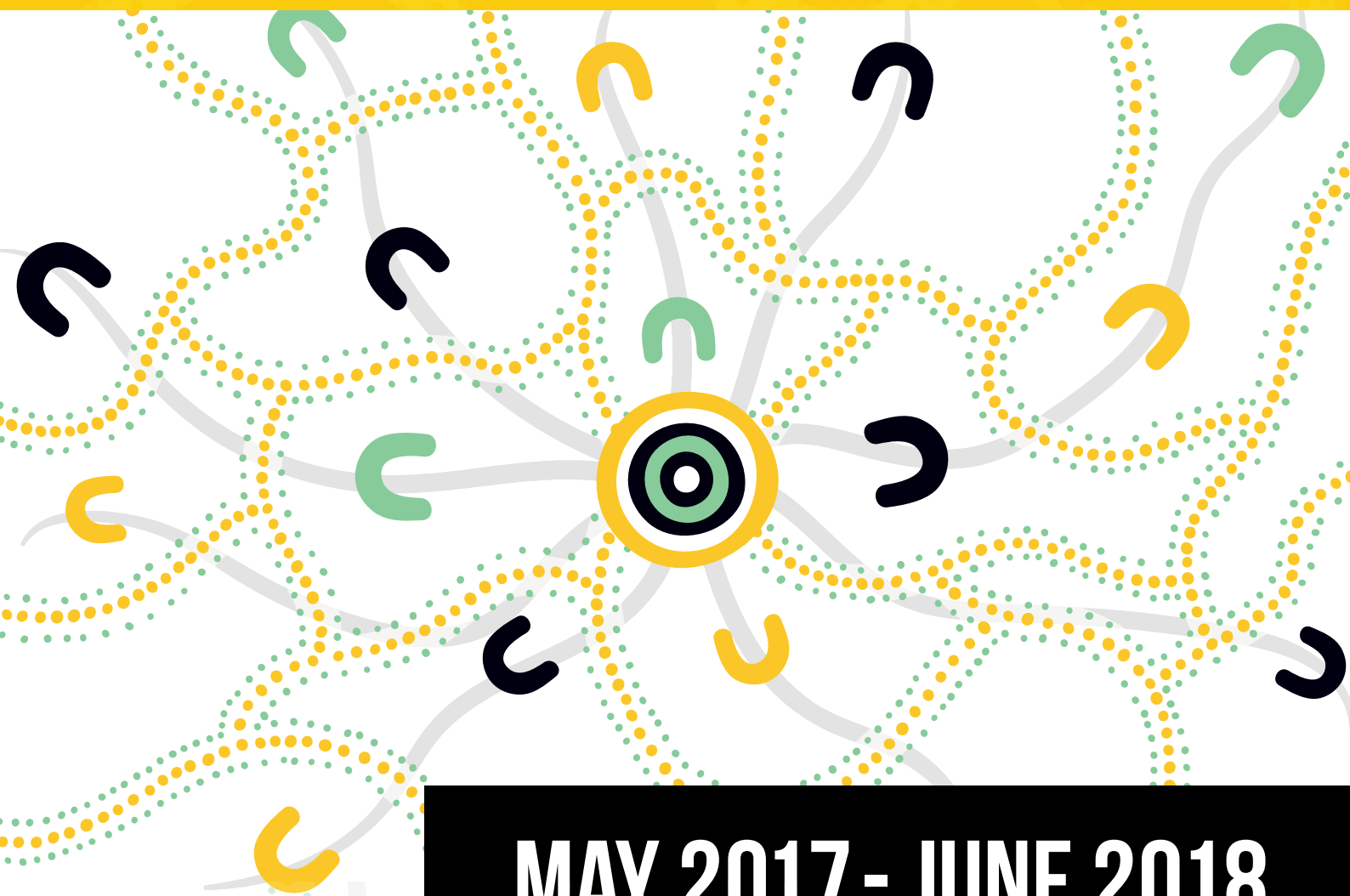




AUSTRALASIAN COLLEGE OF
SPORT AND EXERCISE PHYSICIANS

RECONCILIATION ACTION PLAN

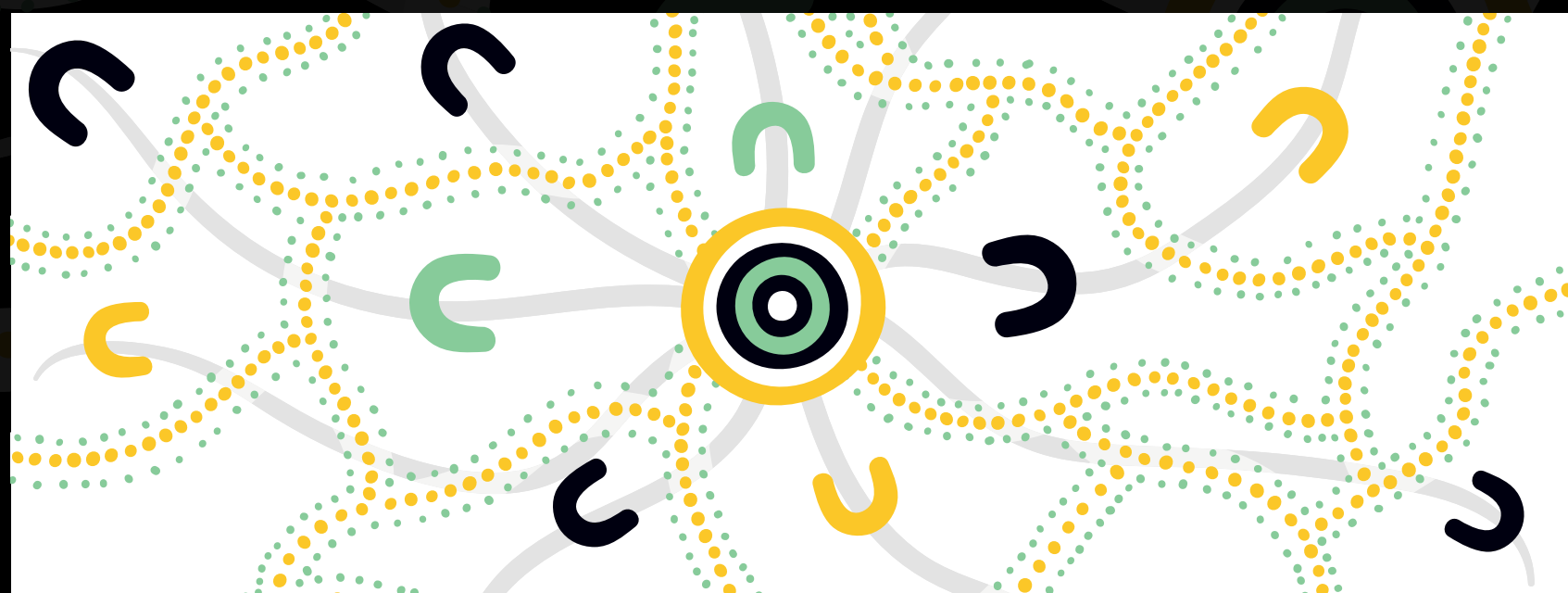


MAY 2017- JUNE 2018



RECONCILIATION
ACTION PLAN

REFLECT



The artwork by Jordan Lovegrove, Ngarrindjeri of Dreamtime Creative depicts the Australasian College of Sport and Exercise Physicians (ACSEP) reaching out to communities to improve the health of Aboriginal and Torres Strait Islander people. The meshed nature of the artwork represents an inclusive and culturally aware workforce and membership. The central meeting place is ACSEP, the grey lines are pathways connecting people and the communities, represented by the 'U' shapes. The dotted pathways are communities from different regions, and the colours, yellow, green and black represent physical, social and emotional cultural wellbeing. The yellow, being the main colour, represents happy changes and the whole artwork comes together as a combined effort of ACSEP and communities working together.

THE AUSTRALASIAN COLLEGE OF SPORT AND EXERCISE PHYSICIANS ACKNOWLEDGES THE WURUNDJERI PEOPLE OF THE KULIN NATION AS THE TRADITIONAL OWNERS AND CUSTODIANS OF THE LAND ON WHICH OUR NATIONAL OFFICE SITS. WE PAY OUR RESPECTS TO THEM AND THEIR CULTURES; AND TO ELDERS BOTH PAST AND PRESENT.

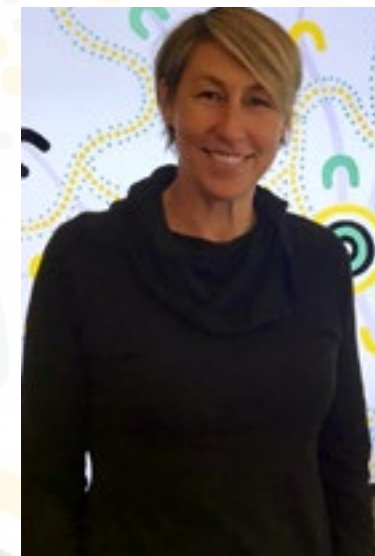


The creation of our first Reconciliation Action Plan (RAP) is a significant step forward for the Australasian College of Sport and Exercise Physicians (ACSEP). As a small but growing Specialist Medical College, we must play our role in helping to close the significant gap in health standards that currently exists between Aboriginal and Torres Strait Islander people and non-Indigenous Australians. Indigenous Australians are faced with a myriad of unfavourable health outcomes including being four times more likely to be hospitalised for chronic conditions, three times more likely to suffer from diabetes and represent 50% of total Australian suicides (despite making up only 3% of the total population). Current life expectancy is more than 10 years lower than that of non-Indigenous Australians. This is simply not acceptable.

As Sport and Exercise Physicians our members recognise the importance of exercise in the prevention and treatment of common and often serious medical conditions, such as arthritis, heart disease, obesity, diabetes and many cancers as well as mental illness. As such, the ACSEP and our membership, have an important role to play in contributing to closing the gap.

Currently there are no Sport and Exercise Physicians who identify as Aboriginal or Torres Strait Islander. We must change this. As a first step in working towards this change, the ACSEP recently partnered with the Australian Indigenous Doctors Association (AIDA) to create a scholarship for an Indigenous medical student or junior doctor to attend our annual Scientific Conference. This scholarship was immediately filled and we are hopeful to see this fine young gentleman join our training program very soon. We have a number of other initiatives within our RAP that will assist us work towards our goals for Indigenous Australians. I would like all Indigenous Australians with a passion for Sport and Medicine, just as I did in my teenage years, to know there is a career path for them and to feel welcome and supported by our College.

I am proud to launch the first RAP for the ACSEP. The College must continue to contribute to improving health outcomes for Aboriginal and Torres Strait Islander peoples and to promote reconciliation. This RAP provides the framework for us to realise this vision.



I am delighted to launch the first Reconciliation Action Plan (RAP) for the Australasian College of Sport and Exercise Physicians (ACSEP). We acknowledge the role that the ACSEP must play in the future of Aboriginal and Torres Strait Islander health, with a vision to use Sport and Exercise as a vehicle to improve that future. We also want to encourage young Aboriginal and Torres Strait Islander medical students and junior doctors to consider Sport and Exercise Medicine as a speciality.

The deliverables outlined in this RAP will provide a clear and concise framework for our staff, directors and members to continue our journey towards true reconciliation. As a team, we must continue to take important steps forward, and this RAP will provide the pathway as we continue our journey. Each step we take throughout the duration of this RAP will work towards our long-term goals, to increase the number of Aboriginal and Torres Strait Islander staff members, Registrars and Fellows, to champion rural health programs and to provide better service delivery to Aboriginal and Torres Strait Islander people and communities.

In addition to creating our first RAP, I am pleased that we have increased our focus on cultural competency and safety, as we look to improve our members' knowledge and understanding. This, along with our first RAP, shows our commitment to improve health outcomes for Aboriginal and Torres Strait Islander peoples, ensuring these populations enjoy optimal physical, social, emotional, and cultural wellbeing.

I am extremely proud of this RAP and what it represents for our College. We look forward to working hard to positively contribute to health outcomes for Aboriginal and Torres Strait Islander peoples.

ACSEP PRESIDENT MESSAGE

DR ADAM CASTRICUM

ACSEP CEO MESSAGE

KATE SIMKOVIC



Reconciliation Australia congratulates the Australasian College of Sport and Exercise Physicians on the endorsement of its first Reconciliation Action Plan (RAP), which will build the foundations for the relationships, respect and opportunities essential to reconciliation.

This Reflect RAP will assist the Australasian College of Sport and Exercise Physicians to develop a solid RAP governance model and build the business case for future commitments to cultural learning, practising cultural protocols, and promoting Aboriginal and Torres Strait Islander employment.

In its first RAP, the Australasian College of Sport and Exercise Physicians has demonstrated a keen commitment to engage with key campaigns, including 'Racism; It Stops with Me', 'Close the Gap' and 'Recognise'.

Commitment to showing respect and understanding for Aboriginal and Torres Strait Islander peoples, histories and cultures is demonstrated in the Australasian College of Sport and Exercise Physicians' RAP through its actionable goal to drive cultural awareness

internally amongst members, Registrars and Fellows, and promoting the cultural needs of Aboriginal and Torres Strait Islander peoples within sporting teams.

The Australasian College of Sport and Exercise Physicians' dedication to providing opportunities and employment pathways for Aboriginal and Torres Strait Islander peoples is communicated through its commitment to investigating opportunities for initiatives to increase Aboriginal and Torres Strait Islander membership, as well as establish scholarship opportunities for Aboriginal and Torres Strait Islander medical students and junior doctors, to engage with College programs and conferences.

On behalf of Reconciliation Australia, I commend the Australasian College of Sport and Exercise Physicians on its inaugural RAP and look forward to following its reconciliation journey.

RECONCILIATION AUSTRALIA CEO MESSAGE

MR JUSTIN MOHAMAD



ABOUT ACSEP

The Australasian College of Sport and Exercise Physicians (ACSEP) is the pre-eminent professional body representing Sport and Exercise Physicians and Sport and Exercise Medicine in Australasia. The ACSEP provides a robust training experience for its Registrars whilst advancing the skills of its members through evidence based practice.

Sport and Exercise Physicians are committed to excellence in the practice of medicine as it applies to all aspects of physical activity. Safe and effective sporting performance at all levels is a major focus. Alongside this is the increasing recognition of the importance of exercise in the prevention and treatment of common and often serious medical conditions, such as arthritis, heart disease, diabetes, and many cancers.

The goal of all Sport and Exercise Physicians is to facilitate all members of the community to enjoy exercise safely, knowing that physical activity provides them the 'best buy' to prevent chronic disease.

OUR MISSION is to provide and promote excellence in the training and continuing professional development of Sport and Exercise Medicine Physicians in Australia and New Zealand.

OUR VISION is to provide world's best practice with regards to training, standards and research in the speciality of Sport and Exercise Medicine.

As at June 2017, ACSEP has four full-time staff members, two part-time staff members and two contract staff members. The ACSEP Membership base is 263 consisting of 159 Fellows, 64 Registrars and 40 Associate Members.

The ACSEP National Office is located in Melbourne, where all full-time staff work.

The membership base within Australia is spread between each state and territory.

Currently the ACSEP has no Aboriginal or Torres Strait Islander staff and no Fellow or Registrar has identified as Aboriginal or Torres Strait Islander.

The ACSEP will be using this Reflect Reconciliation Action Plan (RAP) and its deliverables to create a more culturally diverse and aware workforce and membership base, as well as identify any barriers that are currently in place for Aboriginal or Torres Strait Islander people and seek to reduce those barriers.

ABOUT ACSEP REFLECT RAP

The ACSEP board of Directors identified that as an organisation ACSEP must be actively engaging in activities that contribute towards achieving reconciliation and that it was necessary to develop a RAP that articulated our ongoing commitment. By doing so our RAP aims to connect all members of ACSEP to provide an all-in approach, which will encompass staff, Registrars and Fellows equally. In undertaking this Reflect RAP ACSEP acknowledges the role that the organisation, staff and members must play in the future of Aboriginal and Torres Strait Islander Health, with a vision to use Sport and Exercise as a vehicle to improve that future. As such the ACSEP must:

- Recognise that education and engagement will require ongoing commitment from members
- Ensure that as an organisation we are culturally competent in all areas of our organisation
- Set both short and long term goals that steer our organisation towards achieving our vision

The Long and short term goals for our RAP will continue to be monitored, with the short-term goals helping to pave the way to achieve our long-term vision.

SHORT TERM GOALS

- Engage all staff
- Increase cultural awareness
- Increase cultural competency and safety
- Contribute to new projects, industries, services, products, and ways of doing business
- Establish what barriers are currently in place for young Aboriginal and Torres Strait Islander doctors


LONG TERM GOALS

- Close the Gap
- To increase the number of Aboriginal and Torres Strait Islander staff members, Registrars and Fellows
- To become a College of choice for Aboriginal and Torres Strait Islander people
- To become an employer of choice for Aboriginal and Torres Strait Islander people
- To champion Aboriginal and Torres Strait Islander rural health programs
- Increase Aboriginal and Torres Strait Islander life expectancy
- Improve doctors' knowledge and cultural understanding
- Better service delivery to Aboriginal and Torres Strait Islander people and communities
- A more dynamic, innovative and diverse workforce
- Access to new markets and better penetration of existing markets

'THE ACSEP ACKNOWLEDGE THAT OUR RECONCILIATION JOURNEY WILL BE A LIFELONG ONE, AND THAT THIS REFLECT RAP REPRESENTS THE FIRST OF MANY STEPS TOWARDS ACHIEVING OUR VISION'.



OUR RAP VISION



“SPORT AND EXERCISE MEDICINE IS SO IMPORTANT FOR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE. MY SPORT AND EXERCISE PHYSICIANS HAVE PLAYED A CRUCIAL ROLE IN MY ABILITY TO PERFORM AS AN ELITE ATHLETE. I AM ENCOURAGED TO SEE ACSEP FOCUS ON INDIGENOUS HEALTH AND I HOPE TO SEE MORE INDIGENOUS SPORT AND EXERCISE PHYSICIANS IN YEARS TO COME. THIS RECONCILIATION ACTION PLAN IS AN IMPORTANT STEP TOWARDS ACHIEVING THAT GOAL”

- SHAUN BURGOYNE, AFL CHAMPION AND ACSEP AMBASSADOR

DEVELOPING OUR RAP

Following the unanimous decision at board level to develop the ACSEP's first ever RAP, a Reconciliation Working Group was established to steer the RAP development and champion the RAP ongoing. It was important that the working group comprised of a cross section of the ACSEP, providing the best scope for contribution from all members within the organisation. As such the Working Group comprises of staff, senior executives, Fellows and Registrars from varied locations throughout Australia and from a variety of backgrounds. Members of the Working Group all contributed to the RAP development, with the different backgrounds, providing different insights and much discussion and debate.

The first step in the RAP development was to determine a baseline knowledge of all staff and members, which will allow us to measure how the RAP is contributing to this knowledge over time. As such a questionnaire was sent to all members, staff and executives in July 2017. The results from this will be recorded for comparison in 12 months-time.

The next steps include implementing the action points as discussed in this RAP. The Working Group will continue to meet to ensure the deliverables are being upheld and that timelines are being adhered to.

ACSEP worked collaboratively with Reconciliation Australia to provide tangible outcomes that the Working Group will be able to track and measure during the duration of this Reflect RAP.

OUR COMMITMENT TO IMPROVING ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH OUTCOMES...

Aboriginal and Torres Strait Islander health as defined by NACCHO

As defined by NACCHO the peak body for Aboriginal Health and wellbeing in Australia, Aboriginal health 'means not just the physical well-being of an individual but refers to the social, emotional and cultural well-being of the whole Community in which each individual is able to achieve their full potential as a human being thereby bringing about the total well-being of their Community'. The ACSEP adopts this community approach when looking to achieve reconciliation and acknowledges and respects the work of NACCHO and state affiliates.

Representation of Aboriginal and Torres Strait Islander peoples within ACSEP

The ACSEP had not previously asked the staff and membership base if they identify as Aboriginal or Torres Strait Islander. This question was asked, as an optional question, in the July survey for the first time, and the results will be used to measure how our RAP is improving Aboriginal and Torres Strait Islander representation within ACSEP over time. As part of building towards true reconciliation this RAP will look to understand more about the current membership base and bring to light any barriers that may be in place. The action points discussed in this RAP will then work towards reducing such barriers for future employment and membership.

ACSEP activities prior to RAP launch

The ACSEP has fostered a mutually respectful relationship with the Australian Indigenous Doctors' Association (AIDA), with ACSEP representatives attending the AIDA National Conference for several years. More recently ACSEP has participated in the AIDA 'Growing our Fellows' workshop as well as sponsoring an Aboriginal Medical Student to attend the AIDA Conference. Internally, ACSEP has introduced Acknowledgement of Country protocols at official quarterly Board meetings. In 2015 ACSEP introduced a Welcome to Country ceremony at the Annual Scientific Conference, which has continued each year since then. In 2017 ACSEP updated the mandatory cultural competency training. In 2017 ACSEP also began encouraging Aboriginal and Torres Strait Islander people to apply for staff positions. The ACSEP is also a signatory supporter of the Australian Human Rights Commission campaign, 'Racism. It stops with me'. The ACSEP offered the inaugural AIDA scholarship for a junior medical officer to attend the 2017 ACSEP Annual Scientific Conference.



"I was privileged to be the inaugural winner of the ACSEP AIDA scholarship and attend the 2017 national conference. Attending the conference was a fantastic experience, and has helped to increase awareness of Sports and Exercise Medicine to other Indigenous doctors and medical students. It's admirable to see the college actively working towards reconciliation, closing the gap and increasing cultural competency. I look forward to continuing my association with the college, its members and staff, and welcoming new Indigenous doctors."

Dr. Nathan Luies

THE IMPORTANCE OF SPORT & EXERCISE IN ABORIGINAL AND TORRES ISLANDER CULTURE

SPORT AND EXERCISE HAS THE UNIQUE POWER TO **BREAK DOWN BARRIERS** AND **UNITE COMMUNITIES**. HISTORICALLY, SPORT AND EXERCISE HAS PLAYED AN IMPORTANT PART IN ABORIGINAL AND TORRES STRAIT ISLANDER CULTURE, AND WE BELIEVE IT CAN HELP **CLOSE THE GAP** BETWEEN ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES AND NON-INDIGENOUS AUSTRALIANS, PARTICULARLY IN HEALTH STANDARDS. CURRENT ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES' LIFE EXPECTANCY IS MORE THAN 10 YEARS LOWER THAN THAT OF NON-INDIGENOUS AUSTRALIANS. AS SUCH, THE COLLEGE AIMS TO DO **ALL THAT WE CAN** TO CONTRIBUTE TO CLOSING THIS GAP AND **PROMOTE RECONCILIATION**.

CURRENT PARTNERSHIPS

Australian Human Rights Commissions - Racism. It Stops with me campaign

The ACSEP is a signatory supporter of the Australian Human Rights Commission campaign, 'Racism. It stops with me'. This campaign invites all Australians to reflect on what they can do to counter racism wherever it happens.

AIDA

The ACSEP has supported the work of AIDA for a number of years, but recently have strengthened the relationship further. Four ACSEP representatives attended the 2016 AIDA annual Conference, including two board members, and participated in the 'Growing our Fellows' session for the first time. Furthermore, ACSEP sponsors an Aboriginal and/or Torres Strait Islander medical student or junior doctor to attend the AIDA Conference and offered a scholarship for one AIDA member to attend the 2017 ACSEP Annual Scientific Conference. It is hoped that this can be expanded further in the future.

Reconciliation Australia

ACSEP has worked with Reconciliation Australia in the development of this Reflect RAP and has achieved official Reconciliation Australia endorsement.

Recognise Campaign

ACSEP is in the process of becoming a signatory member of the Recognise Campaign, supporting constitutional recognition for Aboriginal and Torres Strait Islander peoples.





SPORT AND EXERCISE PHYSICIANS PLAY AN IMPORTANT ROLE IN THE CAREERS OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES WITHIN ELITE SPORTING TEAMS. PICTURED HERE ACSEP REGISTRAR, DR ZEESHAN ARAIN, ASSISTS MELBOURNE'S NEVILLE JETTA FROM THE GROUND TO ASSESS HIS INJURY.

RELATIONSHIPS

ACSEP will build on current relationships with Aboriginal and Torres Strait Islander organisations and forge newly mutually beneficial relationships which will contribute to our vision for reconciliation and best place Sport and Exercise Physicians to meet the needs of the Australian Community.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and maintain an effective RAP Working Group	RAP Working Group oversees the development, endorsement and launch of the RAP	May 2017	Projects Officer
	Working Group to meet quarterly to monitor the implementation of the RAP and ensure the timeline is being correctly followed	September 2017, January, April, June 2018	Projects Officer
	Review members of the RAP Working Group and ensure members are circulated to ensure fresh ideas and thinking	August 2017	Projects Officer
Raise internal and external awareness of our RAP	Include Aboriginal and Torres Strait Islander Health and the RAP into communications plan, including newsletter, website and social media as well as specific RAP awareness campaigns such as email banners	June 2017	Projects Officer
	Print a limited number of hard copy publications of the RAP	July 2017	Program Administrative Officer
	Identify Aboriginal and Torres Strait Islander Health initiatives/priorities and the RAP in the College's strategic documents	July 2017	Chief Executive Officer
	Incorporate the RAP into staff induction packs	June 2017	Program Administrative Officer
	Ensure the RAP is registered with Reconciliation Australia and published on the Reconciliation Australia website	June 2017	Projects Officer
	Develop an awareness campaign for the RAP and engage key internal stakeholders	June 2017	Projects Officer
	Coordinate official RAP launch ceremony at National Office and invite key internal and external stakeholders	June 2017	Projects Officer
	Promote the RAP externally to help engage with other organisations who also have a RAP and to encourage those who do not have one to do so	August 2017	Projects Officer

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Build internal and external relationships	Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our sphere of influence that we could approach to connect with on our reconciliation journey	October 2017	Projects Officer
	Develop a list of RAP organisations that we could approach to connect with on our reconciliation journey	August 2017	Projects Officer
	Build external relationships with Aboriginal and Torres Strait Islander peoples within the community and invite participation onto our RAP Working Group	January 2018	Projects Officer
	Explore further RAP ambassador options and engage an ambassador to join the Working Group	November 2017	Projects Officer
	Encourage the fellowship to consult and engage with local Aboriginal and Torres Strait Islander communities where relevant	February 2018	National Programs Manager
	Strengthen relationships with current partners and raise awareness internal of key campaigns; Racism. It stops with me and Recognise	October 2017	Projects Officer
	Explore the Oxfam 'Close the Gap' campaign and see how ACSEP can be involved	July 2017	Projects Officer
	Engage with the Leaders in Indigenous and Medical Education (LIME) Network and explore opportunities	August 2017	Projects Officer
	Engage with the Lowitja Institute and explore opportunities	August 2017	Projects Officer
Participate in and celebrate National Reconciliation Week	Create an event during National Reconciliation Week in which staff and members can participate	April 2018	Projects Officer
	Encourage staff and members to participate in various National Reconciliation Week events. Circulate Reconciliation Australia's National Reconciliation Week resources and materials to all staff and members	May 2017, May 2018	Projects Officer
	Ensure that Board members, senior staff and RAP Working Group members participate in an external event to recognise and celebrate National Reconciliation Week	May 2018	Projects Officer



RESPECT

The ACSEP will promote understanding of Aboriginal and Torres Strait Islander peoples culture, land and history to staff, members and other stakeholders to support a culturally competent Sport and Exercise Physician community.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Investigate Aboriginal and Torres Strait Islander cultural learning and development	Capture data and measure staff and membership base current knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories, and achievement. This will be used as a baseline to measure improvement in understanding over time	July 2017	Projects Officer
	Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within the College	Feb 2018	Projects Officer
	Conduct a review of cultural awareness and cultural competency training, including within training manual for Registrars	March 2018	National Training Coordinator National Programs Manager
	Review current opportunities to claim Continuing Professional Development (CPD) points for participation in cultural competency training. Put forward proposal to CPD Committee	March 2018	
	Undertake audit of existing resources that are available to College members regarding Aboriginal and Torres Strait Islander peoples	January 2018	Projects Officer
	Communicate and encourage staff and members to use Reconciliation Australia's Share our Pride online tool	August 2017	Projects Officer
Participate in and celebrate NAIDOC Week	Raise awareness and share information amongst staff and members of the meaning of NAIDOC week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities	July 2017	Projects Officer
	Introduce staff and members to NAIDOC Week by promoting community events	July 2017	Projects Officer
	Encourage all members of ACSEP, Staff, Senior Management and RAP Working Group to participate in an external NAIDOC Week event	July 2018	Projects Officer

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance	Include significant and important Aboriginal and Torres Strait Islander dates into the ACSEP communications calendar and promote such dates internally and externally	May 2017	Projects Officer
	Include such dates of significance into the master calendar on the ACSEP website	May 2017	Projects Officer
Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	Develop a list of Traditional Owners of the lands and waters within our organisations sphere of influence	July 2017	Projects Officer
	Collate a list of Traditional Owners who can be contacted to organise a Welcome to Country	July 2017	Projects Officer
	Acknowledge the Traditional Owners of the land on which our national office sits via ACSEP website	May 2017	Projects Officer
	Create a fact sheet to support staff and members in their own understanding of Aboriginal and Torres Strait Islander protocols including preferred terminology and Acknowledgement of Country wording, which can then be developed by individual members for their own organisations	August 2017	Projects Officer
	Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country Protocols as well as any local protocols	August 2017	Projects Officer
	Create an internal resource which acknowledges the Traditional Owners of the lands on which all areas of ACSEP business take place	August 2017	Program Administrative Officer
	Introduce Acknowledgement of Country at all official meetings events	September 2017	Chief Executive Officer
	Organise Welcome to Country ceremony for: - Annual Scientific Conference - RAP launch event	December 2017 August 2017	Projects Officer Projects Officer
	Investigate cultural immersion programs	September 2017	Projects Officer
Promote awareness and respect of Aboriginal and Torres Strait Islander cultural needs in sporting teams	Provide staff the necessary time to attend a local flag raising ceremony once per calendar year	May 2018	Chief Executive Officer
	Consult with Aboriginal and Torres Strait Islander stakeholders to develop recommendations for individual sporting clubs and their respective medical teams	April 2018	Projects Officer



RESPECT

OPPORTUNITIES

ACSEP will actively seek opportunities for Aboriginal and Torres Strait Islander peoples that provide favourable outcomes in the overall health of Aboriginal and Torres Strait Islander peoples and communities. ACSEP will foster an organisational culture that encourages an increase in Aboriginal and Torres Strait Islander Staff, Fellows and Registrars.



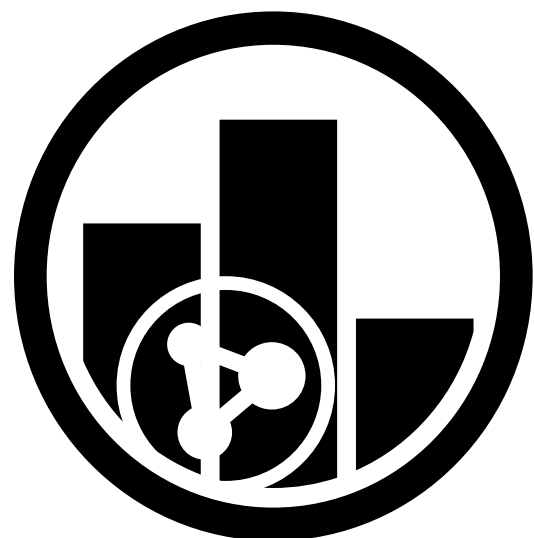
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Investigate Aboriginal and Torres Strait Islander employment	Develop a business case for Aboriginal and Torres Strait Islander employment within the College	February 2018	Projects Officer
	Encourage Aboriginal and Torres Strait Islander peoples to apply for future positions that become available	April 2017	Projects Officer
	In consultation with Aboriginal and Torres Strait Islander organisations and employment advisors, incorporate an Aboriginal and Torres Strait Islander recruitment and retention strategy as part of a new College recruitment policy	March 2018	Program Administrative Officer
Investigate Aboriginal and Torres Strait Islander membership	Develop a business case for Aboriginal and Torres Strait Islander membership within the College	February 2018	Projects Officer
	Discuss Aboriginal and Torres Strait Islander Registrar recruitment and support strategies with AIDA	October 2017	Projects Officer
	Participation in AIDA annual conference to develop relationships with Aboriginal and Torres Strait Islander medical students and junior doctors	September 2017	Chief Executive Officer/ Projects Officer
	Research and develop a business case for an Aboriginal and Torres Strait Islander Registrar Scholarship	July 2017	Projects Officer
	Explore how a scholarship would contribute to improving the recipients experience and establish how a mentoring program could assist the recipient	July 2017	Projects Officer
Investigate Aboriginal and Torres Strait Islander supplier diversity	Develop an understanding of the mutual benefits of procurement from an Aboriginal and Torres Strait Islander owned business	September 2017	Projects Officer
	Develop a business case for procurement from an Aboriginal and Torres Strait Islander owned business	October 2017	Projects Officer
	Review all current suppliers and investigate Supply Nation membership opportunities and mutually beneficial opportunities with Aboriginal and Torres Strait Islander organisations	November 2017	Projects Officer

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Support Aboriginal and Torres Strait Islander organisations, communities and individuals	Research opportunities to provide financial and/or in kind support for initiatives and activities led by Aboriginal and Torres Strait Islander organisations and communities that are relevant to the College's purpose	November 2017	Projects Officer
	Explore opportunities to work with organisations in remote areas across Australia, in which a Sport and Exercise Physician could add value to such activities and to increase access to specialist medical services for Aboriginal and Torres Strait Islander peoples and communities, eg Red Dust	November 2017	Projects Officer
	Establish scholarship opportunities for Aboriginal and Torres Strait Islander junior doctors or medical students to engage with the College's activities and programs, eg Annual Scientific Conference	November 2017	Projects Officer/ National Programs Manager
	Explore further opportunities with AIDA and strengthen partnership	October 2017	Projects Officer
	Explore relationship with NACCHO and VACCHO	November 2017	Projects Officer
Promote opportunities for Fellows and Registrars to be involved in Aboriginal and Torres Strait Islander health care and service delivery	Advocate for Specialist Training Program positions in Aboriginal Medical Services	May 2018	CEO/National Programs Manager
	Promote opportunities for Fellows to be involved in outreach programs and activities to Aboriginal and Torres Strait Islander communities	May 2018	National Programs Manager/Projects Officer
Advocate for reconciliation and improvements to Aboriginal and Torres Strait Islander health	Investigate activities and initiatives to help close the gap amongst Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians	April 2018	Projects Officer
	Engage with other Colleges to show support in closing the gap between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians	April 2018	ACSEP President/ Projects Officer



TRACKING & PROGRESS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Monitoring and overseeing the implementation, reporting and further development of the RAP	Define resources needed for RAP development and implementation	January 2017, January 2018	Projects Officer
	Define systems and capability needs to track, measure and report on RAP activities. Provide a progress report on deliverables to senior management	December 2017, April 2018	Projects Officer
	Complete annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia	September 2017	



CONTACT DETAILS

For any enquiries relating to the ACSEP Reconciliation Action Plan please contact:
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