



Adelaide PHN Reconciliation Action Plan **Innovate**

July 2020 - July 2022



*Warriparinga – A tree of special cultural significance,
a site used for gathering and story telling*



Acknowledgement

We acknowledge the Kaurna peoples who are the Traditional Custodians of the Adelaide Primary Health Network (PHN) region. We pay tribute to their physical and spiritual connection to land, waters and community, enduring now as it has been throughout time. We pay respect to them, their culture and to Elders past and present.

Aboriginal and Torres Strait Islander peoples are advised that the following document contains images of sites of cultural significance.



Front cover: Adelaide PHN Aboriginal Artwork "Taikunthi Kumangka"



About the Adelaide PHN Aboriginal Artwork

The front cover image is our Aboriginal artwork “Taikunthi Kumangka” (partnering together in one group) that we commissioned in 2018 with Aboriginal artist, Allan Sumner.

This artwork includes symbols that represent Adelaide PHN’s vision. The artwork shows our story in waveform representing cohesion and connectedness as an organisation. It reflects our commitment to reconciliation, improved Aboriginal and Torres Strait Islander health and creating a community that is inclusive and welcoming to all Aboriginal and Torres Strait Islander peoples and communities. Each of the elements used in the artwork are underpinned with meaning, these are described on page 4.

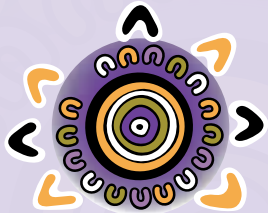


Artist Allan Sumner

Allan is a descendant of the Ngarrindjeri people who come from the lower Murray and the lakes of the Murray River along the Coorong of South Australia. He is also a descendent of the Kurna people from the Adelaide plains region and the Yankunytjatjara people from central Australia. In addition to being an established musician, Allan is also an accomplished visual artist and graphic designer. Through love of his heritage, he facilitates cultural tours and is a popular provider of workshops in schools and community groups where he teaches Aboriginal arts and culture. He has also had extensive experience working in the health sector as an Aboriginal health professional.

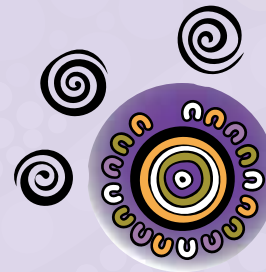
Allan has had a passionate interest in Dreaming Stories and spending valuable time with his Elders. Retracing ancient art forms, Allan communicates the stories passed down from generation to generation, through his contemporary art pieces. Allan creates visually arresting landscape work, employing earthy tones intertwined with cooler tones to represent rivers, lakes and the oceans that form patterns to provide a sense of movement.

Adelaide PHN Aboriginal Artwork Elements



Innovation

This symbol represents the commitment that Adelaide PHN has to encouraging and enabling new opportunities, new ideas and new ways of thinking in how health services can be better delivered, in partnership with Aboriginal and Torres Strait Islander communities.



Primary Health Care Providers

This symbol is about the bringing together of primary health care providers. It reflects the meeting of people with a shared vision for improving health outcomes for Aboriginal and Torres Strait Islander communities.



Sustainability

The symbol shows a journey stick and the telling of stories. It reflects the importance of sharing best practice, ideas and health information now and into the future.



Culture

Culture is about community, home and language. For Aboriginal and Torres Strait Islander people it's a safe place. This symbol depicts home and community and the diversity of Aboriginal and Torres Strait Islander groups.



Integration and Partnership

This symbol shows service providers working in partnership so that your health care journey is smooth and without barriers.



Collaboration and Diversity

The nested circles represent people from diverse backgrounds coming together to focus on shared goals. The circles join together to form strong bonds and a culturally safe meeting place.



Inclusiveness

This symbol shows that Adelaide PHN wants everyone to have the best health care when they need it, where they need it.



Accountability

Adelaide PHN and its membership take responsibility for their role in being able to influence and improve primary health care services for people living in the Adelaide metropolitan area.



Consultation and Accountability

The five stone pathways represent Aboriginal and Torres Strait Islander communities. Listening to the voices of Aboriginal and Torres Strait Islander people is vital in planning culturally safe health care services for people and communities.





Our Journey

Adelaide PHN Aboriginal Artwork	2
A Message from our CEO	8
Our Vision for Reconciliation	10
Our Organisation	11
Our Region	12
Our Reconciliation Action Plan (RAP)	14
Aboriginal and Torres Strait Islander Health - A Key Priority Area	15
Leadership, Engagement and Consultation	16
Partnerships	17

Our Reconciliation Action Plan

• Relationships	18
• Respect	22
• Opportunities	26
• Governance Tracking Progress and Reporting	30
Statement of Endorsement	32



Deb Lee
Adelaide PHN CEO

A message from our CEO

Adelaide PHN is committed to ensuring all Aboriginal and Torres Strait Islander communities are better connected to health. We want communities to receive the right care, in the right place and at the right time. Our vision is focused on respect and the acknowledgement of the unique, ongoing connections that Aboriginal and Torres Strait Islander peoples have with the land and country, in our region and across the nation. We will continue to strive to build genuine and respectful relationships with our partners, our commissioned service providers, communities and all primary health care services to provide good quality care.

Aboriginal and Torres Strait Islander health is a national and local health priority and we are committed to Closing the Gap in social, economic and life expectancy by working alongside Aboriginal and Torres Strait Islander peoples and communities.

Adelaide PHN is committed to ensure that the health needs of Aboriginal and Torres Strait Islander communities are met through our activities involved in service design, planning and integration.

The development of this Reconciliation Action Plan (RAP) will provide Adelaide PHN with guidance to embed Aboriginal and Torres Strait Islander health and community connections into all that we do, and will guide our organisation on its journey to strengthen capacity for the provision of culturally safe and responsible services. We are honoured to have such a beautiful artwork by Allan Sumner that tells the story of Adelaide PHN.

Adelaide PHN acknowledges that whilst there is still much to be done to improve health outcomes of Aboriginal and Torres Strait Islander peoples and communities, the opportunity exists to continue to learn about how Aboriginal and Torres Strait Islander peoples and communities wish to be seen, valued and recognised for who they are, their cultures and what they know.

Deb Lee



Warriparinga - Tjilbruksi Narna arra - The Tjilbruksi Gateway - Adelaide artists Margaret Worth, Sherry Rankine and Gavin Malone



Our Vision for Reconciliation

Our vision for reconciliation is to Close the Gap in health inequality with a human rights approach underpinned by the principles of the United Nations Declaration on the Rights of Indigenous Peoples, to support the rights of Aboriginal and Torres Strait Islander peoples in attaining the highest standard of physical, mental and social health and wellbeing.

We will ensure community needs, interests and priorities are embedded in our everyday business and culture to improve the health and wellbeing of Aboriginal and Torres Strait Islander peoples in our community.

We aim to work with all primary health care providers across the region through our commissioning and partnership and leadership role, to increase cultural safety and access, build capacity and support the integration of services that will provide quality health care for Aboriginal and Torres Strait Islander peoples and communities.



Our Organisation

Adelaide PHN is a membership based and membership driven organisation, committed to honest and genuine community connections and involvement to improving the health outcomes of people living in metropolitan Adelaide, South Australia.

Adelaide PHN is one of 31 Primary Health Networks across Australia that are funded by the Commonwealth Government. We exist to connect communities, primary health care services and systems and improve people's health and wellbeing. Better connections will assist people and our community to get the right service in the right place and right time, so they only go to hospital when they need to.

Adelaide PHN does not deliver services but works by commissioning and integrating innovative health services and activities to respond to the needs of the local community. Adelaide PHN is based in Mile End, just outside of the Central Business District with over 70 staff employed.

Aboriginal and Torres Strait Islander health is a core priority of Adelaide PHN. Our commissioning activities include a strong focus on building the capacity of local primary health care providers to increase access to services by delivering culturally safe and appropriate services.

At this point in time, Adelaide PHN employs no Aboriginal and Torres Strait Islander staff, however is seeking to employ for identified positions in the future through our revised recruitment strategy. We have established an Aboriginal and Torres Strait Islander Community Advisory Council and Aboriginal Board member as part of our governance and structure.

Our Organisations Vision

A healthier Adelaide by 2030

Our Organisations Purpose

Facilitating a collaborative and responsive health care system for metropolitan Adelaide

Our Organisations Values

Relationships, Respect, Real, Results



Our Region

Adelaide PHN region is from Sellicks Hill to Angle Vale and from the foothills to the sea and encompasses a community of some 1.2 million people with diverse health and service needs.

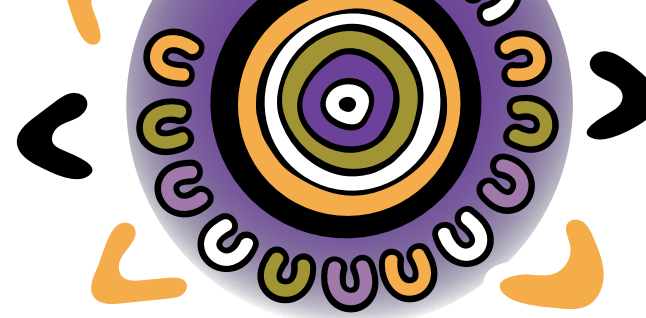
The Kurna people are the Traditional Owners of Adelaide and the Adelaide Plains. The area now occupied by Adelaide city and parklands, called by the Kurna Tarntanya, (red kangaroo place) the heart of Kurna country. Before 1836 it was an open grassy plain with patches of trees and shrubs, the result of hundreds of generations of skilled land management. Kurna country encompasses the plains which stretches north and south from Tarntanya and the wooded foothills of the range which borders them to the east.

In the 2016 Census 34,184 Aboriginal and Torres Strait Islander people reside in South Australia, comprising 2% of the total South Australian population, while 17,236 Aboriginal and Torres Strait Islander people reside in the Adelaide PHN region, comprising 1.4 per cent of the total population in the region.

A young population where the median age is 22 years and 1 in 2 (54%) Aboriginal and Torres Strait Islander people in the Adelaide PHN region are aged 24 years and below.

As well as Kurna, Adelaide Aboriginal communities come from about 200 diverse Aboriginal and Torres Strait Islander clan groups and speak many different languages.





Our Reconciliation Action Plan (RAP)

The Adelaide PHN Aboriginal Working Group, Ngadlurlu Kumangka “we do it now together”, has been established to lead the development of the 2020-2022 RAP, together with the Adelaide PHN Aboriginal Community Advisory Council, local Elders, community groups, our membership and partners.

Members of Ngadlurlu Kumangka

Aboriginal and Torres Strait Islander Board member
Executive Manager of Corporate Services
Capacity Building Coordinator
Communications Officer
Health Planning Coordinator
Development and Commissioning Officer

To enable our continuing journey, the development of the Innovate RAP is supported by all portfolios within Adelaide PHN. Importantly, the Leadership Team and Board unanimously endorsed its development for the organisation with the Chief Executive Officer and Executive Manager of Corporate Services being champions driving internal engagement, awareness and policy review.

Our Innovate RAP maps out the next phase of the Adelaide PHN path towards reconciliation. We recognise that reconciliation is an ongoing and evolving process, and this RAP signifies our commitment to work with Aboriginal and Torres Strait Islander peoples to reduce the unacceptable disparity in health outcomes that are experienced by communities.

We strive to ensure that a strong Aboriginal and Torres Strait Islander focus is integrated into our everyday work, which is dedicated to making a real difference to health outcomes:

Steps on our journey so far include the following initiatives:

- Commencement of the Innovate Reconciliation Action Plan (RAP)
- Formation of the Adelaide PHN Aboriginal Community Advisory Council
- Adelaide region wide Aboriginal and Torres Strait Islander consultation and engagement workshops
- Commissioning Aboriginal specific primary health care services as identified through our needs assessment
- Capacity building activities with commissioned service providers to ensure culturally safe and appropriate services

Aboriginal and Torres Strait Islander Health - A Key Priority Area

Aboriginal and Torres Strait Islander Health is a key priority area for Adelaide PHN as part of our work to ensure communities can receive the right care, in the right place, at the right time.

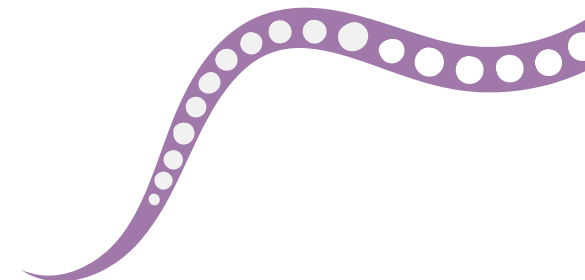
To address the priorities in this area, Adelaide PHN have clear strategies in place to ensure we are addressing local needs and supporting the health system to better meet the needs of Aboriginal and Torres Strait Islander communities.

This includes:

- › Working with providers to increase cultural learning and cultural safety
- › Recognising Aboriginal and Torres Strait Islander health needs in population health planning
- › Working in partnership and consultation with the Adelaide PHN Aboriginal Community Advisory Council

- › Working in partnership with Aboriginal and Torres Strait Islander health organisations and services in responding to the disparity in health outcomes
- › Ensuring Aboriginal and Torres Strait Islander health has a focus in planning for commissionable programs services and activities
- › Working with general practice and primary health care providers to improve the delivery of culturally safe and appropriate health care
- › Building capacity of the Aboriginal and Torres Strait Islander workforce.

We are committed to working with our local stakeholders and community members to understand and address the needs of Aboriginal and Torres Strait Islander communities.



Leadership, Engagement and Consultation

Connecting people interested in improving the primary health care system with each other, and with us, is an important role of Adelaide PHN. We aim to achieve success through a unique membership structure which provides our members and stakeholders with opportunities to contribute to the development of more integrated and connected primary health care services. Our membership includes Clinical Councils (CC), Community Advisory Councils (CAC) and a Network Leadership Group (NLG). These groups support Adelaide PHN to develop local strategies to improve the operation of the health care system and facilitate effective primary care provision, keeping people well in the community and preventing avoidable hospitalisations.

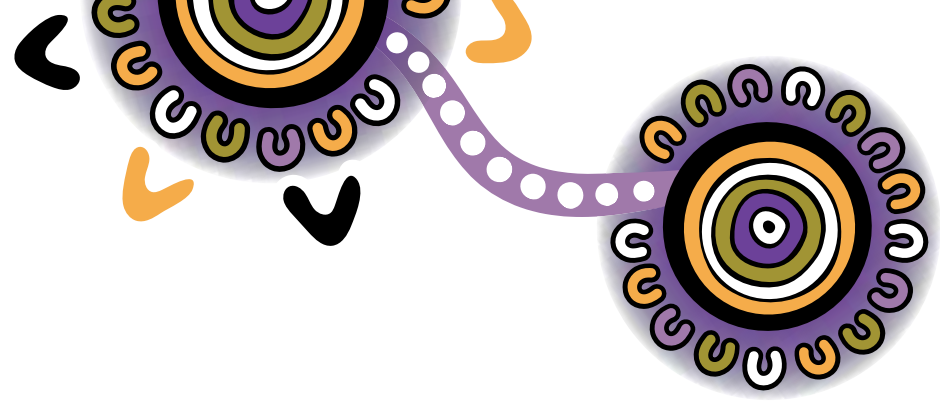
As a priority focus, Adelaide PHN has consulted with local Aboriginal and Torres Strait Islander communities to gain an understanding of the factors which influence culturally safe and appropriate primary health care services.

Community members recommended the formation and integration of an Aboriginal Community Advisory Council as part of the Adelaide PHN membership structure.

The establishment of this council has drawn on broad community representation from across the region and is now an integral part of our membership structure.

The Aboriginal Community Advisory Council provides advice:

- To Adelaide PHN Board
- To Adelaide PHN to understand locally relevant Aboriginal community perspectives in relation to health
- On community experience of health care, and how services can be delivered and aspects of co-design
- On interpretation of local health data, about the health and service needs of the communities
- To develop local strategies to improve the health care system



Partnerships

Adelaide PHN recognises that to ensure culturally safe and responsive services to improve the health and wellbeing of Aboriginal and Torres Strait Islander peoples and communities, there needs to be a combined effort of experience and knowledge of consumers, carers, health professionals, government and non-government organisations.

Working in partnership to remove barriers to good health and building the evidence around health interventions is critical for improving the health and wellbeing of communities. Partnerships provide a mechanism to effectively engage with communities on their goals and priorities for health and wellbeing.

We value our current working relationships with Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander organisations and look forward to better meet the needs of Aboriginal and Torres Strait Islander communities with shared goals and priorities.

To support closing the gap, Adelaide PHN commissions Sonder to deliver the ITC Closing the Gap program across metropolitan Adelaide. This program aims to identify and contribute to improved health outcomes for Aboriginal and Torres Strait Islander people with a chronic disease by supporting them to navigate the health care system and improve access to coordinated and multidisciplinary care.

Some of our key partners

Local Health Networks of Metropolitan Adelaide
Sonder
Metropolitan Adelaide primary health care services

Aboriginal and Torres Strait Islander key partners

Adelaide PHN commissioned service providers with a focus on Aboriginal and Torres Strait Islander health

South Australian Health and Medical Research Institute
Wardliparingga Aboriginal Research Unit

The Aboriginal Health Council of South Australia
Peak Body for Aboriginal Community Controlled Health Organisations in South Australia

Nunkuwarrin Yunti
Commissioned Provider and Aboriginal Community Controlled Health Organisation in metropolitan Adelaide

Linking Futures
Commissioned provider for Cultural Learning

Korna Winmil Yunti
Aboriginal Family Domestic Violence Service

Focus Area

Strengthening **relationships** with
Aboriginal and Torres Strait Islander
peoples and communities



Relationships

With good relationships we can design and implement health initiatives to assist in Closing the Gap. Adelaide PHN values building strong, respectful, sustainable relationships with Aboriginal and Torres Strait Islander families and communities as part of the foundation for everything we do.

We believe strengthening and maintaining relationships is core to achieving our vision to connecting people to health.

Relationships

Action	Deliverable	Timeline	Responsibility
The Aboriginal Working Group (Ngadlurlu Kumangka) actively monitors RAP development and implementation of actions, tracking progress and reporting.	The Aboriginal Working Group (AWG) will oversee the development, endorsement and launch of the RAP.	July 2020	Executive Manager Corporate Services
	The AWG will invite participation from all Adelaide PHN portfolios including the Leadership Team when required.	July 2020	Capacity Building Coordinator
	Ensure Aboriginal and Torres Strait Islander peoples are included in the RAP development and implementation. This includes the Adelaide PHN Aboriginal Board member and Adelaide PHN Aboriginal Community Advisory Council.	July 2020	Capacity Building Coordinator
	The AWG will meet at least twice per year to monitor and report on RAP implementation.	July 2020, Dec 2020, July 2021, Dec 2021	Capacity Building Coordinator
	Establish Terms of Reference for the AWG.	August 2020	Capacity Building Coordinator
Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander communities and other Australians.	Support Adelaide PHN portfolios to attend and participate in external NRW events.	May 2021, May 2022	Executive Manager Corporate services
	Organise at least one internal event for NRW each year.	May 2021, May 2022	Executive Manager Corporate services
	Register our NRW events via Reconciliation Australia's NRW website.	May 2021, May 2022	Corporate Services Support Officer
	Promote our NRW events to all Adelaide PHN members, stakeholders including commissioned service providers.	May 2021, May 2022	Communications Officer
	Promote Reconciliation Australia's NRW resources and circulate to staff and stakeholders through communication channels, website, newsletter, primary links and Facebook page.	May 2021, May 2022	Communications Officer
	AWG to participate in an external event to recognise and celebrate NRW.	May 2021, May 2022	Capacity Building Coordinator

Action	Deliverable	Timeline	Responsibility
Continue to build and maintain partnerships with Aboriginal and Torres Strait Islander peoples, communities, organisations and other networks.	Develop and implement an Aboriginal and Torres Strait Islander stakeholder and community engagement plan.	September 2020	Capacity Building Coordinator
	Establish and facilitate the Aboriginal Community Advisory Council (ACAC) as part of the Adelaide PHN membership including opportunities for co-design and integration of services.	July 2020	Capacity Building Coordinator
	Develop guiding principles and appropriate partnership agreements for engagement with Aboriginal and Torres Strait Islander organisations and communities.	September 2020	Capacity Building Coordinator
Raise internal and external awareness of Adelaide PHN's RAP to promote Reconciliation across our Commissioned service providers and the primary health care sector.	Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.	August 2020	Communications Officer
	Raise awareness of the Adelaide PHN RAP to all commissioned service providers through our communication channels, Primary Links, Connect and website.	August 2020	Communications Officer
	Promote reconciliation through ongoing active engagement with all stakeholders.	September 2020	Capacity Building Coordinator
	Provide information to ensure Adelaide PHN portfolios understand their area of responsibility and contribution to the RAP.	August 2020	Executive Manager Corporate Services
Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	September 2020	Human Resources Manager
	Develop, implement and communicate an anti-discrimination policy for our organisation.	September 2020	Human Resources Manager
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	October 2020	Capacity Building Coordinator
	Update Leadership Group and teams on the effects of racism.	October 2020	Executive Manager Corporate Services



Focus Area

Increasing cultural awareness to **respect**
and celebrate Aboriginal and Torres Strait
Islander cultures





Respect

Building respectful relationships is an important step towards understanding together. Valuing cultural diversity promotes positive interactions based on mutual respect, transparency, equality and trust.

Adelaide PHN acknowledges the importance of creating awareness and understanding of Aboriginal and Torres Strait Islander cultures, history and protocols. We are committed to ensure our employees are culturally aware, sensitive and confident to engage respectfully with Aboriginal and Torres Strait Islander communities. Demonstrating respect will encourage long-term relationships with Aboriginal and Torres Strait Islander communities and organisations, enabling successful implementation of our shared goals.

We are committed to increasing Adelaide PHN commissioned service provider capacity to work effectively with Aboriginal and Torres Strait Islander clients and communities to ensure that services we commission are culturally safe appropriate and respectful. This will enable the best possible health outcomes for individuals, families and communities.

Respect

Action	Deliverable	Timeline	Responsibility
Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff 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 and cultural activities.	November 2020	Human Resources Manager
	Provide opportunities for AWG, RAP champions, HR managers and other key leadership staff to participate in cultural learning.	November 2020	Human Resources Manager
	Investigate local cultural immersion opportunities for staff.	September 2020	Human Resources Manager
Engage Adelaide PHN 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.	Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	July 2020	Executive Manager Corporate Services
	Develop a terminology policy to ensure Adelaide PHN staff are respectful and consistent with appropriate language in communications with all stakeholders.	July 2020	Executive Manager Corporate Services
	Develop and maintain a list of key contacts for organising a Welcome to Country at all Adelaide PHN events.	July 2020	Executive Assistant
	Invite a Traditional Owner/Kurna Elder to provide a Welcome to Country at significant events, including the Adelaide PHN AGM.	October 2020, October 2021	Corporate Services Support Officer
	Include an Acknowledgement of Country at the commencement of all important internal and external meetings.	July 2020, July 2021	Chief Executive Officer
	Organise and display an Acknowledgment of Country plaque in Adelaide PHN office building.	July 2020	Corporate Services Support Officer

Action	Deliverable	Timeline	Responsibility
Provide opportunities for Aboriginal and Torres Strait Islander staff and non-Aboriginal and Torres Strait Islander staff to engage with communities by celebrating NAIDOC Week.	Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.	July 2020, July 2021	Human Resources Manager
	Provide opportunities for Aboriginal and Torres Strait Islander staff and non-Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	July 2020, July 2021	Chief Executive Officer
	Support and partner with stakeholders and community by participating in NAIDOC Week events.	July 2020, July 2021	Capacity Building Coordinator
Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance.	Promote information about Aboriginal and Torres Strait Islander dates of significance internally and externally.	December 2020	Executive Manager Corporate Services
	Share information of key Aboriginal and Torres Strait Islander events with staff, commissioned service providers, Adelaide PHN membership and external networks.	January 2021	Communications Officer
Increase commissioned service provider abilities to work effectively with Aboriginal and Torres Strait Islander peoples to ensure that services we commission are culturally safe appropriate and respectful, improving the patient experience.	Implement strategies and commission activities such as cultural learning to increase capacity of Adelaide PHN commissioned service providers and broader primary health care workforce to provide culturally safe and appropriate services.	September 2020	Capacity Building Coordinator
	Monitor the activities of commission service providers in ensuring the provision of culturally safe services by utilising feedback mechanisms such as PREMS.	December 2020, February 2021, September 2021, February 2022	Compliance Officer



Focus Area

Increase **opportunities** for Aboriginal and Torres Strait Islander peoples to gain access to membership and community consultation



Opportunities

Adelaide PHN is committed to creating equal opportunities for Aboriginal and Torres Strait Islander peoples and communities.

We are committed to providing meaningful employment and student placement opportunities as well as supporting Aboriginal and Torres Strait Islander businesses, organisations and community groups.

We will undertake to create career and supplier opportunities for Aboriginal and Torres Strait Islander peoples and organisations based on an appreciation of the strengths and using the experience and expertise of Aboriginal and Torres Strait Islander communities. We will embrace mutual learning and ensure the success of our reconciliation journey is embedded within our organisation.

Opportunities

Action	Deliverable	Timeline	Responsibility
Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within Adelaide PHN and our commissioned service providers.	Collect information on current Aboriginal and Torres Strait Islander staff with Adelaide PHN commissioned service providers to inform future employment opportunities.	August 2020	Capacity Building Coordinator
	Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy with Adelaide PHN commissioned service providers with identified targets.	November 2020	Capacity Building Coordinator
	Promote employment opportunities to Aboriginal and Torres Strait Islander networks and employment pages.	March 2021	Human Resources Manager
	Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants to join Adelaide PHN.	July 2020	Human Resources Manager
	Seek advice from the Aboriginal CAC on implementing strategies to improve the cultural safety within our commissioned service providers.	November 2020	Capacity Building Coordinator
	Ensure our commissioned service providers are engaged with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	January 2021	Capacity Building Coordinator

Action	Deliverable	Timeline	Responsibility
Increase use of Aboriginal and Torres Strait Islander businesses and groups to supply products and services.	Review Adelaide PHN preferred suppliers list to include Aboriginal and Torres Strait Islander businesses and communicate to all staff.	August 2020	Corporate Services Support Officer
	Develop at least one commercial relationship with an Aboriginal and Torres Strait Islander owned business.	August 2020	Executive Manager Corporate Services
	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.	September 2020	Executive Manager Corporate Services
	Investigate Supply Nation membership.	August 2020	Capacity Building Coordinator
Implement Aboriginal and Torres Strait Islander workforce capacity building activities within Adelaide PHN Commissioned Service Providers.	Co-design activities with key partners to increase employment and placement opportunities for the Aboriginal and Torres Strait Islander workforce.	September 2020	Capacity Building Coordinator
	Advocate and facilitate Aboriginal and Torres Strait Islander employment pathways such as potential traineeships, student placements and scholarship programs.	September 2020	Capacity Building Coordinator



Focus Area

Governance tracking **progress** and **reporting**

Governance tracking progress and reporting

Action	Deliverable	Timeline	Responsibility
Report the implementation of the RAP to the Board and Leadership Team for input, strategic advice and to support the ownership of the RAP.	Develop and implement internal reporting mechanisms and a system to record RAP related activities undertaken and achieved.	August 2020	Capacity Building Coordinator
	Ensure RAP progress is updated to all staff and Aboriginal Community Advisory Council.	September 2020	Executive Manager Corporate Services
	Communicate and promote RAP achievements in Adelaide PHN publications.	September 2020, 2021	Communications Officer
	Publicly report our RAP achievements, challenges and learnings.	December 2020, 2021	Communications Officer
Report RAP achievements, challenges and learnings to Reconciliation Australia.	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	September 2020, 2021	Capacity Building Coordinator
	Investigate participating in the RAP Barometer.	May 2022	Capacity Building Coordinator
Review, Refresh and Update RAP.	Liaise with Reconciliation Australia to review and develop RAP based on learnings, challenges and achievements.	December 2021	Capacity Building Coordinator
	Send draft RAP to Reconciliation Australia for review and feedback.	January 2022	Capacity Building Coordinator
	Submit draft RAP to Reconciliation Australia for formal endorsement.	June 2022	Capacity Building Coordinator



Karen Mundine
Chief Executive Officer
Reconciliation Australia

Message from Reconciliation Australia

Reconciliation Australia is delighted to welcome Adelaide Primary Health Network (Adelaide PHN) to the Reconciliation Action Plan (RAP) program by formally endorsing its inaugural Innovate RAP.

As a member of the RAP community, Adelaide PHN joins 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 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 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 Adelaide PHN with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, Adelaide PHN will develop 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 Adelaide PHN well as it explores and establishes its own unique approach to reconciliation. We encourage Adelaide PHN 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 Adelaide PHN on its first RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia



River Torrens - Karrawirra Parri

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An Australian Government Initiative