



THE AUSTRALASIAN COLLEGE
OF DERMATOLOGISTS

The Australasian College of Dermatologists
Innovate Reconciliation Action Plan
February 2022 – February 2024



From the President

It is with great pride that I introduce the Australasian College of Dermatologists' (ACD) Innovate Reconciliation Action Plan (RAP), our second RAP and an important step in our reconciliation journey.

This RAP outlines ACD's commitment to working in partnership with Aboriginal and Torres Strait Islander communities to ensure the highest standard of skin care is available and accessible to all patients and communities. It sets out how we will work together to implement specific strategies to ensure that Aboriginal and Torres Strait Islander people enjoy the health and opportunities to flourish in their lives and in their chosen profession.

We believe reconciliation can only be achieved through acknowledgment, understanding and acceptance of our shared past. The relationships we have nurtured and understanding we have

gained through implementing our first Reflect RAP have enriched our perspectives. They have been fundamental in informing the actions we need to ensure our workforce can train and work in environments that are culturally safe and founded on mutual respect. They continue to drive us in our efforts to improve access to dermatology care for Aboriginal and Torres Strait Islander peoples and communities, and for all Australians.

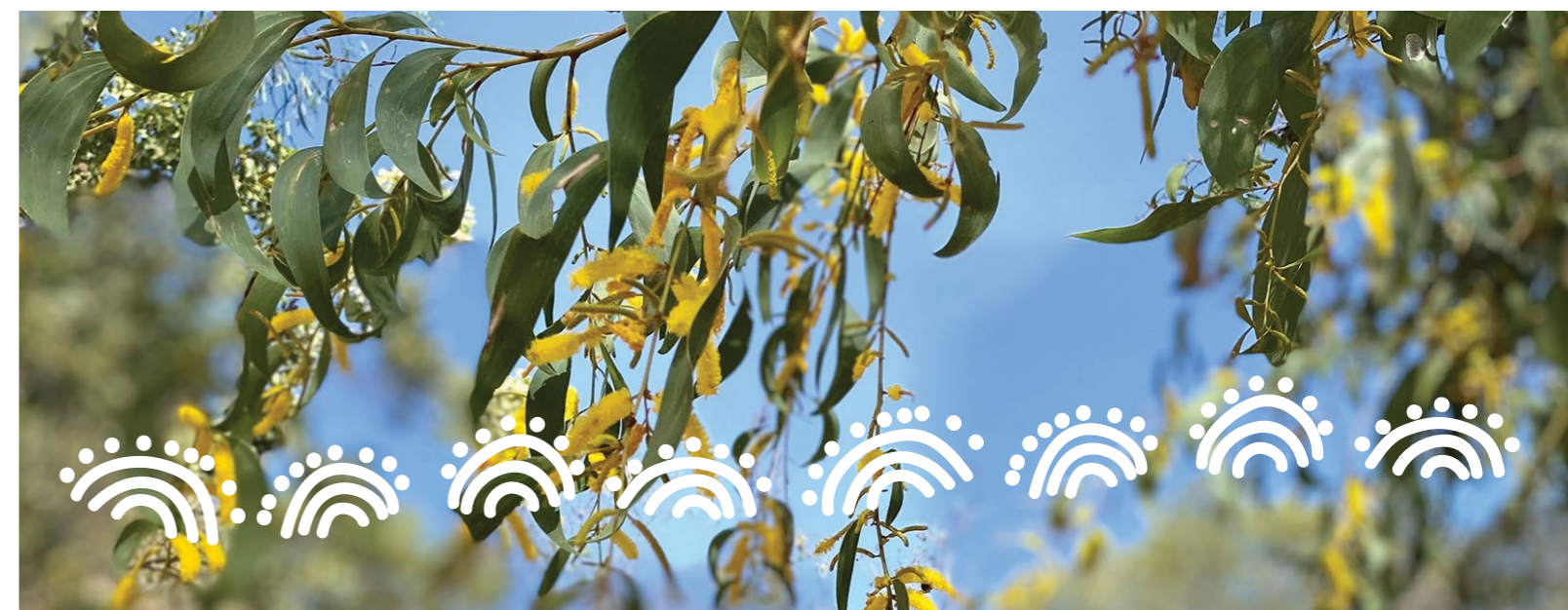
In launching our Innovate RAP, I would like to acknowledge the work undertaken by our Aboriginal and Torres Strait Islander Affairs Committee (our RAP Working Group), with the support of ACD staff.

Dr Clare Tait
College President



Acknowledgement

The Australasian College of Dermatologists acknowledges the Cammeraygal people, the Traditional Owners of the lands upon which the College head office is located. The College also acknowledges and pays respects to the Traditional Owners of the lands upon which Australian dermatology services are delivered, and Elders past, present and future; for they hold the memories, traditions, cultures and hopes of Aboriginal and Torres Strait Islander peoples of Australia.





Our vision for reconciliation

The Australasian College of Dermatologists' vision for reconciliation is that by working together in relationships that are built on respect for Aboriginal and Torres Strait Islander traditions, histories and cultures, we can move forward together to achieve equality and equity for all Aboriginal and Torres Strait Islander peoples.

By listening and achieving understanding we will work on agreed solutions and turn intentions into actions.

We are driven to achieve equity in skin health outcomes for Aboriginal and Torres Strait Islander peoples. We believe reconciliation will enrich those efforts – that we can achieve more together.

Who we are

The Australasian College of Dermatologists is the sole medical college accredited by the Australian Medical Council for the training and continuing professional development of medical practitioners in the specialty of dermatology.

As the national peak membership organisation, we represent 590 dermatologist Fellows (FACD) and 100 trainees across Australia and employ 24 staff at our Sydney office. We have four Aboriginal and Torres Strait Islander Fellows and one trainee.

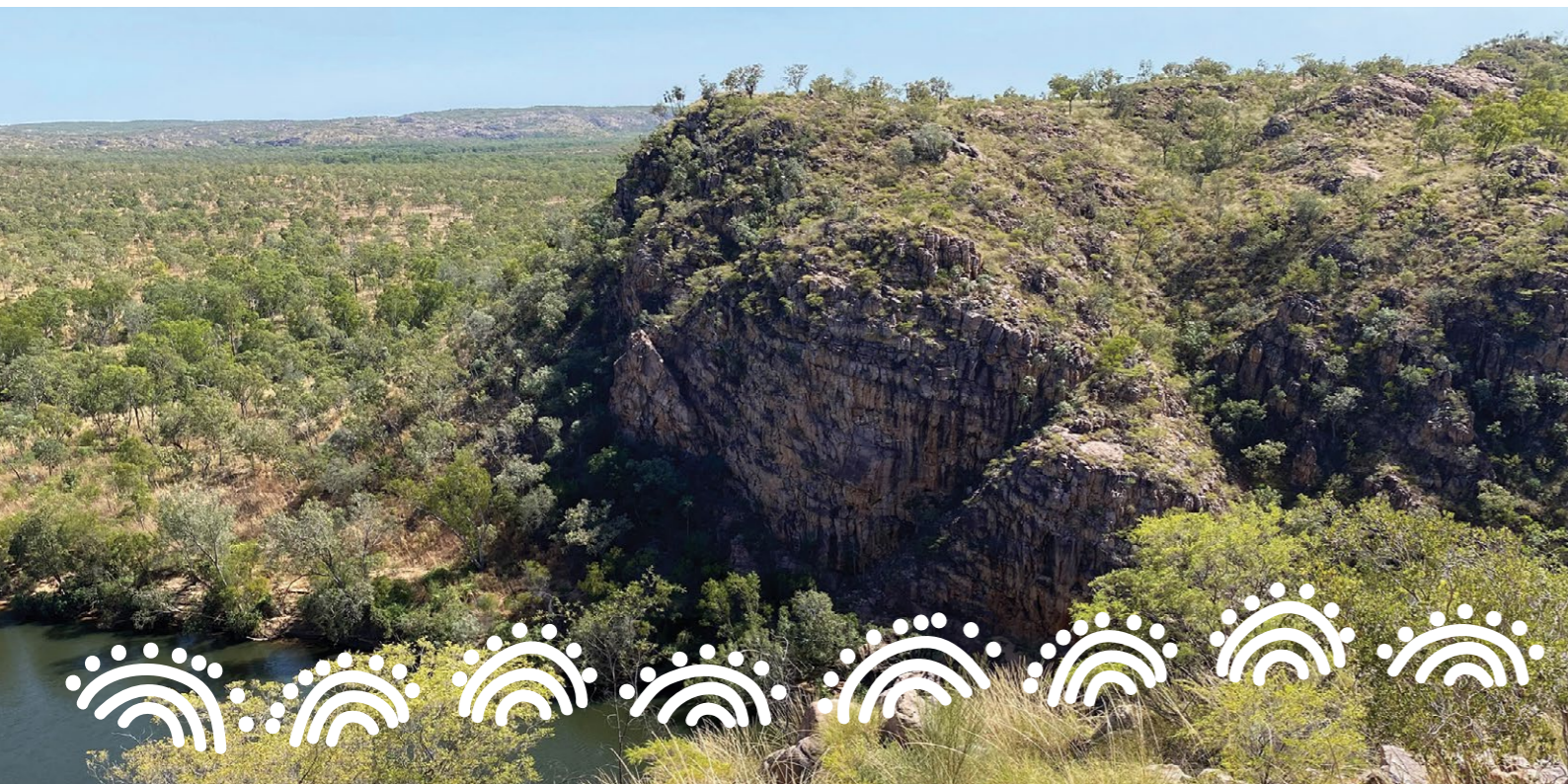
As the leading authority in Australia for dermatology, we provide information, advocacy and advice to patients, communities, government and other stakeholders on skin health and dermatological practice. Our vision is for the highest standard of skin health and dermatology care to be available and accessible to all patients and communities. Our focus is on training, educating and fostering ongoing excellence of specialist dermatologists, enabling our Fellows to be the leaders in skin health care, education, advocacy and innovation.

Our vision is for the highest standard of skin health and dermatology care to be available and accessible to all patients and communities.

Our mission is to train, educate and foster ongoing excellence of specialist dermatologists, enabling our Fellows to be the leaders in skin health care, education and innovation.

THESE ARE REALISED THROUGH FOUR STRATEGIC GOALS:

1. To be the representative voice in skin health
2. To deliver high quality member services and support
3. To lead skin health education and training
4. To drive dermatology research and innovation.



About the Artist

Riki Salam, Principal, Creative Director and artist of We are 27 Creative developed "Skin Like Country" for the Australasian College of Dermatologists' first Reconciliation Action Plan. Riki was born and raised in Cairns on Yidinji land in 1972 and is a member of Kala Lagaw Ya - Western Island groups (St. Pauls - Moa Island), Kuku Yalanji Peoples on his Father and Grandfather's side and a member of the Ngai Tahu people in the South Island of New Zealand on his Mother's side. Educated in both Cairns and Brisbane he has over 20 years of industry experience as a graphic designer and artist.

Riki has worked on many high-profile projects including the Qantas painted B747, Yananyi Dreaming. He works in pen and ink, gouache on paper, and with acrylic paints, exploring concepts of traditional culture in a contemporary format.



Skin Like Country

Skin is like Country, it is who we are, it is our identity.

We are one with this Land, we are born from this earth and return to this Country.

All Country is different, all skin is different - we must all look after it.

Skin Like Country - this artwork looks at the correlation between our skin which is our body's largest organ and the Country or place where we are from, and how Country is a big part of our identity as Aboriginal and Torres Strait Islander peoples. We are connected as one, when land needs healing we have a duty to take care of it, the same way we need to take care of our skin.

Pathways lead from the outside toward the centre of the artwork, the Country is very dry and arid as the viewer moves closer to the middle, the Country whilst still challenging becomes more fertile and lush - water flows rejuvenating the land and enriching the Country.

The central motif represents a meeting place of people coming together - the Australasian College of Dermatologists and the knowledge that is researched, shared and learnt, a place of Learning a place of Healing.



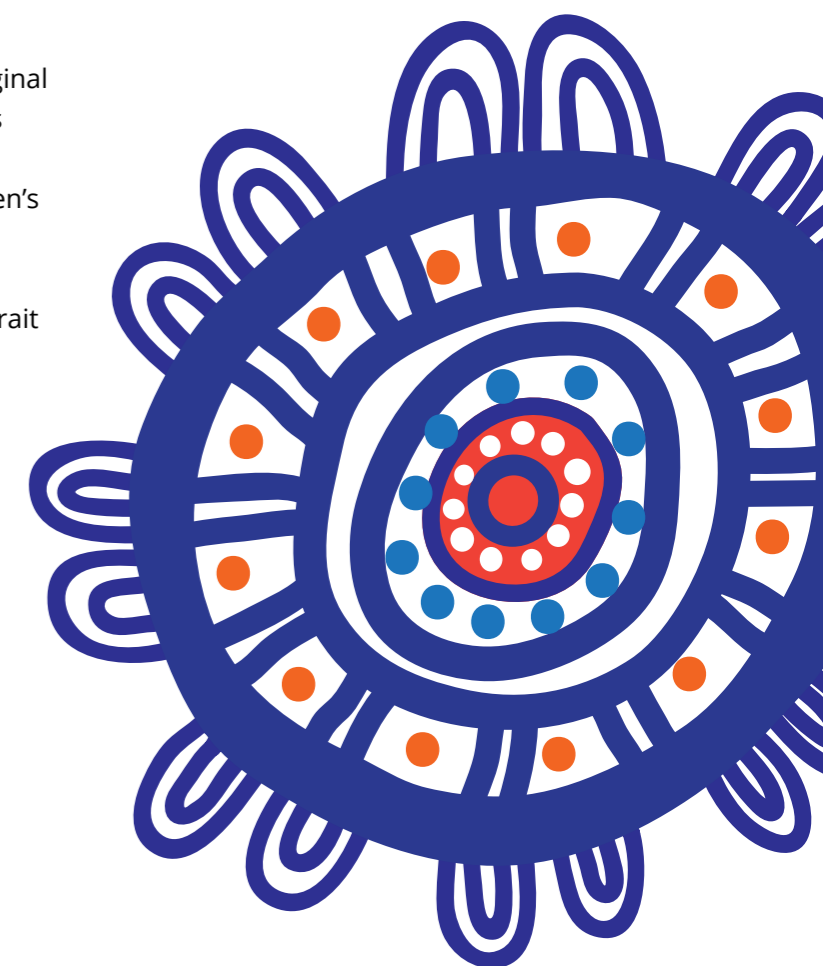
Our RAP Our journey so far

For a number of years, many of our Fellows, and trainees, have made valuable contributions to Aboriginal and Torres Strait Islander health across Australia. Our Aboriginal and Torres Strait Islander Affairs Committee, established in 2008, was an important first step for the College in uniting our efforts to achieve equality in career opportunities and health in relation to dermatology in Australia.

Our Reflect RAP (November 2017–18) provided us with a valuable opportunity to look at these activities from the perspective of reconciliation, and to enhance or build on them.

KEY INITIATIVES HAVE BEEN:

- Preserving and designating a **dedicated Aboriginal and Torres Strait Islander Medical Graduates Training position** for a doctor who meets the other requirements of selection into the dermatology training position. By providing this training position, the College aims to increase the number of Aboriginal and Torres Strait Islander dermatologists in Australia, which is crucial to improving health outcomes for Aboriginal and Torres Strait Islander individuals and families. We have had four Aboriginal and Torres Strait Islander junior doctors appointed to this position.
- **Facilitating a mentoring program for Aboriginal and Torres Strait Islander trainees.** All Aboriginal and Torres Strait Islander trainees who are in the dermatology training program have a mentor appointed in first year. The College manages the mentoring program that continues across the four years of training.
- **Increasing the flexibility of training** for all trainees, to allow post fellowship trainees to hold part time training positions prior to examination re-sit, and for trainees in the dedicated training position to remain in the same training site for up to the first two years of training.
- **Developing and promoting our free online learning modules for Aboriginal Health Workers** - *'Taking care of skin: How to recognise and respond to skin health issues in Aboriginal and Torres Strait Islander peoples'*. Since launching in 2018, 277 Aboriginal Health Workers have enrolled in the course.
- **Endorsing the creation of a sash for Aboriginal and Torres Strait Islander graduates** at the Conferring Ceremony. In 2019, we celebrated the graduation of **Australia's first Aboriginal dermatologist**. Designed by a First Nations artist in collaboration with our Aboriginal and Torres Strait Islander trainees, the sash symbolises our respect for Australia's First Peoples, recognition of the graduate's place in their community and the coming together of our communities in celebrating their distinguished achievement.
- Continuing to build on our **collaboration with the Australian Indigenous Doctor's Association (AIDA)** through active engagement at both the Board, Executive, Fellow and trainee level and cross membership between the AIDA Board and our own Aboriginal and Torres Strait Islander Affairs Committee. We were delighted to be a sponsor of AIDA's 2019 Annual Conference and 2021 Roadshow. We have hosted skin suturing workshops and participated in AIDA's Growing our Fellows workshops since 2016. We look forward to continuing to build on this collaboration.
- **Collaborating with the Leaders in Indigenous Education (LIME) Network** to provide input into the development of LIME's Indigenous Pathways into Specialisation Online Resource – a central, online, searchable database for Aboriginal, Torres Strait Islander and Māori prospective trainees to find the best fit for them as they move from medical school into specialisation. We have also contributed to their newsletters and sponsored their webinar series.
- Establishing a new education grant for Aboriginal and Torres Strait Islander trainees in advance years of the training program providing funding **towards educational costs**. Funded by Janssen's Educational and Medical Grants Program for healthcare-related organisations, the grant is administered by our Aboriginal and Torres Strait Islander Affairs Committee.
- **Promoting action around reconciliation through social media** with support for National Reconciliation Week and NAIDOC Week.



Our RAP Our journey so far

KEY LEARNINGS AND REFLECTIONS FROM OUR RECONCILIATION JOURNEY SO FAR

Presentations to staff on reconciliation, building a new dedicated section on our website and regular articles in our College communications have all contributed to building awareness within the College and to fostering a culture that respects First Nations People.

Another significant outcome of our first RAP was the development of our Aboriginal and Torres Strait Islander Health and Workforce Strategy. This strategy guides our work towards increasing Aboriginal and Torres Strait Islander participation in our workforce and decision-making, promoting more accessible and culturally safe dermatology care for Aboriginal and Torres Strait Islander patients and communities and advancing reconciliation.

Providing our Aboriginal and Torres Strait Islander Affairs Committee with oversight for future development and implementation of our RAP has supported alignment across both our reconciliation efforts and broader activities to address inequitable access to dermatology services and foster the Aboriginal and Torres Strait Islander workforce. This was critical to providing the energy and focus to implement our RAP and maximise our limited resources. Our President, past presidents, committee members and senior management have been active and positive leaders in our reconciliation activities.

As we move to our new Innovate RAP we recognise the importance of ensuring that responsibilities for delivering on our RAP are clear and distributed across our organisation, with our reconciliation activities integrated into our strategic and operational plans wherever possible.

L to R: Dr Charlotte Man, A/Prof Erin McMeniman and PHO Dr Nicholas Van Rooij.



Our Innovate RAP

We have laid the foundations for reconciliation in our profession through our Reflect RAP; now it is time to progress our reconciliation journey through an Innovate RAP.

Through our Innovate RAP, we aim to implement innovative strategies to establish best practice approaches for advancing reconciliation within our workplaces and among our membership - building understanding and cultural awareness and to fostering opportunities with Aboriginal and Torres Strait Islander peoples and communities.

This RAP reflects our deep commitment to continuing to develop the cultural competency of our staff and members and to cultivating the sustainable, respectful relationships needed to underpin the successful design and implementation of our reconciliation activities.

THROUGH THE ACTIONS SET OUT IN THIS RAP, WE AIM TO ACCELERATE OUR EFFORTS TO:

- Embed Aboriginal and Torres Strait Islander involvement and perspectives in our governance and stakeholder engagement
- Recognise and respond to the needs of patients and communities, with cultural sensitivity and clinical expertise
- Foster the Aboriginal and Torres Strait Islander specialist dermatology workforce through our focus on recruitment, retainment and support
- Improve access to the dermatology workforce and skin health outcomes for Aboriginal and Torres Strait Islander peoples.



Aboriginal and Torres Strait Islander Affairs Committee: Our RAP working group

The College established an Aboriginal and Torres Strait Islander Affairs Committee in 2008 to provide oversight of the development of content on skin diseases in Aboriginal and Torres Strait Islander peoples for the training program curriculum, delivery of dermatology services to Aboriginal and Torres Strait Islander communities and fostering the Aboriginal and Torres Strait Islander dermatology workforce.

In early 2016, the College formed a time-limited RAP working party tasked with discussing and developing the College's first RAP, our Reflect RAP.

Since then, the Aboriginal and Torres Strait Islander Affairs Committee has taken on the responsibility of overseeing the development and implementation of the College's RAPs. The Committee includes three Aboriginal and Torres Strait Islander members, Dr Dana Slape, Dr Artiene Tatian and Dr Crystal Williams and reports to the Board, providing advice and support. Our RAP champion is our Chief Executive Officer, Haley Bennett.



L to R: A/Prof David Francis, Dr Dana Slape, A/Prof Erin McMeniman, Dr Artiene Tatian.

COMMITTEE MEMBERS ARE:

NAME	POSITION
Dr Dana Slape	Fellow of ACD, Co-Chair of ACD Aboriginal and Torres Strait Islander Affairs Committee
A/Prof Erin McMeniman	Fellow of ACD, Co-Chair of ACD Aboriginal and Torres Strait Islander Affairs Committee
Dr Clare Tait	Fellow of ACD, ACD President
Dr Jennifer Cahill	Fellow of ACD
Dr Claire Grills	Fellow of ACD
Dr Ian McCrossin	Fellow of ACD
A/Prof Rob Miller	Fellow of ACD
Dr Bernadette Ricciardo	Fellow of ACD
Dr Artiene Tatian	Fellow of ACD
Dr Crystal Williams	Fellow of ACD
Dr Li-Chuen Wong	Fellow of ACD
Haley Bennett	CEO, ACD
Ashleigh Thomas	Curriculum and Assessment Manager, ACD
Caroline Zoers	Policy Manager, ACD





Relationships

The Australasian College of Dermatologists believes that building strong, collaborative and respectful relationships with Aboriginal and Torres Strait Islander peoples will benefit all Australians. Relationships will enable us to grow our understanding of Aboriginal and Torres Strait Islander cultures, histories, experiences and perspectives that will in turn enrich our understanding of the needs of our dermatology workforce and the communities they care for. Strong relationships will have a positive flow on effect – amplifying our efforts in other areas such as cultivating mutual respect and opportunities for Aboriginal and Torres Strait Islander trainees and Fellows and improving access to culturally appropriate dermatological care.



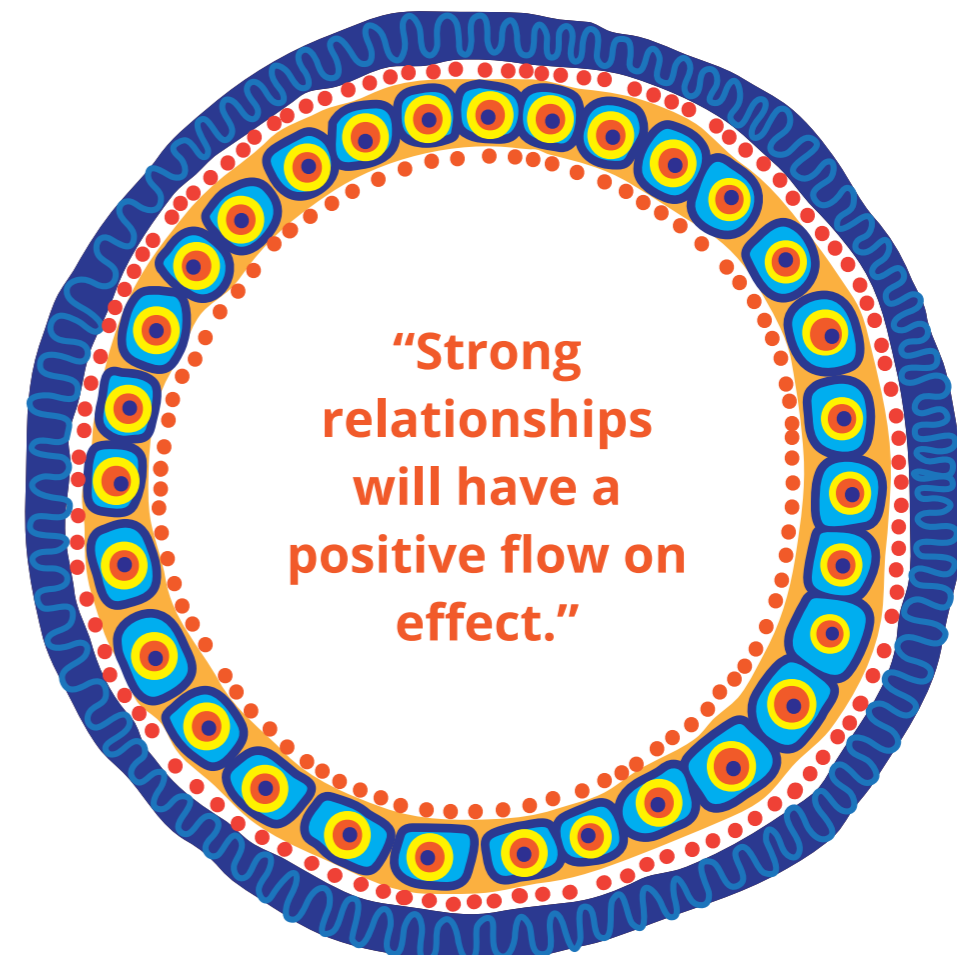
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, stakeholders and organisations to achieve positive outcomes	1.1. Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	April 2022	Policy Manager
	1.2. Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2022	Policy Manager
	1.3. Continue to work with the LIME Network and AIDA to advance the quality and effectiveness of teaching and learning of Aboriginal and Torres Strait Islander health in medical education, as well as best practice in the recruitment and retention of Aboriginal and Torres Strait Islander medical students and trainees.	February 2024	Director, Training Program
2. Celebrate and promote participation in National Reconciliation Week (NRW) as an opportunity to build and maintain relationships.	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to College staff, members and patient support groups	May 2022, 2023	Community Engagement Officer
	2.2 Aboriginal and Torres Strait Islander Affairs Committee members to participate in an external event to recognise and celebrate NRW.	27 May - 3 June, 2022, 2023	Community Engagement Officer
	2.3 Encourage and support Fellows, trainees, staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2022, 2023	Community Engagement Officer
	2.4 Organise at least one NRW event each year.	27 May - 3 June, 2022, 2023	Community Engagement Officer
	2.5 Register all our NRW events on Reconciliation Australia's NRW website .	May 2022, 2023	Community Engagement Officer

Relationships

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	3.1 Implement strategies to engage our staff, trainees and Fellows in reconciliation	July 2022	CEO
	3.2 Include a briefing on reconciliation and our RAP as part of induction for new staff and organise regular presentations for all staff.	October 2022	CEO
	3.3 Internally and externally (through social media and other communication channels) promote Aboriginal and Torres Strait Islander dates of significance annually.	February 2024	Community Engagement Officer
	3.4 Promote external events, activities and consultations being held by Aboriginal and Torres Strait Islander organisations through our social media and other communication channels.	February 2024	Community Engagement Officer
	3.5 Publicly communicate our commitment to reconciliation through College social media and other communication channels including issuing a media statement for the Innovate RAP launch.	February 2022	Membership & Marketing Manager
	3.6 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes by engaging with other organisations to improve outcomes for Aboriginal and Torres Strait Islander people by seeking or providing input into relevant consultation processes.	February 2024	Policy Manager
	3.7 Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation including via our participation in The LIME Network, AIDA, medical colleges and university networks.	February 2024	Policy Manager
	3.8 Celebrate the achievements of Aboriginal and Torres Strait Islander people in our workforce and the benefits to the dermatology profession and to College.	February 2024	Membership & Marketing Manager

Relationships

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4. Promote positive race relations through anti-discrimination strategies.	4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	<i>Review:</i> December 2022	CEO
	4.2 Develop, implement and communicate an anti-discrimination policy for our organisation.	October 2022	CEO
	4.4 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	October 2022	CEO
	4.5 Educate senior leaders on the effects of racism.	October 2022	Policy Manager





Respect

The Australasian College of Dermatologists believes that respect for Aboriginal and Torres Strait Islander peoples is fundamental for the governance of the organisation, effective delivery of its programs and services and the wider provision of culturally safe dermatology care in the community. Respect is cultivated by a willingness to listen, to learn and understand. ACD will model and promote understanding and respectful behaviour through our education, training and support for our members and staff and through our community engagement.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1 Conduct a review of cultural learning.	April 2022	Director, Training Program
	5.2 Consult with Aboriginal and Torres Strait Islander advisors to develop and document a cultural learning strategy for Staff, Fellows and trainees.	April 2022	Director, Training Program
	5.3 Implement, review and update a cultural learning strategy for our staff, Fellows and trainees.	June 2022	Director, Training Program
	5.4 Provide opportunities for the Aboriginal and Torres Strait Islander Affairs Committee members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	June 2022	Director, Training Program
	5.5 Investigate cultural immersion and other opportunities for staff to hear and learn from Aboriginal and Torres Strait Islander peoples about their cultures.	July 2022	Policy Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2022	Policy Manager
	6.2 Display an Acknowledgement of Country at the entry to the ACD office and in each meeting room.	February 2022	Policy Manager
	6.3 Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	May 2022	Policy Manager
	6.4 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year including College's Annual Scientific Meeting.	May 2022	Membership & Marketing Manager

Respect

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.5 Include an Acknowledgement of Country and other appropriate protocols at the commencement of important meetings.	March 2022	Policy Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 Aboriginal and Torres Strait Islander Affairs Committee to participate in an external NAIDOC Week event.	First week in July 2022, 2023	Community Engagement Officer
	7.2 Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	March 2022, 2023	CEO
	7.3 Promote and encourage participation in external NAIDOC events to all staff through College networks and communication channels.	First week in July 2022, 2023	Community Engagement Officer



Opportunities

The Australasian College of Dermatologists believes all people should have equal access to opportunities to contribute to our society and share in its development. We are committed to actively encouraging Aboriginal and Torres Strait Islander medical students and graduates to consider dermatology as a career and to fostering a welcoming and inclusive culture within the College. We hope that by increasing the participation of Aboriginal and Torres Strait Islander peoples in our workforce and in our decision-making processes, we will overcome inequality and that their increased presence and expertise will help promote a more accessible and culturally safe care for Aboriginal and Torres Strait Islander peoples and contribute to achieving equitable health outcomes.



Opportunities

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development as College Fellows and trainees.	8.1 Implement, review and update our Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy to support Aboriginal and Torres Strait Islander medical students and doctors in their pathway into specialisation	February 2023	Director, Training Program
	8.2 Continue to consult with Aboriginal and Torres Strait Islander Fellows and trainees and other relevant stakeholders to refine our recruitment, retention and professional development strategy. This includes consultation via College's Aboriginal and Torres Strait Islander Affairs Committee, Trainee Representatives Committee and Trainee Engagement and Wellbeing Officers	February 2023	Director, Training Program
	8.3 Support the work of AIDA and other Aboriginal and Torres Strait Islander organisations to increase the numbers of trained Aboriginal and Torres Strait Islander doctors in Australia.	February 2023	Director, Training Program
	8.4 Monitor and report on progress against this strategy including as part of our annual reporting to the Australian Medical Council for the purposes of accreditation and to AIDA against the <i>'Minimum and best practice standards in recruiting and retaining Aboriginal and Torres Strait Islander doctors into medical specialties'</i> .	November 2022, 2023	Director, Training Program
	8.5 Advertise job vacancies and information about pursuing a career in dermatology to effectively reach Aboriginal and Torres Strait Islander medical students, doctors and potential applicants including through AIDA, The Lime Network and other key stakeholders.	February 2023	Director, Training Program
	8.6 Review training program selection processes and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workforce.	February 2023	Director, Training Program
	8.7 Increase the percentage of Aboriginal and Torres Strait Islander dermatology trainees and Fellows.	February 2024	Director, Training Program

Opportunities

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9. Improve employment outcomes as College staff by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	9.1 Build our understanding of current Aboriginal and Torres Strait Islander workforce to inform future employment and professional development opportunities	April 2023	CEO
	9.2 Engage with Aboriginal and Torres Strait Islander staff and advisers to consult on our recruitment, retention and professional development strategy.	February 2023	CEO
	9.3 Implement, review and update our Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	February 2023	CEO
	9.4 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	February 2023	CEO
	9.5 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workforce.	February 2023	CEO
	9.6 Increase the percentage of Aboriginal and Torres Strait Islander people employed in our workforce.	February 2024	CEO
10. Use our voice to advocate for policies to improve Aboriginal and Torres Strait Islander skin health.	10.1 Continue to undertake policy and advocacy aligned to areas of importance for Aboriginal and Torres Strait Islander peoples, with a focus on skin health. Our focus will be on increasing service accessibility.	February 2023	Policy Manager
	10.2 Increase promotional activities for College's free online learning modules for Aboriginal Health Workers - <i>'Taking care of skin: How to recognise and respond to skin health issues in Aboriginal and Torres Strait Islander peoples'</i> .	February 2023	Business Development Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11. Implement activities and projects that support the skin health of Aboriginal and Torres Strait Islander peoples.	11.1 Continue to pursue funding opportunities to undertake activities, projects and research that support the skin health of Aboriginal and Torres Strait Islander peoples.	February 2024	Policy Manager
	11.2 Work with Aboriginal and Torres Strait Islander organisations and stakeholders to implement a Federal government grant-funded project aimed at empowering Aboriginal and Torres Strait Islander children, young people and their families to take care of their skin and recognise and get help for skin conditions.	June 2023	Policy Manager
12. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	12.1 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	February 2023	Finance Manager
	12.2 Investigate Supply Nation membership.	September 2022	Community Engagement Officer
	12.3 Deliver staff awareness sessions on the importance and benefits of procuring goods and services through Aboriginal and Torres Strait Islander businesses.	February 2023	Community Engagement Officer
	12.4 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	February 2023	Finance Manager
	12.5 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	February 2023	Community Engagement Officer

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	13.1 Maintain Aboriginal and Torres Strait Islander representation on the Aboriginal and Torres Strait Islander Affairs Committee (our RAP Working Group).	<i>Review:</i> July 2022, 2023	Chair, Aboriginal and Torres Strait Islander Affairs Committee
	13.2 Review and update Terms of Reference for the Aboriginal and Torres Strait Islander Affairs Committee.	<i>Review:</i> July 2022, 2023	Chair, Aboriginal and Torres Strait Islander Affairs Committee
	13.3 Meet at least four times per year to drive and monitor RAP implementation.	February, May, August, November 2022, 2023	Chair, Aboriginal and Torres Strait Islander Affairs Committee
14. Provide appropriate support for effective implementation of RAP commitments.	14.1 Define resource needs for RAP implementation as part of annual budgeting process.	October 2022, 2023	CEO
	14.2 Engage our senior leaders and other staff in the delivery of RAP commitments.	February 2022	CEO
	14.3 Define and maintain appropriate systems to track, measure and report on RAP commitments.	May 2022	Policy Manager
	14.4 Appoint and maintain an internal RAP Champion from senior management.	February 2022	CEO
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	15.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022, 2023	Policy Manager
	15.2 Report RAP progress to all staff and senior leaders quarterly via Committee and Board reports and College publications and communications.	February, May, August, November 2022, 2023	Policy Manager
	15.3 Publicly report our RAP achievements, challenges and learnings, annually.	March 2022, March 2023	Policy Manager
	15.4 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	Policy Manager

Governance

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
16. Continue our reconciliation journey by developing our next RAP.	16.1 Register via Reconciliation Australia's website to begin developing our next RAP.	July 2023	Policy Manager

For more about this document, contact:

Caroline Zoers
 Policy Manager
 carolinez@dermcoll.edu.au
 (02) 8765 0242



Skin Like Country

Skin is like Country,
 it is who we are,
 it is our identity.

We are one with this Land,
 we are born from this earth
 and return to this Country.

All Country is different,
 all skin is different –
 we must all look after it.



THE AUSTRALASIAN COLLEGE
OF DERMATOLOGISTS