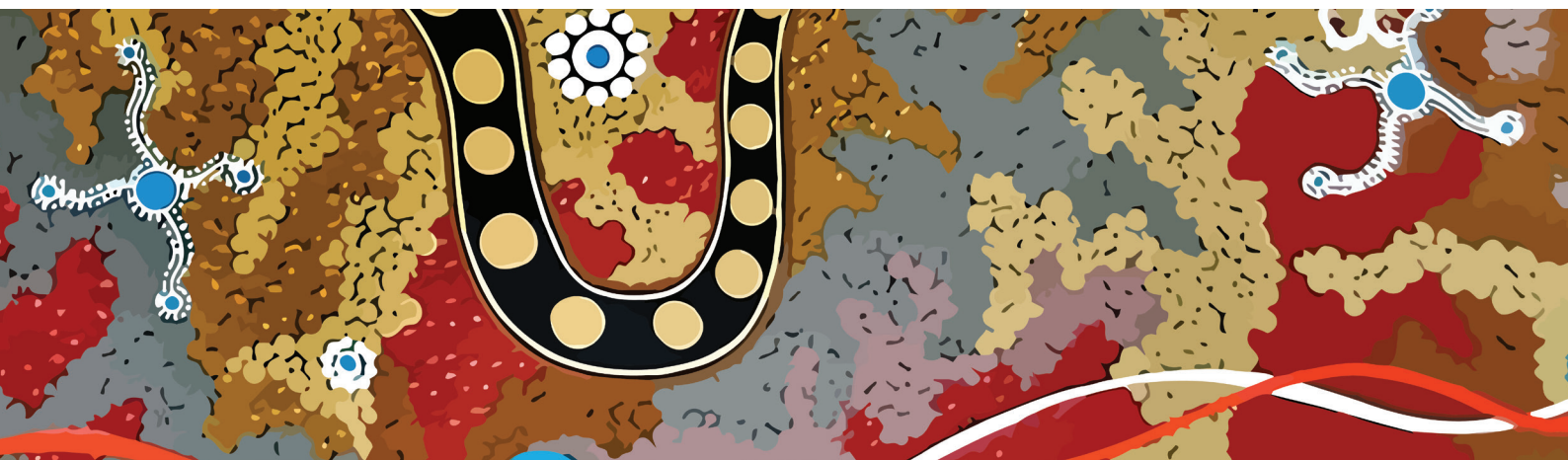




Family Planning NSW
**Innovate
Reconciliation
Action Plan**

September 2018 - September 2020





About the Artwork







The artwork featured throughout our Reconciliation Action Plan (RAP) was commissioned to represent the service of Family Planning NSW, our location, and the people who access our service.

The designs and colours used are a mixture of dots, people figures and footprints leading to the Family Planning NSW Dubbo clinic.

The artwork was developed by Mr Stephen Moore, from Dubbo, NSW. For more information on this artwork, please contact stephenjohnmoore02@gmail.com



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Contact details for public enquiries about our RAP:

Senior Health Promotion Officer, Aboriginal Program

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A vision for reconciliation

Our vision for reconciliation is for Aboriginal and Torres Strait Islander people to have access to a high standard of reproductive and sexual health services which are delivered with respect, recognising the culturally significant needs of Aboriginal and Torres Strait Islander clients and stakeholders who visit our centres. Furthermore, we want our centres to be welcoming, safe and inclusive for Aboriginal and Torres Strait Islander clients, visitors and staff.

The organisation cultivates relationships and connections between the various communities that our different centres dwell on. We will continue to pay our respect to the Traditional Owners and their Elders of these lands and recognise that we are visitors here, with a purpose through the work we do to actively join the reconciliation ethos through our attitudes, services and partnerships.



Who we are

Family Planning NSW is a non-government, not-for-profit organisation offering high quality reproductive and sexual health, clinical, education and health promotion services to the wider community. We are the state's leading provider of reproductive and sexual health services. We are experts on contraception, pregnancy options, sexually transmitted infections, sexuality and sexual function, menstruation, menopause, common gynaecological and vaginal problems, cervical screening, breast awareness and men's sexual health. We respect the rights of our clients to make choices about their reproductive and sexual health and we treat each and every person with respect, dignity and understanding.

Our education and training activities are evidence-based, broad-ranging and include programs for clinicians, disability workers, teachers, parents and carers, and other health, education and welfare professionals, both locally and internationally. We work hand-in-hand with organisations at national and international levels to strengthen the ability of local health providers to deliver optimal family planning services.

We seek to enhance the knowledge and skills of service providers, improving the body of knowledge about reproductive and sexual health through rigorous research and evaluation, and leading international development projects to promote the rights of marginalised people in developing countries.



Who we are

An overview of our key services is provided here:

- **Clinical services:** Family Planning NSW provides reproductive and sexual health services to a wide range of people in the community, prioritising people from culturally and linguistically diverse backgrounds, people with disability, Aboriginal and Torres Strait Islander people, and young people. We have five fixed clinics in NSW (Ashfield, Fairfield, Penrith, Newcastle and Dubbo) and have partnerships to deliver services in other key locations across the state.
- **Health promotion:** Our Health Promotion Unit aims to improve the reproductive and sexual health of each of our priority populations, including Aboriginal and Torres Strait Islander people, through community education, development of health information resources, advocacy activities, consumer engagement, capacity building and social marketing activities.
- **Education and training:** Family Planning NSW delivers best practice education and training in reproductive and sexual health, to build the capacity of doctors, nurses, teachers and other health, education and welfare professionals, so that they may deliver quality services to communities across NSW.

- **Advocacy:** At Family Planning NSW we advocate for everybody in every family to receive and have access to reproductive and sexual health care of the highest possible quality. Our advocacy work not only reinforces the services we provide through our clinics, but encourages systemic change to address broader issues in access and healthcare, champions the rights of marginalised populations, and supports the communities, families and health care workers who serve them.
- **Research and evaluation:** Family Planning NSW strives for excellence in research and in the evaluation of our reproductive and sexual health services and programs. We lead and collaborate nationally and internationally on a number of clinical and population health research studies, and in the evaluation of our own programs and services in NSW and the Pacific region. Examples of our many collaborative research studies include the impact of Australia's HPV vaccination program on prevalence of HPV genotypes in Aboriginal and Torres Strait Islander women attending for Pap testing; Sexual Health in Schools student needs assessment; Contraceptive use, pregnancy intention and decisions (CUPID) of young Australian women; and Aboriginal Reproductive Health: A Collaborative Approach to Understanding and Improvement.

- **International development:** Family Planning NSW provides reproductive and sexual health services and training in the Pacific. Our work includes long-term capacity building of non-government organisations and local health systems to address key areas of reproductive and sexual health, for example: gender inequality in Timor Leste and Papua New Guinea; cervical cancer incidence and mortality in Vanuatu and the Solomon Islands; reproductive and sexual health and rights of people with disability in Fiji; and access to contraception by young people in Vanuatu. We collaborate closely with in-country partners for all projects. Informed by our vision, mission, values and guiding principles, we work to assist poor and disadvantaged communities in developing countries to increase access to comprehensive reproductive and sexual health services.

Family Planning NSW employs approximately 180 staff members (part-time and full-time), across a range of departments, including clinical services, health promotion, research and evaluation, administration and education. Of those employed, two staff members identify as Aboriginal.





Our core business

OUR VISION

Our vision is for all people to have high quality reproductive and sexual health.

OUR MISSION

To enhance the reproductive and sexual health and rights of our communities by supporting all people to have control over and decide freely on all matters related to their reproductive and sexual health throughout their life.

OUR VALUES

Human rights focus - promoting the rights of all people to reproductive and sexual health.

Integrity - maintaining a strong ethical base, being accountable and transparent.

Inclusiveness - valuing and respecting diversity without judgement.

Equity of access - ensuring access to our services for all, including priority populations.

Client centred - placing the needs of the whole person at the centre of our work.

Commitment to excellence - ensuring high standards in all our work.

OUR PRINCIPLES

Focusing on the whole person throughout their lifespan.

Working in collaboration and through partnerships to strengthen our services and programs.

Being advocates for the community.

Developing and using best practice and evidence-based approaches.

Designing and delivering optimal services to the community.

Promoting freedom of choice which reflects individual differences and preferences.

Building the capacity of our organisation, and the skills of other professionals and the community.

Promoting professionalism and continuous improvement in our ways of working.

Fostering innovation and creativity in our work.



Our reconciliation journey

A RAP was developed to formalise Family Planning NSW's existing commitment to reconciliation and to ensure we are an inclusive employer for Aboriginal and Torres Strait Islander peoples. We are committed to working with Aboriginal and Torres Strait Islander people, communities and organisations towards improving the reproductive and sexual health outcomes of communities across NSW.

We believe that all people have the right to access reproductive and sexual health services that are affordable, acceptable and appropriate. We aim to provide culturally significant and culturally safe reproductive and sexual health services to Aboriginal and Torres Strait Islander communities through community engagement, and in depth consultation with Elders and community members regarding the various services available through the organisation.

Learn about our RAP journey

Family Planning NSW began the process of a Reflect Reconciliation Action Plan in 2013. Organisational processes were followed from the beginning of the RAP journey, to ensure commitment and support from all levels within Family Planning NSW, and the Family Planning NSW Aboriginal Women's Advisory Group. A Statement of Commitment was signed with enthusiasm by the CEO, which resulted in the formation of a Working Group at the beginning of 2014.

Due to the organisation being located across multiple sites, forming the RAP Working Group took time, as it was important for each location to be represented within the group, as well as to ensure consistency across the five sites. A small working group was originally formed, with one representative from each site. As the RAP document grew, so did commitment from staff, which has now seen the working group grow from the original five members to a group of nine and counting. We have representation from senior management, nurses, research officers, liaison officers and health promotion officers, as well as the RAP executive champion.

Our RAP has grown from the Reflect RAP to an Innovate RAP by Reconciliation Australia's acknowledgement and recognition of our existing work with Aboriginal and Torres Strait Islander organisations and communities. We are proud to be developing our Innovate RAP, which will see us extending the work that we do and fostering a culture within in the organisation that will continuously strive to do more.

Meet the RAP working group members

Our RAP Executive Champion is Jodie Duggan, the Director of Clinical Operations, who represents the organisation's Executive team. Jodie is action-orientated and pushes the envelope to ensure that our deliverables are on track and will be achieved on time. Jodie also ensures that the RAP actions are communicated and supported at the Executive level of the organisation.

Our RAP Working Group consists of hard working and dedicated members of staff, who work within a range of departments. Their role in the working group is to:

- meet at least 6 times per year to ensure we are on the way to reaching our goals
- provide an open forum to share ideas about how the organisation can engage staff in celebrating, respecting and learning about Aboriginal and Torres Strait Islander cultures
- actively advocate and spread the reconciliation message that is initiated through the RAP's deliverables

RAP Working Group members

Nicole Powell - Aboriginal Liaison Officer, Dubbo

Jean Brain – Aboriginal Health Promotion Officer, Dubbo

Ben Davis – Senior Health Promotion Officer, Ashfield (RAP Coordinator)

Jodie Duggan – Director Clinical Operations, Ashfield (RAP Champion)

Eliza Basheer – Health Promotion Officer, Penrith

Nikolina Zonjic – Health Promotion Officer, Fairfield

Mekita Vanderheyde – Education Officer, Ashfield

Rebecca Urane – Centre Manager, Hunter

Jessica Botfield – Senior Research Officer, Ashfield

Rob Hardy – Health Promotion Manager, Ashfield

Family Planning also wishes to acknowledge the contribution of previous RAP working group members:

Patrick Duley

Alice Fazio

Dayle Fogarty

Stephanie Ross

Simon Jarvis

Michelle Alexander

Rebecca Neufeld

Of our RAP Working Group members, two identify as Aboriginal.

“Being a part of the RAP Working Group has been a really valuable experience for me. I have gained a better understanding of the importance of reconciliation, and what we can do as an organisation to foster understanding and respect between Aboriginal and non-Aboriginal people. It gives me a sense of pride to be a part of the RAP Working Group, knowing that I have the opportunity to take part in creating a better future for people within our organisation, and the wider community.”

—Stephanie Ross, RAP working group member

Engagement & partnerships

Community partnerships

Consumer Engagement Committees - Aboriginal Women's Advisory Group and Aboriginal Men's Advisory Group (AWAG & AMAG)

In conjunction with our Consumer Engagement Framework, the organisation established AWAG, which was formed in May 2003. AWAG meets bi-annually and provides an avenue for consumer engagement that enables participants to discuss the services Family Planning NSW provides, services that may be needed in the future, and how best to deliver them. The group facilitates an understanding of Aboriginal and Torres Strait Islander cultures and ways to address reproductive and sexual health concerns in a culturally sensitive and engaging manner. The current members of AWAG include community leaders and service providers from health and related organisations within Dubbo. The Dubbo Centre hosts the committee meetings, with a focus on working with local communities. A quorum of 3 members is in place to ensure effective dialogue takes place at all consumer meetings.

Current community consultations will provide an opportunity for more male members to attend the newly established Aboriginal Men's Advisory Group (AMAG) meetings. The group will also meet bi-annually to advise the organisation on strategies that will promote our services and any changes that may need to occur to increase access to our services by Aboriginal and Torres Strait Islander peoples, specifically men.

Both groups will be directly engaged in the future development and implementation of the RAP ensuring Aboriginal and Torres Strait Islander peoples' voices are heard.

Aboriginal Health and Medical Research Council (AH&MRC) of NSW

The Aboriginal Health and Medical Research Council of NSW (AH&MRC) is the peak representative body and voice of Aboriginal health in NSW. The AH&MRC represents its member services, the Aboriginal Community Controlled Health Services (ACCHSs), that deliver culturally appropriate comprehensive primary health services to their communities.

The AH&MRC will be invited to become a partner and/or consulted on any projects or programs that are likely to include Aboriginal people in NSW. Family Planning NSW will also partner and/or consult with local ACCHSs when delivering Aboriginal programs locally. When developing research projects, Family Planning NSW will be guided by both the AH&MRC Guidelines for Research into Aboriginal Health - Key Principles and the AH&MRC's Ethics Committee's "Guidelines for submitting an ethics application to the AH&MRC Human Research Ethics Committee". Where appropriate, project partnership agreements will be established outlining the key responsibilities and roles of each organisation.



Hunter New England Health Local Health District (HNELHD), HARP Unit, Aboriginal Sexual and Reproductive Health Project

Recently the HNELHD HARP Unit appointed and funded Family Planning NSW to develop and deliver the 'Sexuality & Health Essentials' two day workshop to Aboriginal Child and Maternal Health Workers. The workshop content and session plans were prepared in collaboration with a Family Planning NSW registered nurse, a health promotion officer, and an Aboriginal Population Health Officer, who holds invaluable, extensive experience and a firm connection to the Upper Hunter area.

These workshops were designed to provide the participants with an update on current changes within this field of work and assist in developing the worker's confidence to start conversations with their clients about a range of sexual health topics.

Participant evaluations and feedback from the workshop revealed that skills, knowledge and confidence was increased in the following areas:

- ability to confidently start conversations with clients about contraception options
- improved capability of finding appropriate referral pathways for clients
- raised awareness of personal values and attitudes and identified how they can effect best practice

One participant stated they "loved the interactive sessions, talking about experiences, relaxed atmosphere," while another commented on the relaxed style of the two days "Loved that it wasn't a 'class room' mentality."

This partnership is essential for the continued delivery of reproductive and sexual health services in the Upper Hunter New England region, as well as establishing and maintaining important connections with local HARP Units and Aboriginal and Torres Strait Islander specific services.

Engagement & partnerships

Internal activities / initiatives

Aboriginal and Torres Strait Islander people are a priority population within Family Planning NSW, from both a clinical and health promotion perspective. We provide targeted health promotion and education programs to young people, community members and Elders. A large emphasis each year is to acknowledge and celebrate Aboriginal and Torres Strait Islander days of significance. A key example of this work is the participation in NAIDOC events, primarily in the Ashfield, Hunter and Penrith regions. This includes engagement with Aboriginal and Torres Strait Islander communities, the promotion of clinical services and the dissemination of Family Planning NSW Aboriginal resources. We marked NAIDOC Week 2016 by producing a series of five videos showcasing a selection of staff, their thoughts and stories surrounding Aboriginal and Torres Strait Islander cultures and Songlines.

Our work extends to National Reconciliation Week where, in 2016, it was celebrated through the creation and distribution of an animation detailing the organisation's role, history and narrative of work with Aboriginal and Torres Strait Islander people, communities and organisations.

You can learn more about these activities via the link www.fpnsw.org.au/health-information/aboriginal-and-torres-strait-islander.

We are also involved in other community-led events and initiatives, such as the annual Yabun Festival in Glebe, Sydney. The most recent event was attended in partnership with the 'Take Blaktion' campaign, which aimed to provide sexual health resources and education through games and interactive activities, such as a selfie frame, 'spin the wheel' and guessing competitions.

The Dubbo centre also delivers education sessions to Aboriginal and Torres Strait Islander community groups and has clinics tailored specifically for Aboriginal and Torres Strait Islander peoples. These initiatives are supported by the Dubbo Aboriginal Liaison Officer who takes part in multiple community service interagencies, and forms partnerships with new, existing and relevant services to ensure clinical services are up to date with community needs. Another aspect of the work in Dubbo is to investigate and implement across the organisation an Aboriginal and Torres Strait Islander health services audit, which will gauge how well our services, physical environment and workplace culture work with and support Aboriginal and Torres Strait Islander peoples, communities and needs.

The Aboriginal Health Promotion Stream at Family Planning NSW also delivers professional education to health and community workers, and community education/health promotion to Aboriginal and Torres Strait communities and groups. Our current projects are:

Sexuality, Health and Facilitating Groups workshop

This is a three day workshop designed for Aboriginal and Torres Strait Islander health workers and others who work with Aboriginal and Torres Strait Islander young people (12-19 years). The program aims to increase knowledge, confidence and skills in delivering reproductive and sexual health education to Aboriginal and Torres Strait Islander young people. In building the capacity of frontline workers, factual, effective and relevant information is delivered to young people, contributing to an overall improvement of reproductive and sexual health outcomes.

A participant from Sexuality, Health & Facilitating Groups commented that:

"The training gave us tools and different activities to use and modify to be able to relate to youth in more ways and deliver information to mixed genders rather than just men's and women's business information. We then went back and ran youth groups and had more confidence and by using skills learnt from the training we now have the ability to relate to youth and provide information in language youth can understand without crossing cultural boundaries."

More recently, the Sexuality, Health and Facilitating Groups workshop has been updated and redeveloped to be titled 'Yarning about Sexuality'. This program is specifically targeted to Aboriginal Health Workers in NSW and aims to build their capacity to provide reproductive and sexual health information to clients and community members. This course was recently piloted with Walgett Aboriginal Medical Service and has evaluated positively with all participants.

Community education

The Strong Family Program was developed following consultation with Aboriginal and Torres Strait Islander communities in NSW. The program brings together Men and Boy's groups and Women and Girl's groups to yarn about the relevant topics in their community regarding reproductive and sexual health. The games, activities, discussions and key messages delivered during the program are interactive, fun and address topics such as respectful relationships, contraception and STIs.

Yarning About series



Family Planning NSW has developed a suite of resources for community members, health workers, and other professionals working with Aboriginal and Torres Strait young people. *The Yarning About* resources provide easy to understand messages and take a conversational approach by presenting five community members who share their questions and knowledge on reproductive and sexual health. The Yarning About series was funded by the NSW Ministry of Health's Aboriginal and Reproductive Health Program. The characters (Aunty Lee, Uncle Peter and young people Charles, Keewa and Janayah) were created by Aboriginal artist Ross Carnsew. During 2017 and 2018, two new additions have been made to the 'Yarning About' series; these include 'Yarning about Pregnancy Options' and 'Yarning about Cervical Screening Tests' to reflect the new National Cervical Screening Program.

Our Reconciliation Action Plan



Relationships

To support our steadily expanding range of services, Family Planning NSW have established strong links with Aboriginal and Torres Strait Islander communities, Aboriginal Community Controlled Health Services, the NSW Ministry of Health, Aboriginal Medical Services, the Aboriginal Health and Medical Research Council, the Poche Centre for Indigenous Health (University of Sydney) and The Kirby Institute for Infection and Immunity in Society (University of NSW). These relationships encourage inclusion through shared experiences and generate a space for deeper understanding, where individuals can sustain lasting connections and partnerships through mutual respect and recognition. The following actions and deliverables will assist in Family Planning NSW continuing its strong relationships with key services and communities and provides a platform for the development of future collaboration.

Over the next 2 years, our organisation commits to...

Action	Deliverable	Timeline	Responsibility
1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting.	<ul style="list-style-type: none"> RWG oversees the development, endorsement, launch and implementation of the RAP. RWG comprises of Aboriginal and Torres Strait Islander members of staff and other members of staff. RWG meets a minimum of 6 times per calendar year to monitor the progress of the RAP, provide ongoing feedback, and maintain a commitment to sharing information back to their peers. Establish Terms of Reference for the RWG. 	Sep 2018 Dec 2018, 2019 Dec 2018, 2019 Sep 2018	RAP Coordinator
2. Build external relationships to assist with implementation of our RAP	<ul style="list-style-type: none"> Consult with other organisations and consultative groups to inform the implementation of our RAP commitments, including the Aboriginal Health and Medical Research Council and other Aboriginal Community Controlled Health Services. Consult with other organisations via formal and informal meetings and network with our key stakeholders. Seek input from Aboriginal and Torres Strait Islander community members via consultation with AWAG and AMAG. Create a list of Aboriginal and Torres Strait Islander communities, organisations and stakeholders within the five local areas of Family Planning NSW sites to facilitate community engagement. 	Sep 2018 Nov 2019 Sep 2018 Jun 2018	Health Promotion Manager Director of Clinical Operations Health Promotion Officer
3. Participate in and celebrate National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	<ul style="list-style-type: none"> Support staff to participate in NRW events and activities. RWG to organise an internal state-wide activity for NRW annually. Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW. Register all NRW events via Reconciliation Australia's NRW website. Support at least one external NRW event. 	27 May - 3 Jun 2019, 2020	Senior Health Promotion Officer
4. Raise internal and external awareness of our RAP	<ul style="list-style-type: none"> Develop and implement a communications plan to raise awareness of the RAP to employees and stakeholders resulting in Family Planning NSW Board Members, Executive and staff having a clear understanding of the RAP and its actions and targets. Engage senior community leaders in the delivery of RAP outcomes through the AWAG and AMAG groups. Incorporate the RAP as a standard document in workplace orientation for all new staff. Circulate RAP to existing staff through existing internal meetings. Make RAP available on our website. Raise external awareness of our RAP through dissemination to all stakeholders via online platforms. Promote reconciliation through ongoing active engagement with stakeholders. 	Sep 2018 Dec 2018 Oct 2018 Oct 2018 Nov 2018 Dec 2018 Dec 2019	Director of Human Resources Senior Health Promotion Officer Manager Marketing & Communications
5. Develop and maintain mutually beneficial relationship with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders. Meet with Aboriginal and Torres Strait Islander organisations from areas surrounding the five sites to develop guiding principles. Build partnerships with Aboriginal and Torres Strait Islander peoples and organisations. Support NSW Reconciliation Council by encouraging staff to become members. 	Feb 2019 Feb 2019 Dec 2019 Dec 2018	Centre Managers Senior Health Promotion Officer

Our Reconciliation Action Plan



Respect

Respect for Aboriginal and Torres Strait Islander peoples, cultures, and histories, as well as lands, waters, natural resources and rights, is vital to Family Planning NSW's core business. Asserting value for different cultures, heritage and traditions throughout our services ensures we celebrate diversity and advocate for equality at a greater level.

Over the next 2 years, our organisation commits to...

Action	Deliverable	Timeline	Responsibility
6. Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	<ul style="list-style-type: none"> Develop a business case for cultural awareness training and define the organisation's capability for providing cultural awareness training with findings presented to Human Resources. Develop and implement a cultural awareness training strategy for all staff which defines cultural learning needs of employees in all areas of our business. Consider various ways cultural learning can be provided (online, face to face workshops or cultural immersion). Provide opportunities for staff to take part in cultural awareness training in line with final strategy agreed by Executive. Investigate and initiate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training. 	<p>Dec 2018</p> <p>May 2019</p> <p>Jun 2019 Dec 2019</p>	<p>Health Promotion Manager</p> <p>Director Human Resources</p> <p>Director Planning, Education & International Programme Director Clinical Operations</p>
7. Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> Support staff to participate in NAIDOC events and activities. Review HR policies and procedures to minimise barriers to staff participating in NAIDOC Week. Provide opportunities for Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week. 	<p>8-15 Jul 2019, 2020</p> <p>Feb 2019</p> <p>8-15 Jul 2019, 2020</p>	<p>Director Human Resources</p> <p>Centre Managers</p> <p>Senior Health Promotion Officer</p>
8. Engage 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	<ul style="list-style-type: none"> Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country to raise awareness and understanding of the meaning and significance of Aboriginal and Torres Strait Islander protocols. Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships. Invite a Traditional Owner to provide a Welcome to Country to at least one significant event per year, such as a Clinical Update and Health Promotion Forum, and other significant events as they may arise. Include as a set agenda item and deliver an Acknowledgement of Country at the commencement of all formal meetings and encourage the delivery of an Acknowledgement of Country for informal meetings. 	<p>Dec 2018</p> <p>Dec 2018 Nov 2018, 2019, 2020</p> <p>Oct 2018</p>	<p>RAP Co-ordinator</p> <p>Aboriginal Liaison Officer Centre Managers Education Manager</p> <p>Health Promotion Manager</p>
9. Raise internal understanding of Aboriginal and Torres Strait Islander cultural events and days of significance	<ul style="list-style-type: none"> Facilitate participation in Aboriginal and Torres Strait Islander cultural events and days of significance. Raise awareness internally to staff about other Aboriginal and Torres Strait Islander cultural events and days of significance such as; National Sorry Day, National Close the Gap Day, and Mabo Day, via staff newsletter, team meetings, and social media sites. 	<p>Apr 2019, 2020</p> <p>Sep 2019, 2020</p>	<p>Director Human Resources</p> <p>Centre Managers</p> <p>Senior Health Promotion Officer</p>

Our Reconciliation Action Plan



Opportunities

Family Planning NSW is an organisation that values diversity within the workplace and recognises that the recruitment of Aboriginal and Torres Strait Islander peoples helps to create opportunities for employment and training, with benefits that reach as far as an individual's social and financial wellbeing. Providing employment and professional development opportunities for Aboriginal and Torres Strait Islander peoples is an important focus and will be shown through the development and implementation of strategies that promote the recruitment of Aboriginal and Torres Strait Islander people. Within this process current Aboriginal staff members will be engaged and consulted for their expert knowledge and experience working in a mainstream service, providing an opportunity for future leaders to actively take part in improving the workplace. By raising the number of Aboriginal and Torres Strait Islander staff we are uniquely equipped to ensure our services better reflect clients from surrounding communities who visit our centres. Building stronger connections and relationships with communities is a key focus that we believe is fundamental to equitable service delivery.

Over the next 2 years, our organisation commits to...

Action	Deliverable	Timeline	Responsibility
10. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy to guide the attraction, recruitment, retention and professional development of Aboriginal and Torres Strait Islander employees. Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies. Advertise relevant vacancies in Aboriginal and Torres Strait Islander media. Maintain information on our current Aboriginal and Torres Strait Islander staff, where staff chooses to disclose their status, to inform future employment opportunities. Review HR and recruitment procedures to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace. Ensure the 'special measure' provisions in the federal Racial Discrimination Act 1975 (Commonwealth) and state and territory discrimination laws, will be applied to specifically employ Aboriginal and Torres Strait Islander people. Support professional development of Aboriginal and Torres Strait Islander staff through attendance at workshops/seminars relevant to their role and career path. 	Dec 2018 May 2019 Nov 2018 Oct 2019 Sep 2018 Dec 2018 Dec 2018, 2019 Dec 2019	RAP Coordinator Director Human Resources
11. Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> Develop a business case for supplier diversity and how it can be further developed with Family Planning NSW. Review procurement policies and procedures to identify barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services. Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services. Develop one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business. Investigate Supply Nation membership. 	Oct 2018 Oct 2018 Nov 2018 Dec 2018 Jan 2019	Health Promotion Officers from Fairfield and Penrith

Our Reconciliation Action Plan



Progress and reporting

Over the next 2 years, our organisation commits to...

Action	Deliverable	Timeline	Responsibility
12. Report RAP achievements, challenges and learnings to Reconciliation Australia	<ul style="list-style-type: none"> Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually. Investigate participating in the RAP Barometer. Actively participate in the RAP Barometer. 	<p>30 Sep 2018, 2019, 2020</p> <p>May 2020</p> <p>May 2020</p>	Senior Health Promotion Officer and RAP Co-ordinator
13. Raise internal understanding of Aboriginal and Torres Strait Islander cultural events and days of significance	<ul style="list-style-type: none"> The RAP Working Group will submit an annual report on our achievements to Family Planning NSW Executive. Celebrate progress and achievements through embedding the RAP in the Family Planning NSW business plan and throughout operational meetings. Publically report our RAP achievements, challenges and learnings via our social media pages, as well as internally through staff newsletters and e-newsletter. 	<p>Aug 2019, 2020</p> <p>Jun 2019</p> <p>Dec 2018, 2019</p>	RAP Co-ordinator
14. Review and Refresh RAP	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. Submit draft RAP to Reconciliation Australia for formal review and endorsement. 	<p>Dec 2019</p> <p>Mar 2020</p>	RAP Co-ordinator



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Family Planning NSW is a not for profit organisation funded by the NSW Ministry of Health

