



ANZCA year one RAP achievements, challenges, and learnings

The ANZCA Reconciliation Action Plan January 2023-January 2025 was launched in February 2023 and is the colleges first Reconciliation Action Plan (RAP). Over the first year of our RAP, we have implemented new deliverables; continued to action deliverables already in place; and began work on some of our larger deliverables.

Some of the achievements, challenges and learnings across the framework of relationships, respect and opportunities over year one of our RAP are described below.

Relationships

- Leaders in Indigenous Medical Education (LIME) and Australian Indigenous Doctors Association (AIDA) are key relationships that we continue to maintain. These relationships are very important for our external work.

Through groups such as the AIDA specialist trainee support program cross college group and the Specialist Support Program intercollege meetings we have continued to build good relationships with other specialist medical colleges who are also progressing RAPs. These groups allow us to share learnings, successes, and ideas with likeminded organisations.

As specialist medical colleges are on similar reconciliation pathways, it will be important for the college to consider building relationships that may allow us to consider different approaches to deliverables in year two of our RAP.

- National Reconciliation Week in 2023 allowed us to engage with Reconciliation Victoria for the first time through a speaker presentation at the college. This was very well received and gave the working group an understanding of the type of activity that engages staff well. Promotion and education around National Reconciliation Week was implemented internally and externally.
- The Voice to Parliament referendum was a key advocacy project for Reconciliation Australia. The college supported this through a statement of support from our Council and Board. This was followed with a statement following the referendum result.

Respect

- The implementation of cultural online learning for all staff members and the start of the roll out of face-to face learning has been a big step towards staff members increasing their understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights.
- In relation to our membership, an annual cultural safety activity is now a mandated requirement for continuing professional development (CPD). Cultural competency workshops are now offered and are very popular at our Annual Scientific Meetings.
- Throughout our first year, traditional owners were engaged to perform a Welcome to Country at several college events. Availability of Elders for practises such as a

Welcome to Country and a Smoking Ceremony can be a challenge. It is noted however that these traditional practices are at the discretion and availability of local Elders and are a privilege.

- An Acknowledgement of Country is now conducted at all college committee meetings and events. The challenge is to ensure chairs and presenters consider their Acknowledgement of Country, rather than reading a script.
- Large Acknowledgement of Country signs have been placed in all Australian offices that can be seen as people enter the office. Two offices have been gifted local Aboriginal language names for meeting rooms, with the intention of engaging with traditional landowners of the other offices in the next 12 months.
- A respectful language guide has been added to our acknowledgement guide to ensure language used across the college is respectful and consistent.

Opportunities

- The college continues to develop strategies to increase and retain the Aboriginal and Torres Strait Islander anaesthesia and pain medicine workforce. A trainee selection project has begun that will consider First Nations pathways; Aboriginal and Torres Strait Islander medical students and prevocational doctors have been provided opportunities to learn about careers in anaesthesia and pain medicine through ASM sponsorship, college attendance at the AIDA conference, connecting potential trainees with current ANZCA fellows, and participation in AIDA growing our fellows and yarn up sessions.
- Recruitment of Aboriginal and Torres Strait Islander staff members remains a challenge, however consultants will be engaged in the RAPs second year to help the college develop and implement strategies.
- We have developed a college supplier database and amended our procurement policy to encourage staff to use Aboriginal and Torres Strait Islander businesses for supply needs.
- Increasing Aboriginal and Torres Strait Islander representation, expertise, and influence on ANZCA and FPM committees and working groups is an area that is challenging for the college given the low number of Aboriginal and Torres Strait Islander fellows. It has however been agreed that the college will look to external expertise in some areas across the college. A coordinated approach to this will be important.

Overall, we have progressed our year one deliverables well in the first year of our RAP. Some deliverables that were marked for the first year have been pushed to the second year, however we are confident that these will be achieved in year two. Ensuring that the deliverable date matches the corresponding budget is something to consider for our second RAP.

The college is progressing several larger education focused projects that we hope will have a positive impact on recruitment and retention of trainees; cultural safety education for fellows and trainees; and the health of Aboriginal and Torres Strait Islander patients.