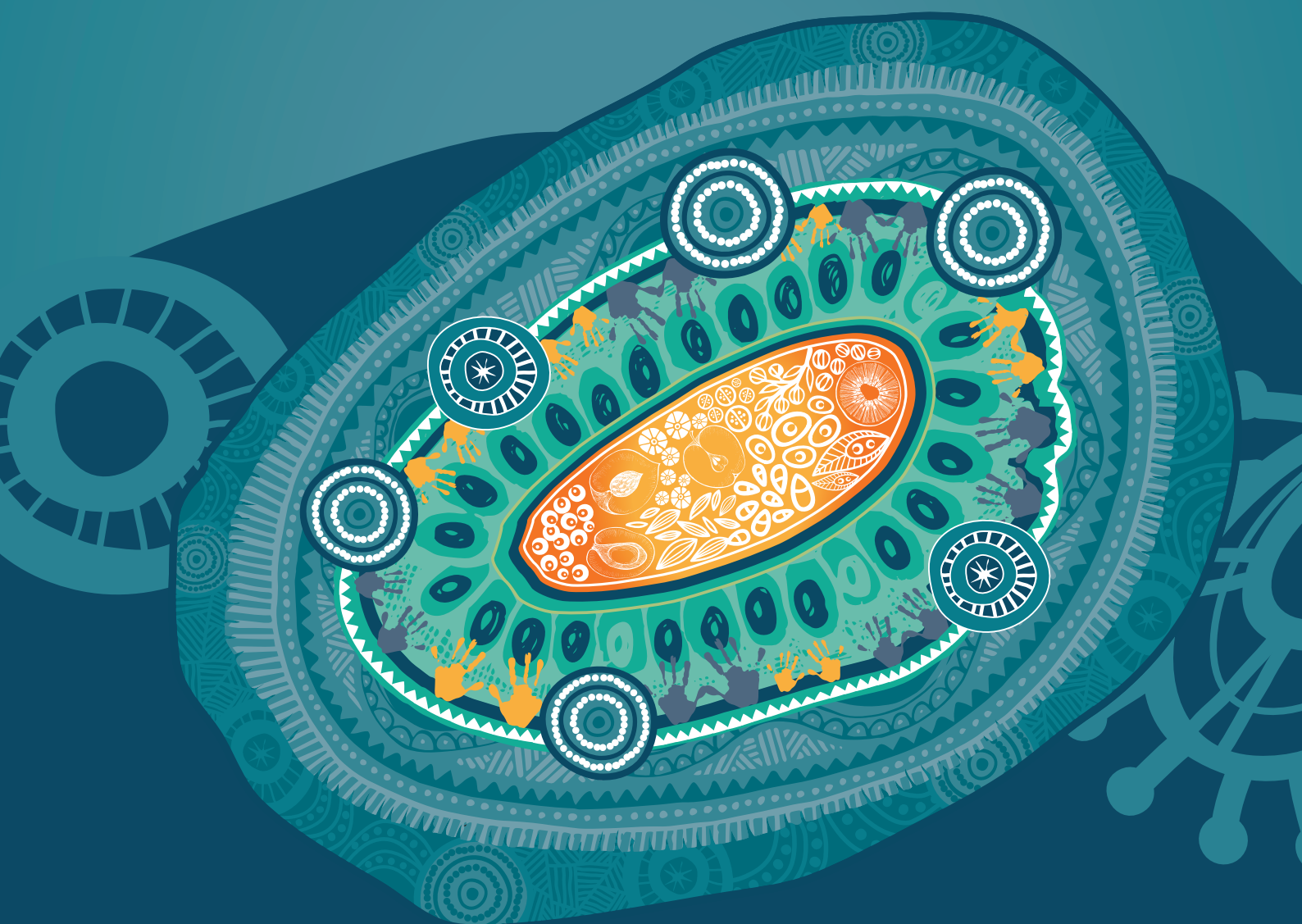


Dietitians Australia Innovate Reconciliation Action Plan

August 2022 – August 2024



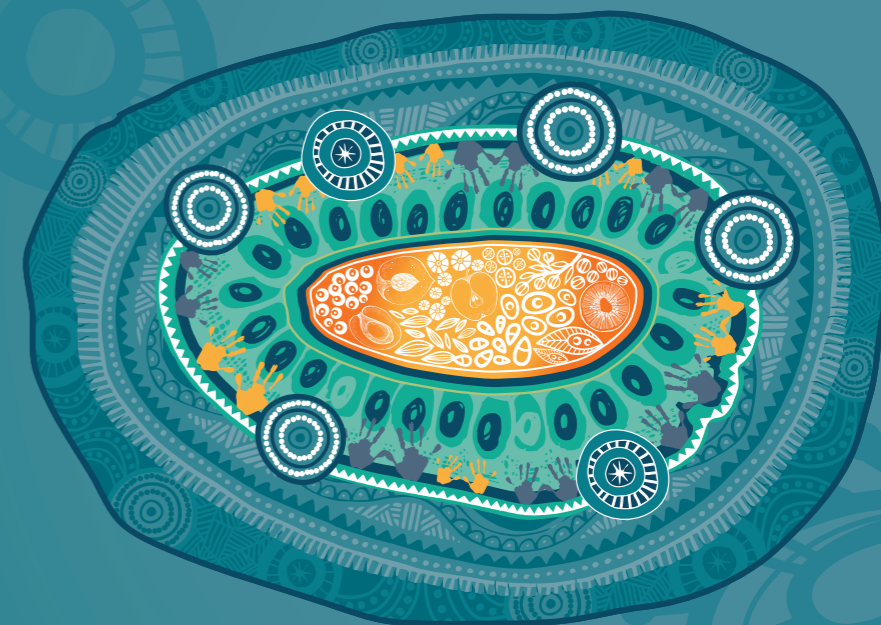
RECONCILIATION
ACTION PLAN
INNOVATE



Dietitians
Australia

Dietitians Australia acknowledges all traditional custodians of the lands, waters and seas that we work and live on across Australia. We pay our respect to Elders past, present and future and thank them for their continuing custodianship.

Our Reconciliation Action Plan (RAP) artwork



The design illustrates the reciprocal sharing and understanding of the importance of a healthy diet in maintaining overall good health.

The centrepiece of the design is a contemporary representation of a coolamon, which in some locations was used by Aboriginal people to carry water and food, and to soak medicinal plants. Depicted in this design are both traditional bushfoods and western fruit, which are symbols of healthy eating.

Throughout the outer design of the coolamon are contemporary design elements, which are representative of both the Aboriginal and Torres Strait Islander and non-Indigenous communities working together towards healthy pathways. Imperative to finding healthy pathways is the sharing of knowledge between cultures and generations to raise awareness of healthy eating.

The overall design depicts both Aboriginal and Torres Strait Islander culture through contemporary design elements and motifs.

Graphic artwork designed by: Leigh Harris, ingeous studios



Tara Diversi
President, Dietitians Australia

A message from our President

As President of Dietitians Australia, it is my privilege to present our third Reconciliation Action Plan (RAP). Our INNOVATE RAP is a demonstration of our associations ongoing commitment to develop and strengthen relationships with Aboriginal and/or Torres Strait Islander Peoples, communities, and organisations. Our plan sets out our vision to innovate for reconciliation, engagement and empowerment of the people and communities we serve. Our plan identifies how we will provide more opportunities for Aboriginal and/or Torres Strait Islander Peoples while engaging team members, members of the profession and stakeholders in reconciliation.

Dietitians Australia is the leading voice in nutrition and dietetics in Australia. Our mission is to champion the professional nutrition and dietetic workforce to empower people and communities. As Accredited Practising Dietitians (APDs), we have an ethical responsibility to contribute to the nutritional health and wellbeing of Aboriginal and/or Torres Strait Islander Peoples

by empowering population health programs and community initiatives, by supporting individuals through medical nutrition therapy, and by working with other stakeholders in the public, private and non-government sectors. We help build healthier communities by communicating credible and timely nutrition messages to the public. Through advocacy, we campaign for healthy food systems that are accessible for all Australians including First Nations Peoples of Australia. Dietitians Australia advocates for improved food security, health outcomes and health equity for Aboriginal and/or Torres Strait Islander Peoples living in remote, regional, and urban parts of Australia.

Our commitment to advancing engagement with Aboriginal and/or Torres Strait Islander Peoples is evident in our new Strategic Plan with a key objective to transform nutrition and dietetic regulation, achieved by continually developing cultural capabilities and culturally responsive practice, with a First Nations Peoples and communities' focus. Another important objective of ours is to build capacity, capability and recognition of the nutrition and dietetic profession, by committing to diversity, equity, and inclusivity within the profession.

We are proud of our reconciliation achievements to date and look forward to actioning the deliverables in this RAP to progress our reconciliation journey.

I would like to thank the Dietitians Australia RAP Working Group along with all Aboriginal and/or Torres Strait Islander Peoples, communities and organisations who have supported us and challenged us to increase engagement with and improve opportunities for Aboriginal and/or Torres Strait Islander dietitians, nutritionists, people, and communities within Australia. Our achievements to date, and into the future are only possible through this support, challenge, and collaboration.

Karen Mundine
Chief Executive Officer,
Reconciliation Australia



A message from Reconciliation Australia's CEO

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Dietitians Australia continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Dietitians Australia will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Dietitians Australia using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Dietitians Australia to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Dietitians Australia will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Dietitians Australia's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Dietitians Australia on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.



Our vision for reconciliation

Our vision for reconciliation is for an equitable society where Aboriginal and/or Torres Strait Islander Peoples can enjoy the same access to nourishing foods and equal health outcomes as the wider Australian community. We vision for an Australia that recognises, mourns and celebrates the shared history of the land now called Australia, where Aboriginal and/or Torres Strait Islander Peoples and non-Indigenous Australians' communities have equal rights and opportunities for thriving and healthy lives.

As the professional association for dietitians in Australia, our vision is for an inclusive and diverse dietetics workforce that is culturally rich and proud, with anti-racism, cultural safety and culturally responsive practice at the core of everything we do. It is a workforce that values and recognises Aboriginal and/or Torres Strait Islander Peoples cultures, heritages, foods and food practices as a proud part of our profession and practice.

We recognise our role in fostering and equipping our workforce, working in partnership with Aboriginal and/or Torres Strait Islander members, partners and stakeholders, and pursuing in social and political advocacy for determinants of health and health equity.



Our business



Dietitians Australia is the national association of the dietetic profession with over 8,300 members, and branches in each state and territory. We have been a national organisation since 1976, starting as the Australian Association of Dietitians, changing to the Dietitians Association of Australia in 1983 and evolving to Dietitians Australia in 2020.

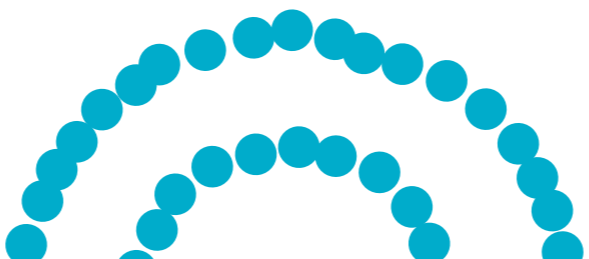
Dietitians are university qualified nutrition experts and apply the science of food and nutrition to promote health and treat disease, using personalised nutrition advice and support. Our members work in a diverse range of workplace settings, including Aboriginal and/or Torres Strait Islander health services, private practice clinics, hospitals, community health centres, aged care homes, disability services, government health departments, universities, the corporate sector and food industry, to optimise the health and wellbeing of individuals, groups, communities and populations.

We are the leading voice in nutrition and dietetics in Australia. We advocate for food and nutrition for healthier people and healthier communities, as well as provide strategic leadership in nutrition and food and advance the professional interests of our members. More than 8,300 members make up our community, 37 of whom identify as Aboriginal and/or Torres Strait Islander people.

We currently employ 34 staff, none of whom identify as Aboriginal and/or Torres Strait Islander.

Our sphere of influence includes:

- Dietitians Australia staff
- Dietitians Australia members and their Interest Groups and Branches
- general community and recipients of dietetic care
- Dietitian and Nutritionist Regulatory Council (DNRC)
- Australian Dietetics Council (ADC)
- other peak bodies (for example, allied health, aged care, mental health, disability, Aboriginal and/or Torres Strait Islander, rural and remote peak bodies)
- key decision and policy makers (for example, Australian Federal Government, Australian Government Department of Health, National Health and Medical Research Council, Food Standards Australia New Zealand)



Our Strategic Plan 2022-2025

Our commitment to advance reconciliation is evident in our Strategic Plan with objectives to:

- transform nutrition and dietetic regulation, achieved by continually developing cultural capabilities and culturally responsive practice, with a First Nations Peoples and Communities focus (Strategic Objective 2)
- build capacity, capability and recognition of the nutrition and dietetic profession, achieved by committing to diversity, equity and inclusivity in the profession (Strategic Objective 3)

OUR VISION

The leading voice in nutrition and dietetics

OUR MISSION

Champion the professional nutrition and dietetic workforce to empower people and communities

OUR VALUES

Integrity. Courage. Transparency. Equity.

FOUNDATION ROLES AND RESPONSIBILITIES

Our foundation roles and responsibilities underpin everything we do and have the goals of:



Promoting and supporting our members and the work they do



Protecting the regulatory functions for nutrition and dietetic professionals



Assuring organisational and financial viability and sustainability

2022 – 2025 STRATEGIC PILLARS

Our four strategic pillars build upon the organisation's foundations and inform our strategic objectives. They guide decisions around our operations and priorities.



TRUST



GROWTH



RECOGNITION



OPPORTUNITY

2022 – 2025 STRATEGIC OBJECTIVES

Strategic Objective 1

Strengthen the impact of our voice

Achieved by

Growing collaborative relationships with members to support them as leaders and strategic influencers

Expanding the research and advocacy capabilities of our members

Leading the development of policy in nutrition and dietetics

Translating research knowledge to progress the profession of nutrition and dietetics

Increasing the value of our brand

Strategic Objective 2

Transform nutrition and dietetic regulation

Achieved by

Advancing robust governance processes within our Accredited Practising Dietitian (APD) support and regulatory functions

Continually develop cultural capabilities and culturally responsive practice, with a First Nations Peoples and Communities focus

Progressing our continuing professional development program/s

Empowering and supporting dietitians to work to full, extended and advanced scope of practice

Strategic Objective 3

Build capacity, capability and recognition of the nutrition and dietetic profession

Achieved by

Engaging with members to continuously improve the delivery of services

Working collaboratively in the production and delivery of health strategy in Australia

Providing opportunities for skills development to support an integrated workforce

Advocating for the profession and the people/communities we serve

Committing to diversity, equity and inclusivity in the profession

Our Reconciliation Action Plan



Early scoping to begin our reconciliation journey began in late 2013, in response to the Board of Dietitians Australia requesting our Indigenous Nutrition Interest Group to assist in formalising in our professional commitments to reconciliation. We formed a RAP Working Group (RAPWG) in 2015 and attended a briefing by Reconciliation Australia about the RAP process in 2015.

Staff and Board members also participated in a Cultural Awareness Workshop with Uncle Benny at the Burringiri Aboriginal and Torres Strait Islander Culture Centre in 2015, which was essential truth-telling and was effective in establishing a shared understanding and commitment to reconciliation amongst staff and the Board.

Dietitians Australia's principal objectives were amended in May 2015 to include: "Recognise and support diversity in cultures and practice areas and foster collegiality, collaboration and reconciliation for First Peoples of Australia".

Our first RAP (a Reflect RAP) was developed and launched at the Burringiri Aboriginal and Torres Strait Islander Culture Centre in February 2017. A Reflect RAP allows organisations to spend time scoping and developing relationships with Aboriginal and/or Torres Strait Islander stakeholders, to decide on the vision for reconciliation and explore the sphere of influence, before committing to specific actions or initiatives.

Following on from our Reflect RAP, we developed and launched our second RAP (an Innovate RAP) on 28 February 2019, with a webinar for members titled 'Reconciliation and Good Tucker in Action', hosted by an Aboriginal RAPWG member and other members who work with Aboriginal communities. An Innovate RAP focuses on developing and strengthening relationships with Aboriginal and/or Torres Strait Islander Peoples, engaging staff and stakeholders in reconciliation, and developing/piloting innovative strategies to empower Aboriginal and/or Torres Strait Islander Peoples.

Some key learnings and challenges we have experienced through the RAP journey include significant organisational change, particularly in the earlier years of the RAP which impacted our organisational momentum. An initial lack of clarity in leadership of the RAPWG was resolved with the establishment of a member Chair. As momentum with the RAP grew, requests of the RAPWG expanded beyond the scope of the RAP, which was resolved by using the RAPWG 'Terms of Reference' to determine and communicate to staff in-scope and out-of-scope work. Lastly, in order to respond to new and emerging issues in the policy and advocacy landscape regarding Aboriginal and/or Torres Strait Islander topics, some RAP deliverables were unable to be achieved, such as the engagement plan and cultural learnings plan.

Since the launch of our first Innovate RAP, Dietitians Australia has strengthened its commitment to reconciliation, as demonstrated in the summary of these key achievements.



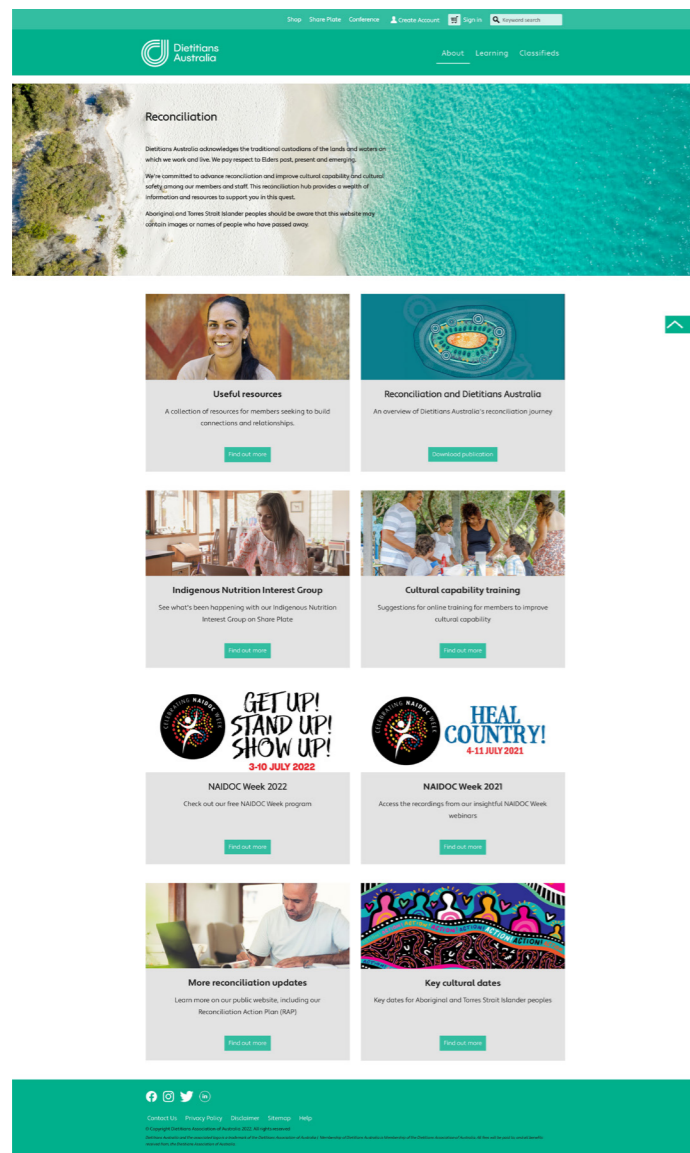
Relationships

- Dietitians Australia staff promoted cultural dates of significance to the membership including National Close the Gap Day, National Reconciliation Week and NAIDOC Week.
- During the COVID-19 pandemic, one Aboriginal RAPWG member together with the RAPWG Chair prepared and hosted a free 1-hour webinar for members on 'Telehealth and Cultural Safety'.
- Giving support to the #blacklivesmatter campaign, the RAPWG Chair engaged with Dietitians Australia's CEO to make a public statement regarding race and racism on the Dietitians Australia website and social media platforms. The RAPWG worked with staff and Aboriginal and/or Torres Strait Islander members to prepare a social media campaign to amplify Aboriginal and/or Torres Strait Islander voices while calling all members to engage and learn (or continue to learn) about reconciliation and racism.

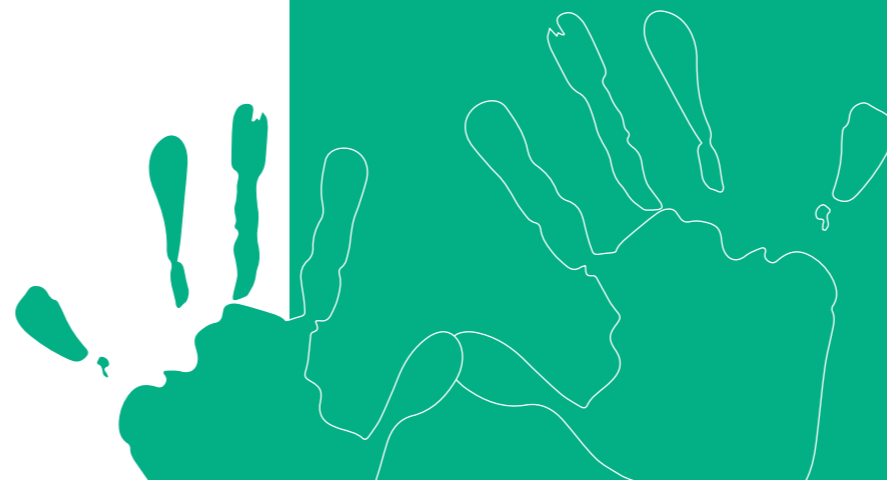
Respect



- We developed and implemented an ‘Innovate RAP Communications Plan’ to advance staff and member knowledge of, and respect for, Aboriginal and/or Torres Strait Islander histories and cultures.
- We created and launched a new dedicated hub on ‘Reconciliation’ in the member portal in 2020.



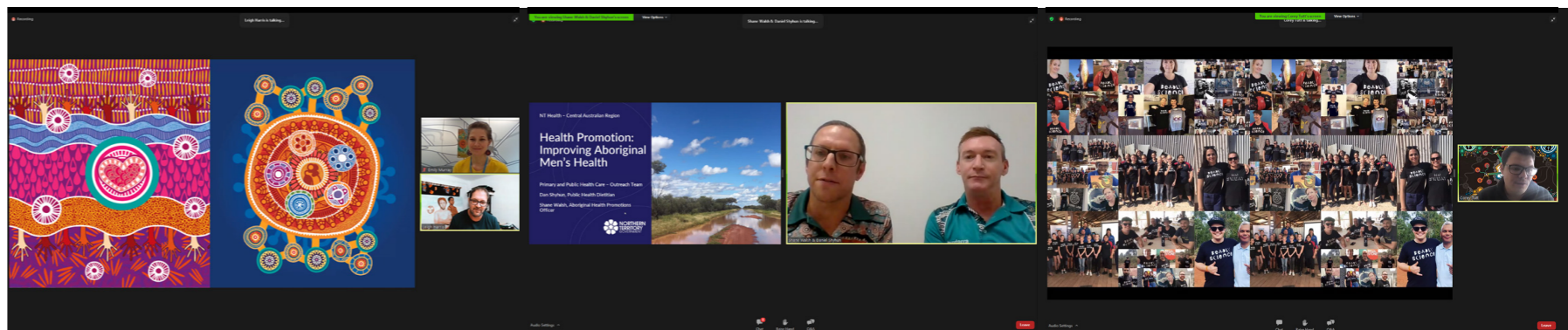
- Guidance on Aboriginal and/or Torres Strait Islander terminology, with a strengths-based approach, was included in the ‘Dietitians Australia Writing Style Guide’ for staff.
- We developed and disseminated a ‘Cultural Capability Needs Survey’ for Dietitians Australia staff and members to identify the appetite for cultural capability training and determine the best platform to meet their needs. Results clearly revealed an appetite for staff and members to develop cultural capability when working with Aboriginal and/or Torres Strait Islander Peoples. As a platform to achieve this, online training and a webinar (or a series of webinars) were identified as the two preferred options, followed by face-to-face workshops and case studies with success stories.
- The RAPWG conducted a thorough review of online cultural capability training options and prepared a new resource for Dietitians Australia members highlighting three valuable opportunities, which were widely promoted to the membership.





- We included 'Indigenous Health' in the theme of the Dietitians Australia National Conference in 2019, with a captivating Welcome to Country, an Indigenous Health Plenary and a workshop on 'Celebrating Culture: Adopting a strengths-based approach in nutrition and dietetic practice'.
- The virtual National Conference in 2020 included a plenary by Summer Finlay on what it truly means to be an ally or accomplice to Aboriginal and Torres Strait Islander Peoples. It also included a hypothetical panel discussion on what we will be eating in 2050, with a First Nations perspectives from Tracy Hardy, a Gamilaroi woman, dietitian and RAPWG member.

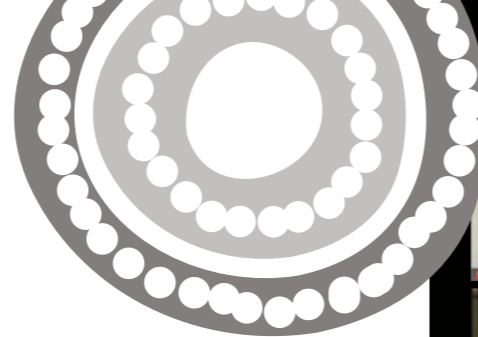
- NAIDOC Week in November 2020 and July 2021 was celebrated with a series of five complimentary webinars for members, hosted by our Education Centre. The webinars covered topics such as Dietitians Australia's reconciliation journey, lessons from an Aboriginal AFL player, systemic racism in healthcare, bush food cooking with Aunty Dale Chapman, empowering nutrition outcomes in Victorian Aboriginal Communities, insights on growing bush tucker with Bush to Bowl, the story behind Dietitians Australia's RAP artwork, Deadly Science with Corey Tutt, and improving Aboriginal men's health in remote Australia.



Opportunities

- Late 2020, our first Aboriginal Board Director, Tracy Hardy, was elected to the Board of Dietitians Australia.
- Dietitians Australia sponsored the 'Future Leader in Indigenous Allied Health' award at the 2020 Indigenous Allied Health Australia (IAHA) online conference. This award is bestowed to a current IAHA Full Member (Student) enrolled in an entry-level allied health degree who demonstrates leadership capabilities, a commitment to their studies and leadership journey, and who is an inspirational role model for other Aboriginal and/or Torres Strait Islander Peoples. The worthy recipient, Shaun Solomon, who was studying a degree in social work and involved in Aboriginal health research, also took on a role as a cultural mentor to many students undertaking postgraduate degrees in Aboriginal health topics.

Governance



RAPWG members (left to right, top to bottom): Deanna Park, Emily Murray, Vanessa Schuldt, Tracy Hardy, Robyn Delbridge, Judith Myers, Rachel Bacon, Natalie Gray, Kelly Stephenson, Louise van Herwerden

- The RAPWG engaged with the Australian Dietetics Council and sought input from Indigenous Allied Health Australia (IAHA) to strengthen cultural responsiveness and cultural safety in the updated National Competency Standards for Dietitians in Australia.
- The RAPWG provided feedback on new Accreditation Standards for Dietetics Education Programs that include new cultural safety and responsiveness standards embedded across program management, staffing and curriculum standards.
- The RAPWG achieved an amendment to the Terms of Reference for the Scientific and Social Program Committee (SSPC) to ensure Aboriginal and/or Torres Strait Islander voices and content are included in the Dietitians Australia conference program, via formal dialogue between the SSPC Chair and the RAPWG Chair.
- The RAPWG obtained support from Dietitians Australia's CEO to embed cultural capability and cultural safety training in annual professional development plans for staff. All staff and Board members participated in 'Cultural Foundations for Workplaces' training, facilitated by Aboriginal Insights in October 2020.
- Human resource (HR) policies were updated in 2021 to ensure all job adverts encourage Aboriginal and/or Torres Strait Islander candidates to apply.
- We participated in the RAP Impact Measurement Survey in 2020 and 2021.

Our RAPWG has 9 members, 3 of whom identify as Aboriginal. Eight members are volunteer Dietitians Australia members (including the Chair) and one is a staff member responsible for this portfolio (Senior Policy Officer).

The RAPWG continues to drive the aspiration of developing cultural awareness and responsiveness among our members and staff through professional development, transformational knowledge and skills, and observance of Aboriginal and/or Torres Strait Islander cultures, protocols and dates of celebration and significance.

We're excited to build on our reconciliation journey by launching our third RAP, another Innovate RAP, which sets out our commitment to reconciliation for the next two years, led and monitored by our nine RAPWG members:

- **Robyn Delbridge** (RAPWG Chair) - Senior Lecturer in Nutrition and Dietetics at Latrobe University.
- **Tracy Hardy** - a Gamilaroi woman and Founder of Wattleseed Nutrition, Health and Wellbeing, a wholly Indigenous owned and operated business. Tracy is also on the Board of Directors for Dietitians Australia.
- **Deanna Park** - an Arrernte woman and Dietitian at NT Medical Specialist and Research Assistant at Menzies School of Health Research in Darwin.

- **Kelly Stephenson** – a proud Aboriginal woman and Director and Dietitian at Hunter Nutrition Specialists Pty Ltd.
- **Louise van Herwerden** – Assistant Professor, Master of Nutrition and Dietetic Practice at Bond University.
- **Rachel Bacon** – Associate Professor, Nutrition and Dietetics at the University of Canberra.
- **Judith Myers** – Lecturer and Course Coordinator, Master of Dietetics and Master of Nutrition at Charles Darwin University.
- **Natalie Gray** (student member) – Bachelor of Nutrition and Dietetics student at University of Newcastle.
- **Vanessa Schuldt** (staff member) – Senior Policy Officer at Dietitians Australia, with responsibilities for the First Nations Health portfolio.
- **Emily Murray** (on maternity leave 2022) – Allied Health Manager, Miwatj Health Aboriginal Corporation Darwin.
- **Clare Brown** (on maternity leave 2022) – Population Health and Program Strategy Manager, Apunipima Cape York Health Council.

Working group members have expertise across the health care continuum, from acute clinical care to primary prevention, and work in a variety of settings, including hospitals, private practice, Aboriginal Community Controlled Health Organisations, non-government organisations and peak bodies.

Our Senior Policy Officer will continue to champion our RAP to keep staff, management, the Board and members abreast of our RAP deliverables and achievements and ensure all involved are engaged in our RAP commitments. Our Communications Team will develop a communications plan to ensure relevant aspects of our RAP, including the celebration of National Reconciliation Week and NAIDOC Week, are embedded in our annual plans and communicated to all staff and members. As per previous years, our RAP achievements will be included in the Dietitians Australia annual report year on year, and the organisation will participate in the RAP Impact Measurement Survey.



Relationships

Dietitians Australia has fostered and maintained consultative and collaborative relationships with Aboriginal and/or Torres Strait Islander Peoples, businesses and organisations throughout its reconciliation journey. The strongest relationships are those with a shared mutual interest and specific agenda or outcome to work towards together. We look forward to deepening and strengthening our relationships and fostering new relationships over the course of this RAP.

The most pertinent strategic pillar from our 2022-2025 Strategic Plan is that of ‘trust’ – relationships are founded on trust and truth-telling, which is fostered over time. Dietitians Australia has been steadily building relational trust with Aboriginal and/or Torres Strait Islander members and stakeholders through ongoing commitment to advancing reconciliation.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and/or Torres Strait Islander stakeholders and organisations.	Develop and implement an engagement plan to work with Aboriginal and/or Torres Strait Islander stakeholders and organisations.	Develop by Feb 2023 Implement Mar 2023	DA RAP Champion (RAPC)
	Continue current relationship with Indigenous Allied Health Australia (IAHA) and initiate regular ongoing meetings.	Aug 2022 onwards	Chief Executive Officer (CEO)
	Meet with local Aboriginal and/or Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Aug 2022 onwards	CEO
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff and members via promotions to our membership as outlined in our RAP Communication Plan.	April 2023, April 2024	Lead: RAPC Support: Marketing and Communications General Manager (MCGM)
	RAP Working Group members to participate in an external NRW event.	27 May-3 June 2023, 2024	RAP Chair and RAPC
	Encourage and support staff and Board members to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June 2023, 2024	RAPC
	Organise at least one NRW event each year.	27 May-3 June 2023, 2024	Lead: RAPC Support: Digital Engagement Officer (DEO)
	Register all our NRW events on Reconciliation Australia’s NRW website.	April 2023, 2024	RAPC

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff and members in reconciliation.	Aug 2022 onwards	Lead: RAP Chair and RAPC Support: RAP Working Group (RAPWG)
	Develop and implement an annual Communications Plan for our Innovate RAP.	Aug 2022	Lead: MCGM Support: RAPC
	Investigate and maintain strategic relationships with internal committees (for example, Dietitians Australia conference, Scientific and Social Program Committee) to support implementation of reconciliation activities.	Jan 2023 onwards	RAPC
	Engage with the Dietitian and Nutritionist Regulatory Council (DNRC) and the Australian Dietetics Council (ADC) to support them to include reconciliation commitment in their Terms of Reference.	Aug 2022 onwards	RAPWG Chair and RAPC
	Communicate our commitment to reconciliation publicly – at Dietitians Australia conferences, on the public facing page of our website, in our annual reports and as per our communications plan.	Conferences 2022, 2023; Annual Reports (2022, 2023); Review March 2023, 2024	RAPC and MCGM
Ensure our Marketing and Communications plan includes a deliverable to communicate and disseminate material to members regarding reconciliation, anti-racism and anti-discrimination.	August 2022, February 2023, 2024	RAPC and MCGM	

Action	Deliverable	Timeline	Responsibility
	Review, maintain and update the Dietitians Australia online reconciliation hub for dietitian members, and progress expansion of this for a public-facing reconciliation hub.	Mar 2023	RAPC and MCGM
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Aug 2022 onwards	RAPC
	Collaborate with Reconciliation Australia and other like-minded organisations to develop ways to advance reconciliation.	Jan 2023 onwards	RAPC
	4. Promote positive race relations through anti-racism and anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-racism and anti-discrimination provisions, and future needs.	Sept 2022
	Continue to support the implementation and evaluation of the new Code of Conduct for Dietitians to ensure it reflects best practice in anti-racism and anti-discrimination.	Sept 2022, 2023, 2024	General Manager – Regulatory Services (GMRS)
	Strategically review Dietitians Australia Terms of Reference (ToR) for key committees/working groups to ensure no barriers to reconciliation exist and identify opportunities to strengthen ToRs to promote reconciliation, anti-racism and anti-discrimination.	Feb 2023	CFO
	Develop, implement and communicate an anti-discrimination and anti-racism policy for our organisation.	Jan 2023 onwards	CEO





Action	Deliverable	Timeline	Responsibility
	Engage with Aboriginal and/or Torres Strait Islander staff and/or Aboriginal and/or Torres Strait Islander advisors to consult during development of organisational anti-discrimination and anti-racism policy.	Jan 2023 onwards	CEO
	Educate senior leaders on the effects of racism.	August 2022 onwards	CEO
5. Build relationships and partnerships to support health advocacy in Aboriginal and/or Torres Strait Islander communities	Continue advocacy in partnership with Aboriginal and/or Torres Strait Islander organisations (such as Indigenous Allied Health Australia, the National Aboriginal Community Controlled Health Organisation, National Aboriginal and Torres Strait Islander Health Workers Association and the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives) through submissions on public health policy of relevance.	Aug 2022 onwards	RAPC
	Advocate for improved food security in Aboriginal and/or Torres Strait Islander rural and remote communities in collaboration with Aboriginal and/or Torres Strait Islander Peoples and organisations, by liaising/engaging with local and federal politicians.	Aug 2022 onwards	CEO
	Promote, advocate and support culturally centred, strengths-based approaches in Aboriginal and/or Torres Strait Islander health settings, services, materials etc.	Aug 2022 onwards	RAPC



Respect

Dietitians Australia is committed to continuing and growing our respect for Aboriginal and/or Torres Strait Islander Peoples, cultures, lands, waters, histories and rights. Dietitians Australia is committed to working towards equipping staff and members to engage in a culturally safe and responsive way with Aboriginal and/or Torres Strait Islander Peoples as peers, colleagues, stakeholders, collaborators and clients. In this way, Dietitians Australia is committed to fostering the life-long journey of respectful relationships, truth telling, listening and responding to feedback and striving for Aboriginal and/or Torres Strait Islander Peoples human rights to justice and health equity.

Strategic objective 2 in our 2022-2025 Strategic Plan explicitly outlines the commitment to continually develop cultural capabilities and culturally responsive practice, with a First Nations Peoples and Communities focus. This is inclusive of all Dietitians Australia staff, our members and their professional standards, which outline the expectations for the workforce to practice in culturally responsive ways.

Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and/or Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs among staff and members within our organisation.	Feb 2023	Lead: Education Centre Manager (ECM) Support: RAPWG
	Consult local Traditional Owners and/or Aboriginal and/or Torres Strait Islander advisors on the development and implementation of a cultural learning strategy for our staff and members.	Apr 2023	RAPC
	Develop, implement and communicate a cultural learning strategy for our staff.	Jun 2023, 2024	RAPC
	Provide opportunities for RAP Working Group members, HR manager and other key leadership staff to participate in formal and structured cultural learning.	Jun 2023, 2024	RAPC
	Identify and promote potential cultural capacity training opportunities appropriate for dietitians and promote to members.	Oct 2022	Lead: RAPC Support: MCGM, ECM
7. Demonstrate respect to Aboriginal and/or Torres Strait Islander Peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Oct 2022, 2023	RAPC
	Review and update the organisations 'Writing Style Guide' (specifically the section 'Aboriginal and/or Torres Strait Islander Guide to Terminology') and communicate any changes to all staff.	Aug 2022	RAPC

Action	Deliverable	Timeline	Responsibility
	Invite local Traditional Owners or Custodians to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Aug 2022, 2023, 2024	MCGM
	Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Aug 2022	RAPC
	Organise and display an Acknowledgment of Country plaque in three locations throughout our office.	Aug 2022	Policy and Advocacy Support Officer (PASO)
8. Demonstrate respect to Aboriginal and/or Torres Strait Islander Peoples by observing cultural protocols.	RAP Working Group members to participate in at least one annual NAIDOC Week event.	July 2023, 2024	RAPC
	Curate a suite of free professional development opportunities (for example, complimentary webinars) for members during NAIDOC Week, centring Aboriginal and/or Torres Strait Islander Peoples, their achievements and perspectives and priorities with consideration of how to reflect the themes of NAIDOC.	July 2023, 2024	ECM and RAPC
	Review HR policies and procedures to remove barriers to any staff participating in NAIDOC Week.	June 2023, 2024	CFO
	Promote and enable participation in external NAIDOC Week events to all staff.	June 2023, 2024	CFO





Opportunities

Opportunities for Aboriginal and/or Torres Strait Islander Peoples, organisations and communities are important to Dietitians Australia and its core business activities because increasing employment, both within the health workforce and generally, is key to improving health equity.

As a membership-based professional association in health professions, we consider our opportunities across health workforces, our membership, and our staffing from individuals to strategy and policy. Each aspect offers unique avenues in which to support, engage and maintain Aboriginal and/or Torres Strait Islander health workforce.

Strategic objective 3 in our 2022-2025 Strategic Plan includes a commitment to diversity, equity and inclusivity in the profession, which is inclusive of current and prospective Aboriginal and/or Torres Strait Islander Peoples in the workforce. During our last RAP, early stages of preparation for our profession's Workforce Development Plan commenced, which included engaging with Aboriginal and/or Torres Strait Islander organisations and stakeholders. This work will continue during this RAP period, with the engagement process and outcomes outlined below.

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and/or Torres Strait Islander recruitment, retention and professional development.	Sponsor the 'Indigenous Allied Health Professional of the Year Award' at the Indigenous Allied Health Australia (IAHA) Conference.	Dec 2022, 2023	CFO
	Engage with Aboriginal and/or Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	Nov 2023	CFO
	Review and update our Aboriginal and/or Torres Strait Islander recruitment, retention and professional development strategy.	Jan 2024	CFO
	Ensure Aboriginal and/or Torres Strait Islander dietetics workforce development is an explicit component of the profession's-wide workforce strategic development plan.	Dec 2022	CEO
	Engage with Aboriginal and/or Torres Strait Islander members and/or advisors to participate in the development process of our profession's Workforce Development Strategic Plan.	Dec 2022	CEO
	Investigate strategies to support entry of Aboriginal and/or Torres Strait Islander students transition into the workforce.	Sept 2022	GMRS and ECM
	Continue to advertise job vacancies to effectively reach Aboriginal and/or Torres Strait Islander stakeholders.	Aug 2022 onwards	CFO

Action	Deliverable	Timeline	Responsibility
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and/or Torres Strait Islander participation in our workplace.	Sept 2022	CFO
	Increase the percentage of Aboriginal and/or Torres Strait Islander staff employed in our workforce.	Aug 2024	CFO
	Encourage and support Aboriginal and/or Torres Strait Islander members to participate in strategic activities and take up leadership opportunities within Dietitians Australia.	Aug 2022 onwards	RAPC
10. Increase Aboriginal and/or Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Continue to communicate opportunities for procurement of goods and services from Aboriginal and/or Torres Strait Islander businesses to staff.	Aug 2022 onwards	CFO and RAPC
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and/or Torres Strait Islander businesses.	June 2023	CFO
	Continue to develop and maintain commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Aug 2022 onwards	CFO
	Survey Aboriginal and/or Torres Strait Islander members regarding barriers and enablers to engaging with Association activities and initiatives, with suggestions to improve service delivery and priority issues for engagement.	Sept 2022	RAPWG Chair and RAPC

Action	Deliverable	Timeline	Responsibility
	Begin implementing initiatives to improve the cultural appropriateness of service delivery, as part of responding to Aboriginal and/or Torres Strait Islander members advice, and in consultation with Aboriginal and/or Torres Strait Islander members.	Feb 2023	RAPWG Chair and RAPC
	Review and update the Aboriginal and/or Torres Strait Islander procurement strategy.	June 2023	CFO
11. Advance the opportunities for cultural responsiveness and increase cultural safety across our membership workforce	Engage with the Dietitian and Nutritionist Regulatory Council (DNRC) regarding education and professional standards for cultural capability and cultural safety among our profession.	Oct 2022 onwards	GMRS
	Support the DNRC in the implementation and evaluation of cultural responsiveness and cultural safety competency standards for dietitians in Australia.	Oct 2022 onwards	Lead: GMRS, Support: RAPWG Chair and RAPC
	Support the DNRC and ADC in the implementation and evaluation of the accreditation standards for universities regarding aspects of cultural responsiveness.	Oct 2022 onwards	Lead: GMRS, Support: RAPWG Chair and RAPC
	Support DNRC in the implementation and evaluation of the Code of Conduct for Dietitians regarding aspects of cultural responsiveness.	Oct 2022 onwards	Lead: GMRS, Support: RAPWG Chair and RAPC



GOVERNANCE

Governance and accountability for execution of our RAP is vital, therefore a dedicated RAP Working Group and support from senior leaders, staff and members is key to the delivery of actions outlined in our Innovate RAP.

Strategic objective 2 in our 2022-2025 Strategic Plan commits to advancing robust governance processes within our Accredited Practising Dietitian (APD) support and regulatory functions, forming a strong foundation for the governance of the dietetic profession.

Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and/or Torres Strait Islander representation on the RAPWG.	Feb, May, Aug, Nov 2022, 2023, 2024	RAPWG Chair and RAPC
	Review and apply updated 'Terms of Reference' for the RAPWG, as well as selection criteria for future RAPWG member expressions of interest.	Oct 2022	RAPC
	Meet at least four times per year to drive and monitor RAP implementation.	Feb, May, Aug, Nov 2022, 2023, 2024	RAPWG Chair and RAPC
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Aug 2022	CEO
	Engage our senior leaders and other staff in the delivery of RAP commitments.	Aug 2022 onwards	RAPC
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	Aug 2022 onwards	RAPC
	Appoint and maintain an internal RAP Champion from senior management.	Aug 2022 onwards	RAPC
	Appoint and maintain a Dietitians Australia member as RAPWG Chair, to work closely with senior management employees and lead the RAPWG.	Aug 2022 onwards	RAPC

Action	Deliverable	Timeline	Responsibility
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2022,2023,	RAPC
	Report RAP progress to staff at all-staff meetings and senior leaders at face-to-face Board meetings.	Jan, May, Nov 2022,2023	RAPC
	Publicly report our RAP achievements and learnings in the Dietitians Australia Annual Report.	Nov 2022, 2023	RAPC
	Propose and commence implementation of Key Performance Indicators for CEO in relation to advancement of reconciliation.	June 2024	RAPC and CEO
	Participate in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	RAPC
	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2023, 2024	RAPC
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2023, 2024	RAPC
Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	August 2024	RAPC	

Action	Deliverable	Timeline	Responsibility
15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Jan 2024	RAPC





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Contact us

If you have questions about our
Reconciliation Action Plan, contact:

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