

Victorian Health Promotion Foundation (VicHealth) Innovate Reconciliation Action Plan for the years July 2020 to June 2022



About our front cover artist

“This story is about my grandfather and grandmother taking the family out, showing them all about how to survive in this hard land.”

Stuart Farquhar is a Gunaikurnai artist who has been exhibiting with The Torch since 2019. Stuart’s paintings are notable for their tightly concentric patterns and his preference for vivid blue tones. Gunnaikurnai people comprise five clans and are the traditional owners of Gippsland, in Victoria’s south-east.

The Torch delivers the Statewide Indigenous Arts in Prison and Community Program, which aims to reduce the disproportionately high rates of Indigenous incarceration and recidivism in Victoria. The program supports the development of self-esteem, confidence and resilience to the re-offending cycle through cultural strengthening and artistic expression. The Torch assists artists to reconnect with culture, foster new networks and to pursue educational and vocational avenues upon their release.



Acknowledgement of Country

We would like to acknowledge the Wurundjeri people of the Kulin Nation, the Traditional Custodians of the lands in which we meet. We would also like to pay our respects to Elders past and present as well as emerging leaders and extend this respect to Aboriginal and Torres Strait Islander people.



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Message from the Chair of the VicHealth Board



Community, belonging and respect are fundamental to the health and wellbeing of everyone. VicHealth is passionate about contributing to greater health and wellbeing outcomes of Aboriginal and Torres Strait Islander people, both within our workplace and within the broader community.

VicHealth has a history of working in partnership and collaboration with the Victorian Aboriginal and Torres Strait Islander community to develop and deliver targeted health promotion initiatives. We will continue to build on this and commit to ensuring VicHealth is an environment where all our partners and staff feel included and empowered to share their individual perspectives. By doing this, we will build stronger teams, enable greater innovation and have better outcomes for everyone.

Nick Green OAM
Chair
VicHealth Board

Statement from Reconciliation Australia

First Innovate RAP

Reconciliation Australia commends VicHealth on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for VicHealth to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, VicHealth will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. VicHealth is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.



Implementing an Innovate RAP signals VicHealth's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations VicHealth on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
CEO
Reconciliation Australia

Our business

VicHealth is a pioneer in health promotion. We work with partners to discover, implement and share solutions to the health problems facing Victorians. We seek a Victoria where everyone enjoys better health and wellbeing.

VicHealth is the champion of health for all Victorians. We work to keep people healthy, happy and well – preventing chronic disease and ill health.

VicHealth provides individuals, groups and organisations with the latest information and advice to make decisions which support the health of all Victorians.

We understand how changes in the environment can promote health and draw on practices that ensure we achieve the best outcomes for those who need it most.

Our aim is that every Victorian, no matter their situation or resources, has the best chance for good health and wellbeing. VicHealth has around 75 staff occupying one office at 15-31 Pelham Street, Carlton in Victoria.

Strategic Imperatives

VicHealth is committed to five strategic imperatives that have the greatest potential to reduce disease burden and bring about the greatest measurable health gains. These are: promoting healthy eating, encouraging regular physical activity, preventing tobacco use, preventing harm from alcohol and improving mental wellbeing.

Our Health Equity Strategy

The VicHealth Health Equity Strategy 2019–23 aims to ensure that all Victorians have the opportunity for a healthy life.

The three focus areas of our strategy reflect current evidence regarding effective organisational approaches to integrating and sustaining a focus on health equity:

- Putting equity at the heart of our work
- Strengthening the capacity of the health promotion sector
- Influencing social and economic policies through partnerships

Our overarching priorities

Working with communities across the State, VicHealth helps define what's most important to individuals and communities' health and wellbeing.

We take action where there's the greatest need and potential for positive impact. We make the most of our resources by building on and complementing the efforts of governments and other organisations also promoting health.

We tackle the rise of chronic diseases by bringing the best approaches across the world to test and trial in Victoria.

VicHealth helps set the agenda for health priorities. We bring insights from research and data together with real world knowledge and experience from our partners.

By pinpointing emerging and future health problems, our efforts can be channelled for the greatest benefit to the health and wellbeing of all Victorians.

Our Diversity and Inclusion Framework

An overarching Diversity and Inclusion Framework provides our Board and staff throughout the organisation with guidance and the tools and supports to address any systemic barriers relating to diversity and inclusion.

It also helps us integrate diversity, equity and inclusion values and practices into existing programs and corporate processes and enables to measure progress and results.

Our Diversity and Inclusion Strategic Outcomes are:

- **Embed:** Diversity and inclusion principles are ingrained within organisational systems and processes, and meet compliance requirements
- **Respect:** The VicHealth Board and workforce act in an inclusive manner, by understanding and appreciating difference
- **Reflect:** The VicHealth Board and workforce aim to be reflective of the diversity of the community
- **Embrace:** How we act and what we do embraces the diverse needs of our stakeholders and community
- **Celebrate:** We celebrate diversity and inclusion achievements and opportunities

Our staff

Located in Carlton, Victoria, VicHealth employs approximately 75 full-time and part-time employees across five areas of Programs, Marketing and Communications, Corporate Services, Policy and Research, and Innovation.

At this time, VicHealth is yet to formally identify all Aboriginal and Torres Strait Islander staff. One staff member, a member of the Diversity and Inclusion Committee of VicHealth, has identified as being Aboriginal and/or Torres Strait Islander.

VicHealth will look to identify its Aboriginal and/or Torres Strait Islander staff during the first year of this Innovate Reconciliation Action Plan.

We are an equal opportunity employer and promote equity and diversity, which is reflected in our employment-related policies such as the Diversity and Inclusion Policy.

VicHealth strongly encourages Aboriginal and Torres Strait Islander people to apply for vacant positions by advertising through formal and informal community networks and employment platforms.

VicHealth commits to providing a safe and inclusive workplace for those who identify as Aboriginal and/or Torres Strait Islander.



“Throughout our reconciliation journey, we have learnt how vital it is to seek their voices and expertise to guide work to improve Aboriginal and Torres Strait Islander health and wellbeing.”

Our reconciliation journey

VicHealth released its inaugural RAP in 2013. The RAP outlined practical actions VicHealth would undertake to build a stronger relationship and enhance respect with Aboriginal and Torres Strait Islander people.

Some of the key activities under that RAP included cultural awareness sessions for employees, developing Aboriginal and Torres Strait Islander language protocols and an Aboriginal and Torres Strait Islander governance framework, and encouraging staff to participate in National Reconciliation and NAIDOC weeks.

One of our key learnings from the inaugural RAP was the importance of the partnerships we established with a range of Aboriginal and Torres Strait Islander community members during the development and implementation of that RAP, as well as the partnerships we have established throughout our history.

We continue to benefit from that knowledge and expertise within our staff, Board, advisory committees and stakeholder groups. We have formalised some of those relationships through the development of the VicHealth Aboriginal Governance Framework.

But we also know that more work needs to be done to increase representation in our staff and governance structures.

Throughout our reconciliation journey, we have learnt how vital it is to seek their voices and expertise to guide work to improve Aboriginal and Torres Strait Islander health and wellbeing – but importantly, we have also learnt that those voices and that expertise can make significant contributions to all of our work, not just activity that is specifically focused on Aboriginal and Torres Strait Islander health.

By creating new opportunities for Aboriginal and Torres Strait Islander people to share their knowledge about promoting health, all Victorians can benefit, and we will continue to prioritise this work under our Innovate RAP.

It is also important that we acknowledge that most of our staff come from non-Indigenous backgrounds, and we all can continue to learn about Aboriginal history and culture.

This knowledge will help those in our organisation identify how we can play a role in VicHealth’s reconciliation journey now and in the future. That means understanding the wrongs of the past, and aspirations for the future. It also means actively seeking opportunities to listen and learn from communities across Victoria about their cultures and experiences.

We are proud of the reconciliation journey we have undertaken to date, but we know that we have many opportunities to continue to progress this deeply important work, with the guidance and leadership of Aboriginal and Torres Strait Islander employees, partners and community members.

Together we look forward to strengthening our work and promoting the health and wellbeing of all Aboriginal and Torres Strait Islander people.



Primary school students taking part in VicHealth's Walk to School program. Images courtesy of Spark Health.

Our RAP

We are proud to implement our second RAP, a two-year Innovate RAP for the period July 2020 to June 2022.

Our vision for reconciliation is that health, respect and equity will be rightfully restored to Aboriginal and Torres Strait Islander people.

As an organisation, we have pledged to ensure that 'equity is in everything we do', and our approach to developing and implementing this RAP was guided by the principles followed in all of our work: fairness, evidence-based action, working with community and partnerships across sectors.

This RAP amplifies VicHealth's willingness to listen, to learn from community and to incorporate this knowledge into what we do and the ways in which we undertake our work.

It will be a continuation of VicHealth's commitment to working collaboratively with Aboriginal and Torres Strait Islander communities to meet locally identified needs in culturally appropriate ways.

It also provides a vehicle for us to influence our partners and the groups we fund to contribute to improving the health status of Victoria's Aboriginal and Torres Strait Islander people.

Throughout the period of our Innovate RAP we will continue to seek advice from the Traditional Owners who were instrumental in the development of the RAP (referenced below under "Development of this RAP").



Development of this RAP

The development of this RAP was led by VicHealth's Diversity and Inclusion Committee (the Committee). The Committee is chaired by the Executive Manager, Corporate Services and includes representatives from each team across VicHealth to ensure the development of the RAP has organisation-wide input and support.

This group has responsibility for governance, implementation and management of the RAP. VicHealth Board member Sheena Watt, a proud Yorta Yorta woman, provides RAP leadership from a governance and community relationship perspective.

The Committee members responsible for the development of VicHealth's Innovate RAP are:

- Paul Crapper (Executive Manager, Corporate Services and Chair of the Diversity and Inclusion Committee). Paul is also the Reconciliation Action Plan Champion in his capacity as Chair of the Diversity and Inclusion Committee.
- Melinda Swale (Manager, Business Improvement and Project Management Office, Corporate Services Office). Melinda is a proud Wiradjuri woman and representative of Aboriginal and Torres Strait Islander people on our Diversity and Inclusion Committee.
- Cassie Nicholls (Senior Policy Officer, Policy and Research Group)
- Jim Rimmer (Senior Project Officer, Programs Group)
- Nithya Solomon (Executive Lead, Innovation Office)
- Amber Bastian (Principal Program Officer, Programs Group).
- The Committee is supported by:
- Joel Brown and Marcus Flood (People & Culture representatives, Corporate Services)
- Jo Crowston (Team Leader, Publications).

Following a review of the previous RAP and the resulting commitment to proceed with an Innovate RAP, the Committee embarked on a process of internal and external consultation involving staff, management, Board members, those involved with past and present funded projects with an Aboriginal and Torres Strait Islander focus and community leaders.

As VicHealth has a statewide mandate and has relationships with Traditional Owners, community-controlled organisations and other government bodies, sporting, arts, health organisations and the corporate sector, it was imperative to consult with organisations and individuals from across Victoria.

Those participating in discussions and a workshop leading to this Innovate RAP included:

- Stephanie Armstrong – Gamilaraay – Education and Health Consultant, Weenthunga Health Network
- Paul Briggs OAM – Yorta Yorta – Kaiela Institute Executive Director, President Rumbalara Football Netball Club, Empowered Communities Leader and Chair of the AFL Indigenous Advisory Council
- Jordie Campbell – Indigenous Aquatics Officer, Surfing Victoria
- Uncle Kevin Coombs OAM – Wotjobaluk Elder – Champion Wheelchair Basketball Player and Australia's First Indigenous Paralympian, and Patron, Onemda Koori Health Unit, University of Melbourne
- Belinda Duarte – Wotjobaluk – CEO, Culture is Life, and former VicHealth Board member
- Aunty Diane Kerr – Wurundjeri Elder – Community mentor and foster carer working in various fields including health, childcare, education, Native Title, Stolen Generation support, and other community work
- Louise Lyons – Jaadwa – Director, Public Health and Research, Victorian Aboriginal Community Controlled Health Organisation
- Trevor Pearce – Kamilario – Acting CEO, Victorian Aboriginal Community Controlled Health Organisation
- Aunty Pam Pedersen – Yorta Yorta Elder – Koori Courts, Community Member of the Adult Parole Board, Berry Street Shepparton, Long Walk Board, Carlton Football Club RAP Advisory Board, and AFL Sir Doug Nicholls Indigenous Round Organising Committee
- Alister Thorpe – Yorta Yorta and Gunditjmara – Lecturer in Indigenous Health, Indigenous Health Equity Unit, University of Melbourne
- Lidia Thorpe – Gunai and Gunditjmara – Member for Northcote in the Victorian Legislative Assembly (2017–2018) and member of the Victorian Greens
- Sheena Watt – Yorta Yorta – VicHealth Board member and Manager of Government Relations, Victorian Aboriginal Community Controlled Health Organisation
- Ralph White – Kija and Bardi – Senior Mentor and Engagement Coordinator, AFL SportsReady.

The Traditional Owners who were part of our discussions and workshop will also be involved in conversations about the VicHealth Reconciliation Action Plan going forward, either on an individual consultation basis or through the formation of an Aboriginal and Torres Strait Islander Advisory Group.



Surf coaches with participants at the Woorangalook Victorian Koori Surf Titles. Image courtesy of Surfing Victoria



CASE STUDY

Surfing Victoria: Indigenous Surfing Program

VicHealth's learnings from our work with Aboriginal and Torres Strait Islander organisations and communities, underpinned by VicHealth's inaugural RAP.

For 20 years, VicHealth has partnered with Surfing Victoria to work with communities across Victoria to develop the Indigenous Surfing Program. The program was developed slowly in close partnership with the Wathaurong community. It is based around the use of positive role models to introduce Aboriginal and Torres Strait Islander people in Victorian to the sport of surfboard riding, and more recently Stand Up Paddleboarding.

When first established, the program's primary aim was to increase the number of young Aboriginal and Torres Strait Islander Victorians participating in surfing. The Indigenous Surfing Program has developed over time to focus on providing young Aboriginal and Torres Strait Islander men and women with access to education, training and employment opportunities related to the surfing industry.

Surfing has become the vehicle for engagement of community members in a broad range of strategies that seek to increase the social and economic participation of Aboriginal and Torres Strait Islander Victorians.

VicHealth is currently supporting Surfing Victoria to increase sustainability of the program through diversification of funding sources and integration with other programs.

"The girls have been dealing with a lot of social issues, the program and surfing has been an amazing outlet for them."

"For 6 years I've been volunteering to take kids away to Koori Surfing programs across state. All the kids engaged in everything learnt surf and culture... these events are so important for our mob in so many ways!"

"It's amazing to see everyone doing the programs together, Elders getting to come down and see their kids, grandchildren and all doing it together as one big community."

"I attended this program before I worked at VicHealth when I was in my early 20s. I took my younger cousins and found it a great escape for kids to be happy, feel safe, and be confident to learn something new."



South West Community Surf Off – Cape Bridgewater Beach.
Image courtesy of Surfing Victoria



South West Community Surf Off - Cape Bridgewater Beach.
Image courtesy of Surfing Victoria



Woorangalook Victorian Koori Surf Titles.
Image courtesy of Surfing Victoria



Indigenous Surf Tour - Bancroora Beach.
Image courtesy of Surfing Victoria



Woorangalook Victorian Koori Surf Titles - Opening Ceremony.
Image courtesy of Surfing Victoria

CASE STUDY

Global Indigenous Management: The Indigenous Runway Project

VicHealth's learnings from work with Aboriginal and Torres Strait Islander organisations and communities, underpinned by VicHealth's inaugural RAP.

For the past two years VicHealth has contributed funding towards The Indigenous Runway Project presented at Melbourne Fashion Week (2018) and Melbourne Fashion Festival (2019). The project has provided opportunities for close to 100 young Aboriginal and Torres Strait Islander Victorians to sample a career in modelling, fashion design, production, hair and makeup and styling, for the first time.

The project delivers an eight-day boot-camp before producing and presenting an hour long cultural experience to around 500 guests. The project focuses on positive learning outcomes, increased engagement, and stronger linkages in the fashion industry while demonstrating how building self-esteem and project-based empowerment can provide a positive influence in the lives of Aboriginal and Torres Strait Islander young people.


"I had never expected this program to be as deadly as it was. I have grown so much and I thank you for that!"

"My son didn't want to do this but I convinced him and I have seen the change in him, he no longer holds his head down and stands proud! You lot are deadly man and I can't thank you enough!"

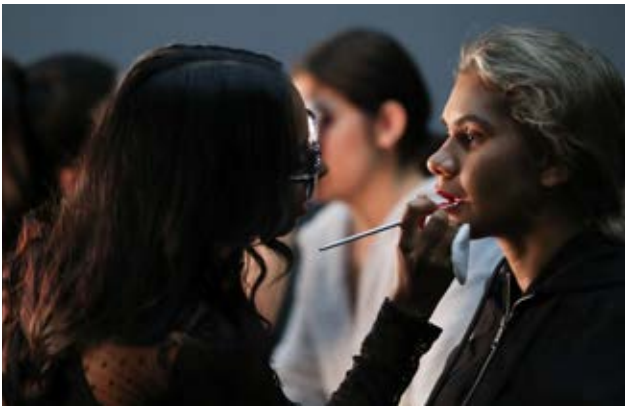
"I had no idea that all this training was involved and that I would enjoy it, thanks!"

"My life has been hard, in and out of jail and now I have a purpose, to be the best I can. I thought it was shame but not any more!"

"I attended this year's runway with my young daughter, and cousins. After the show I met with models, backstage staff, and others. The sense of culture pride and achievement was overwhelming. You could see participants in the event felt empowered. Honestly this is such a great program, which displays many different cultures from around the world, connecting to art and fashion."



Pant suit by Red Ridge,
Dress the West – Two Sisters
Talking at The Indigenous
Runway Project 2020.
Image courtesy of Global
Indigenous Management



The Indigenous Runway Project 2020. Image courtesy of Global Indigenous Management



Opening Ceremony of The Indigenous Runway Project 2020. Image courtesy of Global Indigenous Management



Dress by Deborah Beale at The Indigenous Runway Project 2020. Image courtesy of Global Indigenous Management



Planning on Day 1 of The Indigenous Runway Project 2020. Image courtesy of Global Indigenous Management



The Indigenous Runway Project 2020. Image courtesy of Global Indigenous Management



Our key health promotion initiatives

VicHealth has made significant moves to embed a focus on equity in all programs, campaigns, policy work, research and evaluation activity. This approach has been guided by our Fair Foundations Framework and Health Equity Strategy 2019-2023.



Photo courtesy of Strong Brother Strong Sister



Photo courtesy of Strong Brother Strong Sister

Our investment in health promotion in Aboriginal and Torres Strait Islander communities over the past 30 years has included a range of programs and projects addressing the social and economic determinants of health, and a number of risk factors that contribute to chronic disease.

Examples of the kind of work we have invested in include:

Research Centre of Excellence

- Onemda VicHealth Koori Health Unit at the University of Melbourne.

Sporting organisations

- Working closely with sporting organisations such as Surfing Victoria to employ, engage and support Aboriginal and Torres Strait Islander people to access surfing.
- Supporting AFL Victoria’s Female Indigenous Program.
- Supporting the development of a model for the First People’s Sports Foundation and the delivery of Aboriginal sport carnivals.
- Supporting Rumbalara Football Club to host their local football league grand final for the first time.
- Supporting Fitzroy Stars Football Club to promote community strength and increase participation in physical activity.

Arts organisations

VicHealth has a long and proud history of supporting arts projects that benefit Aboriginal and Torres Strait Islander people and communities. The health and wellbeing objectives change depending on the focus of the grant offering. Examples include:

- Tanderrum (Ilbjerri Theatre Company with the Melbourne Festival) - this project increased community connections through the reclamation of cultural tradition and entrenched itself as the opening event of the Melbourne Festival. In 2014 it won VicHealth’s annual Building Health Through Arts Award.
- The Gunyah Capacity Building Project (Wurinbeena Ltd) - we supported the development of local arts and project management initiatives that have been crucial to the success of the Wurinbeena Aboriginal Arts Studio Gallery in Lakes Entrance.
- Deadly Arts Latrobe (Latrobe City Council) - assisted in the co-design of projects with the local Aboriginal community that use the arts to facilitate increased physical activity.
- Indigenous Runway Project by Global Indigenous Management (see case study on previous page).

VicHealth also continues to work collaboratively with, and provide in-kind support to, Aboriginal and Torres Strait Islander organisations, such as the Fellowship for Indigenous Leadership.



Photo courtesy of Strong Brother Strong Sister



BlackWrights Master Lab. Photo courtesy of Ilbjerri Theatre Company



BlackWrights Showcase 2019. Photo courtesy of Ilbjerri Theatre Company



BlackWrights Master Lab. Photo courtesy of Ilbjerri Theatre Company



BlackWrights Master Lab. Photo courtesy of Ilbjerri Theatre Company



Tanderrum. Photo courtesy of Ilbjerri Theatre Company



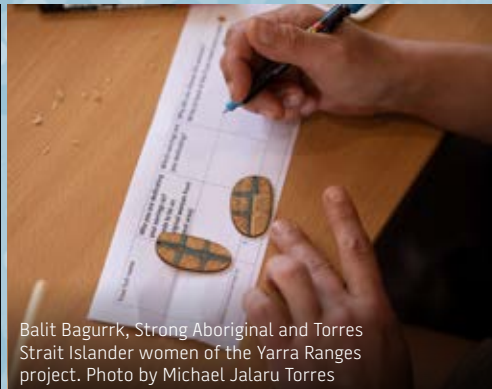
Tanderrum. Photo courtesy of Ilbjerri Theatre Company



Maylene Slater-Burns. Photo by Jacinta Keefe, for Barpirdhila Foundation



Balit Bagurrk, Strong Aboriginal and Torres Strait Islander women of the Yarra Ranges project. Photo by Michael Jalaru Torres



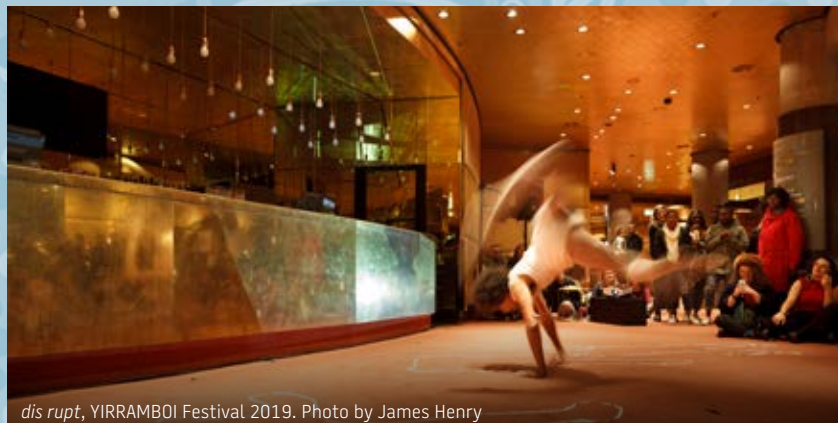
Balit Bagurrk, Strong Aboriginal and Torres Strait Islander women of the Yarra Ranges project. Photo by Michael Jalaru Torres



Lil' Kootsie. Photo by Jacinta Keefe, for Barpirdhila Foundation



dis rupt, YIRRAMBOI Festival 2019. Photo by James Henry



dis rupt, YIRRAMBOI Festival 2019. Photo by James Henry

Our RAP actions and deliverables



Relationships

Health promotion requires many people to work together with a shared vision for a healthier future.

At VicHealth we understand that a role of our organisation is to support, foster and connect with organisations and individuals to effectively promote the health and wellbeing of all Victorian communities.

Building strong relationships with Aboriginal and Torres Strait Islander people in Victoria is a priority for our organisation to better understand their needs and to build on our own cultural awareness and understanding.

Focus Area: To promote health by encouraging people to work together with a shared vision for a healthier future.

Action	Deliverable	Timeline	Responsibility
Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions as well as future needs. 	July 2020	Manager, People & Culture
	<ul style="list-style-type: none"> Develop, implement and communicate an anti-discrimination policy for our organisation. Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. 	July 2020	Manager, People & Culture
	<ul style="list-style-type: none"> Educate senior leaders at VicHealth on the effects of racism. 	July 2020	Manager, People & Culture
Celebrate National Reconciliation Week to strengthen and maintain relationships between Aboriginal and Torres Strait Islander people and other Australians including National Sorry Day and the Dreamtime at the 'G events.	<ul style="list-style-type: none"> Work with RAP Development Advisors and Champions to invite an Aboriginal and Torres Strait Islander community member/s into VicHealth to connect and share experiences. 	27 May–3 June 2021 & 2022	Chair, D&I Committee
	<ul style="list-style-type: none"> Circulate the annual National Reconciliation Week resources to all staff. 	27 May–3 June 2021 & 2022	Chair, D&I Committee
	<ul style="list-style-type: none"> Organise at least one internal National Reconciliation Week event each year. 	27 May–3 June 2021 & 2022	Chair, D&I Committee
	<ul style="list-style-type: none"> Staff and management will be encouraged to participate in external events organised by partner and funded organisations to recognise and celebrate National Reconciliation Week. 	27 May–3 June 2021 & 2022	Chair, D&I Committee
	<ul style="list-style-type: none"> Support at least one external National Reconciliation Week event annually through in-kind support and/or partnering with community organisations. 	27 May–3 June 2021 & 2022	Chair, D&I Committee
	<ul style="list-style-type: none"> Register all National Reconciliation Week events via Reconciliation Australia's National Reconciliation Week website. 	27 May–3 June 2021 & 2022	Chair, D&I Committee
	<ul style="list-style-type: none"> Ensure our Diversity and Inclusion Committee participates in an external event to recognise and celebrate National Reconciliation Week. 	27 May–3 June 2021 & 2022	Chair, D&I Committee

Action	Deliverable	Timeline	Responsibility
Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander people, communities and organisations to support positive outcomes.	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2020	Executive Manager, Programs & SPO Health Promotion Operations
	• Map existing relationships with local Aboriginal and Torres Strait Islander communities and/or organisations e.g. health, arts, sports.	July 2020	Executive Manager, Programs & SPO Health Promotion Operations
	• Meet with a minimum of three local Aboriginal and Torres Strait Islander organisations to discuss possibilities for collaboration to improve health outcomes for Aboriginal and Torres Strait Islander Victorians and guiding principles for engagement and collaboration (e.g. VACCHO, VAHS, SPARK Health).	July 2020	Executive Manager, Programs & SPO Health Promotion Operations
	• Ensure the VicHealth Aboriginal Governance Structure Framework is reviewed to ensure it is 'fit for purpose', endorsed by the Board and implemented.	July 2020	Executive Manager, Programs & SPO Health Promotion Operations
	• Develop a set of guiding principles on how best to engage and work with Aboriginal and Torres Strait Islander organisations and communities.	July 2020	Executive Manager, Programs & SPO Health Promotion Operations
Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	• Proactively and regularly communicate our RAP to all internal and external stakeholders through intranet, website and VicHealth publications including the Annual Report.	July 2020 (web) and October 2020 & 2021 (Annual Report)	Executive Manager, Marketing and Communications & Campaign Advisors
	• Actively promote reconciliation through ongoing active engagement with all VicHealth stakeholders via VicHealth Awards, grant rounds, communications channels and the web.	December 2020 & 2021	Executive Manager, Marketing and Communications & Campaign Advisors
	• Work with key stakeholders across our five imperative areas of alcohol, tobacco, mental wellbeing, healthy eating and physical activity to promote principles of reconciliation and cultural safety within their work (e.g. health, sports, arts, business, community and government).	July 2020 to June 2022	Executive Manager, Programs & SPO Health Promotion Operations
	• Provide a copy of the RAP together with existing protocols and publications to all staff: as part of the quarterly standard induction process for 'New Starter' packs for all new employees.	July 2020 to June 2022	Manager, People & Culture
	• Publish case studies and stories pertaining to reconciliation for employees (e.g. yammer, intranet) at least twice per annum.	May and July 2020 & 2021	Chair, D&I Committee
	• Investigate potential of VicHealth collaborating with other community-controlled organisations (e.g. private sector, state and local government, not-for-profits, sporting bodies and clubs such as DHHS, SRV, VAHS, SPARK Health, VACCHO) to identify and work towards shared goals.	July 2020	Chair, D&I Committee
	• Implement strategies to engage our staff in reconciliation.	July 2020	Chair, D&I Committee
	• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	January 2021	Executive Manager, Programs & SPO Health Promotion Operations
Seek feedback on engagement with partner organisations.	• Report to and discuss progress with a gathering of Aboriginal and Torres Strait Islander stakeholders.	October 2020 & 2021	Chair, D&I Committee
	• Undertake annual key informants study.	July 2020 & 2021	Chair, D&I Committee

Our RAP actions and deliverables



Respect

The cultures of Aboriginal and Torres Strait Islander people in Australia are the oldest living in the world. VicHealth respects the knowledge, practices, histories and understandings Aboriginal and Torres Strait Islander people hold to this land.

Aboriginal and Torres Strait Islander cultures continue to contribute considerably to Australia and Victoria with their vital and unique knowledge. VicHealth understands and acts on this by supporting and respecting Aboriginal and Torres Strait Islander communities through its health promotion work.

Focus Area: To support and respect Aboriginal and Torres Strait Islander Victorian communities through our ongoing health promotion activity

Action	Deliverable	Timeline	Responsibility
Engage employees in cultural learning opportunities to increase knowledge, understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	• Conduct a review of cultural learning needs within our organisation.	July 2020	Manager, People & Culture
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	July 2020	Manager, People & Culture
	• Develop and implement an Aboriginal and Torres Strait Islander cultural safety training strategy for our staff (including online and cultural immersion considerations), which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (e.g. online, face-to-face workshops or cultural immersion).	July 2020	Manager, People & Culture
	• Provide opportunities for Diversity and Inclusion Committee members, RAP Champions, HR Managers and other key staff to participate in cultural training.	October 2020	Manager, People & Culture
	• Work with Aboriginal organisations including VACCHO to provide face-to-face cultural safety training to new employees and refresher training to existing employees.	July and December 2020 and 2021	Manager, People & Culture
	• Provide unconscious bias training (or similar) across the organisation.	June 2020 and 2021	Manager, People & Culture
	• Staff will continually be provided with the opportunity to attend experience-based learning activities with local Traditional Owners, as an endorsed professional development activity.	October 2020	Manager, People & Culture
	• At least once a year invite an Aboriginal leader to address a staff meeting to engage employees in cultural learning opportunities to increase knowledge, understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	July 2020 & 2021	Chair, D&I Committee
Demonstrate respect to Aboriginal and Torres Strait Islander people and communities by embedding cultural protocols as part of the way our organisation functions.	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2020	Chair, D&I Committee
	• Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	July 2020	Chair, D&I Committee

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> Staff and Senior Leadership to continue to provide an Acknowledgement of Country at external events and key internal meetings. 	At all internal and external meetings across the period July 2020 to June 2022 (to be reviewed June 2021)	CEO & Executive Managers
	<ul style="list-style-type: none"> Continue to invite Traditional Custodians to provide Welcome to Country at significant VicHealth events. 	December 2020 & 2021	Executive Manager, Marketing and Communications
	<ul style="list-style-type: none"> Maintain and review a list of key contacts for organising a Welcome to Country. 	November 2020 and 2021	Executive Manager, Marketing and Communications
	<ul style="list-style-type: none"> Continue to display the Acknowledgment of Country plaque in our office(s)/building(s). 	Daily across the period July 2020 to June 2022 (to be reviewed June 2021)	Executive Manager, Corporate Services
	<ul style="list-style-type: none"> Update our Board and staff meeting agenda templates to include an Acknowledgement of Country and provide training/guidance to employees. 	July 2020	Executive Manager, Corporate Services
	<ul style="list-style-type: none"> Develop and include an Acknowledgement of Country in corporate publications and on the VicHealth website. 	July 2020	Executive Manager, Marketing and Communications
Provide opportunities for all VicHealth employees to engage with Aboriginal and Torres Strait Islander communities through NAIDOC Week and Close the Gap Day.	<ul style="list-style-type: none"> Develop calendar of events. 	January 2020 & 2021	Chair, D&I Committee
	<ul style="list-style-type: none"> Senior representatives of VicHealth to attend these events and encourage other employees to do the same. 	July 2020 & 2021	CEO & Executive Managers
	<ul style="list-style-type: none"> Encourage staff to attend NAIDOC Week events conducted by external organisations. 	July 2020 & 2021	CEO & Executive Managers
	<ul style="list-style-type: none"> Recognise our partners working in Aboriginal and Torres Strait Islander health contributing to these events, e.g. through letters, newsletters. 	July 2020 & 2021	Executive Manager, Marketing and Communications
	<ul style="list-style-type: none"> Hold an internal or public NAIDOC Week event. 	July 2020 & 2021	Chair, D&I Committee
	<ul style="list-style-type: none"> Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week. 	July 2020	Manager, People & Culture
	<ul style="list-style-type: none"> Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week. 	July 2020 & 2021	CEO, Executive Managers & Chair, D&I Committee
	<ul style="list-style-type: none"> The Diversity and Inclusion Committee will participate in at least one external NAIDOC event. 	July 2020 & 2021	Chair, D&I Committee
VicHealth leadership and advocacy to promote the health and wellbeing benefits of Treaty.	<ul style="list-style-type: none"> Provide submissions to government consultations and inquiries advocating for the health and wellbeing benefits of Treaty. 	When Government consultations are called and held (to be reviewed June 2021)	Executive Manager, Policy and Research Group
	<ul style="list-style-type: none"> Advocate for Treaty in meetings with the DHHS and Victorian and Federal Government Ministers and advisors. 	DHHS meetings are scheduled on a monthly basis over the period of July 2020 to June 2022 (to be reviewed June 2021)	Executive Manager, Policy and Research Group
	<ul style="list-style-type: none"> Disseminate evidence on the health and wellbeing of Aboriginal and Torres Strait Islander Victorians to be used in VicHealth, community and stakeholder advocacy for Treaty. 	VicHealth events, collateral and social media are disseminated on a monthly basis over the period of July 2020 to June 2022 (to be reviewed June 2021)	Executive Manager, Programs

Our RAP actions and deliverables



Opportunities

VicHealth understands that health inequities result, in part, when groups within our population have limited access to opportunities which are health-promoting, such as educational attainment and secure employment.

The Victorian Aboriginal evidence-based health promotion resource *Life is health is life*, and more recently *Fair Foundations: The VicHealth framework for health equity*, identifies a range of opportunities essential to Aboriginal and Torres Strait Islander health and wellbeing but suggests Aboriginal and Torres Strait Islander access is currently limited by a range of individual, organisational, community and societal level issues.

VicHealth strives to tackle these issues and advocate for more equitable access to health-promoting opportunities for Aboriginal and Torres Strait Islander people.

Focus Area: VicHealth strives to tackle systemic obstacles and advocate for better opportunities throughout Victoria for Aboriginal and Torres Strait Islander people.

Action	Deliverable	Timeline	Responsibility
Investigate opportunities to improve and increase VicHealth's Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a working relationship with relevant traineeship and employment organisations, e.g. AFL SportsReady, Ganbina, to provide employment opportunities and support recruitment. 	December 2020	Manager, People & Culture
	<ul style="list-style-type: none"> Investigate creating mentoring opportunities at VicHealth for Aboriginal and Torres Strait Islander people – promote through networks, tertiary institutes. 	December 2020	Manager, People & Culture
	<ul style="list-style-type: none"> Investigate creating traineeship opportunities at VicHealth for Aboriginal and Torres Strait Islander people – promote through networks, tertiary institutes. 	December 2020	Manager People & Culture
	<ul style="list-style-type: none"> Create opportunities for Aboriginal and Torres Strait Islander people to experience working at VicHealth as part of the Victorian Government career pathways program. 	December 2020	Manager, People & Culture
	<ul style="list-style-type: none"> Continue to promote VicHealth job advertisements in the Indigenous Employment Australia website or similar including Koori Mail, Indigenous Employment Australia and Indigenous National Times and include the statement: Indigenous people are encouraged to apply. 	All recruitment advertising across the period July 2020 to June 2022 (to be reviewed in June 2021)	Manager, People & Culture
	<ul style="list-style-type: none"> Investigate the potential of creating a Health Promotion advisor role at VicHealth for an Aboriginal and/or Torres Strait Islander person. 	December 2020	Executive Manager, Programs & Manager, People & Culture
	<ul style="list-style-type: none"> Collect information on our current Aboriginal and Torres Strait Islander staff, where available, to inform how we can best position future employment opportunities. 	July 2020	Manager, People & Culture
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander Employment Recruitment, Retention and Professional Development Strategy. 	January 2021	Manager, People & Culture
	<ul style="list-style-type: none"> Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development. 	July 2020	Manager, People & Culture
	<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 the workplace. 	July 2020	Manager, People & Culture
<ul style="list-style-type: none"> Work actively through our recruitment processes to increase the number of Aboriginal and Torres Strait Islander staff employed by VicHealth. 	Through all recruitment across the period July 2020 to June 2022 (annual reporting to occur June 2021 and June 2022)	Manager, People & Culture	

Action	Deliverable	Timeline	Responsibility
Increase the presence of Aboriginal and Torres Strait Islander people and organisations in decision-making positions and working in equal partnership with VicHealth.	<ul style="list-style-type: none"> Work with the Government with the aim of appointing an Aboriginal and/or Torres Strait Islander person on the VicHealth Board. 	Aboriginal and Torres Strait Islander Board member appointed for the period September 2018 to September 2021 (reappointment to be confirmed by Minister for Health prior to September 2021)	CEO
	<ul style="list-style-type: none"> Consider establishing an Aboriginal and Torres Strait Islander Advisory Taskforce. 	December 2020	CEO & Executive Manager, Programs
	<ul style="list-style-type: none"> Ensure representation of Aboriginal and/or Torres Strait Islander people across VicHealth's Taskforce, Advisory and Expert Panels. 	All Taskforces, and Panels across the period July 2020 to June 2022 at time of appointment (when applicable) (to be reviewed June 2021)	CEO & Executive Manager, Programs
Increase Aboriginal and Torres Strait Islander supplier diversity.	<ul style="list-style-type: none"> Review procurement and grant-making processes to include a policy that VicHealth actively consider appointing Aboriginal and Torres Strait Islander organisations and people when awarding VicHealth contracts. 	July 2020	Executive Manager, Programs & Manager, Business Improvement & PMO
	<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. Ensuring the inclusion of Aboriginal and Torres Strait Islander businesses are included within VicHealth's Victorian Government required Social Procurement Policy. 	July 2020	Manager, Business Improvement & PMO
	<ul style="list-style-type: none"> Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services. 	July 2020	Manager, Business Improvement & PMO
	<ul style="list-style-type: none"> Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander business. 	July 2020	Manager, Business Improvement & PMO
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	July 2020	Manager, Business Improvement & PMO
	<ul style="list-style-type: none"> Embed an Aboriginal and Torres Strait Islander procurement strategy within VicHealth's Victorian Government mandated Social Procurement Strategy 	July 2020	Manager, Business Improvement & PMO
VicHealth leadership and advocacy to achieve greater opportunities for Aboriginal and Torres Strait Islander people.	<ul style="list-style-type: none"> Review, consider and identify opportunities for joint ventures, partnerships, pro bono support, secondment and community capacity opportunities with Aboriginal and Torres Strait Islander organisations. 	February – March 2021 & February – March 2022 (during business planning and budgeting)	Executive Manager, Programs
	<ul style="list-style-type: none"> Continue to advocate to Victorian Government, VicHealth stakeholders and the Victorian community for action that improves the health and wellbeing benefits of Aboriginal and Torres Strait Islander people. 	July 2020, June 2022	CEO & Executive Manager, Programs

Our RAP actions and deliverables



Report

Focus Area: Governance, tracking progress and reporting by the Diversity and Inclusion Committee

Action	Deliverable	Timeline	Responsibility
Diversity & Inclusion Committee actively monitors RAP development and implementation.	• Maintain Aboriginal and Torres Strait Islander representation on the Diversity and Inclusion Committee.	Review and appoint July 2021 and July 2022	Chair, D&I Committee
	• Oversee the development, endorsement and launch of the Innovate RAP.	July 2020	Chair, D&I Committee
	• Meet as a Diversity and Inclusion Committee at least 4 times per year to discuss progress of the RAP.	August, November, February and May in 2021 and 2022	Chair, D&I Committee
	• Cultivate ideas through stakeholder consultation and form recommendations to the VicHealth Board for approval for inclusion within the next RAP.	October 2021	Chair, D&I Committee
	• Appoint internal RAP Champion(s) from senior management and Board.	July 2020	Chair, D&I Committee
	• Review and update the Terms of Reference and Guiding Principles for the Diversity and Inclusion Committee.	June 2020 & 2021	Chair, D&I Committee
Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	July 2020	Chair, D&I Committee
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	February - March 2021 & February - March 2022 (during business planning and budgeting)	Chair, D&I Committee
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	In line with D&I Committee RAP progress reviews – August, November, February and May 2021 & 2022	Chair, D&I Committee
	• Appoint and maintain an internal RAP Champion from senior management.	July 2020	Chair, D&I Committee
Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report.	• Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2020, 2021 & 2022	Chair, D&I Committee
	• Monitor and report on the progress of the RAP implementation across all areas of VicHealth.	In line with D&I Committee RAP progress reviews – August, November, February and May 2021 & 2022	Chair, D&I Committee
	• Investigate participating in the RAP Barometer.	April 2022	Chair, D&I Committee

Action	Deliverable	Timeline	Responsibility
Report RAP achievements, challenges and learnings internally and externally.	<ul style="list-style-type: none"> Develop and implement a VicHealth RAP evaluation plan. 	September 2021	Chair, D&I Committee
	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings through our website. 	June/December 2020 & 2021	Executive Manager, Marketing & Communications
	<ul style="list-style-type: none"> Track the RAP's implementation and report quarterly as part of the Diversity and Inclusion Committee reporting to the Executive Team. 	In line with D&I Committee RAP progress reviews – August, November, February and May 2021 & 2022	Chair, D&I Committee
	<ul style="list-style-type: none"> Communicate updates on RAP progress to all staff on a quarterly basis. 	In line with D&I Committee RAP progress reviews – August, November, February and May 2021 & 2022	Chair, D&I Committee
Review, refresh and update RAP.	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. 	January 2022	Chair, D&I Committee
	<ul style="list-style-type: none"> Send draft RAP to Reconciliation Australia for feedback. 	February 2022	Chair, D&I Committee
	<ul style="list-style-type: none"> Submit draft RAP to Reconciliation Australia for formal endorsement. 	June 2022	Chair, D&I Committee

For more information, contact:

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VicHealth is committed to health equity, which means levelling the playing field between people who can easily access good health and people who face barriers, to achieve the highest level of health for *everyone*.



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VicHealth acknowledges the Traditional Custodians of the land. We pay our respects to all Elders past, present and future.