



Australian
Nursing & Midwifery
Accreditation Council

Reflect Reconciliation Action Plan

January 2019–January 2020



RECONCILIATION
ACTION PLAN

REFLECT

Artist Biography

Kristie Peters is a Wiradjuri woman from Southern NSW. She lives in Canberra with her six children. Kristie has had a passion for art for as long as she can remember and credits her mother and step-father for turning her dreams into reality as they encouraged her skills with acrylic paints on canvas. Her artwork are a mix of contemporary and traditional approaches and are based on the love for her family and her life experiences. Kristie has recently started Yarrudhamarra Creations to extend her artistic influence and share her passion with the community.



Kristie Peters

Kristie Peters

Yarrudhamarra Creations

Meaning of the Art Work

The circle in the middle represents a meeting where we can be ourselves, giving a chance to succeed and feeling valued for who we are and the different abilities and cultures we have.

The handshake in the middle represents trust, respect, friendship and seeing each other as equals.

The U shapes around the circle and in the background represents the team from the Australian Nursing and Midwifery Accreditation Council, supporting each other and working together striving for equality and better futures in the journey towards reconciliation.

The lines and dots in the background represents the travelling lines—guiding you along making positive decisions. Each goal you set in life, you gain strength to challenge yourself a little more and the more goals you set in life, the more self respect will grow.






Contents

Acknowledgement	2
Reconciliation Action Plan summary	4
Message from the CEO	5
Message from Reconciliation Australia	6
About the Australian Nursing and Midwifery Accreditation Council	8
Our vision for reconciliation	10
About the Reflect RAP	12
The Purpose of the ANMAC RAP	14
The RAP Working Group	16
Relationships	17
Respect	21
Opportunities	26
Governance and Tracking Progress	33

Acknowledgement





The Australian Nursing and Midwifery Accreditation Council (ANMAC) acknowledges the Ngunnawal, Ngambri and Ngarigu people, the Traditional Custodians of the lands upon which ANMAC's head office is located.

ANMAC has eight employees that work interstate, we also acknowledge the Giabal, Jagera, Jarowair and Turrbul people in Queensland, Kurna people in South Australia and the Taungurung, Wathaurung and Wurundjeri people in Victoria.

Reconciliation Action Plan summary

This Reconciliation Action Plan (RAP) informs ANMAC's internal and external stakeholders of the steps we will take during the next 12 months as part of our reconciliation journey.

We are committed to exploring and developing relationships with our Aboriginal and Torres Strait Islander stakeholders enabling us to embed our vision for reconciliation across our organisation and within our sphere of influence.

Through our RAP we have identified opportunities to learn and share information about Aboriginal and Torres Strait Islander health, history and cultures through reviewing corporate policies and procedures, celebrating significant dates in our shared history and commencing project work to raise the profile of Aboriginal and Torres Strait Islander peoples within our sphere of influence.



Message from the CEO

I am pleased to introduce the Australian Nursing and Midwifery Accreditation Council's (ANMAC) Reconciliation Action Plan (RAP) 2019–2020.



and Torres Strait Islander peoples and their communities.

We are proud of the reconciliation journey we have had so far, where we have forged relationships with Aboriginal and Torres Strait Islander stakeholders and focused on building a culturally diverse and aware workforce.

The RAP forms an integral part of ANMAC's commitment to reconciliation and to promoting the health, history and culture of Aboriginal

ANMAC is committed to contributing collaboratively to a broader national effort to improve Aboriginal and Torres Strait Islander peoples health through the education of nurses and midwives and other health professionals.

ANMAC will continue to drive its reconciliation journey by celebrating significant Aboriginal and Torres Strait Islander cultural events, enhancing our progress in supporting Aboriginal and Torres Strait Islander culture and health through our accreditation standards for educating nurses and midwives.

A handwritten signature in black ink, which appears to read 'Fiona Stoker'.

Clinical Professor Fiona Stoker
Chief Executive Officer

Message from Reconciliation Australia

Reconciliation Australia is delighted to welcome the Australian Nursing and Midwifery Accreditation Council (ANMAC) to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.




As a member of the RAP community, ANMAC 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 increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance.

All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides ANMAC a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, ANMAC will lay the foundations for future RAPs and reconciliation initiatives.

We wish ANMAC well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the 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 ANMAC on its first RAP, and look forward to following its ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

“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.”



About the Australian Nursing and Midwifery Accreditation Council

The Australian Nursing and Midwifery Accreditation Council (ANMAC) is the independent accrediting authority for nursing and midwifery education under Australia's National Registration and Accreditation Scheme.



ANMAC helps protect the health and safety of the Australian community by establishing high-quality standards of nursing and midwifery education and assessment. ANMAC is responsible for facilitating the development of content for accreditation standards in consultation with our stakeholders and representatives from the other health professions. ANMAC is also responsible for determining whether programs of study for nurses and midwives seeking to practice in Australia meet the required accreditation standards.

ANMAC's Skilled Migration Services is responsible for assessing the skills of nurses and midwives who want to migrate to Australia under the General Skilled Migration program.





ANMAC's work is supported by 21 staff in the Canberra based office and eight staff who work from home-based offices in Adelaide, Brisbane, Toowoomba, Melbourne and Regional Victoria.

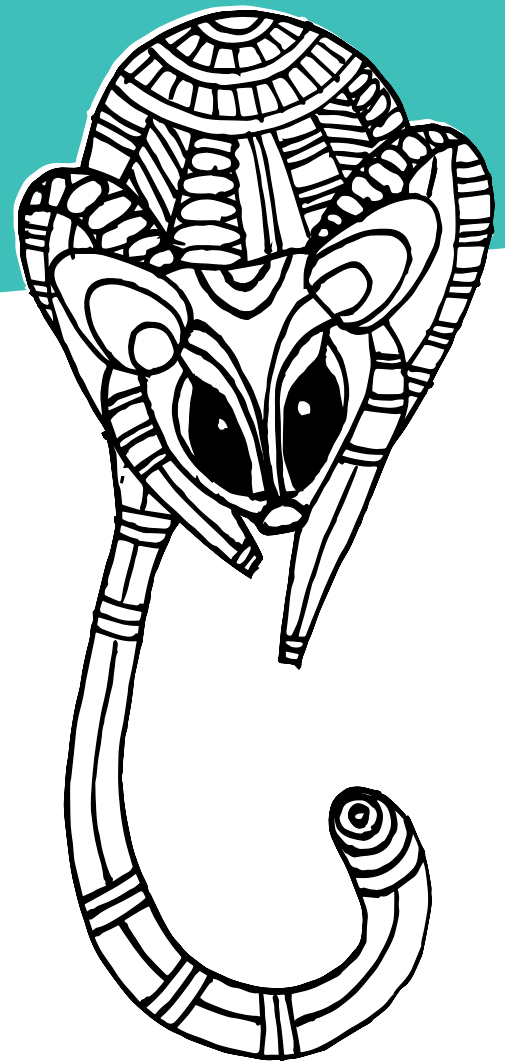
We have not asked our employees to identify as an Aboriginal and/or Torres Strait Islander person. This is an activity we have included in our Reconciliation Action Plan. We also plan to ask our volunteers (Accreditation Assessors and Committee Members) if they would like to identify as Aboriginal and/or Torres Strait Islander peoples.

ANMAC is governed by a Board of nine Directors. Our Board of Directors is made up of five-member organisations, two community Directors, an accreditation expert and a Vocational Education and Training (VET) sector expert. One of our five-member organisations is the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM), the CEO is an ANMAC Board Director and identifies as an Aboriginal person.

ANMAC's Canberra based office is co-located with CATSINaM allowing the relationship between the organisations to be developed and strengthened through collaboration on projects and initiatives. Between January and May 2018 ANMAC and CATSINaM had an opportunity to share administrative support. The administrative support position was filled on a casual basis by two employees from CATSINaM who identified as Aboriginal.

Our vision for reconciliation

As the independent accrediting authority for nursing and midwifery education our vision for reconciliation is to work collaboratively with our Aboriginal and Torres Strait Islander stakeholders to promote reconciliation through ensuring:



- nursing and midwifery programs include content specific to Aboriginal and Torres Strait Islander Peoples health, history and cultures
- graduates meet the Nursing and Midwifery Board of Australia's Professional standards for practice. This includes caring for Aboriginal and Torres Strait Islander peoples in a culturally safe and appropriate manner
- we meet the ANMAC Strategic Objective of 'Improving Aboriginal and Torres Strait Islander health'.



About the Reflect RAP

A Reconciliation Action Plan (RAP) provides a framework for ANMAC to support the national reconciliation movement.

A RAP is a document which supports ANMAC's strategic plan and includes practical actions that will propel ANMAC's contribution to reconciliation both internally and around Australia. There are four types of RAPs:¹

REFLECT

Sets out the steps to prepare an organisation for reconciliation initiatives in successive RAPs. A Reflect RAP allows an organisation to scope and develop relationships with Aboriginal and Torres Strait Islander stakeholders, develop a vision for reconciliation and explore the sphere of influence before committing to specific initiatives of actions.

¹ Which RAP is right for you? Reconciliation Australia
https://www.reconciliation.org.au/wp-content/uploads/2018/02/rap-framework_v2.pdf#page=2



INNOVATE

Outlines actions that work towards achieving the organisation's vision for reconciliation. Commitments in this RAP are aspirational and innovative. An Innovate RAP focuses on strengthening and developing relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation and developing and piloting strategies to empower Aboriginal and Torres Strait Islander Peoples.

STRETCH

This RAP is suited to organisations that have a strong approach towards advancing reconciliation internally and within their sphere of influence. The Stretch RAP is focussed on implementing longer-term strategies and working towards measurable targets and goals. This RAP requires organisations to embed reconciliation initiatives into business strategies to ensure they become 'business as usual'.

ELEVATE

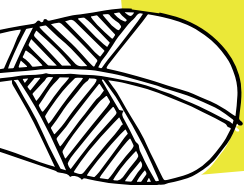
Is for organisations that have a proven track record of embedding effective RAP initiatives in their organisations through their Stretch RAP and are ready to take on a leadership position to advance national reconciliation. Elevate RAP organisations have a strong strategic relationship with Reconciliation Australia and actively champion initiatives to empower Aboriginal and Torres Strait Islander peoples and create societal change. Elevate RAP organisations also require greater transparency and accountability through independent assessment of their activities.

In developing this Reflect RAP, ANMAC is committed to the deliverables related to each action item.

The Purpose of the ANMAC RAP

By developing a Reflect RAP, ANMAC is committing to making a difference across Australia. The Reflect RAP will allow ANMAC to continue progressing good intentions into actions by formalising our commitment to reconciliation.





The Reflect RAP will allow ANMAC staff to develop greater cultural awareness and undertake professional development practices to strengthen relationships with Aboriginal and Torres Strait Islander stakeholders.

The ANMAC Reflect RAP will help ensure more effective and relevant service delivery to Aboriginal and Torres Strait Islander peoples and communities, particularly as it relates to the provision of nursing and midwifery education.

ANMAC has been a leader in ensuring content relating to Aboriginal and Torres Strait Islander health, history and cultures is included in nursing and midwifery programs of study that lead to registration or endorsement. The Reflect RAP allows ANMAC to document this positive work and build on it for the future.

ANMAC has a solid foundation of activities to draw upon in the development of our Reflect RAP. In 2012, we began the revision of

our nine different accreditation standards for nursing and midwifery programs. The revision process and consultation with our stakeholders led to the inclusion of standards criteria ensuring every nursing and midwifery program teaches Aboriginal and Torres Strait Islander health, history and cultures. The program should also encourage the enrolment of Aboriginal and Torres Strait Islander students and provide them with a supportive learning environment. The accreditation standards also encourages the employment of Aboriginal and Torres Strait Islander peoples in the teaching and delivery of Nursing and Midwifery programs.

We have a strong working relationship with the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM), who are co-located in the ANMAC Office. CATSINaM is a member organisation of ANMAC.

We have worked with CATSINaM to provide cultural safety training for most ANMAC staff and will continue to provide this opportunity for staff into the future. We support the annual CATSINaM conference by providing an opportunity for our professional nursing and midwifery staff to attend, as well as providing financial support for Aboriginal and Torres Strait Islander student nurses and midwives to attend.

The RAP Working Group

In 2017, ANMAC committed to developing a Reconciliation Action Plan. A working group was formed with members representing each section of the organisation to encourage communication and support within and regarding the development of the RAP across ANMAC. The working group is championed by Dr Margaret Gatling, Director Accreditation Services.

The working group meets regularly to discuss the RAP and agree on initiatives ANMAC can act on that align with the purpose of the Reflect RAP. The RAP was drafted over a period of 6 months.

ANMAC invited Ms Phoebe Dent, to join the RAP working Group as a representative from the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives. CATSINaM's representation on the RAP working group provided advice and perspectives from Aboriginal and Torres Strait Islander nurses and midwives.

The ANMAC RAP working group consists of:

Dr Margaret Gatling

Director Accreditation Services (Champion)

Fiona Stoker

Chief Executive Officer (Chair)

Sarah Ross

Executive Officer, Office of the CEO (OCEO)

Frances Rice

Manager, Accreditation Services

Mandy Fogarty

Human Resource Manager,
Corporate Services

Toni Pye

Assessor, Skilled Migration Services

Taryn Duggan

Administration Officer, Office of the CEO
(OCEO)

Phoebe Dent

Senior Project Officer, CATSINaM

Sarah Stewart

Chief Operations Officer, CATSINaM

RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. RAP Working Group (RWG) actively monitors RAP development, and implementation of actions, tracking progress and reporting	1.1 Review Terms of Reference for the RWG.	<ul style="list-style-type: none"> January 2019 July 2019 	<ul style="list-style-type: none"> CEO Supported by the RAP Working Group (RWG)
	1.2 Develop, endorse and launch ANMAC's Reconciliation Action Plan (RAP).	<ul style="list-style-type: none"> January 2019 	<ul style="list-style-type: none"> CEO Director Accreditation Services Supported by the RWG
	1.3 Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG through CATSINaM.	<ul style="list-style-type: none"> January 2019 	<ul style="list-style-type: none"> CEO
	1.4 The RWG meet quarterly to lead our RAP journey.	<ul style="list-style-type: none"> January 2019 April 2019 July 2019 October 2019 	<ul style="list-style-type: none"> Director Accreditation Services CEO Supported by the RWG

Action	Deliverable	Timeline	Responsibility
2. Build internal and external relationships	2.1 Research and evaluate current relationship between our staff and Aboriginal and Torres Strait Islander peoples and organisations.	<ul style="list-style-type: none"> February 2019 	<ul style="list-style-type: none"> CEO Director Accreditation Services Supported by the RWG
	2.2 Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations <i>and</i> include like-minded organisations that we could approach to connect with on our reconciliation journey.	<ul style="list-style-type: none"> February 2019 	<ul style="list-style-type: none"> CEO Director Accreditation Services Supported by the RWG
	2.3 Build partnerships with Aboriginal and Torres Strait Islander peoples and organisations.	<ul style="list-style-type: none"> April 2019 	<ul style="list-style-type: none"> CEO Director Accreditation Services Director Corporate Services
3. Raise external awareness of our RAP	3.1 Publish our RAP on ANMAC website to share with our stakeholders.	<ul style="list-style-type: none"> January 2019 	<ul style="list-style-type: none"> Executive Officer, OCEO
	3.2 Include updates on our RAP progress and various activities relating to Aboriginal and Torres Strait Islander affairs newsletter/website/annual report.	<ul style="list-style-type: none"> January 2019 March 2019 May 2019 July 2019 September 2019 November 2019 	<ul style="list-style-type: none"> Executive Officer, OCEO Supported by the RWG

Action	Deliverable	Timeline	Responsibility
4. Celebrate National Reconciliation Week (NRW)	4.1 Encourage our staff to engage in events, projects and celebrations as part of NRW outside ANMAC.	• 27 May–3 June 2019	<ul style="list-style-type: none"> • CEO • Supported by the RWG
	4.2 Circulate Reconciliation Australia's NRW resources and materials to our staff, board, committees and assessors.		<ul style="list-style-type: none"> • Executive Officer, OCEO
	4.3 Publicise NRW via ANMAC website, email signatures and stakeholder newsletter.		<ul style="list-style-type: none"> • Executive Officer, OCEO
	4.4 Hold internal function to celebrate and create awareness of NRW.		<ul style="list-style-type: none"> • CEO • Supported by the RWG
	4.5 Ensure our RWG participates in an external event to recognise and celebrate NRW.		<ul style="list-style-type: none"> • CEO • Supported by the RWG

Action	Deliverable	Timeline	Responsibility
5. Raise internal awareness of our RAP	5.1 Develop and implement a plan to raise awareness amongst our staff across the organisation about our RAP commitments.	<ul style="list-style-type: none"> February 2019 	<ul style="list-style-type: none"> CEO Director Accreditation Services Director Corporate Services Supported by the RWG
	5.2 Ensure our RAP commitment is a standing item on staff meeting agenda and section meeting agendas.	<ul style="list-style-type: none"> March 2019 May 2019 July 2019 September 2019 November 2019 	<ul style="list-style-type: none"> CEO Supported by the RWG
	5.3 Create visibility of Aboriginal and Torres Strait Islander dates of significance to be recognised in our history.	<ul style="list-style-type: none"> February 2019 April 2019 June 2019 August 2019 October 2019 December 2019 	<ul style="list-style-type: none"> Executive Officer, OCEO
	5.4 Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.	<ul style="list-style-type: none"> January 2019 	<ul style="list-style-type: none"> Director Corporate Services CEO Supported by the RWG
	5.5 Circulate the published RAP to staff, board, committees and assessors to inform them of their responsibilities within our RAP.	<ul style="list-style-type: none"> February 2019 	<ul style="list-style-type: none"> CEO

RESPECT

Action	Deliverable	Timeline	Responsibility
6. Explore Aboriginal and Torres Strait Islander cultural learning and development	6.1 Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements.	<ul style="list-style-type: none"> February 2019 	<ul style="list-style-type: none"> Executive Officer, OCEO Human Resource Manager Supported by the RWG
	6.2 Capture data and measure our staff's (Board, Committees, Assessors) current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.	<ul style="list-style-type: none"> February 2019 August 2019 	<ul style="list-style-type: none"> CEO Supported by the RWG
	6.3 Conduct a review of cultural awareness training needs within our organisation.	<ul style="list-style-type: none"> February 2019 August 2019 	<ul style="list-style-type: none"> Executive Officer, OCEO Human Resource Manager Supported by the RWG
	6.4 Continue to provide cultural safety training opportunities for our staff (new employees, repeat training).	<ul style="list-style-type: none"> February 2019 August 2019 	<ul style="list-style-type: none"> Executive Officer, OCEO Human Resource Manager
	6.5 Promote cultural understanding and respect for a difference using online tools (Reconciliation Australia's Share Our Pride).	<ul style="list-style-type: none"> March 2019 September 2019 	<ul style="list-style-type: none"> Executive Officer, OCEO Human Resource Manager Supported by the RWG

Action	Deliverable	Timeline	Responsibility
	6.6 Refine Assessor Register to identify if the assessor has completed cultural safety training, when and where the training was conducted.	<ul style="list-style-type: none"> • March 2019 	<ul style="list-style-type: none"> • Director Accreditation Services • Manager Accreditation Services
	6.7 Promote cultural safety training opportunities to assessors.	<ul style="list-style-type: none"> • February 2019 • August 2019 	<ul style="list-style-type: none"> • Director Accreditation Services • Manager Accreditation Services
7. Participate in and celebrate NAIDOC Week	7.1 Raise awareness and share information amongst our staff, Board, committees and assessors of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.	<ul style="list-style-type: none"> • 7–14th July 2019 	<ul style="list-style-type: none"> • CEO, supported by the RAP Working Group
	<ul style="list-style-type: none"> • Encourage our staff to engage in events, projects and celebrations as part of NAIDOC Week in our local communities (promoted by the working group). 		<ul style="list-style-type: none"> • CEO • Director Accreditation Services • Director Corporate Services • Supported by the RWG
	<ul style="list-style-type: none"> • Ensure the RWG participates in an external NAIDOC Week activity. 		<ul style="list-style-type: none"> • Chair, supported by the RWG

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> • Circulate NAIDOC Week resources and NAIDOC materials to our staff, Board, Committees and assessors. 		<ul style="list-style-type: none"> • Executive Officer, OCEO
	<ul style="list-style-type: none"> • Publicise NAIDOC Week for our stakeholders via our website, email signatures and newsletter. 		<ul style="list-style-type: none"> • Executive Officer, OCEO
	<ul style="list-style-type: none"> • In consultation with Aboriginal and Torres Strait Islander peoples, hold function with our internal stakeholders to celebrate and create awareness of NAIDOC Week. 		<ul style="list-style-type: none"> • CEO, supported by the RWG

Action	Deliverable	Timeline	Responsibility
8. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	8.1 Scope and develop a list of local Traditional Owners of the lands and waters within our sphere of influence.	<ul style="list-style-type: none"> • April 2019 	<ul style="list-style-type: none"> • CEO, supported by the RWG • Associate Directors (based interstate)
	8.2 Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols.	<ul style="list-style-type: none"> • February 2019 	<ul style="list-style-type: none"> • CEO, supported by the RWG • Chair with support from RAP working group
	8.3 Write and gain approval for new internal policy/Protocol regarding: <ul style="list-style-type: none"> • Appropriate terminology for Aboriginal and Torres Strait Islander Peoples • Acknowledgement of Country/ Welcome to Country. 	<ul style="list-style-type: none"> • January 2019 	<ul style="list-style-type: none"> • Human Resource Manager • Executive Officer, OCEO

Action	Deliverable	Timeline	Responsibility
9. Raise the internal profile of Aboriginal and Torres Strait Islander cultures and achievements within the ANMAC	9.1 Increase presence of Aboriginal and Torres Strait Islander imagery, artworks, flags.	<ul style="list-style-type: none"> January 2019 	
	9.2 Display and appropriately acknowledge Aboriginal and Torres Strait Islander imagery, artwork in the head office.	<ul style="list-style-type: none"> February 2019 	<ul style="list-style-type: none"> CEO Human Resources Manager Supported by the RWG
	9.3 Investigate opportunity to display Aboriginal and Torres Strait Islander flags at head office location.	<ul style="list-style-type: none"> April 2019 	<ul style="list-style-type: none"> CEO Human Resource Manager Supported by the RWG
	9.4 Celebrate Aboriginal and Torres Strait Islander nurses and midwives achievements.	<ul style="list-style-type: none"> May 2019 September 2019 	<ul style="list-style-type: none"> CEO Director Accreditation Services (Champion) Supported by the RWG

OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
10. Investigate Aboriginal and Torres Strait Islander employment	10.1 Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	<ul style="list-style-type: none"> • March 2019 	<ul style="list-style-type: none"> • Executive Officer, OCEO • Human Resource Manager • Supported by the RWG
	10.2 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.	<ul style="list-style-type: none"> • May 2019 	<ul style="list-style-type: none"> • CEO • Human Resource Manager
	10.3 Develop an affirmative action policy for Aboriginal and Torres Strait Islander employment within our organisation.	<ul style="list-style-type: none"> • May 2019 	<ul style="list-style-type: none"> • CEO • Director Accreditation Services • Director Corporate Services • Human Resource Manager
	10.4 Investigate traineeships and work experience opportunities for Aboriginal and Torres Strait Islander peoples within our organisation.	<ul style="list-style-type: none"> • May 2019 	<ul style="list-style-type: none"> • CEO • Director Corporate Services • Human Resource Manager

Action	Deliverable	Timeline	Responsibility
	10.5 Provide training and development opportunities for Aboriginal and Torres Strait Islander staff.	<ul style="list-style-type: none"> • March 2019 	<ul style="list-style-type: none"> • CEO • Director Accreditation Services • Director Corporate Services • Human Resource Manager
	10.6 Develop a recruitment and retention strategy for Aboriginal and Torres Strait Islander peoples within our organisation.	<ul style="list-style-type: none"> • April 2019 	<ul style="list-style-type: none"> • CEO • Director Accreditation Services • Director Corporate Services • Human Resource Manager
	10.7 Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities.	<ul style="list-style-type: none"> • February 2019 • August 2019 	<ul style="list-style-type: none"> • CEO • Director Accreditation Services • Director Corporate Services • Human Resource Manager

Action	Deliverable	Timeline	Responsibility
11. Investigate Aboriginal and Torres Strait Islander supplier diversity	11.1 Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	<ul style="list-style-type: none"> February 2019 	<ul style="list-style-type: none"> Executive Officer, OCEO Human Resource Manager Finance Manager
	11.2 Write and gain approval for policies and procedures to use Aboriginal and Torres Strait Islander owned businesses.	<ul style="list-style-type: none"> March 2019 	<ul style="list-style-type: none"> CEO Director Accreditation Services Director Corporate Services Human Resource Manager Finance Manager
	<ul style="list-style-type: none"> Review procurement policy. 	<ul style="list-style-type: none"> February 2019 	<ul style="list-style-type: none"> Director Corporate Services Finance Manager
	<ul style="list-style-type: none"> Develop and promote use of Aboriginal and Torres Strait Islander suppliers for procurement of goods and services in line with the procurement policy. 	<ul style="list-style-type: none"> March 2019 	<ul style="list-style-type: none"> CEO Director Accreditation Services Director Corporate Services Finance Manager

Action	Deliverable	Timeline	Responsibility
12. Promote reconciliation and Aboriginal and Torres Strait Islander health through the Accreditation Standards	<p>12.1 Engage with Aboriginal and Torres Strait Islander stakeholders for the review and development of accreditation standards.</p> <ul style="list-style-type: none"> • Include Aboriginal and Torres Strait Islander peoples/organisations in our Professional Reference Group leading the review and development accreditation standards for nursing and midwifery education programs. • Engage with Aboriginal and Torres Strait Islander people/organisations during the consultation for the review and development accreditation standards for nursing and midwifery education programs. 	<ul style="list-style-type: none"> • February 2019— Completion of the review and development of Registered Nurse Accreditation Standards • January 2019— Commencement of the review and development of Midwife Accreditation Standards 	<ul style="list-style-type: none"> • Director Accreditation Services
	<p>12.2 Ensure Revised accreditation standards include criteria relating to health, history and cultures of Aboriginal and Torres Strait Islander peoples.</p>	<ul style="list-style-type: none"> • February 2019 	<ul style="list-style-type: none"> • CEO • Manager Accreditation Services



Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none">• Ensure that the Accreditation Standards for Nursing and Midwifery programs of study include criteria specific to Aboriginal and Torres Strait Islander health, history and culture.• Ensure that the Accreditation Standards for Nursing and Midwifery programs of study include criteria specific to recruitment and retention of Aboriginal and Torres Strait Islander students and staff.• Ensure that the Accreditation Standards for Nursing and Midwifery programs of study include criteria specific to support of Aboriginal and Torres Strait Islander students and staff.• Ensure education providers meet accreditation standard requirements in relation to content specific to Aboriginal and Torres Strait Islander peoples, health, history and cultures.		



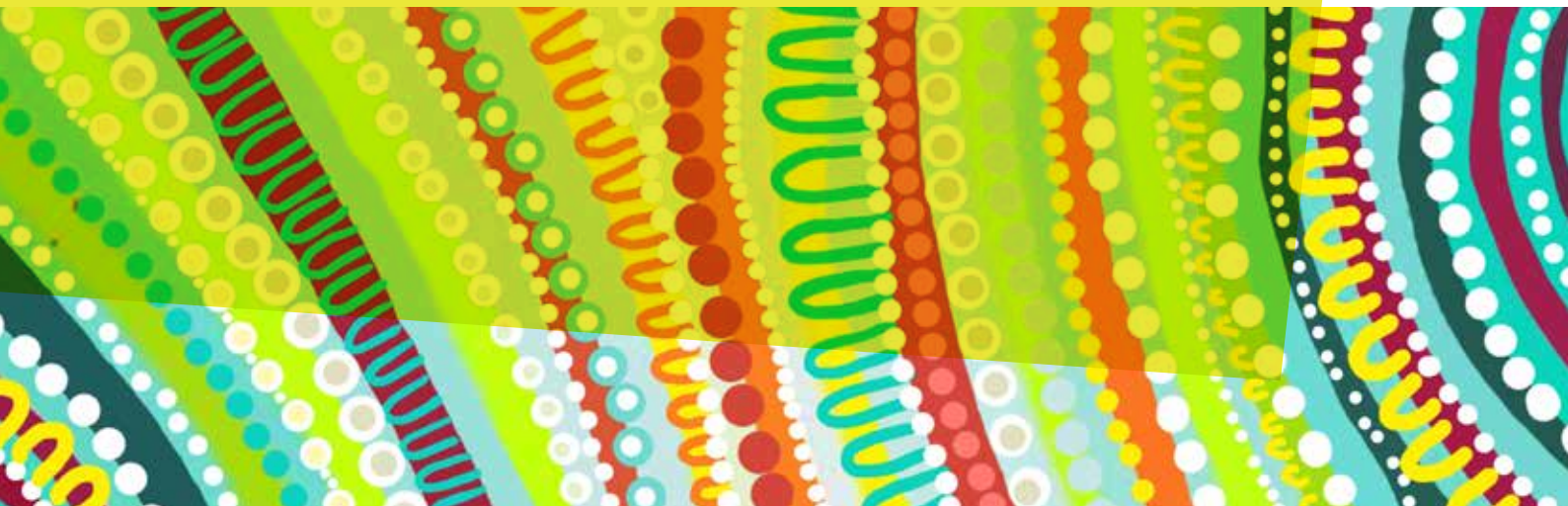
Action	Deliverable	Timeline	Responsibility
13. Ensure education providers are meeting the appropriate accreditation standards relating to enrolment of students	13.1 Ensure the standard criteria related to Aboriginal and Torres Strait Islander peoples in our accreditation standards are being met by education providers.	<ul style="list-style-type: none"> • February 2019 • April 2019 • June 2019 • August 2019 • October 2019 • December 2019 	<ul style="list-style-type: none"> • CEO • Director Accreditation Services • Associate Directors • ANMAC Accreditation Committees
	13.2 Provide CATSINaM with financial and administrative assistance to promote training opportunities for education providers to attend orientation workshops related to the teaching of Aboriginal and Torres Strait Islander Cultural Safety Training in the Diploma of Nursing Program.	<ul style="list-style-type: none"> • July 2019 	<ul style="list-style-type: none"> • CEO • Director Accreditation Services • Director Corporate Services
	13.3 Require demonstrated affirmative action from education providers to employ Aboriginal and Torres Strait Islander Nurse and Midwife Academics and staff standards.	<ul style="list-style-type: none"> • February 2019 • April 2019 • June 2019 • August 2019 • October 2019 • December 2019 	<ul style="list-style-type: none"> • CEO • Director Accreditation Services • Associate Directors • ANMAC Accreditation Committees
	13.4 Promote opportunities for education providers/ assessors/ committees to attend cultural safety training through CATSINaM.	<ul style="list-style-type: none"> • February 2019 • April 2019 • June 2019 • August 2019 • October 2019 • December 2019 	<ul style="list-style-type: none"> • CEO • Director Accreditation Services • Manager Accreditation Services

Action	Deliverable	Timeline	Responsibility
<p>14. Collaborate with Leaders in Aboriginal and Torres Strait Islander Nursing and Midwifery Education Network (LINMEN) to promote opportunities and to provide opportunities for Aboriginal and Torres Strait Islander peoples in Nursing and Midwifery education</p>	<p>14.1 Promote participation in Leaders in Aboriginal and Torres Strait Islander Nursing and Midwifery Education Network (LINMEN) for education providers.</p> <ul style="list-style-type: none"> • Develop and share good practice curriculum resources on Aboriginal and Torres Strait Islander history, health, cultures and culture safety. • Identify and share effective strategies for creating culturally safe teaching and learning environments for Aboriginal and Torres Strait Islander peoples. 	<ul style="list-style-type: none"> • May 2019 • September 2019 	<ul style="list-style-type: none"> • CEO • Director Accreditation Services

GOVERNANCE AND TRACKING PROGRESS

Action	Deliverable	Timeline	Responsibility
15. Build support for the RAP	15.1 Define resource needs for RAP development and implementation.	<ul style="list-style-type: none"> January 2019 April 2019 July 2019 October 2019 	<ul style="list-style-type: none"> CEO Executive Officer, OCEO Supported by the RWG
	15.2 Define systems and capability needs to track, measure and report on RAP activities. <ul style="list-style-type: none"> Strategic plan Include in Annual Report Provide biannual report to Board. 	<ul style="list-style-type: none"> February 2019 April 2019 June 2019 August 2019 October 2019 December 2019 	<ul style="list-style-type: none"> Executive Officer, OCEO Supported by RWG
	15.3 Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	<ul style="list-style-type: none"> September 2019 	<ul style="list-style-type: none"> Executive Officer, OCEO Supported by RWG
16. Review and Refresh RAP	16.1 Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	<ul style="list-style-type: none"> August 2019 	<ul style="list-style-type: none"> CEO Executive officer, OCEO
	16.2 Submit draft RAP to Reconciliation Australia for review.	<ul style="list-style-type: none"> September 2019 	<ul style="list-style-type: none"> CEO Executive officer, OCEO
	16.3 Submit draft RAP to Reconciliation Australia for formal endorsement.	<ul style="list-style-type: none"> December 2019 	<ul style="list-style-type: none"> CEO Executive officer, OCEO

Australian Nursing and Midwifery Accreditation Council



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