

Dietitians Association of Australia  
**REFLECT Reconciliation Action Plan**  
Feb 2017 – Feb 2018



Dietitians  
Association  
of Australia



RECONCILIATION  
ACTION PLAN

**REFLECT**

# 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

It is my privilege, as President of the Dietitians Association of Australia (DAA), to present our first Reconciliation Action Plan (RAP). Our Reflect RAP is a demonstration of our commitment to recognise and support diversity in cultures and practice areas and foster collegiality, collaboration and reconciliation between the First Peoples of Australia and the wider Australian community.

DAA is a leader in nutrition and advocates for food and nutrition for healthier people and healthier nations. Nutrition-related chronic conditions and food insecurity are responsible for a large proportion of the ill-health experienced by Australia's First Peoples who, before colonisation, enjoyed physical wellbeing for tens of thousands of years. We aspire to engage, partner and work with Aboriginal and Torres Strait Islander peoples in a meaningful way to achieve improved food security, health outcomes and health equity for Aboriginal and Torres Strait Islander people living in remote, regional and urban parts of Australia.

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 first step in our reconciliation journey, we pledge to:

1. Build relationships with Aboriginal and Torres Strait Islander peoples
2. Encourage respect for Aboriginal and Torres Strait Islander peoples
3. Take opportunities for reconciliation
4. Track progress against our intentions

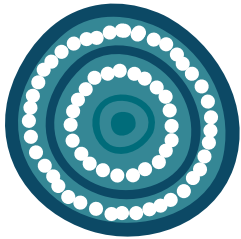
I encourage each of us, as individuals, managers and leaders, to take actions to implement our Reflect RAP and other RAPs that are to follow.



Elizabeth Kellett FDAA, AdvAPD

President

Dietitians Association of Australia



**Our Reflect RAP is a demonstration of our commitment to recognise and support diversity in cultures and practice areas and foster collegiality, collaboration and reconciliation between the First Peoples of Australia and the wider Australian community.**

## About the Reflect RAP

The Reconciliation Action Plan (RAP) is about organisations, from every sector, rising to the challenge of reconciling Australia. RAPs provide a framework for organisations to develop practical plans of action built on relationships, respect and opportunities, so as to create social change and economic opportunities for Aboriginal and Torres Strait Islander Australians.

The RAP program, developed by Reconciliation Australia, includes four different types of RAPs, each one offering a different level of support and engagement. DAA is committed to reconciling Australia by first developing a Reflect RAP, which is designed for organisations starting out on their RAP journey. DAA commits to completing the specific actions outlined in the Reflect RAP over the next 12 months, so as to ensure we are well positioned to implement effective and mutually-beneficial initiatives as part of our future RAPs.

## Our business

We are the peak body of dietitians in Australia. We provide strategic leadership in nutrition and food, and advance the professional interests of our members. The objectives of our Association are to:

- a. advance and promote dietetics and nutrition in Australia and internationally through advocacy, strategic alliances, partnerships, collaborations and other means as deemed appropriate by the Board;
- b. determine entry level qualifications for the profession of dietetics and nutrition;
- c. set standards and accredit programs of study in dietetics and nutrition;
- d. maintain a framework for accrediting continuing practice as a dietitian, promoting excellence through a program of continuing professional development;
- e. foster and promote research and evidence-based practice in dietetics and nutrition;
- f. administer a code of professional conduct and ethical practices, along with a disciplinary process for members and accredited professionals in the interests of public safety and quality services;

- g. recognise and support diversity in cultures and practice areas and foster collegiality, collaboration and reconciliation for Australia's First Peoples;
- h. foster food and nutrition knowledge and skills across the community;
- i. advocate for a safe, nutritious and sustainable food supply which provides food security for all Australians;
- j. promote attitudes and environments conducive to the healthful enjoyment of food.

Our precursor, the Australian Association of Dietitians, was established as a national organisation in 1976. The name change to the Dietitians Association of Australia occurred in 1983. We are the national association of the dietetic profession, with branches in each state and territory.

More than 6,200 members make up our community, 13 of whom identify as being Aboriginal and/or Torres Strait Islander. We currently employ 30 staff, none of whom identify as Aboriginal and/or Torres Strait Islander.



## Our RAP

We are committed to achieving improved nutritional status, health and life expectancy equality for Aboriginal and Torres Strait Islander peoples living in remote, regional and urban parts of Australia. We continue to advocate for strategies to close the gap between Aboriginal and Torres Strait Islander peoples and the wider Australian community.

In late 2013, the Board requested that the DAA Indigenous Nutrition Interest Group scope a reconciliation plan for the next DAA strategic plan. Consequently, the Indigenous Nutrition Interest Group identified the need for a RAP to formalise our commitment to Australia's First Peoples, and our RAP Working Group was formed. This working group comprises four Aboriginal or Torres Strait Islander members, eight non-Indigenous members and two staff. The 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 champions 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.

We believe this RAP will support us to build our knowledge of and respect for Aboriginal and Torres Strait Islander histories and cultures, and help us cultivate that knowledge in the wider community. We look forward to strengthening our relationships with and opportunities for Australia's First Peoples, both within our organisation and externally.







## 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:

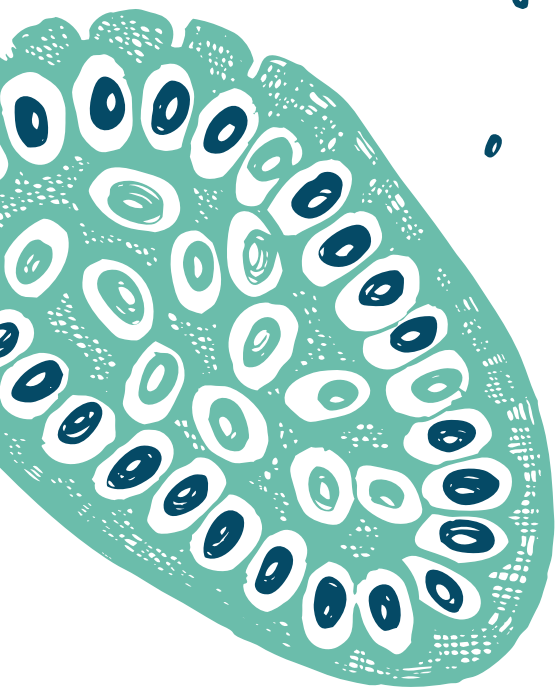
### Collaboration

- 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 DAA 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 four years running, including a major award for an allied health practitioner.

### Advocacy

- The principal objectives for which DAA 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".
- Launched in December 2013 the 'Food Security for Aboriginal and Torres Strait Islander Peoples Policy' in collaboration with the Public Health Association of Australia and the Australian Red Cross. Input from Aboriginal and Torres Strait Islander people was provided through networks of the collaborating organisations in the preparation of the joint policy. In September 2016, the joint policy was updated, with Indigenous Allied Health Australia (IAHA),



the Victorian Aboriginal Community Controlled Health Organisation (VACCHO) and the National Heart Foundation of Australia (NHFA) participating in the revision of the policy paper and a background paper and becoming co-signatories to the policy.

- Advocated for better health and nutrition for Aboriginal and Torres Strait Islander people and responded to enquiries from government agencies by participating in public consultations specific to Aboriginal and Torres Strait Islander health. For example, in September 2016, DAA responded to a targeted call from the National Health and Medical Research Council (NHMRC) for research priorities in Aboriginal and Torres Strait Islander health. DAA has also contributed to the National Aboriginal and Torres Strait Islander Health Plan and other broader consultations about food security, access to services and other matters relevant to Aboriginal and Torres Strait Islander health and nutrition.
- Included reference to cultural competency in the DAA National Competency Standards for dietetic practice.
- Included a 'Cultural Responsiveness Workshop' in the 2016 DAA National Conference program.
- Added RAP activity updates and related business as an agenda item for face-to-face DAA Board meetings and staff meetings.
- Included a Welcome to Country acknowledgement at all DAA 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 September 2016, 13 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 DAA 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 the 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 12 months (Feb 2017 – Feb 2018) DAA commits to the following actions and deliverables.

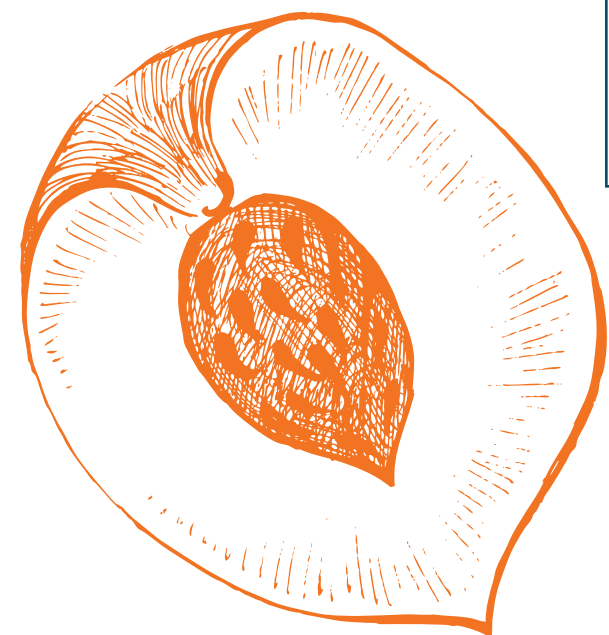
## Relationships



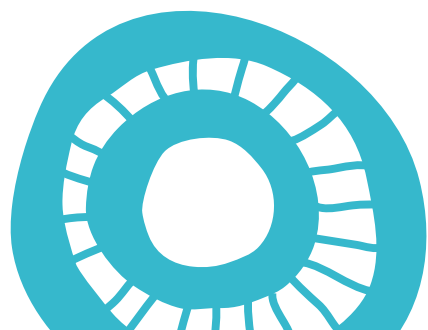
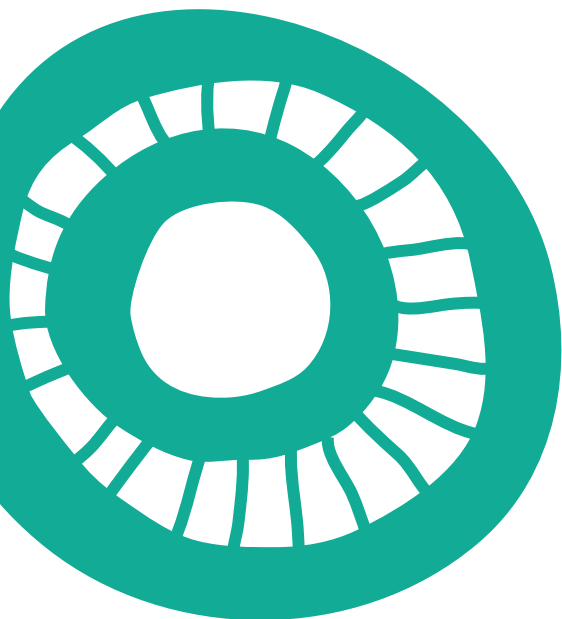
| Action   | Deliverable  | Timeline                     | Responsibility                                   |
|--|--|------------------------------|--|
| 1. RAP Working Group (RWG), established May 2014, actively monitors RAP development and implementation of actions, tracking progress and reporting | • Establish Terms of Reference for the RWG.  | Feb 2017                     | RWG Chairperson                                  |
|  | • Oversee the development, endorsement and launch of the RAP.  | Feb 2017                     | Senior Policy Officer                            |
|  | • Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG.   | Feb, annually                | RWG Chairperson                                  |
|  | • Meet (via teleconference) to monitor and report on RAP implementation.   | Feb, May, Aug, Nov, annually | RWG Chairperson                                  |
| 2. Build internal and external relationships   | • Develop a list of RAP organisations, Aboriginal and Torres Strait Islander peoples, communities and like-minded organisations within our sphere of influence that we could approach to connect with on our reconciliation journey. | Feb 2017                     | RWG Chairperson                                  |
|  | • Build relationships with those organisations, communities and people identified above.   | Mar 2017                     | Senior Policy Officer                            |
|  | • Formalise links with members of the Indigenous Leaderships Forum   | Mar 2017                     | Senior Policy Officer                            |
| 3. Participate in and celebrate National Reconciliation Week (NRW)   | • Encourage staff and members to visit Reconciliation Australia's NRW website to find a NRW event in their area to attend.   | May/Jun 2017                 | Senior Policy Officer,                           |
|  | • Inform staff and members about Reconciliation Australia's NRW resources and reconciliation materials through weekly emails, the DAA website and in staff meetings.   | May/Jun 2017                 | Member Communications Officer, Senior PR Manager |
|  | • Ensure our Working Group participates in an external event to recognise and celebrate NRW.   | May/Jun 2017                 | RWG Chairperson                                  |

# Relationships

| Action  | Deliverable  | Timeline                     | Responsibility                    |
|---|--|------------------------------|-----------------------------------|
| 4. Raise internal and external awareness of our RAP | • Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.                      | Feb 2017                     | Senior Policy Officer             |
|   | • Develop and implement a communication plan to raise awareness amongst staff and members across the organisation about our RAP commitments. | Feb 2017                     | Member Communications Officer CEO |
|   | • Engage Board and executives in the delivery of RAP outcomes.   | Feb, May, Aug, Nov, annually | Senior PR Manager                 |
|   | • Raise external awareness of our RAP by developing a communication plan for external stakeholders.  | Mar 2017                     | Member Communications Officer     |
|   | • Implement the stakeholder strategy prepared by the RWG in May 2016.  | Apr 2017                     | Office Manager                    |
|   | • Provide regular updates of the RAP implementation activities through member communications channels.                                       | Feb, May, Aug, Nov, annually | Member Communications Officer     |
|   | • Highlight the RAP in our Annual Report.  | Apr 2017                     | Senior Policy Officer             |



# Respect



| Action   | Deliverable  | Timeline      | Responsibility                                   |
|--|--|---------------|--|
| 5. Investigate Aboriginal and Torres Strait Islander cultural learning and development | <ul style="list-style-type: none"> <li>Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop a cultural awareness training plan for staff and members. Draw on insights gained from survey data collected (in May 2016) on staff and members' current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.</li> </ul> | May 2017      | Senior Policy Officer, RWG Chairperson           |
|  | <ul style="list-style-type: none"> <li>Encourage staff to use Reconciliation Australia's Share Our Pride online tool.</li> </ul>   | Mar, annually | Senior Policy Officer                            |
| 6. Participate in and celebrate NAIDOC Week  | <ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff of the meaning of NAIDOC Week, which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.</li> </ul>   | Jul 2017      | Senior Policy Officer                            |
|  | <ul style="list-style-type: none"> <li>Introduce our staff to NAIDOC Week by promoting community events in our local area.</li> </ul>  | Jul 2017      | Senior PR Manager                                |
|  | <ul style="list-style-type: none"> <li>Encourage RAP Working Group, staff and members to promote and support participation in NAIDOC Week events. Develop and implement a media strategy to promote NAIDOC Week events.</li> </ul>   | Jul 2017      | Member Communications Officer, Senior PR Manager |
|  | <ul style="list-style-type: none"> <li>Seek feedback from our RAP Working Group, staff and members on NAIDOC Week events/activities in which they participated and report back through our weekly email and website.</li> </ul>  | Aug 2017      | Member Communications Officer                    |

# Respect

| Action  | Deliverable  | Timeline                      | Responsibility                         |
|---|--|-------------------------------|--|
| 7. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols | • Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence.   | Mar, 2017                     | Senior Policy Officer                  |
|   | • Update and circulate resources which outline where to access information regarding the Traditional Owners of the lands and waters within our organisations sphere of influence.  | Mar, annually                 | Senior Policy Officer                  |
|   | • Review and update the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols) in the DAA Events Manual, with details on when to use them. | Mar, annually                 | Senior Policy Officer                  |
|   | • Advise Interest Groups of the protocols regarding Acknowledgement of Country and Welcome to Country protocols.   | Mar, annually                 | Professional Development Administrator |
| 8. Celebrate and acknowledge Aboriginal and Torres Strait Islander dates of significance    | • Promote upcoming events to staff and members via member communications (e.g. NAIDOC week, Reconciliation Week, Sorry Day).   | Feb, May, Aug, Nov, quarterly | Member Communications Officer          |
|   | • Include relevant event dates in our events calendar online for staff and members to access.  | Feb, May, Aug, Nov, quarterly | Member Communications Officer          |

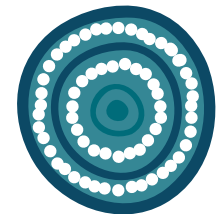
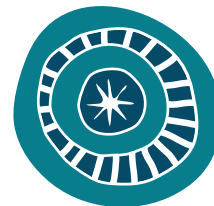
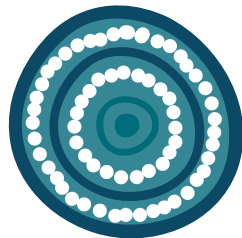
# Opportunities



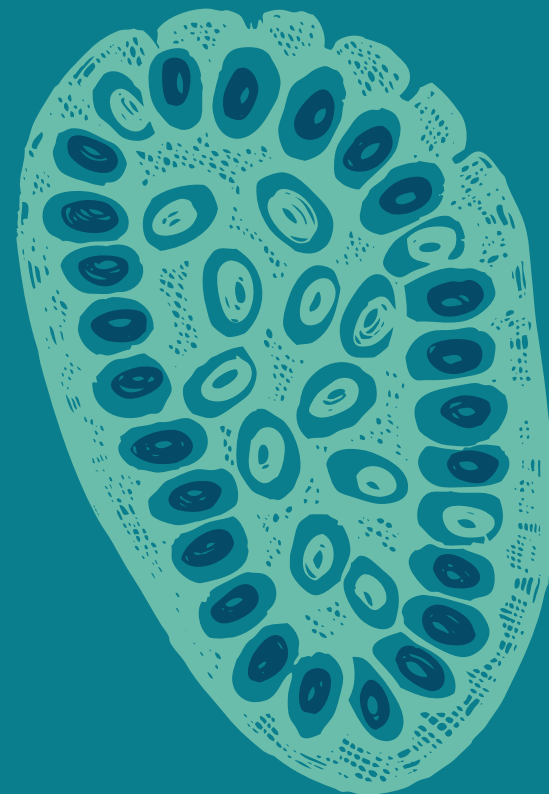
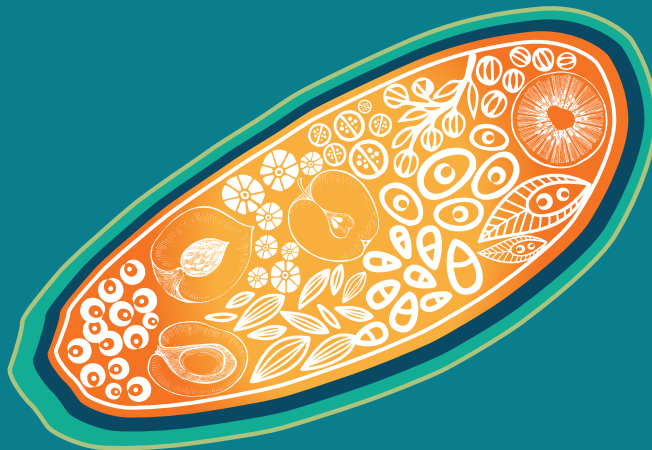
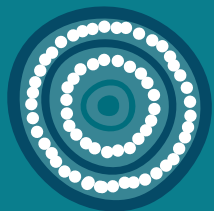
| Action  | Deliverable   | Timeline | Responsibility                       |
|---|---|----------|--------------------------------------|
| 9. Investigate Aboriginal and Torres Strait Islander employment       | • Use results of baseline audit of Aboriginal and Torres Strait Islander employment at DAA and investigate strategies to increase the number of Aboriginal and Torres Strait Islander employment opportunities within our organisation. | Apr 2017 | CEO                                  |
|   | • Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships).   | May 2017 | CEO                                  |
|   | • Include in all job advertisements, 'Aboriginal and Torres Strait Islander people are encouraged to apply'.  | Jun 2017 | Office Manager                       |
|   | • Advertise all vacancies in Aboriginal and Torres Strait Islander media.   | Jun 2017 | Office Manager                       |
|   | • Investigate support strategies to increase the number of Aboriginal and Torres Strait Islanders training as Nutrition Workers or as Dietitians.   | Jul 2017 | Senior Policy Officer                |
|   | • Encourage and support Aboriginal and Torres Strait Islander members to take up leadership opportunities within DAA.   | Jul 2017 | Senior Policy Officer                |
| 10. Consider Aboriginal and Torres Strait Islander supplier diversity | • Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.   | Jul 2017 | Office Manager                       |
|   | • Consider Aboriginal and Torres Strait Islander designers (as required) for conference and other branding.   | Sep 2017 | Executive Manager, Comms & Marketing |
|   | • Consider Aboriginal and Torres Strait Islander owned businesses to provide product and services.  | Sep 2017 | Executive Managers (all departments) |
|   | • Develop one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.  | Oct 2017 | Office Manager                       |

# Tracking and Progress

| Action   | Deliverable  | Timeline         | Responsibility        |
|--|--|------------------|-----------------------|
| 11. Build support for the RAP                  | • Develop and implement systems and capability needs to track, measure and report on RAP activities. | Feb 2017         | Senior Policy Officer |
|  | • Investigate participating in the RAP Barometer.  | Aug 2017         | Senior Policy Officer |
|  | • Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.   | 30 Sep, annually | Senior Policy Officer |
| 12. Continue our RAP commitment with a new RAP | • Review and refresh RAP based on learnings, challenges and achievements.                            | Dec 2017         | RWG Chairperson       |
|  | • Submit draft RAP to Reconciliation Australia for formal review and endorsement.                    | Dec 2017         | Senior Policy Officer |







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