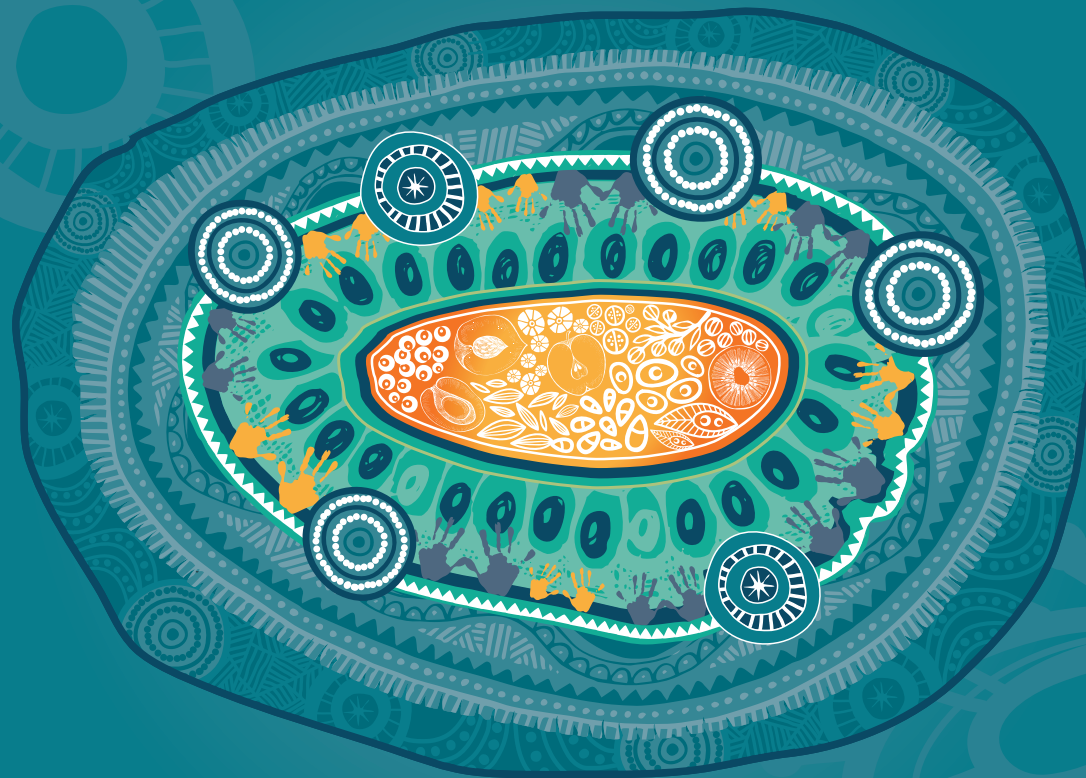


INNOVATE Reconciliation Action Plan



Dietitians Australia
Nov 2018 - Nov 2020



Dietitians
Australia



Our RAP Artwork

The design illustrates the reciprocal sharing and understanding of the importance of a healthy diet in maintaining overall good health.

The centrepiece of the design is a contemporary representation of a coolamon, which in some locations was used by Aboriginal people to carry water and food, and to soak medicinal plants. Depicted in this design are both traditional bushfoods and western fruit, which are symbols of healthy eating.

Throughout the outer design of the coolamon are contemporary design elements, which are representative of both the Aboriginal and Torres Strait Islander and non-Indigenous communities working together towards healthy pathways. Imperative to finding healthy pathways is the sharing of knowledge between cultures and generations to raise awareness of healthy eating.

The overall design depicts both Aboriginal and Torres Strait Islander culture through contemporary design elements and motifs.

Graphic artwork designed by:

Leigh Harris, ingeous Studios



A message from our President

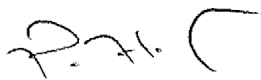
As President of Dietitians Australia (DA), it is my privilege to present our second Reconciliation Action Plan (RAP). Our INNOVATE RAP is a demonstration of our ongoing commitment to develop and strengthen relationships with Aboriginal and Torres Strait Islander peoples and engage staff and members in reconciliation.

DA is a leader in nutrition and advocates for food and nutrition for healthier communities. Our organisation advocates for improved food security, health outcomes and health equity for Aboriginal and Torres Strait Islander people living in remote, regional and urban parts of Australia. Accredited Practising Dietitians (APDs) contribute to the nutritional health and wellbeing of Aboriginal and Torres Strait Islander peoples by leading population health programs and community initiatives, by supporting individuals through medical nutrition therapy, and by working with other stakeholders in the public, private and non-government sectors.

We are committed to strengthening our engagement and partnerships with Aboriginal and Torres Strait Islander peoples in a meaningful way. We also aspire to increase cultural awareness among our members and staff by improving knowledge and observance of Aboriginal and Torres Strait Islander cultures, protocols and dates of significance.

As a clear commitment of the second step in our reconciliation journey, we pledge to:

1. Be aspirational and innovative in order to help DA to gain a deeper understanding of its sphere of influence, and establish the best approach to advance reconciliation
2. Develop and strengthen relationships with Aboriginal and Torres Strait Islander peoples and their organisations
3. Engage staff and members in reconciliation
4. Track progress against our intentions



Phil Juffs
President
Dietitians Australia



A message from Reconciliation Australia's CEO

On behalf of Reconciliation Australia, I am delighted to see Dietitians Australia (DA) continue its reconciliation journey and to formally endorse its second Innovate RAP.

Through the development of an Innovate RAP, DA continues to play an important part in a community of over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia, defines and measures reconciliation through five critical dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance. All sections of the community - governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities - have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides DA with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, DA will strengthen its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish DA well as it embeds and expands its own unique approach to reconciliation. We encourage DA to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend DA on its second RAP, and look forward to following its ongoing reconciliation journey.

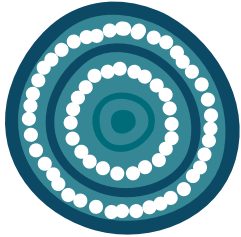
Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our vision for reconciliation

We commit to engage, partner and work with Aboriginal and Torres Strait Islander peoples in a meaningful way. We also aspire to engage our members and staff in reconciliation by strengthening relationships with Aboriginal and Torres Strait Islander peoples, improving cultural knowledge and observance of Aboriginal and Torres Strait Islander protocols and dates of significance.





Our business

We are the leading voice in nutrition and dietetics in Australia. We have been a national organisation since 1976, starting as the Australian Association of Dietitians, changing to the Dietitians Association of Australia in 1983 and evolving to Dietitians Australia in 2020. We provide strategic leadership in nutrition and food and advance the professional interests of our members. More than 7,000 members make up our community, 29 of whom identify as Aboriginal and / or Torres Strait Islander. We currently employ 32 staff, none of whom identify as Aboriginal or Torres Strait Islander.

Dietitians Australia (DA) Strategic Plan 2018- 2021

Our Vision: The leading voice in nutrition & dietetics

Our Mission: Supporting members, advocating for our profession and building healthier communities

Our Values: Integrity, courage, transparency, equity

Our Strategic Objectives:

Engagement:

- Drive effective two-way communication
- Build member satisfaction
- Develop a member community culture
- Communicate credible and timely messages to the public

Excellence:

- Champion the advancement of our practice
- Foster world class research
- Lead translation of evidence into practice
- Drive innovation

Accountability:

- Strengthen governance
- Report on Key Performance Indicators

Empowerment:

- Build the capacity for advocacy within the membership
- Celebrate the achievements of our members
- Recognise the contribution of our volunteers
- Maximise opportunities to utilise full scope of practice

Quality and Safety:

- Uphold entry level and professional standards
- Protect a strong and recognised credential
- Support progression of competence



Our RAP

Our first DA RAP (a REFLECT RAP) was formally launched at the Cultural Centre at Yarramundi Reach in Canberra 21 February, 2017. Aunty Agnes Shea, OAM (Ngunnawal Elder) delivered a Welcome to Country and four guest speakers proudly spoke at the launch, which was well attended and promoted to over 6000 DA members via social media posts and the member weekly email. Offering complimentary continuing professional development (CPD) on 'Good stories in Aboriginal and Torres Strait Islander nutrition' following the launch heightened interest in the launch and the RAP overall.

Many achievements have been made in the 12 months since the REFLECT RAP launch, such as:

- We developed 'Terms of Reference' for the RAP Working Group (RWG), established quarterly RWG teleconferences and introduced RAP activity updates as a permanent feature on the agenda for DA staff meetings.
- We established and implemented a communications plan to raise awareness amongst staff and members across the organisation, as well as external stakeholders, about our RAP commitments.
- Relationships were established and strengthened with a range of Aboriginal and Torres Strait Islander organisations.
- Significant cultural events (e.g. National Reconciliation Week, NAIDOC week), were promoted by social media to, and celebrated by, our members.
- Welcoming and acknowledgement protocols were reviewed and updated in the DA Events Manual, with information packages sent to event organisers and an Acknowledgement of Country imbedded in DA Board and staff meeting agenda templates.

We're excited to build on our reconciliation journey by launching our second RAP, an INNOVATE RAP, which sets out our commitment to reconciliation for the next two years with a goal of strengthening relationships with Aboriginal and Torres Strait Islander peoples and their organisations. This second RAP will help to advance staff and member knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures, and help us cultivate that knowledge in the wider community.

Our INNOVATE RAP will continue to be led and monitored by the RWG, comprised of three Aboriginal or Torres Strait Islander members, six non-Indigenous members and two staff. Working group members have expertise across the health care continuum, from acute clinical care to primary prevention, and work in a variety of settings, including hospitals, private practice, Aboriginal Community Controlled Health Organisations, Non-Government Organisations and peak bodies. Our Senior Policy Officer will continue to champion our RAP to encourage staff, management, the Board and members to be aware of our RAP commitments and to be engaged in all aspects of our RAP.





Our partnerships and current activities

We have a long-standing commitment to reconciliation, demonstrated by our advocacy activities over a number of years. As part of the reconciliation journey, our staff, Board and members of the RAP Working Group attended a briefing by Reconciliation Australia about the RAP process in 2015. Staff and Board members also attended a Cultural Awareness workshop in 2015. The development of this RAP has provided a focus for the Board, staff and members and has been a prompt for the consideration of Aboriginal and Torres Strait Islander issues in various forums.

Our Aboriginal and Torres Strait Islander health and reconciliation activities:

Collaboration

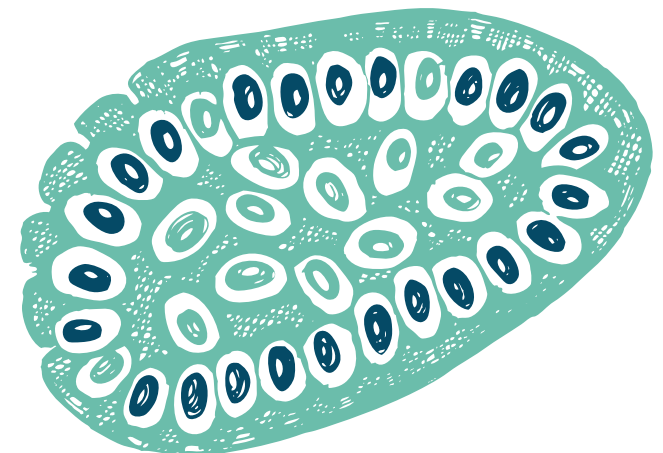
- Attended the launch of, and signed, the Close the Gap Statement of Intent for allied health in contributing to 'Closing the Gap' in May 2014.
- Became a signatory through Allied Health Professions Australia (AHPA) to the Lowitja Institute initiative Recognise Health to promote understanding of the link between health and wellbeing and constitutional recognition of Aboriginal and Torres Strait Islander people.
- Joined the National Health Coalition to advocate for recognition of Australia's Indigenous people in the Australian constitution on the basis of better health outcomes. AHPA, of which DA is a member, has also joined the coalition.

- Networking with Indigenous Allied Health Australia, Australian Indigenous Doctors Association, National Aboriginal and Torres Strait Islander Health Worker Association to discuss opportunities for joint initiatives.
- Sponsored the Indigenous Allied Health Australia conference five years running, including a major award for an allied health practitioner.

Advocacy

- The principal objectives for which DA is established were amended in May 2015 to include: "Recognise and support diversity in cultures and practice areas and foster collegiality, collaboration and reconciliation for Australia's first peoples".
- The 'Food Security for Aboriginal and Torres Strait Islander Peoples Policy' (released in December 2013) was updated in September 2016 with collaborative input from DA, Indigenous Allied Health Australia (IAHA), the Victorian Aboriginal Community Controlled Health Organisation (VACCHO), the Public Health Association of Australia (PHAA), the Australian Red Cross (ARC) and the National Heart Foundation of Australia (NHFA).
- Advocated for better health and nutrition for Aboriginal and Torres Strait Islander people by responding to enquiries from government agencies and participating in public consultations specific to Aboriginal and Torres Strait Islander health. For example, DA contributed to the National Aboriginal and Torres Strait Islander Health Plan, the consultation on the social and cultural determinants of Indigenous health, the consultation on Closing the Gap Refresh and a targeted call on research priorities in Aboriginal and Torres Strait Islander health.
- Included a reference to cultural competency in the DA National Competency Standards for dietetic practice.

- Included a 'Cultural Responsiveness Workshop' in the 2016 DA National Conference program.
- Added RAP activity updates and related business as an agenda item for face-to-face DA Board meetings and staff meetings.
- Included a Welcome to Country acknowledgement at all DA conferences and an Acknowledgement of Country at Board meetings and continuing professional development events.
- Provided members with the means to identify as Aboriginal and/or Torres Strait Islander on their membership details. As of May 2018, 19 members have chosen to do so.
- Given priority to Aboriginal and/or Torres Strait Islander members for continuing professional development grants.
- Shared knowledge and experience about Aboriginal and Torres Strait Islander health among members via the DA Indigenous Nutrition Interest Group. The Interest Group has also developed resources (e.g. the New to Indigenous Health Practitioners Guide) to support this activity.
- Connected members working in communities with a National Meal Guidelines project for home delivered meals to facilitate input from Aboriginal communities.
- Commenced routine posts via social media in support of Close the Gap Day, and around other national Aboriginal and Torres Strait Islander cultural events.
- Utilised the National Weekly email to alert members about consultations such as Draft National Framework for Health Services for Aboriginal and Torres Strait Islander Children and Families, and Performance Audit of Food Security in Remote Indigenous Communities.



Over the next 24 months (November 2018 – November 2020) DA commits to the following actions and deliverables.

Relationships

Building strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians is important to DA in order to advance staff and members' knowledge of and respect for Aboriginal and Torres Strait Islander histories and cultures, and help us cultivate that knowledge in the wider community.

Focus area: In the DA Strategic Plan 2018-2021, the focus on 'Relationships' relates to our mission of supporting members, advocating for our profession and building healthier communities.

Action	Deliverable	Timeline	Responsibility
1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting	• Review and update (where required) the Terms of Reference for the RWG.	Dec 2018	RWG Chairperson
	• Encourage Aboriginal and Torres Strait Islander members to be represented on the RWG.	Dec 2018	Senior Policy Officer (SPO)
	• Oversee the development, endorsement and launch of the RAP.	Nov 2018	RWG
	• RWG to meet via teleconference at least twice per year to monitor and report on RAP implementation.	Mar & Sept annually	RWG Chairperson
	• Biennially review RWG member commitment to the group and circulate an expression of interest for Aboriginal and Torres Strait Islander members of DA to join the RWG as positions within the group arise.	Nov 2020	SPO



Relationships



Action	Deliverable	Timeline	Responsibility
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	<ul style="list-style-type: none"> Organise at least one internal event for NRW (27 May - 3 June) each year. 	Mar-Apr 2019, 2020	SPO
	<ul style="list-style-type: none"> Extend an invitation to Aboriginal and Torres Strait Islander peoples to attend DA NRW event to share their reconciliation experiences or stories. 	Apr 2019, 2020	SPO
	<ul style="list-style-type: none"> Register all NRW events via Reconciliation Australia's NRW website. 	Apr 2019, 2020	SPO
	<ul style="list-style-type: none"> Encourage our RAP Working Group and members to participate in an external event to recognise and celebrate NRW. 	Apr 2019, 2020	RWG Chairperson
	<ul style="list-style-type: none"> Encourage members to host NRW events across the areas in which they operate. 	Apr 2019, 2020	Member Communications Officer (MCO)
	<ul style="list-style-type: none"> Share Reconciliation Australia's NRW resources with staff and members through weekly emails, member connect and DA website. 	May-June 2019, 2020	
	<ul style="list-style-type: none"> Develop and implement a social media plan to support NRW. 	April 2019, 2020	MCO
	<ul style="list-style-type: none"> Seek opportunities through the media for APDs to discuss nutrition issues in Aboriginal and Torres Strait Islander peoples during (or linking in with) NRW. 	May-June 2019, 2020	Snr PR Manager

Relationships



Action	Deliverable	Timeline	Responsibility
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders. 	July - July 2019	SPO
	<ul style="list-style-type: none"> Continue to develop relationships with Aboriginal and Torres Strait Islander peak bodies who provide advice on health and who are part of the National Health Leadership Forum, (especially IAHA, CATSINAM, NATSIWA, AIDA, VACCHO and NACCHO) to develop guiding principles for future engagement. 	Aug – Nov 2019	SPO
	<ul style="list-style-type: none"> Explore opportunities to develop joint ventures with members of the National Health Leadership Forum with whom DA has established a relationship. 	Aug – Nov 2019	SPO
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	<ul style="list-style-type: none"> Develop and implement a strategy to communicate our RAP commitments to all internal stakeholders (i.e. DA staff, Board members) and external stakeholders (i.e. members, corporate partners, healthcare professionals, consumers). 	July 2019	MCO & Snr PR Manager
	<ul style="list-style-type: none"> Engage Board and senior staff in the delivery of RAP outcomes. 	Aug 2019, 2020	SPO
	<ul style="list-style-type: none"> Highlight the RAP in our Annual Report. 	Aug 2019, 2020	SPO
	<ul style="list-style-type: none"> Provide regular updates of the RAP implementation activities through staff meetings and member communications channels. 	Jun & Dec 2019, Jun & Dec 2020	SPO

Relationships

Action	Deliverable	Timeline	Responsibility
5. Promote the practice and work of members working in the field of Aboriginal and Torres Strait Islander nutrition	<ul style="list-style-type: none">Promote the great practice of our members working in the space of Aboriginal and Torres Strait Islander health to our internal stakeholders (i.e. DA staff, Board members) and external stakeholders (i.e. members, corporate partners, healthcare professionals, consumers).	Sept 2019, 2020	SPO
	<ul style="list-style-type: none">Commit to maintain/continue support for the 'DA Indigenous Interest Group'.	Ongoing	SPO



Respect

Respect for Aboriginal and Torres Strait Islander peoples, cultures, lands, waters, histories and rights is important to DA because it demonstrates our pride in Australia's First Peoples' continuation of the world's longest living culture and demonstrates our appreciation for the diverse cultures, histories and achievements of Aboriginal and Torres Strait Islander peoples.

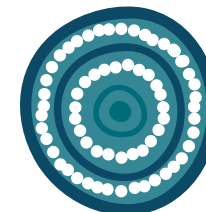
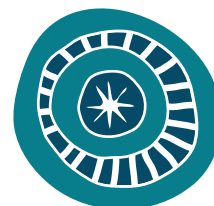
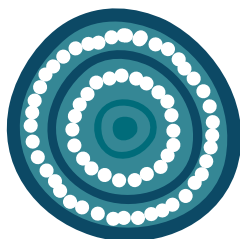
Focus area: In the DA Strategic Plan 2018-2021, the focus on 'Respect' relates to our mission of supporting members, advocating for our profession and building healthier communities.

Action	Deliverable	Timeline	Responsibility
6. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	<ul style="list-style-type: none"> Identify cultural awareness requirements specific to DA members' needs. 	Feb 2019	SPO/Professional Development Administrator (PDA)
	<ul style="list-style-type: none"> Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training. 	Mar 2019	SPO/PDA
	<ul style="list-style-type: none"> Explore ways to build cultural capabilities/ promote cultural learning to members (e.g. explore options to include as part of ongoing CPD). 	Apr 2019	SPO/PDA
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff and members which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion). 	June 2019	SPO/PDA
	<ul style="list-style-type: none"> Provide opportunities for RWG members, RAP champions and staff to participate in cultural training. 	Oct 2019	SPO/PDA
	<ul style="list-style-type: none"> Investigate local cultural learning experiences and immersion opportunities and promote to DA members. 	Nov 2019	SPO/PDA

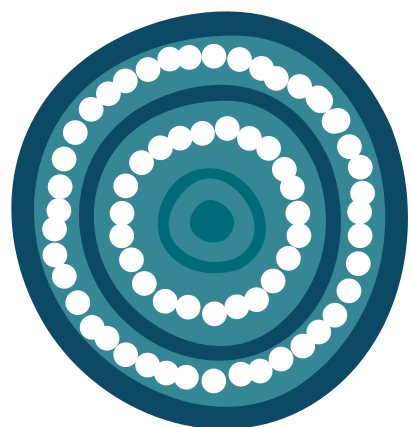
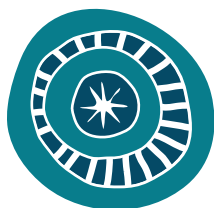


Respect

Action	Deliverable	Timeline	Responsibility
6. continued...	<ul style="list-style-type: none"> Encourage staff to use the Reconciliation Australia Share Our Pride online tool. Promote the correct use of Aboriginal and Torres Strait Islander terminology to our staff and members. Investigate location of Aboriginal and Torres Strait Islander resources (e.g. DA RAP, cultural protocols, guide to terminology, cultural learning resources) to promote access by DA members. 	<p>Sept 2019 & 2020</p> <p>Sept 2019 & 2020</p> <p>Oct 2019</p>	<p>MCO</p> <p>MCO</p> <p>MCO</p>
7. Engage employees in understanding 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	<ul style="list-style-type: none"> Annually communicate the DA cultural protocol for Welcome to Country and Acknowledgement of Country. Provide guidance to members and staff on where to find local key contacts for organising a Welcome to Country and maintaining respectful partnerships. Provide guidance to members and staff on learning who the local traditional custodians of the land and waters in their area. Invite a Traditional Owner to provide a Welcome to Country at significant events, including DA national conferences. Include an Acknowledgement of Country at the commencement of all important internal and external meetings, including staff meetings, Interest Group meetings, Branch EDCs and Board meetings. 	<p>Jan 2019, 2020</p> <p>Feb 2019</p> <p>Mar 2019, 2020</p> <p>Sep 2019, 2020</p> <p>Ongoing</p>	<p>Prof Development Administrator (PDA)</p> <p>SPO</p> <p>SPO</p> <p>SPO</p> <p>SPO</p>



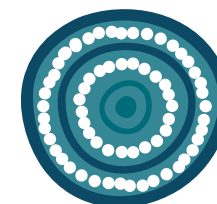
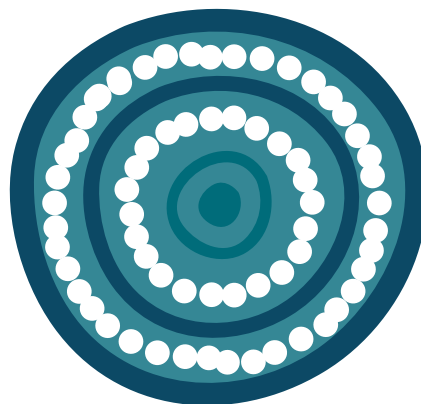
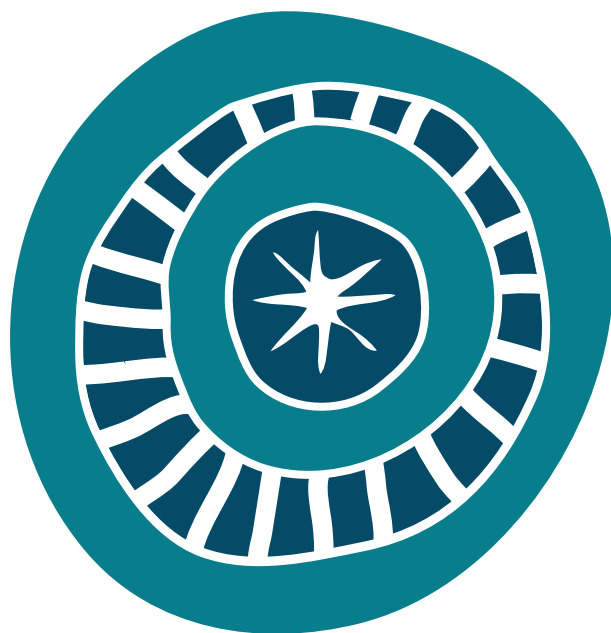
Respect




Action	Deliverable	Timeline	Responsibility
7. continued...	<ul style="list-style-type: none"> Review and update the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols in the DA Events Manual according to review cycle. Remind interest groups of protocols re: Acknowledgement of Country and Welcome to Country protocols from time to time. Organise and display an Acknowledgment of Country plaque in our office/s or on our office building. 	<p>Feb 2019, 2020</p> <p>Mar 2019</p> <p>Nov 2018</p>	<p>MCO</p> <p>SPO</p> <p>MCO</p>
8. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week	<ul style="list-style-type: none"> Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week. Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week. Contact state/territory NAIDOC Week Committees to discover local community events and communicate to staff and members. Provide opportunities for all staff to participate in NAIDOC Week activities, including internal and external events in the local area. Seek feedback from RWG, staff & members on NAIDOC Week events in which they participated. Report back through weekly email & website. Develop and implement a social media plan to support NAIDOC Week. 	<p>Dec 2018</p> <p>May-Jun 2019, 2020</p> <p>May-Jun 2019, 2020</p> <p>May-Jun 2019, 2020</p> <p>Jun 2019, 2020</p> <p>May-Jun 2019, 2020</p>	<p>SPO</p> <p>CEO</p> <p>SPO</p> <p>CEO</p> <p>MCO</p> <p>Snr PR Mngr</p>

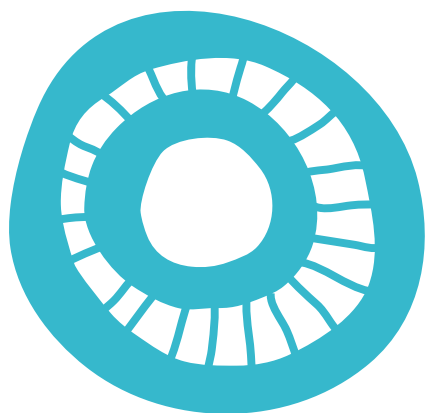
Respect

Action	Deliverable	Timeline	Responsibility
8. continued...	<ul style="list-style-type: none"> Seek opportunities through media for APDs to discuss nutrition issues in Aboriginal and Torres Strait Islander people during (or linking in with) NAIDOC week. 	May-Jun 2019, 2020	Snr PR Mngr
9. Recognise and promote other Aboriginal and Torres Strait Islander dates of significance	<ul style="list-style-type: none"> Promote and recognise Aboriginal and Torres Strait Islander dates of significance (e.g. National Close the Gap Day, National Sorry Day, National Aboriginal and Torres Strait Islander Children's Day) via member communications. 	Feb 2019, 2020	MCO
	<ul style="list-style-type: none"> Include relevant event dates in our 'Events Calendar' online for staff & members to access. 	Jan 2019, 2020	MCO

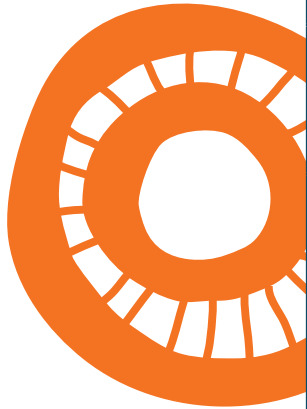




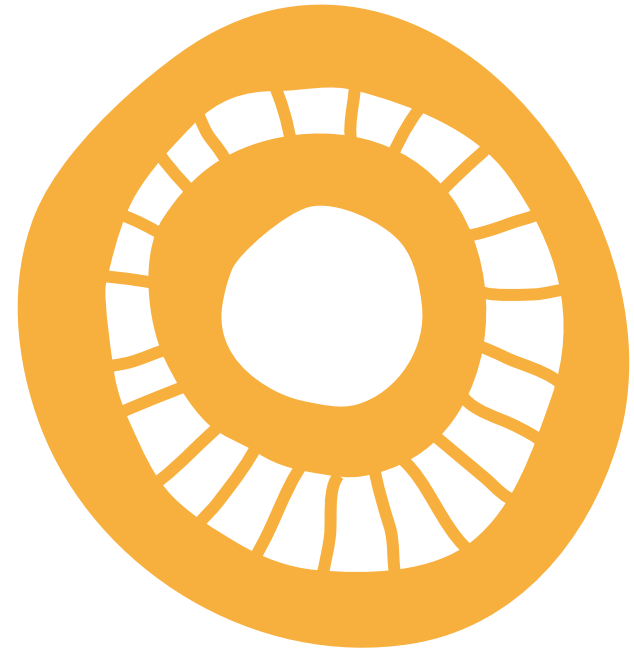
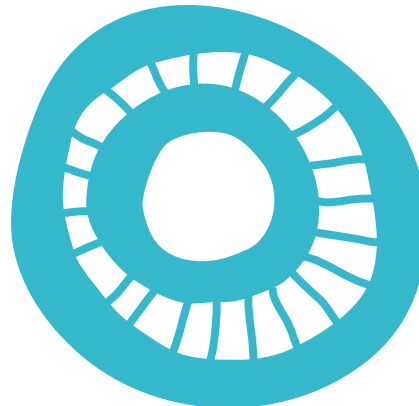
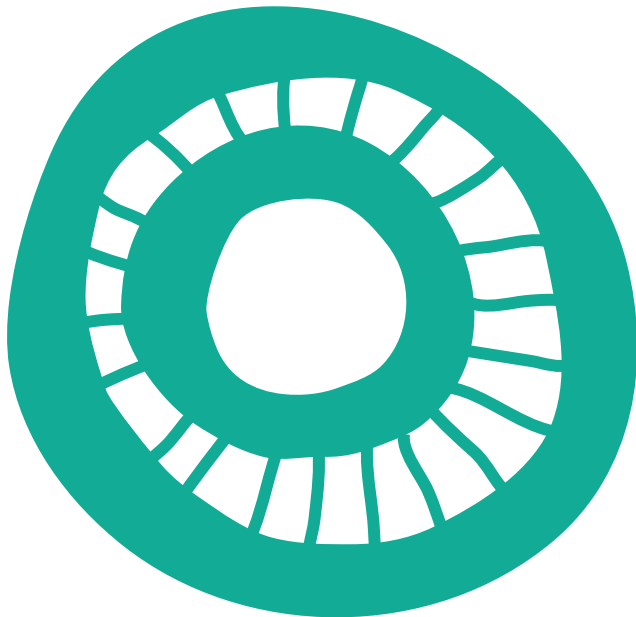
Action	Deliverable	Timeline	Responsibility
10. Commit to working towards improved health outcomes for Aboriginal and Torres Strait Islander peoples	<ul style="list-style-type: none"> Continue to make submissions on relevant public policy regarding Aboriginal and Torres Strait Islander health, in consultation and collaboration with relevant partnerships (e.g. IAHA, NATSIHWA, CATSINaM). 	Mar 2019	SPO
11. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	<ul style="list-style-type: none"> Collect information on our current Aboriginal and Torres Strait Islander staff and members to inform future employment opportunities. 	Feb 2019	HR Mngr or Membership Officer (MO)
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace. 	Feb 2019	HR Mngr
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy relevant. 	Feb 2019	HR Mngr
	<ul style="list-style-type: none"> Advertise all vacancies in Aboriginal and Torres Strait Islander media. 	Feb 2019	HR Mngr
	<ul style="list-style-type: none"> Include in all job advertisements, 'Aboriginal and Torres Strait Islander people are encouraged to apply.' 	Feb 2019	HR Mngr
	<ul style="list-style-type: none"> Explore opportunities to develop and implement Aboriginal and Torres Strait Islander employment pathways within DA, such as traineeships, internships or new graduate positions. 	Apr 2019	HR Mngr



Action	Deliverable	Timeline	Responsibility
11. continued...	<ul style="list-style-type: none"> Investigate support strategies (e.g. scholarships) to increase the number of Aboriginal and Torres Strait Islanders training as Nutrition Workers or as Dietitians. Encourage and support Aboriginal and Torres Strait Islander members to take up leadership opportunities within DA. Investigate mentoring support (professional and cultural) for Aboriginal and Torres Strait Islander dietetics graduates. Continue to support IAHA by sponsoring an award for an allied health trainee/student at the annual IAHA conference. 	<p>May 2019</p> <p>May 2019</p> <p>June 2019</p> <p>Nov 2019, 2020</p>	<p>SPO</p> <p>SPO</p> <p>SPO</p> <p>SPO</p>
12. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	<ul style="list-style-type: none"> Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses. Inform staff and members about Supply Nation website which lists Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services. Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business (e.g. catering for Board meetings). Consider Aboriginal and Torres Strait Islander designers (as required) for conference & other branding. Always consider Aboriginal and Torres Strait Islander owned businesses to provide product & services. 	<p>Feb 2019</p> <p>Feb 2019</p> <p>Mar 2019</p> <p>Mar 2019</p> <p>Jan 2019</p>	<p>Office Mngr</p> <p>Office Mngr</p> <p>Office Mngr</p> <p>Office Mngr</p> <p>Office Mngr</p>



Action	Deliverable	Timeline	Responsibility
12. continued...	<ul style="list-style-type: none">Develop and communicate to members how to find Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services in each state/territory.	Mar 2019	Office Mngr
13. Report RAP achievements, challenges and learnings to Reconciliation Australia	<ul style="list-style-type: none">Review and update systems and capability needs to track, measure and report on RAP activities.	Mar 2019	SPO
	<ul style="list-style-type: none">Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	Sep 2020	SPO
	<ul style="list-style-type: none">Investigate participating in the RAP Barometer.	Sep 2020	SPO
14. Report RAP achievements, challenges and learnings internally and externally	<ul style="list-style-type: none">Publicly report our RAP achievements, challenges and learnings.	Dec 2020	SPO

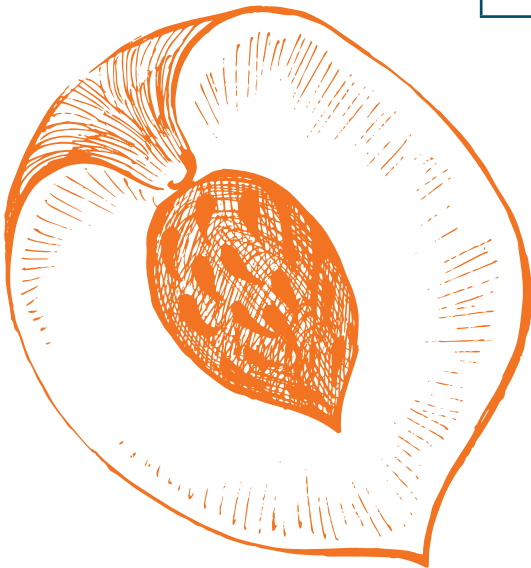


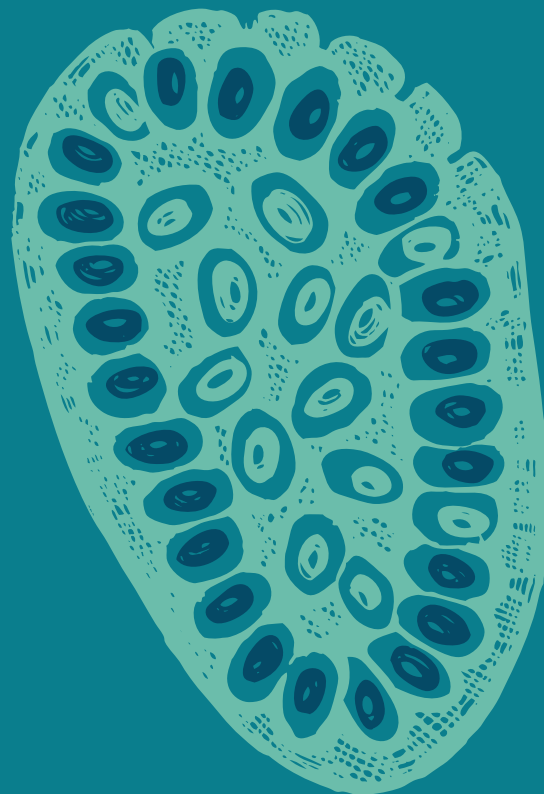
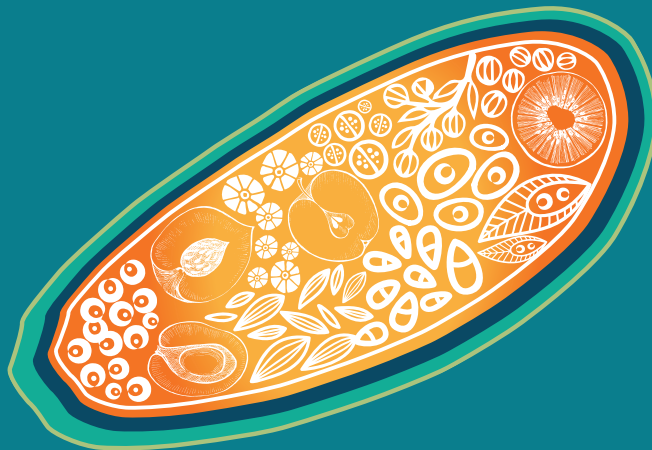
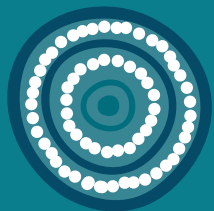
Governance, tracking progress and reporting

Opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities are important to DA and its core business activities because increasing employment, both within the health workforce and generally, is key to improving health equity.

Focus area: In the DA Strategic Plan 2018-2021, the focus on 'Opportunities' relates to our mission of supporting members, advocating for our profession and building healthier communities

Action	Deliverable	Timeline	Responsibility
15. Review, refresh and update RAP	• Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	Dec 2020	SPO
	• Send draft RAP to Reconciliation Australia for review and feedback.	Mar 2021	SPO
	• Submit draft RAP to Reconciliation Australia for formal endorsement.	May 2021	SPO





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