



Australian Government

**Australian Institute of
Health and Welfare**



Reconciliation Action Plan

2012–2013



Reconciliation
AUSTRALIA

Reconciliation Action Plan 2012–2013

© Australian Institute of Health and Welfare 2012 

This product, excluding the AIHW logo, Commonwealth Coat of Arms and any material owned by a third party or protected by a trademark, has been released under a Creative Commons BY 3.0 (CCBY 3.0) licence. Excluded material owned by third parties may include, for example, design and layout, images obtained under licence from third parties and signatures. We have made all reasonable efforts to identify and label material owned by third parties.

You may distribute, remix and build upon this work. However, you must attribute the AIHW as the copyright holder of the work in compliance with our attribution policy available at <www.aihw.gov.au/copyright/>. The full terms and conditions of this licence are available at <<http://creativecommons.org/licenses/by/3.0/au/>>.

Enquiries relating to copyright should be addressed to the Head of the Communications, Media and Marketing Unit, Australian Institute of Health and Welfare, GPO Box 570, Canberra ACT 2601.

ISBN: 978-1-74249-278-0

Australian Institute of Health and Welfare

Board Chair: Dr Andrew Refshauge

Director: David Kalisch

Any enquiries about or comments on this publication should be directed to:

Communications, Media and Marketing Unit

Australian Institute of Health and Welfare

GPO Box 570

Canberra ACT 2601

Tel: 02 6244 1032

Email: info@aihw.gov.au

Artwork: *Three Sisters* by Lyndy Delian, Canberra



Message from the Director

I am pleased to present the Australian Institute of Health and Welfare's (AIHW) Reconciliation Action Plan (RAP) 2012–2013, which builds on the solid foundation of the AIHW's inaugural RAP. Its targets are clear, and encourage more progress towards higher Indigenous employment in our organisation.

The AIHW's expertise in data and statistics contributes to an understanding of the issues affecting Aboriginal and Torres Strait Islander Australians and our RAP supports our commitment to continue to shape policy and community debate.

The AIHW Reconciliation Action Plan Working Group (RAPWG) met regularly during 2010–2011 to ensure the implementation of actions outlined in the RAP. In the coming year, we will continue to closely monitor and reflect on our plan to inform our reconciliation journey.

The incorporation of Aboriginal and Torres Strait Islander culture, dance, stories, food and presentations into several events in our corporate calendar in 2010–2011 enriched understanding of reconciliation within the AIHW and I'm delighted that we can build on this in 2012 and beyond.



David Kalisch

Director (CEO)



Our vision for reconciliation

The AIHW supports the principles of reconciliation and is committed to working towards it. We acknowledge Aboriginal and Torres Strait Islander people as custodians of the land and respect and value the diversity of Aboriginal and Torres Strait Islander cultures in Australia.

Consistent with the AIHW's mission, we will inform community debate and support the development of public policy in Aboriginal and Torres Strait Islander health and welfare through well-considered data development, collection, analysis and reporting.

Our objectives for the AIHW Reconciliation Action Plan 2012–2013 are to:

1. Further enhance awareness of Aboriginal and Torres Strait Islander cultures at the AIHW.
2. Continue to inform and shape policy and community debate by highlighting issues affecting Aboriginal and Torres Strait Islander people through statistics and relevant advice.
3. Build, develop and encourage Indigenous employment at the AIHW.

The AIHW is focused on increasing participation rates of Aboriginal and Torres Strait Islander people in our workforce. This will enhance the benefits the AIHW already enjoys from drawing on the unique perspectives, context and knowledge of our Indigenous employees.





Our business

The AIHW is a major national agency established under the AIHW Act as an independent statutory body to provide reliable, regular and relevant information and statistics on Australia's health and welfare. Our aim is to help inform discussion and decisions on policies and services to improve the wellbeing of Australians.

The Council of Australian Governments (COAG) has made a range of commitments to improve the lives of Aboriginal and Torres Strait Islander Australians. The AIHW assists in this commitment by contributing to the evidence base on the gap between Indigenous and non-Indigenous health and welfare outcomes through the provision of timely and authoritative reporting. Importantly, the AIHW's *Closing the Gap Clearinghouse* brings together evidence-based research on what works to overcome Indigenous disadvantage, and the *Indigenous Observatory* which is a repository of information on the health and welfare of Aboriginal and Torres Strait Islander people.

Further, the AIHW Executive has introduced a policy ensuring that all reporting include analysis relating to Aboriginal and Torres Strait Islander people where data quality permits. The AIHW also undertakes considerable work to improve Indigenous data quality.

For work relevant to Indigenous Australians, the AIHW consults advisory groups with Indigenous representation, including ethics approvals for the use of Indigenous data. The AIHW also works with Indigenous artists, designers and photographers, where appropriate, to source and secure artwork for publications relating to Indigenous issues.

The AIHW strives to increase Indigenous participation in our workforce through culturally sensitive recruitment strategies, by increasing the AIHW's exposure to Indigenous students at local universities, by providing supervision and support to Indigenous students with placements at the AIHW, and by working with the Australian Public Service Commission (APSC).

Our mission

The AIHW's mission is 'authoritative information and statistics to promote better health and wellbeing.'

As outlined in the *AIHW Strategic Directions 2011–2014*, our strategic directions are to:

1. further strengthen our policy relevance
2. improve the availability of information for the community and our stakeholders
3. improve information quality, protecting privacy
4. capitalise on the contemporary information environment
5. cultivate and value a skilled, engaged and versatile workforce.

In addition to the Australian Public Service values, the AIHW's values include: objectivity, responsiveness, accessibility, privacy, expertise and innovation.





Our RAP

The AIHW's second RAP builds on the solid foundations of the first. In refreshing our plan, discussions were held with a range of interested staff. We also consulted the National Advisory Group on Aboriginal and Torres Strait Islander Health Information and Data (NAGATSIHID) and Reconciliation Australia.

The plan will strengthen the commitment that all AIHW data collection and analysis is undertaken using the National Aboriginal and Torres Strait Islander health data principles.

Overall responsibility for the plan will be held by the Director (Chief Executive Officer) of the AIHW and the Executive Committee, who will champion it within the Institute.

Measurable targets and unit responsibilities have been identified for all actions and will be used to monitor the achievements of the plan.

A Working Group, reporting to the AIHW's Director and the Executive Committee, will meet to monitor, report on and refresh the RAP.

A report on progress will be prepared each calendar year and the plan will be refreshed and revised every two years.

The plan, progress reports and revised plans will be available on the AIHW website as well as the Reconciliation Australia website. Achievements will also be highlighted in the AIHW's annual report to Parliament.



Relationships

Relationships between Aboriginal and Torres Strait Islander and non-Indigenous people are important. Our staff will strive to develop and maintain respectful and valuable partnerships with the Aboriginal and Torres Strait Islander individuals and organisations with whom we work.

Focus area: continue to build and maintain respectful relationships with Aboriginal and Torres Strait Islander individuals and organisations

Action	Responsibility	Timeline	Measurable Target
1.1 Continue to ensure that all AIHW Aboriginal and Torres Strait Islander Australian health and welfare data collections, including those undertaken by agreement with other entities, are based on the National Aboriginal and Torres Strait Islander health data principles	Social and Indigenous Group and RAPWG	June and December each year	1.1.1 The National Aboriginal and Torres Strait Islander health data principles set out a culturally respectful foundation for the collection, storage and use of Indigenous health and health-related information. The National Aboriginal and Torres Strait Islander health data principles and their use is included in the AIHW's induction training program
1.2 Continue to identify and build relationships with Aboriginal and Torres Strait Islander organisations as a core component of our work	All Units	June and December each year	1.2.1 At least four meetings with Indigenous organisations



Action	Responsibility	Timeline	Measurable Target
1.3 Continue to invite Aboriginal and Torres Strait Islander speakers to AIHW events, including cultural celebrations, training, National Reconciliation Week and the AIHW seminar series	People Unit, Social and Indigenous Group and RAPWG	December each year	1.3.1 Invite an Aboriginal or Torres Strait Islander Australian to address AIHW staff during National Reconciliation Week and for at least one AIHW seminar series
1.4 Continue to maintain a Working Group of Aboriginal and Torres Strait Islander and non-Indigenous staff with broad representation from across the organisation to facilitate promoting, consulting, developing, reporting and refreshing our RAP	Executive Committee and Director	December each year	1.4.1 At least four Working Group meetings to be held each year
1.5 Make AIHW products more accessible to a wider audience	All Units	December each year	1.5.1 Activities may include the following: <ul style="list-style-type: none">• rich text format publications• PDFs• educational worksheets• web snapshots• report profiles

Respect

Respect for the uniqueness of Aboriginal and Torres Strait Islander cultures and the importance of land and history to Aboriginal and Torres Strait Islander people is important to the AIHW. We will strive to create a better awareness within the AIHW of the diversity of Aboriginal and Torres Strait Islander cultures and histories.

Focus area: further enhance awareness of Aboriginal and Torres Strait Islander cultures at the AIHW

Action	Responsibility	Timeline	Measurable Target
2.1 Acknowledge traditional owners at major events and meetings	All Units	December each year	2.1.1 Acknowledgment of Country guidelines maintained and available to staff on Aboriginal and Torres Strait Islander intranet page 2.1.2 Acknowledgment delivered as first item at: <ul style="list-style-type: none">• Australia's health conference• Australia's welfare conference• AIHW Board meetings

Action	Responsibility	Timeline	Measurable Target
<p>2.2 Increase staff awareness and understanding of Aboriginal and Torres Strait Islander culture by:</p> <ul style="list-style-type: none"> • Creating and maintaining an Indigenous intranet page—this would function as a single entry point for Indigenous-specific information, including the RAP and other information resources • Promoting and celebrating key Aboriginal and Torres Strait Islander reconciliation news, events and achievements • Providing cultural appreciation training to staff, including as part of the AIHW induction program • Strengthening the visual presence of Aboriginal and Torres Strait Islander culture by developing guidelines for displaying new Indigenous art, including educative material about the artist, location or story • Identifying opportunities to name AIHW meeting rooms using appropriate Aboriginal and Torres Strait Islander language 	<p>All Units and RAPWG</p>	<p>December each year</p>	<p>2.2.1 Create and maintain an area on the AIHW intranet with relevant and current material</p> <p>2.2.2 25% of staff receive cultural appreciation training</p> <p>2.2.3 Six sessions of cultural appreciation training are delivered</p> <p>2.2.4 More than half of internal newsletters contain information on key Aboriginal and Torres Strait Islander events and achievements</p>



Opportunities

Providing employment opportunities to Aboriginal and Torres Strait Islander people is an important part of enriching the statistics and advice we provide to policy and community debate. We will strive to increase Indigenous employment in our workforce and also to improve the quality, analysis and presentation of our data on Aboriginal and Torres Strait Islander Australians.

Focus areas:

- continue to strive to make the AIHW an employer of choice for Aboriginal and Torres Strait Islander people
- continue to inform policy and community debate by highlighting issues affecting Aboriginal and Torres Strait Islander people through statistics and relevant advice

Action	Responsibility	Timeline	Measurable Target
3.1 Attract Aboriginal and Torres Strait Islander people to the AIHW by: <ul style="list-style-type: none"> • Using culturally sensitive recruiting strategies (including when advertising for and interviewing applicants) • Promoting the AIHW as an employer of choice with local and nearby regional universities and other adult education institutions • Encouraging Indigenous students to work with the AIHW on their theses and major projects by developing links with local universities • Maintaining our Indigenous Temporary Employment Register • Participating in the Australian Public Service Commission (APSC) Indigenous Employment Program 	People Unit and all Units	December each year	3.1.1 Work towards the APS target of 2.7% of Indigenous staff by 2015 3.1.2 Attend at least one adult higher education career fair 3.1.3 AIHW participation in APSC Indigenous Employment Program registered and reported as part of RAP reporting



Action	Responsibility	Timeline	Measurable Target
<p>3.2 Support and encourage Aboriginal and Torres Strait Islander staff retention and career development through the following:</p> <ul style="list-style-type: none">• Promoting access to the AIHW's study assistance program• Creating and maintaining an Indigenous intranet page• Offering leave provisions for cultural purposes, including one day per year for attendance/participation in NAIDOC and Reconciliation Week activities• Undertaking attrition analysis to inform our Indigenous recruitment and retention strategies, including an exit interview with a staff member of the outgoing staff member's choosing• Providing mentoring opportunities and informal peer support opportunities	People Unit and RAPWG	December each year	<p>3.2.1 At least one Aboriginal and Torres Strait Islander staff member offered participation in:</p> <ul style="list-style-type: none">• Indigenous Career Trek• AIHW study assistance program <p>3.2.2 All new and existing employees made aware of leave provisions, and supported to access the leave</p> <p>3.2.3 Attrition analysis undertaken and results used to inform future recruitment and career development programs</p>



Opportunities (continued)

Action	Responsibility	Timeline	Measurable Target
3.3 Continue to contribute data to the Australian Government's evidence base in line with Closing the Gap targets and measurement together with relevant and timely advice	Social and Indigenous Group	December each year	<p>3.3.1 Provide data to the Prime Minister's annual report on Closing the Gap targets and measurements as required</p> <p>3.3.2 Data on Aboriginal and Torres Strait Islander life expectancy highlighted in relevant AIHW publications</p>
3.4 Continue to encourage AIHW authors and managers to provide analysis of Aboriginal and Torres Strait Islander data in AIHW publications	All Units	December each year	3.4.1 AIHW policy requires publications to include analysis of Aboriginal and Torres Strait Islander data, where appropriate





Tracking progress and reporting

Action	Responsibility	Timeline	Measurable Target
4.1 Report progress to senior leadership and Executive Committee	RAPWG	December and June each year	4.1.1 Annual report to the AIHW Board 4.1.2 Six-monthly interim reporting to the Executive Committee
4.2 Undertake annual reporting to Reconciliation Australia on progress against the RAP targets	RAPWG	December each year	4.2.1 Report on actions presented to Reconciliation Australia and made public on both Reconciliation Australia and AIHW websites
4.3 Refresh and refine the RAP biannually after progress reporting	RAPWG	December 2013	4.3.1 Refined plan submitted to, and approved by, Reconciliation Australia 4.3.2 New plan on AIHW and Reconciliation Australia websites 4.3.3 Progress outlined in annual report
4.4 Promote the new RAP to AIHW staff	RAPWG	February 2012 launch	4.4.1 Updated RAP launched and promoted internally



Australian Institute of Health and Welfare

GPO Box 570, Canberra ACT 2601

Telephone 02 6244 1000 Facsimile 02 6244 1299

Website www.aihw.gov.au