaches of health and wellbeing. These factors have led to the disparity between Aboriginal and/or Torres Strait Islander and Māori People's health and their non-Indigenous counterparts.

The Australian Medical Council

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 at the highest standards including Aboriginal and/or Torres Strait Islander and Māori People.

The AMC acts as an external accreditation entity for the purposes of the Health Practitioner Regulation National Law and works with international health, education, accreditation and testing authorities and agencies to bring about improvement in standards of medical education and assessment. Through this role, we develop the accreditation standards, policies and procedures for medical programs of study that lead to registration of medical graduates of programs of study based predominantly in Australia and Aotearoa, New Zealand and assess that the programs of study and the education providers meet approved accreditation standards.

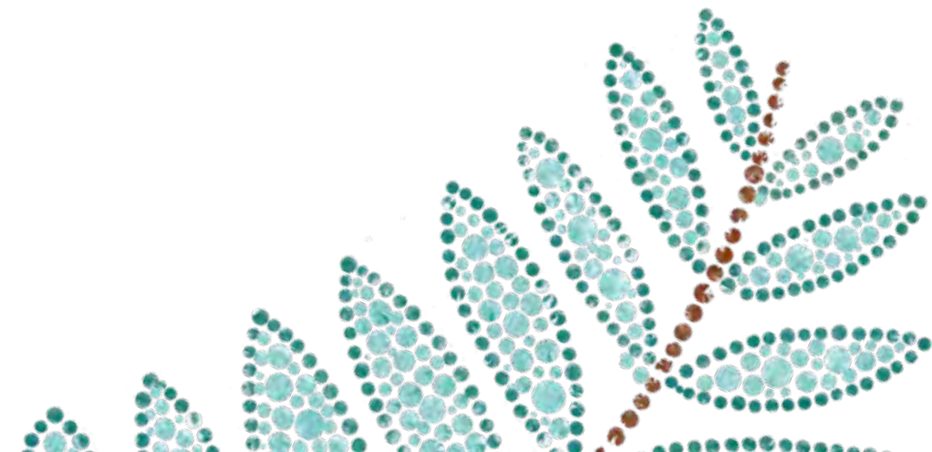
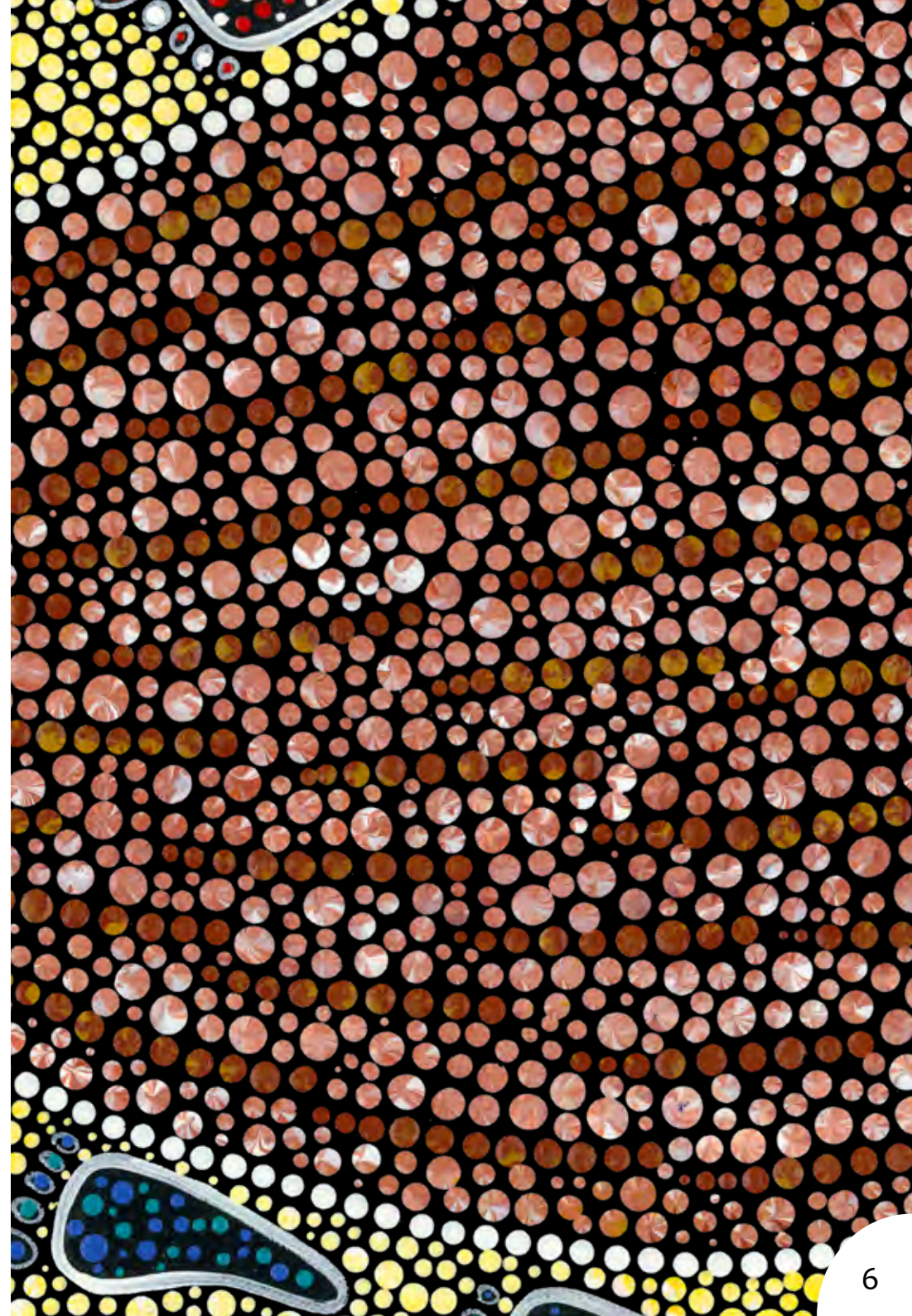
The AMC also assess international medical graduates seeking registration in Australia and international authorities that conduct examinations and accredit programs, to ensure that internationally qualified medical

practitioners who are seeking registration in medicine under the Health Practitioner Regulation National Law have the necessary knowledge, clinical skills and professional attributes.

The AMC's functions contribute to supporting all medical practitioners registered and practicing in Australia and Aotearoa, New Zealand to have the cultural competency to work with Aboriginal and/or Torres Strait Islander and Māori People in a culturally safe, appropriate and informed way that meets their health needs.

Under the AMC Strategic Plan 2018-2028, Cultural Safety is one of AMC's core values which underpins all of AMC's work including supporting the implementation of the strategic priority pillars. Pillar 3 outlines promoting Aboriginal and/or Torres Strait Islander and Māori Health by ensuring culturally safe practice to improve health outcomes as a strategic priority. The AMC Aboriginal and/or Torres Strait Islander and Māori Strategy has been developed to support the integration of Aboriginal and/or Torres Strait Islander and Māori related activities across the AMC, expanding on initiatives included in the AMC's initial Innovate Reconciliation Action Plan 2019 – 2021 (RAP).

The AMC as an organisation, and through their accreditation standards and assessment for medical education and training, has begun their journey on improving their practice through various actions:



2004

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

2006

Worked with Aboriginal and/or Torres Strait Islander stakeholder groups on revisions to standards and approved new standards for basic medical education including reflecting the endorsed Aboriginal and Torres Strait Islander health curriculum.

Moved to include as part of its accreditation standards an explicit focus on an Aboriginal and Torres Strait Islander health curriculum which marked the first time globally that Aboriginal and/or Torres Strait Islander Peoples and Aboriginal and/or Torres Strait Islander health was included in the medical curriculum as part of the AMC's assessment and accreditation processes.

Applied specific standards for teaching of Aboriginal and/or Torres Strait Islander health, and to the recruitment and support of Aboriginal and/or Torres Strait Islander staff and students.

2007

Provided training for new assessors targeted to new standards and recruited a group of Aboriginal and/or Torres Strait Islander and Māori People to be accreditation assessors.

2009

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

2010

Medical Deans Australia and New Zealand and Australian Indigenous Doctors' Association (AIDA) began the 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/or Torres Strait Islander medical students
- Provide tailored recommendations based upon the above findings (10 recommendations)

2011

Medical schools increased focus on recruitment and support of Aboriginal and/or Torres Strait Islander students into medical programs.

2012

Medical Deans and AIDA signed 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.

The final report of the review of the CDAMS Aboriginal and Torres Strait Islander Health Curriculum Framework is submitted to government.

AMC finalised review of standards for medical education programs.

AMC expanded recruitment for Aboriginal and/or Torres Strait Islander and Māori assessors for accreditation assessment teams and other committees.

2014

AMC introduced specific requirements for Aboriginal and/or Torres Strait Islander health in new intern training program accreditation standards.

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

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.

AMC introduced specific standards for specialist medical programs relating to Aboriginal and/or Torres Strait Islander and Māori health.

Focused Council visits on Aboriginal and/or Torres Strait Islander Health issues, outcomes, successes and lessons (e.g., the value of the Aboriginal and/or Torres Strait Islander voice) began in 2015 with Toowoomba and Northern Territory.

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.

AMC established specific positions for Aboriginal and/or Torres Strait Islander and Māori members on each standing committee

Focused Council visits on Aboriginal and/or Torres Strait Islander Health issues, outcomes, successes and lessons continued in Greater Western Sydney.

2017

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

Aboriginal, Torres Strait Islander and Māori Strategy Group was set up to oversee and coordinate implementation of the AMC's strategy in Aboriginal and/or Torres Strait Islander health and advise on key matters related to AMC accreditation and assessment functions and Aboriginal and/or Torres Strait Islander and Māori health, including AMC's stated purpose of making health systems free of racism and inequality.

Commenced work on integrating Aboriginal and/or 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 preparing for AMC exams, clinical and multiple choice.

Commissioned Artwork to tell the AMC story.

Developed the AMC Aboriginal and Torres Strait Islander Health Statement.

AMC Directors undertake first AMC cultural safety workshop.

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

2018

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

Conducted research into the conditions and outcomes from the Aboriginal and/or Torres Strait Islander focused standards in accreditation and presented the findings.

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

Implemented cultural safety training for AMC staff.

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

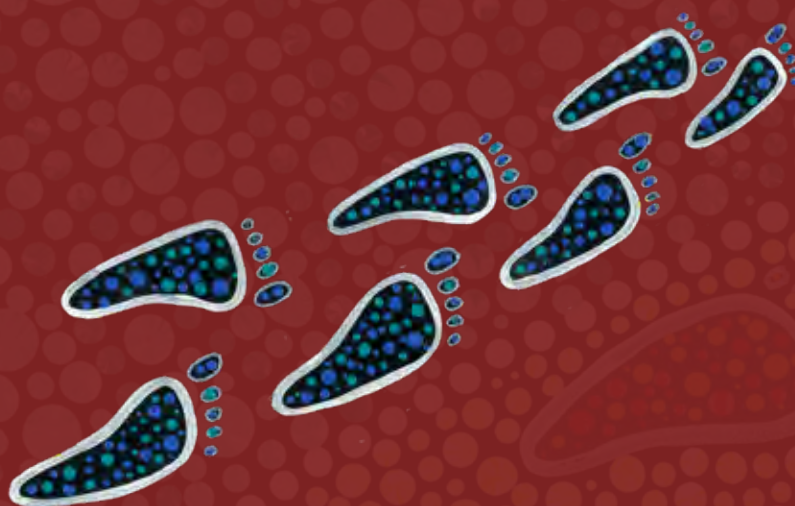
Aboriginal, Torres Strait Islander and Māori Health Statement: The AMC published a statement that describes the AMC purpose, values, commitment and principles with regard to improving outcomes for Aboriginal and/or Torres Strait Islander and Māori through its accreditation and assessment processes.

2019

Innovate Reconciliation Action Plan (RAP): The AMC finalised and launched the AMC Innovate RAP in June 2019 to strengthen its relationships with Aboriginal and/or Torres Strait Islander Peoples, gain a deeper understanding of AMC's sphere of influence and establish the best approach to advance reconciliation.

The Aboriginal and/or Torres Strait Islander and Māori Committee, held its first meeting during COVID19 restrictions via videoconference in June 2020.

AMC developed an Indigenous Procurement Policy and related Procedures to support the Indigenous business sector by providing Indigenous Australians with the opportunity to provide goods or services to the AMC.



2020

AMC worked with the Australian Health Practitioner Regulation Agency's (Ahpra) Aboriginal and Torres Strait Islander Health Strategy Group to advocate for change to the National Law and to define cultural safety for the National Registration Accreditation Scheme. The definition was approved in February 2020.

AMC hired a Reconciliation Manager to support the Aboriginal and/or Torres Strait Islander and Māori Committee and Chair to educate and inform about the RAP, and the cultural safety requirements to achieve it.

The Aboriginal and/or Torres Strait Islander and Māori Committee has representation on all the main Committees of the AMC and the Medical Workforce Digital Capabilities Project, the Medical Standards Review, and the Internship Review projects also have Indigenous Committee representation.

2021

The AMC preferred Definitions of Terms for Cultural Safety, Competency and Proficiency was developed with the AMC Aboriginal and/or Torres Strait Islander and Māori Committee, which was published in March 2021.

Directors and Senior Executive attend a Strategic Plan 2018-2028 Review Workshop, in which Pillar 3 was updated to reflect AMC's external influence and the importance of self-determination.

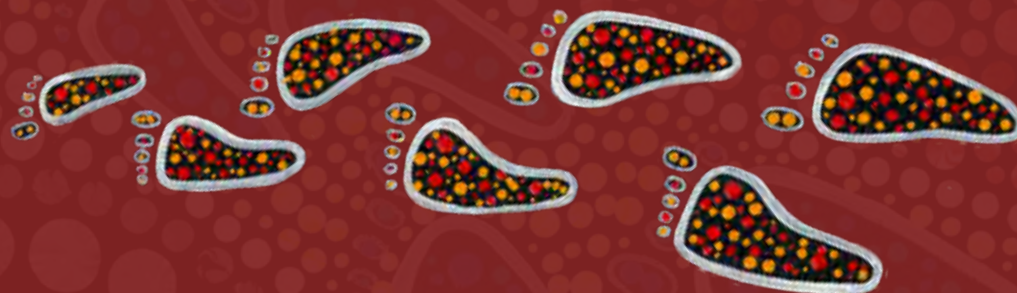
The AMC Aboriginal and/or Torres Strait Islander and Māori Committee developed an AMC Aboriginal and/or Torres Strait Islander and Māori Peoples Policy Statement, which was published in April 2021.

AMC accepted a policy amendment for the Employment Manual to include culturally safe practices in the recruitment and interview processes.

The AMC engaged Aboriginal owned and controlled profit-for-purpose consultancy company, Curijo Pty Ltd, to develop the Aboriginal and/or Torres Strait Islander and Māori Strategy to replace the AMC Innovate RAP 2019-2021. Curijo consulted with the Directors, Executive and Committees to draft and develop a tailored strategy.

Whilst there has been good progress, evidence shows that institutional and interpersonal racism remain significant barriers to accessible health-care for Aboriginal and/or Torres Strait Islander and Māori Peoples.

Given the ongoing colonisation of Aboriginal and/or Torres Strait Islander and Māori People, the role the AMC plays as the national standards and assessment body is fundamental in improving a culturally safe health workforce.





Purpose and Vision

PURPOSE

To develop and strengthen the relationships we have with Aboriginal and/or Torres Strait Islander and Māori Peoples and use our influence to promote innovation in improving Indigenous health outcomes and cultural safety within the AMC and its sphere of influence.

VISION

The AMC uses innovation to improve Indigenous health outcomes and strengthen cultural safety within the organisation and external partners and stakeholders.

Strategic Alignment

This Strategy strengthens the AMC's commitment to promoting Aboriginal and/or Torres Strait Islander and Māori health and in turn supports targets contained with the National Agreement on Closing the Gap, as well as priority reforms and Reconciliation in Australia and Aotearoa, New Zealand. The objective of the National Agreement on Closing the Gap is to:

Enable Aboriginal and/or Torres Strait Islander People and governments to work together to overcome the inequality experienced by Aboriginal and/or Torres Strait Islander People, to achieve life outcomes equal to all Australians.

The National Agreement has 17 socioeconomic targets which cover a range of topics such as education, health, employment and business, housing, family safety, well-being and culture. The Commonwealth departments contribute to all targets under the National Agreement. The targets that are directly linked to improving the health of Aboriginal and/or Torres Strait Islander Australians include:

- Everyone enjoys long and healthy lives. With a target to close the gap in life expectancy within a generation, by 2031.
- Children are born strong and healthy. With a target that by 2031, increase the proportion of Aboriginal and Torres Strait Islander babies with a healthy birthweight to 91 per cent.
- People enjoy high levels of social and emotional wellbeing. With a target that there is a significant and sustained reduction in suicide of Aboriginal and Torres Strait Islander People towards zero.

Closing the Gap in Aboriginal and/or Torres Strait Islander inequality is a shared responsibility, benefiting the health outcomes in the wider community, and the economy as a whole. As an independent national standards body for medical education and training, the AMC, our partners and the medical community have a reciprocal responsibility to deepen our engagement.

The Aboriginal and/or Torres Strait Islander and Māori Strategy expands upon Pillar 3 of the AMC Strategic Plan 2018-2028 and its areas of action. The strategic priority of Pillar 3 supports the work of the Australian Government in the National Agreement on Closing the Gap. Pillar 3 states:

Promoting Aboriginal and/or Torres Strait Islander and Māori health: Ensuring culturally safe practice to improve health outcomes.

1. *Support the right to self-determination of Aboriginal and/or Torres Strait Islander and Māori Peoples in our work.*
2. *Develop and foster strong and mutually beneficial relationships and partnerships with Aboriginal and/or Torres Strait Islander and Māori partners, stakeholders and communities.*
3. *Create a culturally safe, respectful and supportive environment.*
4. *Advocate, support and promote the goals of Aboriginal and/or Torres Strait Islander and Māori Peoples, in relation to Aboriginal and/or Torres Strait Islander and Māori health.*

These four actions provide the focus areas of the Aboriginal and/or Torres Strait Islander and Māori Strategy.

The AMC works in partnership with the Medical Board of Australia and is one of 15 National Boards registered under the National Registration and Accreditation Scheme (the National Scheme). Ahpra supports the National Boards to help protect the public by administering regulation of Australia's registered health practitioners under the National Scheme. Ahpra developed the Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy 2020-2025 to support the National Scheme, of which AMC is a signatory. Their objectives are for: a culturally safe health workforce through nationally consistent standards, codes and guidelines across all practitioner groups within the National Scheme; increased Aboriginal and Torres Strait Islander participation in the registered health workforce and across all levels of the National Scheme; greater access for Aboriginal and Torres Strait Islander Peoples to culturally safe services of health professions regulated under the National Scheme; and using their leadership and influence to achieve reciprocal goals.



The AMC supports the above-mentioned key Agreements and strategies through the AMC Strategic Plan 2018-2028 and the Aboriginal and/or Torres Strait Islander and Māori Strategy 2022-2028. The Strategy is strategically aligned and supported by the following internal and external documents:

- United Nations Declaration on the Rights of Indigenous Peoples
- National Agreement on Closing the Gap (Australian Federal Government)
- National Aboriginal and Torres Strait Islander Health Plan 2013-2023 (Australian Federal Department of Health and Aged Care)
- Whakamaua: Māori Health Action Plan 2020-2025 (New Zealand Ministry of Health)
- Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy 2020-2025 (Ahpra)
- AMC Strategic Plan 2018-2028
- The AMC Aboriginal and Torres Strait Islander Peoples and Māori Policy Statement
- AMC Aboriginal and Torres Strait Islander Engagement Policy
- National Medical Workforce Strategy 2021–2031 (Australian Federal Department of Health and Aged Care)
- AMC Employment Manual
- AMC New Recruitment Policy
- AMC Leave Policy
- AMC Indigenous Procurement Policy
- AMC Definition of Terms for Cultural Safety
- AMC Cultural Safety KPIs



Values and Principles

The strategy design is founded upon, and implementation supported by, the following values from the AMC Strategic Plan 2018-2028:

- Openness and accountability – we are open and transparent about improving the health of Aboriginal and/or Torres Strait Islander and Māori Peoples, and we are accountable. We are committed to ensuring Aboriginal and/or Torres Strait Islander and Māori perspectives and health needs are valued
- Collaboration – we will meaningfully collaborate and partner with Aboriginal and/or Torres Strait Islander and Māori Peoples and groups to support cultural best practice and value cultural knowledge
- Innovation – we will be creative and convert problems into ideas through an environment that encourages innovative change to support Aboriginal and/or Torres Strait Islander and Māori health
- Striving for excellence – we will lead and work with respect and humility, embrace Aboriginal and/or Torres Strait Islander and Māori cultures and values, and prioritise the importance of these in health
- Integrity – we practice ethically and morally to support and improve the health outcomes of Aboriginal and/or Torres Strait Islander and Māori Peoples through professional practice. Our integrity will not be compromised in striving for cultural safety
- Cultural safety – we will implement this Strategy to support increased cultural safety of AMC.

The Health Principles outlined in the Aboriginal, Torres Strait Islander and Māori Health Statement 2018 support AMC's values and underpin the Strategy:

- The AMC recognises Aboriginal and/or Torres Strait Islander and Māori Peoples as First Nations Peoples
- The AMC includes First Nations Peoples' perspectives across the assessment and accreditation processes of the AMC
- The AMC maintains accreditation standards and procedures across the medical education continuum that ensure education programs have learning outcomes for Aboriginal and/or 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
- The AMC supports 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
- The AMC supports 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.

Focus Areas

The Aboriginal and/or Torres Strait Islander and Māori Strategy contains several commitments and focus areas that seek to support Self-determination, Legal Recognition, Relationships and Partnerships, Culturally Safe Environments, and Health Promotion and Advocacy. The AMC acknowledges its roles as an employer of Aboriginal and/or Torres Strait Islander and Māori People and as a national standards and accreditation body and commits to the targeted actions focusing both internally and externally. The four strategic areas include:

All four focus areas of the Strategy are intertwined and are therefore required to be implemented simultaneously to drive effective and meaningful implementation to support change.

Self-determination

Support the right to self-determination of Aboriginal and/or Torres Strait Islander and Māori Peoples in our work.

Develop and foster strong and mutually beneficial relationships and partnerships with Aboriginal and/or Torres Strait Islander and Māori partners, stakeholders and communities.

Relationships, partnerships and connections

Culturally safe environments

Create culturally safe, respectful and supportive environments.

Advocate, support and promote the goals of Aboriginal and/or Torres Strait Islander and Māori Peoples, in relation to Aboriginal and/or Torres Strait Islander and Māori health.

Influence, advocacy and support

Self-determination

The AMC acknowledges that self-determination is key to supporting health promotion and ensuring cultural safety in service delivery for Aboriginal and/or Torres Strait Islander and Māori communities, as well as recognising the distinctive status of Aboriginal and/or Torres Strait Islander and Māori Peoples as First Peoples and supporting their right to self-determination. The Victorian Public Sector Commission defines self-determination as:

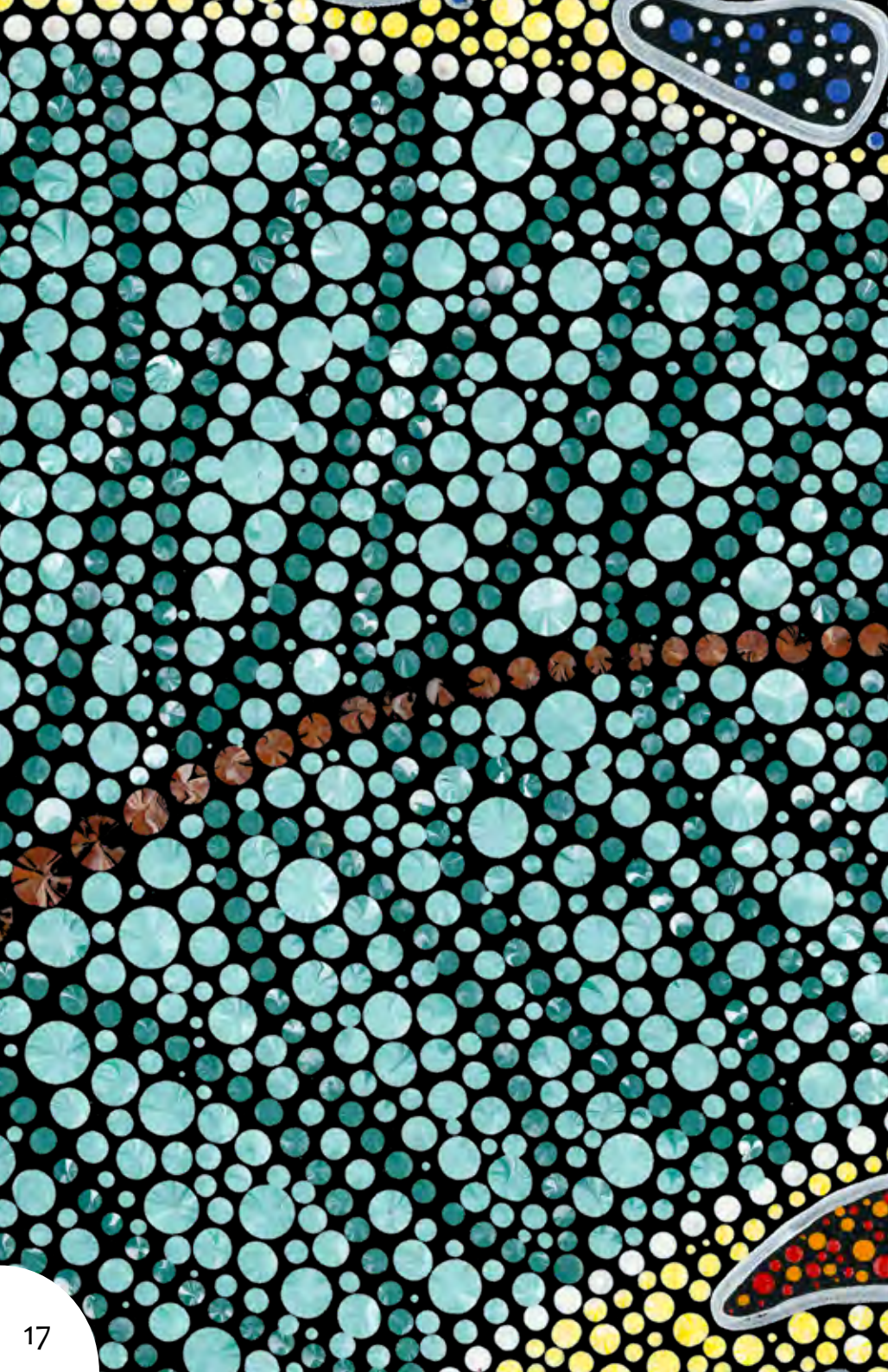
An 'ongoing process of choice' to ensure that Indigenous communities are able to meet their social, cultural and economic needs.¹

To ensure that AMC is supporting self-determination, and as a fundamental aspect of reconciliation, the AMC ensures that Aboriginal and/or Torres Strait Islander and Māori voices are heard, valued and respected within the organisation, including in the development and documentation of corporate policies, strategies and accreditation standards for the medical community.

To achieve this, the AMC has made a commitment to the following action under Pillar 3 of the AMC Strategic Plan 2018-2028, and its sub points.

Support the right to self-determination of Aboriginal and/or Torres Strait Islander and Māori Peoples in our work.

- Ensure that the rights and cultures of Aboriginal and/or Torres Strait Islander and Māori Peoples are respected and affirmed throughout the work of the AMC.
- Ensure the standards we develop for assessment for Aboriginal and/or Torres Strait Islander and Māori health are approved and endorsed by Aboriginal and/or Torres Strait Islander and Māori Peoples.
- Ensure we have appropriate representation of the AMC on government, professional and community groups and other forums related to the health and wellbeing of Aboriginal and/or Torres Strait Islander and Māori Peoples.
- Ensure policies and positions that address matters concerning the health of Aboriginal and/or Torres Strait Islander and Māori Peoples are approved and endorsed by Aboriginal and/or Torres Strait Islander and Māori Peoples, before public release.



To support Aboriginal and/or Torres Strait Islander and Māori People's right to self-determination, the AMC has undertaken a number of actions.

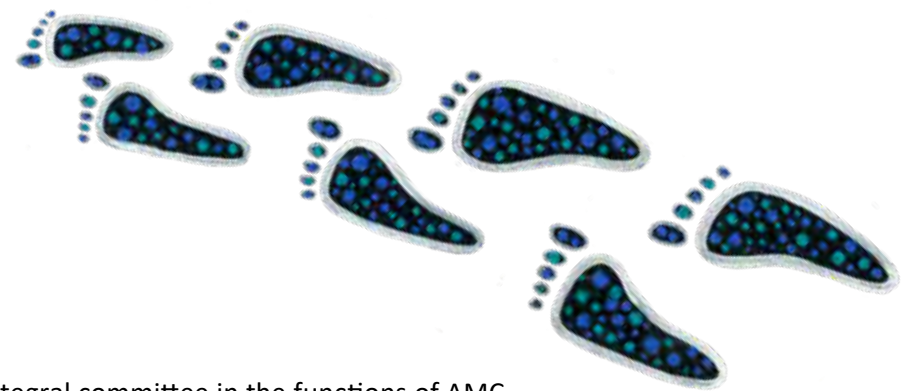
In 2019, the AMC demonstrated our commitment to growing our engagement with Indigenous businesses, by providing Indigenous Australians with the opportunity to provide goods or services to the AMC through the Indigenous Procurement Policy and the related Policy Procedures.

The representation of Aboriginal and/or Torres Strait Islander and Māori People in decision making and leadership roles including as Directors and on each Committees is key in working towards self-determination. In June 2020, the AMC established the Aboriginal and/or Torres Strait Islander and Māori Committee to oversee the achievement of Pillar 3, and in 2021 the AMC Directors had two members who identify as Indigenous. We support the development of other Aboriginal and/or Torres Strait Islander and Māori employees to ensure there is always Indigenous representation at all levels within the AMC.

By establishing a minimum of one Identified Director position, and implementing strategies to support Aboriginal and/or Torres Strait Islander and Māori Peoples to join and effectively participate on all AMC Committees, we will further demonstrate the value we place on self-determination.

AMC as an organisation must lead the way in supporting Aboriginal and/or Torres Strait Islander and Māori Peoples in self-determination both internally and externally to lead and make a meaningful difference in health outcomes.

The AMC is committed to ensuring the right of self-determination for Aboriginal and/or Torres Strait Islander and Māori Peoples and will support this through our work and the following actions:



Self-determination

Internal actions

- Maintain a minimum of one identified Director position
- Maintain the Aboriginal and/or Torres Strait Islander and Māori Committee as an integral committee in the functions of AMC
- Design, develop and implement an Indigenous employment strategy that ensures continuous growth in senior roles for Aboriginal and/or Torres Strait Islander and Māori employees
- Ensure policies and positions that address matters concerning the health of Aboriginal and/or Torres Strait Islander and Māori Peoples are approved and endorsed by the Aboriginal and/or Torres Strait Islander and Māori Committee, before public release
- Develop a procedure to ensure every procurement has considered and attempted to contract an Aboriginal and/or Torres Strait Islander and Māori businesses in line with the AMC Indigenous Procurement Policy
- Develop and monitor an Indigenous procurement process to aim for a minimum 5% of AMC procurement to be with Aboriginal and/or Torres Strait Islander and Māori business within the first year, and a percentage increase of 2% per annum
- Design, develop and implement strategies to increase participation/representation of Aboriginal and/or Torres Strait Islander and Māori Peoples on all AMC Committees
- Management acknowledges staff involvement in the Indigenous Strategy implementation or other related specific duties by allowing a recognised allocation of time from their main duties

External actions

- Ensure AMC-developed standards for accreditation regarding Aboriginal and/or Torres Strait Islander and Māori health education and training are approved and endorsed by Aboriginal and/or Torres Strait Islander and Māori Peoples
- Ensure the standards for assessment of domestic and international graduate's understanding of Aboriginal and/or Torres Strait Islander and Māori health education and training are approved and endorsed by Aboriginal and/or Torres Strait Islander and Māori Peoples
- Build relationships and conduct regular community consultation with Aboriginal and/or Torres Strait Islander and Māori Peoples to support knowledge of grassroots community health needs

Relationships, partnerships and connections

The AMC recognises and supports strong and culturally safe relationships to effectively implement the Strategy and support improved health outcomes for Aboriginal and/or Torres Strait Islander and Māori Peoples. Meaningful and strong relationships are essential to all human beings and support positive health outcomes for all people. Relationships and connections are integral to the Aboriginal and/or Torres Strait Islander and Māori People's worldview.

Through building meaningful relationships and connections with Aboriginal and/or Torres Strait Islander and Māori partners and stakeholders, the AMC will be able to better understand the experiences and needs within the health sector. The AMC is a leader in the sector, however, is not an expert in Aboriginal and/or Torres Strait Islander and Māori health or culturally safe practices. It is fundamental to partner with Aboriginal and/or Torres Strait Islander and Māori peak bodies, key health organisations and communities who do have expert knowledge and experience of being Indigenous and working in Aboriginal and/or Torres Strait Islander and Māori health.

Aboriginal and/or Torres Strait Islander and Māori People are experts on themselves and by building culturally safe relationships and partnerships, the AMC will be guided through cultural expertise to support the change required in the health sector. This also supports self-determination by ensuring Aboriginal and/or Torres Strait Islander and Māori decision making that will guide AMC's cultural safety practice. It is also crucial to ensure that relationships and partnerships will be mutually beneficial.

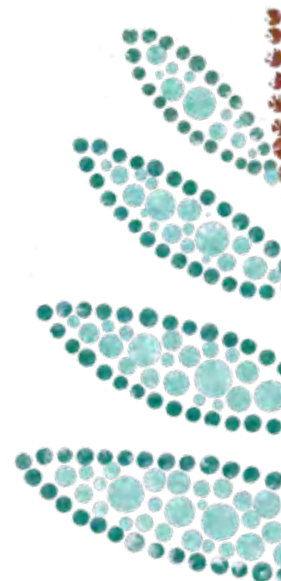
To achieve this, the AMC has made a commitment to the following action under Pillar 3 of the AMC Strategic Plan 2018-2028, and its sub points.

The commitment to developing and fostering relationships, partnerships and connections has begun through the following activities.

In 2017, the AMC amending its Constitution in 2017 to create a designated position for an Aboriginal or Torres Strait Islander and a Māori member of the Council. AMC now also has a designated position on each of its standing committees covering basic medical education, prevocational training, specialist training, and assessment of international medical graduates.

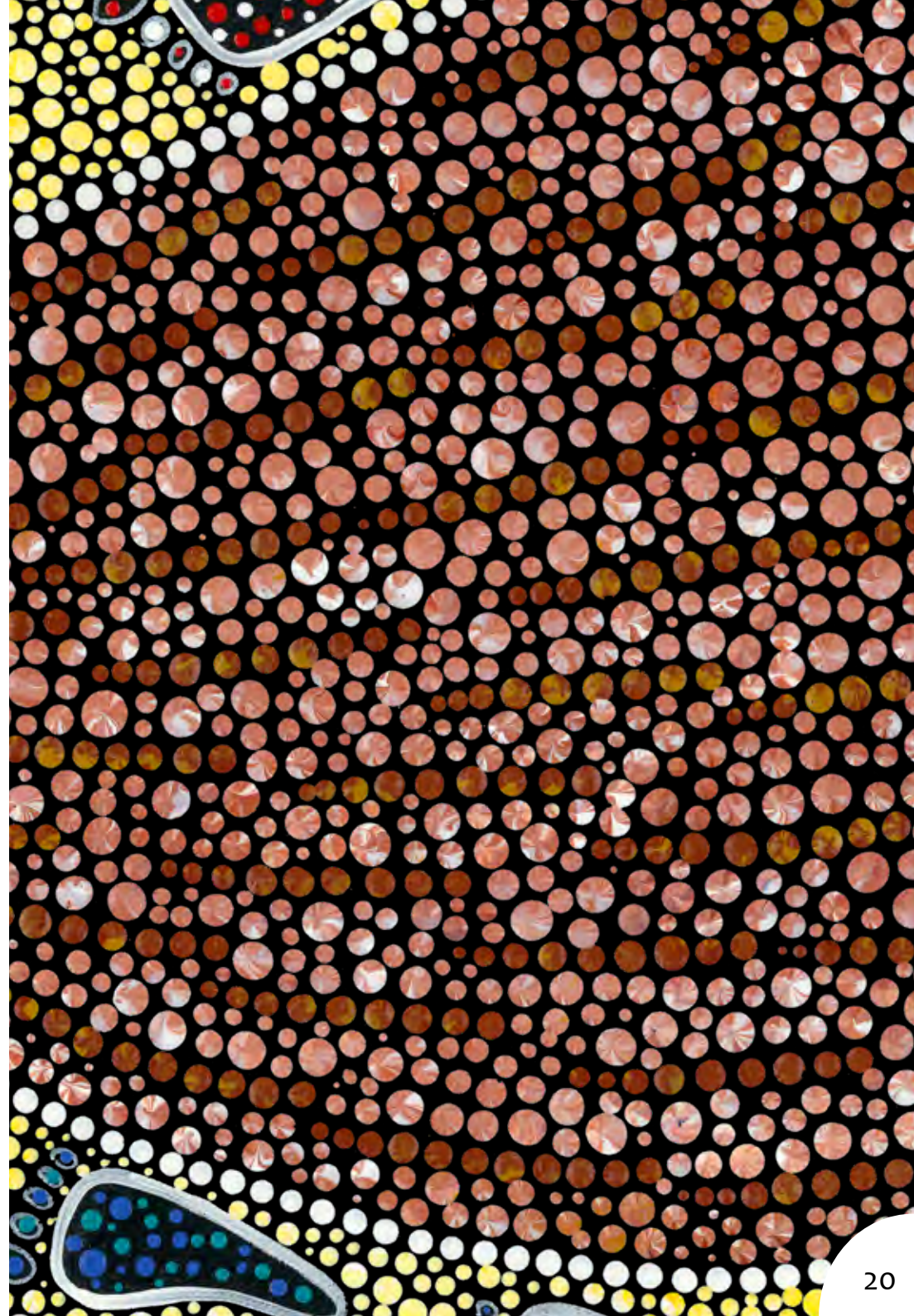
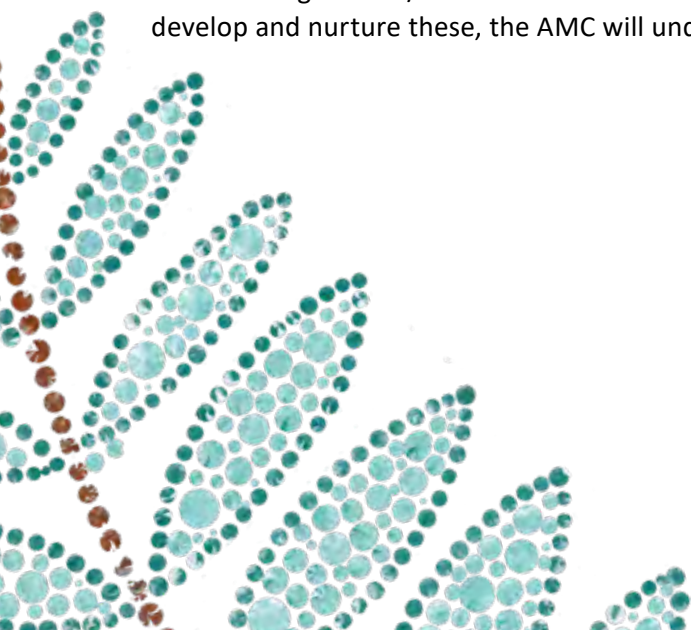
Develop and foster strong and mutually beneficial relationships and partnerships with Aboriginal and/or Torres Strait Islander and Māori partners, stakeholders and communities.

- Ensure the scope of formal agreements with AMC's Indigenous stakeholder organisations is culturally appropriate and provides mutual benefit to all parties.



In June 2020, the AMC established the Aboriginal and/or Torres Strait Islander and Māori Committee as a Constituted Standing Committee to oversee the achievement of Pillar 3 and strengthen the AMC's approach to improving the health and social outcomes for First Nations Peoples in Australia and Aotearoa, New Zealand. The Committee will continue to guide, support and improve interaction with the wider community, through providing advice and recommendations to AMC Directors (the Board) on key matters related to Indigenous health, including AMC's statement to making health systems free of racism and inequality. Furthermore, the Committee brings together AMC leadership, Aboriginal and/or Torres Strait Islander and Māori stakeholder organisations, and stakeholders in the AMC accreditation and assessment functions. The committee has evolved since 2017, where it was originally developed as the Aboriginal, Torres Strait Islander and Māori Strategy Group. The Strategic Plan also more broadly strengthens AMC's engagement with Aboriginal and/or Torres Strait Islander and Māori stakeholders in setting and reviewing medical education standards and in the assessment of international medical graduates.

Strong relationships, partnerships and connections underpin the success of the Aboriginal and/or Torres Strait Islander and Māori Strategy. To develop and nurture these, the AMC will undertake the following actions:





Relationships, partnerships and connections

Internal actions

- Ensure the Aboriginal and/or Torres Strait Islander and Māori Committee is represented and works closely with all other Committees of the AMC to drive and support cultural safety across all areas
- Work with Aboriginal and/or Torres Strait Islander and Māori People and AMC committees to create strategies that improve health outcomes for Aboriginal and/or Torres Strait Islander and Māori Peoples on all the outcomes of the AMC
- Aboriginal and/or Torres Strait Islander and Māori Committee enhanced, and broadened in its functions and responsibilities

External actions

- Build and strengthen relationships with key Aboriginal and/or Torres Strait Islander and Māori peak bodies, key health organisations and communities to drive cultural safety across the sector
- Ensure the scope of formal agreements with AMC's Indigenous stakeholder organisations is culturally safe and provides mutual benefit to all parties
- Broaden and strengthen Aboriginal and/or Torres Strait Islander and Māori stakeholder networks



Culturally safe environments

Ahpra, in partnership with Aboriginal and/or Torres Strait Islander health sector leaders and representatives from Accreditation Authorities, National Boards, and the Chair of Ahpra's Agency Management Committee, developed the Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy 2020-2025, of which the AMC is a signatory. One key deliverable was to develop, consult and finalise a baseline definition of cultural safety for the National Scheme for regulating health practitioners. The finalised baseline definition for cultural safety for use in the National Scheme is:

Cultural safety is determined by Aboriginal and Torres Strait Islander individuals, families and communities.

Culturally safe practise is the ongoing critical reflection of health practitioner knowledge, skills, attitudes, practising behaviours and power differentials in delivering safe, accessible and responsive healthcare free of racism.²

In addition to recognising the Ahpra definition of cultural safety, the AMC defines cultural safety in the following two ways:

Cultural safety is the 'outcome of education that enables safe services to be defined by those who receive the service'

Cultural safety is based on the experience of the recipient of care and involves the effective care of a person or family from another culture by a healthcare professional who has undertaken a process of reflection on their own cultural identity and recognises the impact their culture has on their own practice.³

Cultural safety in health across Australia and Aotearoa, New Zealand continues to be an ongoing challenge within western systems. The historical and contemporary issues this raises include the care that is received from practitioners not meeting needs and access to health care. Intergenerational trauma, hardship and poverty also have and continue to significantly impact on health disparity between Aboriginal and/or Torres Strait Islander and Māori and other people in Australia and Aotearoa, New Zealand. These health disparities are caused by health inequalities.

Since colonisation, institutional racism has been embedded within the Australian medical and healthcare system and education curriculum which are used to accredit institutions training, assessing and registering domestic and international medical graduates⁴. AMC plays an important role in developing standards for education, assessment and accreditation to ensure that all medical practitioners registered and practicing in Australia and New Zealand have the appropriate understanding of culturally safe practice to support Aboriginal and/or Torres Strait Islander and Māori People in their interactions with the health sector.

In addition to the role AMC plays as an accreditation authority, it is essential to ensure that AMC provides all Aboriginal and/or Torres Strait Islander and Māori employees with a culturally safe working environment. Aboriginal and/or Torres Strait Islander and Māori employees are integral to the work at the AMC as they bring diverse skills and perspectives to our workforce. Aboriginal and/or Torres Strait Islander and Māori employees often experience racism and bias from managers and colleagues and do not feel culturally safe. Aboriginal and/or Torres Strait Islander and Māori workers in the health sector also experience substantial cultural loading. The term can be defined as:

An often invisible additional load borne by Aboriginal and/or Torres Strait Islander People at work, where they are the only Indigenous person, or one of a small group, and are expected to become representatives of the Indigenous experience.⁵

As an employer of Aboriginal and/or Torres Strait Islander and Māori People, AMC recognises that the cultural load must be managed and supported, and racism and bias must be addressed and eliminated to uphold positive health outcomes for Aboriginal and/or Torres Strait Islander and Māori employees.

The AMC commits to improving cultural safety, through recognising it as an integral value of the AMC, and as a focus area both internally and externally. To achieve cultural safety, the AMC has made a commitment to the following action under Pillar 3 of the AMC Strategic Plan 2018-2028, and its sub points.

Create culturally safe, respectful and supportive environments.

- Develop internal policies and strategies that will support the AMC's Aboriginal and/or Torres Strait Islander and Māori Health Statement.
- Work with Aboriginal and/or Torres Strait Islander and Māori People and AMC committees to create strategies that improve health outcomes for Aboriginal and/or Torres Strait Islander and Māori Peoples on all the outcomes of the AMC.
- Have representation of Aboriginal and/or Torres Strait Islander and Māori Peoples on all AMC committees.
- Work with Aboriginal and/or Torres Strait Islander and Māori Peoples to develop an Aboriginal and/or Torres Strait Islander and Māori network to influence and support the professional development and cultural proficiency of all staff within the AMC.
- Work with Aboriginal and/or Torres Strait Islander and Māori Peoples to develop an Aboriginal and/or Torres Strait Islander and Māori networks to influence and support the professional development and cultural proficiency of AMC stakeholders, and members of external assessment and/or accreditation teams.
- Work with Aboriginal and/or Torres Strait Islander and Māori stakeholders to develop and implement an Aboriginal and/or Torres Strait Islander and Māori cultural safety plan for the AMC.

To support improving the cultural safety of the AMC as a workplace, all employees participate in Cultural Safety Training. The cultural training is ongoing and aims to increase employees' knowledge about cultural safety, culturally safe practice and confidence. The Cultural Safety Training will continue to be developed and evolve to support employees to provide a culturally safe environment for Aboriginal and/or Torres Strait Islander and Māori People.

It is imperative that AMC builds and sustains an empowered Aboriginal and/or Torres Strait Islander and Māori workforce that reflects the diversity of the Australian community by increasing Indigenous recruitment and providing existing staff with opportunities in skill and leadership development.

The AMC's role as an accreditation authority is central to our commitment to improving outcomes for Aboriginal and/or Torres Strait Islander and Māori People through our assessment and accreditation processes. Ahpra describes an accreditation standard as:

A standard used to assess whether a program of study, and the education provider that provides the program of study, provide persons who complete the program with the knowledge, skills and professional attributes necessary to practise the profession in Australia⁶.

The AMC develops and publishes accreditation standards for medical programs and their education providers, which are approved by the Medical Board of Australia, and uses the standards in monitoring accredited programs and providers. We began our journey to ensure cultural accountability in the medical sector in 2005. We engaged Aboriginal and/or Torres Strait Islander and Māori doctors and educators in reviews of the accreditation standards and accreditation assessments and in reviewing the assessment of non-specialist international medical graduates. In 2007, our accreditation standards included a direct focus on an Aboriginal and/or Torres Strait Islander health curriculum as a core element. This required medical schools to focus on the health needs of Aboriginal and/or Torres Strait Islander and Māori Peoples and ensure accountability for the quality of their graduates.

In 2021, the AMC made amendments to its Recruitment and Interview processes to improve our cultural safety as an employer. The processes included encouraging Aboriginal and/or Torres Strait Islander and Māori Peoples to apply for roles in the AMC, inclusion of an Indigenous person on every interview panel, and including questions around the interviewee's understanding of the role cultural safety would play in their position.

The AMC will ensure continuous improvement of the education and accreditation standards to ensure the domestic and international medical graduates registered to practice in Australia are contributing to a culturally safe workforce for Aboriginal and/or Torres Strait Islander and Māori colleagues and clients.

The AMC is already on its journey to improve and embed cultural safety both internally and externally, and to continue our progress, we commit to the following actions:

Culturally safe environments

Internal actions

- Ensure that every position on AMC committees are filled by culturally safe members through addressing Aboriginal and/or Torres Strait Islander and Māori principles in interviews and recruitment processes
- All AMC Board and staff to participate in ongoing Cultural Safety Training in a timely manner as informed by the Indigenous Policy and Programs Manager
- Ensure recruitment and employment policy demonstrates that AMC only hires applicants who value and support AMC's commitment to Cultural Safety
- Conduct a Cultural Safety and Capability Evaluation of AMC every two years and incorporate outcomes to develop baseline and monitor progress
- Mechanisms to be designed, developed and implemented to report and address culturally unsafe, racist and bias practices and cultural loading in AMC
- Increase cultural awareness of Aboriginal and/or Torres Strait Islander and Māori cultures through celebrating days of significance and increasing visual representation throughout offices
- Ensure employees are supported in a culturally safe manner in opportunities for their career growth
- Ensure culturally safe practices in AMC to ensure Aboriginal and/or Torres Strait Islander and Māori employees feel culturally safe to join and effectively participate in the AMC Board and Committees
- Provide a culturally safe environment for Aboriginal and/or Torres Strait Islander and Māori employees to network to increase cultural safety
- Addressing non-compliance with Strategy deliverables as a performance issue
- Ensure formal feedback mechanisms are in place in recruitment and HR processes to report and address instances of culturally unsafe practices, racism and bias

External actions

- Support AMC partners to work in line with Ahpra's standard of cultural safety to ensure the cultural safety framework is implemented
- Create and monitor accreditation standards of domestic and international medical graduates to ensure that all health professionals registered in Australia understand and follow culturally safe practices
- Ensure formal feedback mechanisms are in place in the accreditation and assessment processes to report and address instances of culturally unsafe practices, racism and bias
- Establish continuous improvement processes on the standards to ensure that they are effectively implementing cultural safety throughout the sector

Influence, advocacy and support

AMC's role as a well-respected leader in the health sector places us in a strong position to be able to influence change. AMC leads as an accreditation authority and through the development of education and accreditation standards can drive culturally safe practices across the health sector. To effectively achieve change and support self-determination, the AMC will influence, advocate and support the embedding of cultural safety in the health sector and for Aboriginal and/or Torres Strait Islander and Māori People to determine and achieve goals related to their health and wellbeing.

An Aboriginal and/or Torres Strait Islander and Māori health sector workforce is integral to ensuring that the health system provides cultural safety to clients and can effectively address the needs of Aboriginal and/or Torres Strait Islander and Māori People. Evidence shows that Indigenous health workers can help to improve attendance at appointments, acceptance of treatment and assessment recommendations, reduce discharge against medical advice, increase patient contact time, enhance referrals and improve follow up.⁷ They also maintained better rapport and trust with Indigenous patients, reduced their anxiety and enhanced communication⁸. However, Aboriginal and/or Torres Strait Islander People are significantly under-represented in the health workforce⁹.

While Aboriginal and/or Torres Strait Islander and Māori health practitioners have an inherent understanding of best practice when it comes to cultural safety, some non-Indigenous health practitioners may need assistance through continuous reflection and access to resources on cultural safety.

The Ahpra Aboriginal and Torres Strait Islander Health Strategy Group is advocating for change to the National Law to incorporate cultural safety as a professional requirement. The National Law facilitates the provision of high quality education and training of health practitioners through the accreditation of programs of study and education providers. By embedding cultural safety in the National Law, all health bodies across Australia would have to demonstrate cultural safety, therefore improving health and wellbeing outcomes for Aboriginal and/or Torres Strait Islander and Māori People.

Researchers of Aboriginal and/or Torres Strait Islander and Māori Peoples' health must ensure they are abiding by culturally safe practices. Research into Indigenous people has a long history of findings being whitewashed and over-consulting occurring without corresponding improvements in their health and wellbeing outcomes¹⁰. Research must be conducted with respect for Aboriginal and/or Torres Strait Islander and Māori People and from an Indigenous standpoint. Therefore, it is essential to have policies and frameworks for researchers to abide by on ethics when researching Indigenous people and should be designed and led by Aboriginal and/or Torres Strait Islander and Māori People.

To effectively influence, advocate and support the sector to implement cultural safety, the AMC must demonstrate leadership through the implementation and accountability of this Strategy.

To achieve this, the AMC has made a commitment to the following action under Pillar 3 of the AMC Strategic Plan 2018-2028, and its sub points.

Advocate, support and promote the goals of Aboriginal and/or Torres Strait Islander and Māori People, in relation to Aboriginal and/or Torres Strait Islander and Māori health.

- Support and promote the engagement of Aboriginal and/or Torres Strait Islander and Māori Peoples into the health workforce through the establishment of scholarships.
- Work with Aboriginal and/or Torres Strait Islander and Māori partners to develop and implement a policy on research into Aboriginal and/or Torres Strait Islander and Māori health.
- Work with partners to develop a best practice resource for doctors in caring for Aboriginal and/or Torres Strait Islander and Māori patients and their families.
- Advocate for change to the National Law to incorporate cultural safety as a professional requirement.
- Build and strengthen partnerships, relationships and linkages with key stakeholders that lead to the legal recognition of, and respect for, the distinctive status of Aboriginal and/or Torres Strait Islanders as First Peoples.

As the AMC acknowledges we are not an expert in Aboriginal and/or Torres Strait Islander and Māori health and culturally safe practices, we are dedicated to collaborating with Aboriginal and/or Torres Strait Islander and Māori partners to advocate for and support the embedding of cultural safety across the health sector.

The Aboriginal and/or Torres Strait Islander and Māori Committee is leading the development of work on a Thought Leadership paper on cultural safety based on good practice. This work includes partnering with external parties who deliver and provide health care to Aboriginal and/or Torres Strait Islander Peoples and hold specialised cultural knowledge.

In the National Registration and Accreditation Scheme, the AMC has supported advocacy for the change to the National Law in relation to consistency in cultural safety for Aboriginal and/or Torres Strait Islander Peoples as a professional requirement. The AMC is active in National

Scheme working parties and groups addressing the role accreditation can play in improving Aboriginal and/or Torres Strait Islander health outcomes and producing a culturally safe health workforce and has also contributed to consultations through the Ahpra/Aboriginal and Torres Strait Islander Health Strategy to advocate with Health Ministers for change to National Law.

To effectively influence, advocate and support change through the implementation of the Aboriginal and/or Torres Strait Islander and Māori Strategy, the AMC must assign dedicated resourcing for employees working on the reporting and management of the Strategy, and reporting is shared internally and externally to ensure accountability.

To influence, advocate and support the embedding of culturally safe practices throughout the organisation and the health sector, the AMC commits to the following actions:



Influence, advocacy and support

Internal actions

- Ensure dedicated resourcing is assigned to employees working on the reporting and management of the Strategy
- Periodic reporting on the specific and measurable deliverables listed above (after obtaining a baseline measure)
- Regular communication of the Strategy and its progress through internal communication channels to build employees and management investment
- Provision of clear information and purpose of Strategy to all AMC employees and Board
- Identify key interested personnel as champions and support them to drive the Strategy throughout the AMC
- Develop and implement the requirements to effectively implement the Strategy

External actions

- Establish scholarship program to support and promote Aboriginal and/or Torres Strait Islander and Māori People's employment in the health workforce
- Use sphere of influence/work with National Scheme entities to advocate for changes to the National Law to include cultural safety as a professional requirement
- Develop and implement a policy on research into Aboriginal and/or Torres Strait Islander and Māori health in collaboration with Aboriginal and/or Torres Strait Islander and Māori partners
- Champion the cultural safety work of AMC through representation on government, professional and community groups and other forums related to the health and wellbeing of Aboriginal and/or Torres Strait Islander and Māori Peoples
- Promote the AMC's progress against the Strategy externally through annual reports and communication when an action has been achieved
- Build and strengthen partnerships, relationships and connections with key stakeholders to advocate, support and promote the legal recognition of, and respect for, the distinctive status of Aboriginal and/or Torres Strait Islanders as First Peoples

Implementation

The AMC has developed an implementation plan for the actions of the Strategy which includes ownership, timeframes, Committee responsibilities and the measurement of success.

To work towards each of the focus areas and their actions, AMC commits to dedicating appropriate resourcing to monitor and report against the Strategy. All current and new employees will be made aware of the Strategy and their obligations against the actions. The AMC will provide regular internal reporting and annual external reporting through the Annual Report.

Reporting and Governance

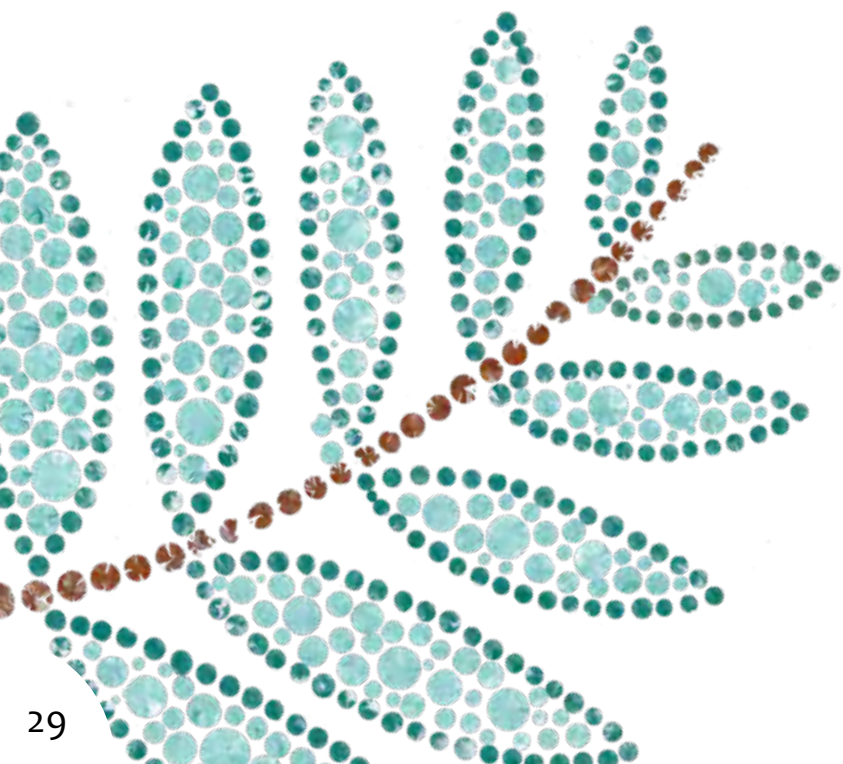
The AMC will monitor progress towards achieving these objectives through an agreed program logic or theory of change. Reporting against the program logic will be on an ongoing basis, using both qualitative and quantitative methods. This will involve obtaining feedback across the organisation, and occasionally medical schools and providers. To minimise administrative burden, this feedback will be based on existing reporting undertaken by the AMC where feasible.

We internally and externally report on our progress in each of our annual reports and commit to producing an overall progress summary at the conclusion of the AMC Strategic Plan 2018-2028.

To support the AMC to effectively monitor the implementation of the Aboriginal and/or Torres Strait Islander and Māori Strategy, the Aboriginal and/or Torres Strait Islander and Māori Committee will report against its progress in their bi-annual report to Directors and annual report to the Council.

Successful implementation of the AMC Aboriginal and/or Torres Strait Islander and Māori Strategy requires:

- Dedicated resourcing
- Periodic reporting on the specific and measurable deliverables listed above (after obtaining a baseline measure)
- Regular communication of the Strategy and its progress to build staff and management investment
- Identify key personnel as champions
- Linking AMC values to the Aboriginal and/or Torres Strait Islander and Māori Strategy
- Addressing non-compliance with Strategy deliverables as a performance issue
- Provision of clear information and purpose of the Strategy



Key Partners

AMC will work collaboratively with external partners to implement the strategy.

These will include, but not be limited to:

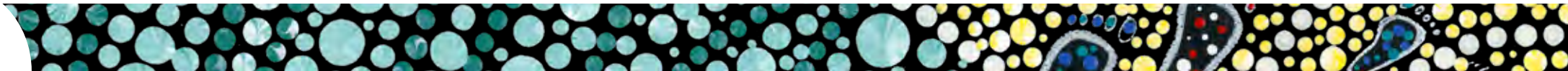
- Peak Indigenous Health organisations including:
 - National Aboriginal Community Controlled Health Organisation (NACCHO)
 - Leaders in Indigenous Medical Education Network (LIME)
 - Te Ohu Rata o Aotearoa - Māori Medical Practitioners Association (Te ORA)
 - Australian Indigenous Doctors Association (AIDA)
 - National Health Leadership Forum (NHLF)
 - Australian Medical Association (AMA)
 - Congress of Aboriginal Torres Strait Islander Nurses and Midwives (CATSINaM)
 - National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners (NAATSIHWP)
 - Indigenous Allied Health Association (IAHA)
- Aboriginal and Torres Strait Islander Health Strategy Group
- Education providers and accredited organisations
- Grassroots Aboriginal and/or Torres Strait Islander and Māori community



Appendices

Appendix A: Definitions

Aboriginal	A person of Aboriginal descent who identifies as Aboriginal and is accepted as such by the community in which they live ¹¹
Aboriginal and/or Torres Strait Islander and Māori Peoples	The AMC uses this terminology to refer to the First Nations groups of the nations in which it operates: Aboriginal and/or Torres Strait Islander People of Australia and Māori People of Aotearoa, New Zealand
Cultural Loading	An often invisible additional load borne by First Nations People at work, where they are the only Indigenous person, or one of a small group, and are expected to become representatives of the Indigenous experience ¹²
Cultural Safety	<p>AMC's definition (general definition, non-Indigenous specific):</p> <p><i>Cultural safety is the 'outcome of education that enables safe services to be defined by those who receive the service'</i></p> <p><i>Cultural safety is based on the experience of the recipient of care and involves the effective care of a person or family from another culture by a healthcare professional who has undertaken a process of reflection on their own cultural identity and recognises the impact their culture has on their own practice</i>¹³</p> <p>National Scheme's Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy Ahpra's definition:</p> <p><i>Cultural safety is determined by Aboriginal and Torres Strait Islander individuals, families and communities.</i></p> <p><i>Culturally safe practise is the ongoing critical reflection of health practitioner knowledge, skills, attitudes, practising behaviours and power differentials in delivering safe, accessible and responsive healthcare free of racism</i>¹⁴</p>
First Nations	A collective term to refer to Aboriginal and/or Torres Strait Islander People of Australia and Māori People in Aotearoa, New Zealand.
Indigenous	A collective term to refer to Aboriginal and/or Torres Strait Islander People of Australia and Māori People in Aotearoa, New Zealand.
Māori	Belonging to or relating to the race of people who have lived in Aotearoa, New Zealand and the Cook Islands since before Europeans arrived ¹⁵
Self-determination	An 'ongoing process of choice' to ensure that Indigenous communities are able to meet their social, cultural and economic needs ¹⁶
Torres Strait Islander	A person of Torres Strait Islander descent who identifies as Torres Strait Islander and is accepted as such by the community in which they live ¹⁷



Appendix B: Endnotes

- 1 <https://vpssc.vic.gov.au/html-resources/aboriginal-cultural-capability-toolkit/aboriginal-self-determination/>
- 2 <https://www.ahpra.gov.au/About-Ahpra/Aboriginal-and-Torres-Strait-Islander-Health-Strategy.aspx>
- 3 *AMC Definitions of Terms for Cultural Safety, Competency and Proficiency.*
- 4 Gatwiri, K, Rotumah, D and Rix, E, 2021, 'BlackLivesMatter in Healthcare: Racism and Implications for Health Inequity among Aboriginal and Torres Strait Islander Peoples in Australia', *International Journal of Environmental Research and Public Health*, vol. 18, no. 9, pp. 4399-4410.
- 5 <https://www.hrmonline.com.au/diversity-and-inclusion/addressing-cultural-load/>
- 6 <https://www.medicalboard.gov.au/sitecore/content/Home/Accreditation/Accreditation-standards.aspx>
- 7 Jongen, C, McCalman, J, Campbell, S and Fagan, R, 2019, 'Working well: strategies to strengthen the workforce of the Indigenous primary healthcare sector', *BMC Health Services Research*, vol. 19, no.1, pp.1-12.
- 8 Freeman, T, Edwards, T, Baum, F, Lawless, A, Jolley, G, Javanparast, S and Francis, T, 2014, 'Cultural respect strategies in Australian Aboriginal primary health care services: beyond education and training of practitioners', *Australian and New Zealand Journal of Public Health*, vol. 38, no. 4, pp. 355-361.
- 9 <https://www.indigenoushpf.gov.au/measures/3-12-atsi-people-health-workforce>
- 10 Bainbridge, R, Tsey, K, McCalman, J, Kinchin, I, Saunders, V, Watkin Lui, F, Cadet-James, Y, Miller, A and Lawson, K, 2015, 'No one's discussing the elephant in the room: contemplating questions of research impact and benefit in Aboriginal and Torres Strait Islander Australian health research', *BMC Public Health*, vol. 15, pp. 696-706.
- 11 <https://aiatsis.gov.au/explore/indigenous-australians-aboriginal-and-torres-strait-islander-people>
- 12 <https://www.hrmonline.com.au/diversity-and-inclusion/addressing-cultural-load/>
- 13 *AMC Definitions of Terms for Cultural Safety, Competency and Proficiency*
- 14 <https://www.ahpra.gov.au/About-Ahpra/Aboriginal-and-Torres-Strait-Islander-Health-Strategy.aspx>
- 15 <https://www.collinsdictionary.com/dictionary/english/maori>
- 16 <https://vpssc.vic.gov.au/html-resources/aboriginal-cultural-capability-toolkit/aboriginal-self-determination/>
- 17 <https://aiatsis.gov.au/explore/indigenous-australians-aboriginal-and-torres-strait-islander-people>





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