



ANZCA
FPM

ANZCA Reconciliation Action Plan 2023-2025 – Key Achievements

During our 2023-25 RAP implementation, several initiatives were introduced to build understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, knowledge and histories within our organisation and our sphere of influence. Relationships have continued to build and our work to support and grow the Aboriginal and Torres Strait Islander health workforce has expanded.

Some of the key achievements around these areas are outlined below.

Growing and supporting the Aboriginal and Torres Strait Islander medical workforce

A key component of ensuring Aboriginal and Torres Strait Islander health equity is to support and increase the number of Aboriginal and Torres Strait Islander health practitioners in the health workforce. Achievements and initiatives in this area include:

We have seen an increase in interest in anaesthesia as a career, evidenced by communication received via email and Annual Scientific Meeting scholarship applications received. Through these initiatives, the college has built relationships with prospective Aboriginal and Torres Strait Islander trainees and connected them with appropriate external support.

Establishment of an Australia-wide career navigator network that aims to provide culturally safe career support to Aboriginal and/or Torres Strait Islander medical students and prevocational doctors interested in a career in anaesthesia, pain medicine or perioperative medicine.

Scholarships to Aboriginal and Torres Strait Islander medical students and prevocational doctors to attend the ANZCA and FPM Annual Scientific Meeting have proven highly successful. More than 50 percent of past recipients have gone on to join the anaesthesia or pain medicine training program. Work is underway to enhance the program further to maximise its cultural safety and value to participants.

The college now offers financial support to Aboriginal and Torres Strait Islander trainees helping cover college fees, and support to attend First Nations conferences.

Work has begun to implement an Aboriginal and Torres Strait Islander selection pathway into the anaesthesia training program.

Building relationships

Over our reconciliation journey, the college has continued to maintain its strong relationships with the Australian Indigenous Doctors Association and Leaders in Indigenous Medical Education and has recently become an associate member of the

Lowitja Institute. In the development and delivery of several projects, the college has and continues to engage Aboriginal and Torres Strait Islander owned and operated consultants and consultancy organisations. The college continues to work on ensuring engagement is sought before projects begin to allow for genuine collaboration.

Our relationships with Aboriginal and Torres Strait Islander fellows, trainees and prevocational doctors continues to progress, through the implementation of a recruitment and retention strategy and through the building of support networks.

Cultural learning

ANZCA's cultural learning journey has accelerated considerably over the life of our first RAP, with several new and developing strategies and activities put in place to not only progress cultural learning for our staff, but also for ANZCA fellows and trainees.

On average 78 percent of our staff have completed Aboriginal and Torres Strait Islander cultural competency training using a blended learning strategy, online via Your Mob learning and face to face with Koorie Heritage Trust.

Staff have further participated in initiatives arranged by the RAP working group that build on their cultural learning such as cultural walks, attending smoking ceremonies and storytelling, and listening to guest speakers.

A cultural safety activity is now a mandated requirement of the ANZCA and FPM Continuing Professional Development (CPD) program, and cultural safety workshops have been embedded into the ANZCA Annual Scientific Meeting, state-based continuing medical education (CME) meetings and the Faculty of Pain Medicine annual Spring Meeting. Cultural safety training has also been introduced as a mandatory requirement for the pain medicine training program.

Efforts to embed cultural safety across the CPD program rather than as a separate activity are underway and will be a significant step in progressing patient and workforce cultural safety. To support this work, a cultural safety toolkit is in development.

Respect

Along our reconciliation journey we continue to reflect and build on ways to respect, celebrate and value Aboriginal and Torres Strait Islander peoples, cultures, histories and knowledges.

All Australian offices now prominently display an Acknowledgement of Country at their reception area and have a flag set at the reception desk depicting the Aboriginal flag and Torres Strait Islander flag along with the Australian flag. Some offices have also worked with Traditional

Custodians to dedicate local language names to meeting rooms.

Throughout the two-year RAP period, local elders have been invited to offer a Welcome to Country at various college events, providing participants with the opportunity to celebrate Aboriginal cultures and gain a deeper understanding of the land on which they meet.

All college meetings begin with an Acknowledgement of Country and the use of yarning circles as a way for teams to share and collaborate has been adopted by some. The use

of cultural practices and protocols are recognised as a privilege and their use is guided by Aboriginal and Torres Strait Islander peoples and resources.