



South Western Sydney PHN

Reflect

Reconciliation Action Plan

January 2019-January 2020

Foreword



Our Reconciliation Journey

On behalf of the South Western Sydney PHN Board of Directors, the Executive and our staff, we acknowledge the Dharawal and Gandangara people as the Traditional Custodians of the lands across our region that we gather and work upon.

We pay our respects to all Elders past, present and future and to all Aboriginal and Torres Strait Islander peoples across our nation.

We celebrate their continuing culture and acknowledge the memory of their ancestors.

It is with great pride that we present South Western Sydney PHN's first Reconciliation Action Plan.

This plan demonstrates our whole organisation's commitment to building respect and relationships with Aboriginal and Torres Strait Islander people, which underpins our contribution towards achieving meaningful gains in Aboriginal health.

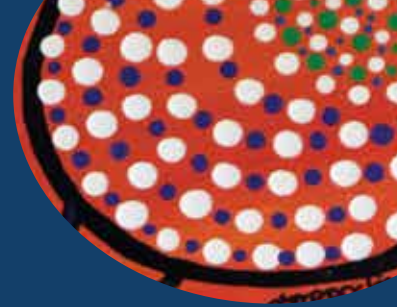
As an organisation, we have made some significant steps to celebrate and build respectful relationships with our local Aboriginal communities. Our reconciliation journey will allow us to continuously build on these relationships and, in doing so, improve our workplace for our staff, our visitors and the communities we serve.

Keith McDonald | PhD

CEO

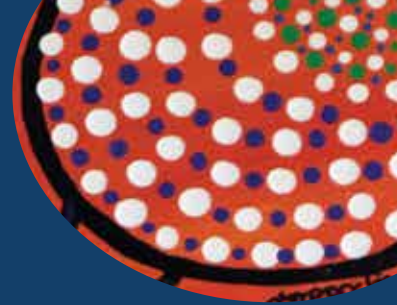
South Western Sydney PHN

Contents



About the Artist – Susan Grant.....	3
About the Artist – Donna Sadleir.....	4
Our Organisation.....	5
Our Vision for Reconciliation.....	6
Our Reconciliation Action Plan	12-17
Relationships.....	12
Respect.....	14
Opportunities.....	16
Governance and Tracking Progress.....	17

About The Artwork



The cover design for our Reconciliation Action Plan is a beautiful piece of commissioned artwork that was created for South Western Sydney PHN by a local Aboriginal artist. The design was born out of her knowledge of the PHN, who we are, our community involvement, and our ability to provide services to educate, to heal, to empower.

The artwork is named “**Corroboree at Sunset**” with a focus on traditional healing with connectedness to country and nature, traditional dance and costumes, and the smoking ceremony for cleansing, linking healing and culture.



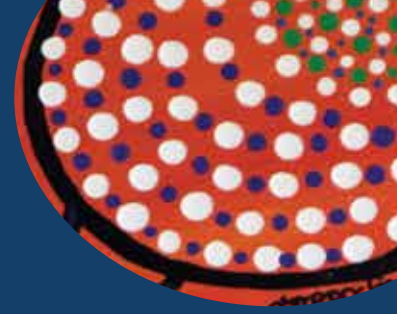
About the Artist

Susan Grant is an Aboriginal descendant of the Wiradjuri people of the south and west area of NSW. Susan was born in Leeton NSW in 1962. Susan grew up predominantly in Sydney’s outer western area of St Marys.

Susan is a self-taught visual artist and believes she has been handed down a special gift of story telling from her ancestors to share through her paintings.

Susan’s artwork became more intense over time which Susan feels is a reflection on her connection to her history and culture. Susan commenced painting in 1991 and since becoming an artist Susan has achieved many awards and recognition from her community in the Greater Western Sydney region and beyond, having her artwork displayed in many Australian corporate and government buildings as well as overseas, in particular Japan.

About The Artwork And The Artist



The commissioned artwork was designed and painted for the Aboriginal Health team located at South Western Sydney PHN by Donna Sadleir whom is a proud Wiradjuri woman born in Peak Hill and now a Campbelltown local.

The artwork was used as the design for the PHN uniform which is worn by all staff for every date of significance within the Aboriginal calendar, these are worn with pride.

The artwork depicts a strong message to community that we at the PHN are about Aboriginal history, culture and healing.

The circle in the centre represents the Aboriginal Health team with our healing hands, the four outer circles represent the four local hospitals with the footprints of community coming to the team to assist with their healthcare needs. The men & women sitting represents the communities & groups within our area.

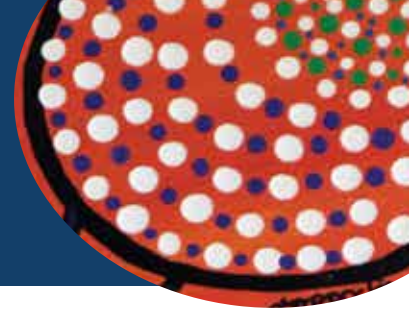
The leaves and branches symbolise medicine and healing.

Footnote:

These two individual works of art were commissioned by South Western Sydney PHN and we also acknowledge the intellectual property of both Susan Grant & Donna Sadleir respectively.

Permission has been granted from both artists to reproduce and display their works within this document.

Our Geographic Region



The South Western Sydney PHN region covers the following areas which are recognised, and include but are not exclusive to the major traditional nations of Dharawal (**Tharawal**) and Gundangarra (**Gandangara**).

South Western Sydney PHN covers seven Local Government areas (LGAs) of Bankstown, Camden, Campbelltown, Fairfield, Liverpool, Wingecarribee and Wollondilly - which span an area of 6243 square kilometres.

According to the 2016 census there were **16,317** people within the South Western Sydney region that identified as being either Aboriginal and/or Torres Strait Islander; this is equivalent to **1.8%** of the population, the overall population is **966,450**.



Cultural identities are extremely important for Aboriginal and Torres Strait Islander peoples. They represent different heritages, languages, cultural practices, spiritual beliefs and geographic areas.



Our Vision for Reconciliation

Our vision for reconciliation is that our community walks together towards a shared future, acknowledging through actions and words the histories, cultures and contributions of Aboriginal and Torres Strait Islander community members.



Our Organisational Vision

A lead organisation enabling an effective, innovative and integrated health system for South Western Sydney.



Our Business

South Western Sydney PHN (SWSPHN) is a not-for-profit health organisation with our core business being to support and shape primary care services so all residents in our region can access the right care, at the right time, by the right people, at the right location.

We commissioned services that will enhance equitable access to care.

This will be achieved by achieving our goals of:

- A healthier community
- An informed & empowered community
- A better health care system experienced by general practitioners and primary care providers
- An integrated health system that is fit for purpose
- Primary health care services that demonstrates value

Our staff

South Western Sydney PHN employs more than 62 staff members. Governed by a Board of Directors, our staff consists of Executive Management, Senior Management, Coordinators and program and administrative staff.

South Western Sydney has one office location.

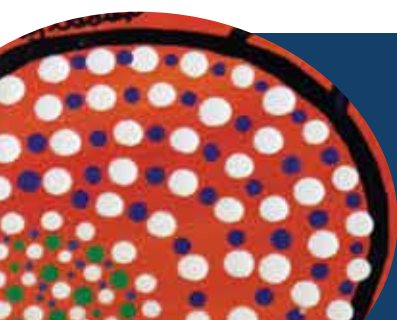
As at 1 March, South Western Sydney has two staff members who identified as being Aboriginal.

This figure equates to 1.4%.

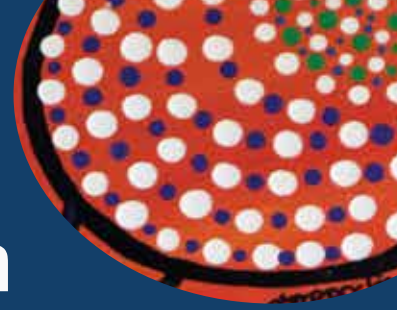
About the Reconciliation Action Plan

The Reconciliation Action Plan (RAP) is about organisations from every sector turning good intentions into real actions and rising to the challenge of reconciling Australia. A RAP is a business plan that uses a holistic approach to create meaningful relationships, enhanced respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander Australians.

The RAP program includes four types of RAPs, each offering a different level of engagement and support. In developing a Reflect RAP, our organisation, South Western Sydney PHN, commits to completing the following actions over the next 12 months to ensure we are well positioned to implement effective and mutually beneficial initiatives as part of future Reconciliation Action Plans.



Why We Are Developing A Reconciliation Action Plan



South Western Sydney PHN believes reconciliation is where the broader Australian community understands, acknowledges and respects Aboriginal and Torres Strait Islander peoples, histories, cultures and achievements in moving forward together with a shared national identity. Within our business we will aim to increase the support and services provided to Aboriginal and Torres Strait Islander peoples to access culturally appropriate services.

This will involve building stronger relationships with Aboriginal and Torres Strait Islander peoples, stakeholders and organisations and increasing awareness with our employees of Aboriginal and Torres Strait Islander histories and cultures. We believe accessing culturally appropriate care supported by culturally aware staff is a key factor in enhancing the health and wellbeing of an individual, their family and community.

RESPECT AND CULTURAL AWARENESS

Ensuring Aboriginal and Torres Strait Islander health is part of our core business

WORKFORCE

Improve employment opportunities and training both internally & externally

RELATIONSHIPS

Working closely with Aboriginal and Torres Strait Islander peoples, communities and organisations

Improved health outcomes for Aboriginal and Torres Strait Islander communities

ORGANISATION COMMITMENT

Harnessing the already existing positive commitment and providing leadership

NEEDS BASIS

Based off the high percentage of Aboriginal and Torres Strait Islander peoples in our region

EMPOWERMENT

Enhance health literacy
Ability to make better informed decisions

Who Champions Our Reconciliation Action Plan

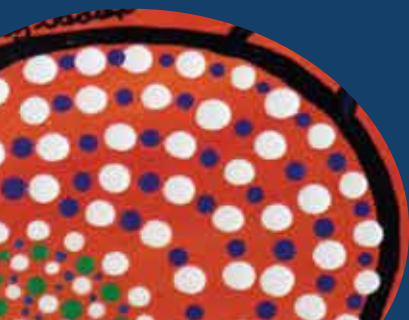
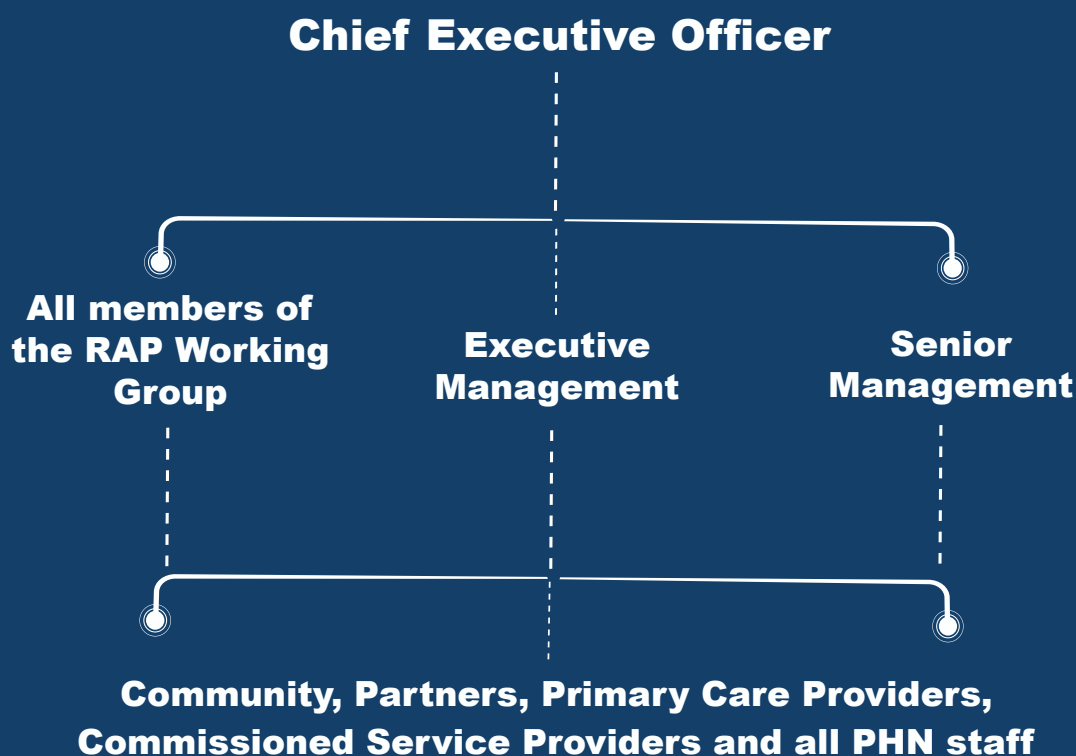


South Western Sydney PHN is committed to developing a meaningful RAP which staff at all levels of the organisation will align with.

The commitment of the RAP will be led by the Chief Executive Officer (CEO). The CEO will ensure as a priority, all executive and senior managers understand and align operational practices with the strategies within the RAP and share the South Western Sydney PHN RAP vision and strategies with their teams.

A RAP Working Group was established on a voluntary basis and includes staff from various sections of the organisation.

Input on the RAP was sought from the Director of Planning and Performance, Integrated Health Manager, Aboriginal Health Program Coordinator; whom herself identifies as Aboriginal, Commissioning Manager, Research Coordinator, Population Health and Planning Coordinator, Integrated Health Coordinator, Aged and Complex Care Coordinator, Mental Health Program Officer, Contract Coordinator, Practice Support Officers, and Practice Nurse Coordinator.



Our Journey To Date

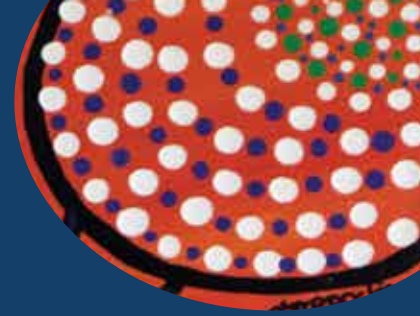
SWSPHN has long standing relationships with multiple providers of Aboriginal specific services including but not limited to South Western Sydney Local Health District Aboriginal Health Unit, Tharawal Aboriginal Medical Service, Gandangara Health Services (Marumali).

The PHN also convenes and leads an Aboriginal Health Committee which provides feedback, input and guidance on PHN activity.

South Western Sydney PHN is very fortunate to have stakeholder representation from a variety of communities, including local Elders, NGO & Government sectors to ensure Aboriginal and Torres Strait Islander health is viewed holistically, culturally and spiritually.



Our Partnerships And Current Activities



Community Partnerships

- Formal partnership with Tharawal Aboriginal Medical Service.
- Partnership with Gandangara Local Aboriginal Land Council and Gandangara Medical Service.
- Active membership of the Wingecarribee Cluster Group, South Western Sydney. Koori Interagency meetings: these groups are for Aboriginal workers in Government and non-government departments that come together to share issues and needs specific to the local Aboriginal and Torres Strait Islander communities.
- Participation in Community Unity days, NAIDOC event.
- Aboriginal Chronic Care South Western Sydney Local Health District; designed to support the Aboriginal and/or Torres Strait Islander peoples to live healthier and longer lives by trying to prevent or better manage chronic diseases.

Internal Activities/Initiatives

- Formation of Reconciliation Action Plan Working Group.
- Procurement of Aboriginal Artwork as an Aboriginal logo for South Western Sydney PHN, all staff uniform, program and community brochures by local artist Donna Sadleir. The artwork represents health within the South Western Sydney PHN footprint.
- Procurement of Aboriginal Artwork for our Boardroom – local Artist Susan Grant.
- Staff NAIDOC Week celebrations.
- Staff Cultural Healing Workshop.
- Close The Gap day acknowledgement & celebrations.
- Catering for activities associated with Aboriginal calendar of significant events provided by Fred's Bush Tucker; Fred's Bush Tucker has the vision to encourage the acceptance of quality, authentic Australian Indigenous bush foods and culture.

www.fredsbushtucker.com.au



Relationships

Action	Deliverable	Timeline	Responsibility
1. RAP Working Group established and actively monitors RAP development and implementation of actions, tracking progress and reporting	<ul style="list-style-type: none"> • RWG oversees the development, endorsement and launch of the RAP • Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG • Meet at least twice per year to monitor and report on RAP implementation • Establish Terms of Reference for the RWG 	March 2019 February 2019 June 2019 March 2019	J Caton J Caton J Caton J Caton
2. Build internal and external relationships	<ul style="list-style-type: none"> • Scope and develop a list of Aboriginal & Torres Strait Islander peoples, communities and organisations within our PHN boundary &/or sphere of influence that we could approach to connect with on our Reconciliation journey. • Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey. 	June 2019 June 2019	J Caton, M Roberts J Caton, M Roberts
3. Celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> • Source a list of NRW, activities and circulate to all staff. • Encourage all staff to attend a NRW event to recognise and celebrate National Reconciliation Week. • Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories with our workplace. • Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. • Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW • Encourage all staff to attend an external NRW activity. 	January 2019 May 2019 July 2019 May 2019 May 2019 May 2019	J Caton J Caton, J Weidner L Toohey, J Caton J Hiku J Caton J Caton



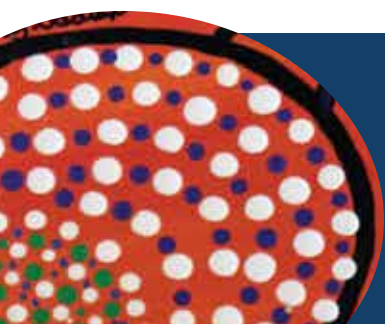
Relationships

Action	Deliverable	Timeline	Responsibility
4. Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP	<ul style="list-style-type: none">• Develop and implement a RAP communication plan to raise awareness across the organisation about the PHN's RAP commitment, particularly with key internal stakeholders and all staff.• Present our commitments to all areas of the business to ensure all staff have a clear understanding of how they can contribute to the RAP• Provide a quarterly update on the RAP's progress via internal communications to all staff	January 2019- January 2020 April 2019 April 2019, July 2019, October 2019, January 2020	J Caton RAP Working Group – J Caton, L Arnold, J Hiku, L Toohey J Caton



Action	Deliverable	Timeline	Responsibility
5. Recognise and celebrate Aboriginal and Torres Strait Islander dates of significance	<ul style="list-style-type: none"> Distribute a complete list of dates to all staff members via email, ensuring all staff understand the importance of these dates List to be made & displayed in each department for reference & reminder. 	January 2019 January 2019	D Bailey, J Caton J Caton
6. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	<ul style="list-style-type: none"> Include opportunities in South Western Sydney PHN RAP communication plan to raise understanding of the meaning and significance of Aboriginal and Torres Strait Islander protocols, such as Welcome to Country, Acknowledgement of Country to employees Explore who the Traditional Owners are of the lands and waters in our local area Scope and develop a list of local Traditional Owners of the lands and waters within our organisation's sphere of influence 	May 2019 June 2019 June 2019	RAPWG - J Caton, L Toohey, J Hiku, L Arnold, J Weidner
7. Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> Develop an action plan for increasing awareness of Aboriginal and Torres Strait Islander histories, cultures and achievements within our organisation Conduct a review of cultural awareness training needs within our organisation Communicate and encourage staff to use Reconciliation Australia's Share Our Pride online tool http://www.shareourpride.org.au Educate staff about how to utilise and access the Share Our Pride tool via: Team meetings, staff meetings, Cultural days, also include in new staff Orientation pack Identify local businesses to engage as part of cultural immersion and cultural awareness activities 	May 2019 July 2019 August 2019 August 2019 September 2019	J Caton, L Arnold, J Hiku RAPWG -L Toohey J Caton J Caton, L Toohey, L Arnold, J Hiku, J Weidner J Caton

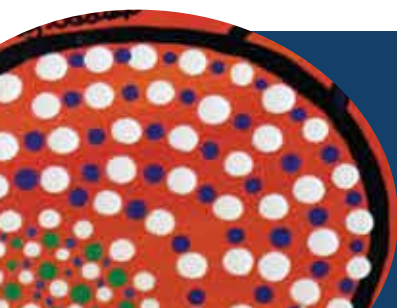
Action	Deliverable	Timeline	Responsibility
8. Celebrate NAIDOC Week – celebrating Aboriginal and Torres Strait Islander peoples cultures, histories and achievements	<ul style="list-style-type: none"> • Encourage all staff to participate internally/or attend a NAIDOC event • Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities • Introduce our staff to NAIDOC Week by promoting community events in our local area • Ensure our RAP Working Group participates in an external NAIDOC Week event • Encourage all staff to participate in an external NAIDOC Week event – to pay respect to the contributions that Aboriginal and Torres Strait Islander peoples have made to our country and to society. 	7-14 July 2019 July 2019 July 2019 July 2019 July 2019	J Caton J Caton, L Toohey, J Hiku J Hiku, J Weidner L Arnold, J Caton J Caton
9. Celebrate National Closing the Gap day	<ul style="list-style-type: none"> • Raise awareness of the Closing the Gap campaign to all staff, - addressing the health inequalities our Aboriginal and Torres Strait Islander peoples are experiencing - Promote a focus on the health inequalities and identify the areas we as an organisation can make a difference 	March 2019	J Caton, J Hiku, J Weidner





Opportunities

Action	Deliverable	Timeline	Responsibility
10. Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none"> Identify workforce capacity for Aboriginal and Torres Strait Islander employment within our commissioned services Identify workforce opportunities, future employment and development opportunities with PHN and external operations 	<p>June 2019</p> <p>June 2019</p>	<p>J Caton</p> <p>M Roberts</p>
11. Investigate Aboriginal and Torres Strait Islander Supplier diversity	<ul style="list-style-type: none"> Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned business Investigate opportunities to develop a business case for procurement for Aboriginal and Torres Strait Islander owned businesses as part of the PHN commissioning framework 	<p>July 2019</p> <p>June 2019</p>	<p>M Roberts L Arnold</p> <p>L Arnold</p>
12. Investigate Aboriginal and Torres Strait Islander professional development and mentoring opportunities	<ul style="list-style-type: none"> Investigate an internal Aboriginal and Torres Strait Islander professional mentoring network for existing staff and future staff Support Aboriginal and Torres Strait Islander leadership through professional development opportunities, external mentoring and Elder involvement 	<p>March 2019</p> <p>July 2019</p>	<p>M Roberts, J Caton</p> <p>M Roberts, J Caton</p>



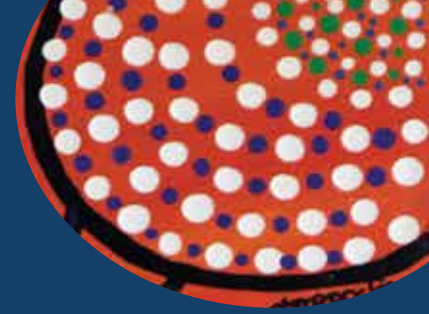


Governance and Tracking Progress

Action	Deliverable	Timeline	Responsibility
13. Build support for the RAP	<ul style="list-style-type: none">• Define resource needs for RAP development and implementation• Define systems and capability needs to track, measure and report on RAP activities• Complete the annual RAP Impact Measurement Questionnaire	July 2019	J Caton
		August 2019	L Arnold
		September 2019	J Caton
14. Review and refresh the RAP	<ul style="list-style-type: none">• Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements• Submit draft RAP to Reconciliation Australia for review• Submit draft RAP to Reconciliation Australia for formal endorsement	September 2019	J Caton
		November 2019	J Caton
		December 2019	J Caton



Contact



For further information contact

Jackie Caton

Integrated Health Coordinator

jacqueline.caton@swsphn.com.au

Members of the RAP Working Group as at November 2018

Jackie Caton	Integrated Health Coordinator (Identified)
Luke Arnold	Commissioning Manager
Marija Moretti	Research and Evaluation Coordinator
Jaquie Hiku	Commissioning Program Support Officer
Leanne Toohey	Practice Support Officer
Hayley Shiner	Practice Support Officer
Anne Harley	Integrated Health Coordinator
Jade Weidner	Mental Health Program Advisor
Tracey Zammitt	Quality and Safety Support Officer
Pritika Desai	Mental Health Program Advisor

Message From Reconciliation Australia



Reconciliation Australia is delighted to welcome South Western Sydney Primary Health Network to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, South Western Sydney Primary Health Network joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006.

RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community - governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities - have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides South Western Sydney Primary Health a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, South Western Sydney Primary Health Network will lay the foundations for future RAPs and reconciliation initiatives.

We wish South Western Sydney Primary Health Network well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend South Western Sydney Primary Health Network on its first RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

A handwritten signature in blue ink, appearing to read 'Karen Mundine'.





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phn
SOUTH WESTERN
SYDNEY

An Australian Government Initiative