

Innovate Reconciliation Action Plan

June 2021 - June 2023





Acknowledgement of Country and Traditional Owners

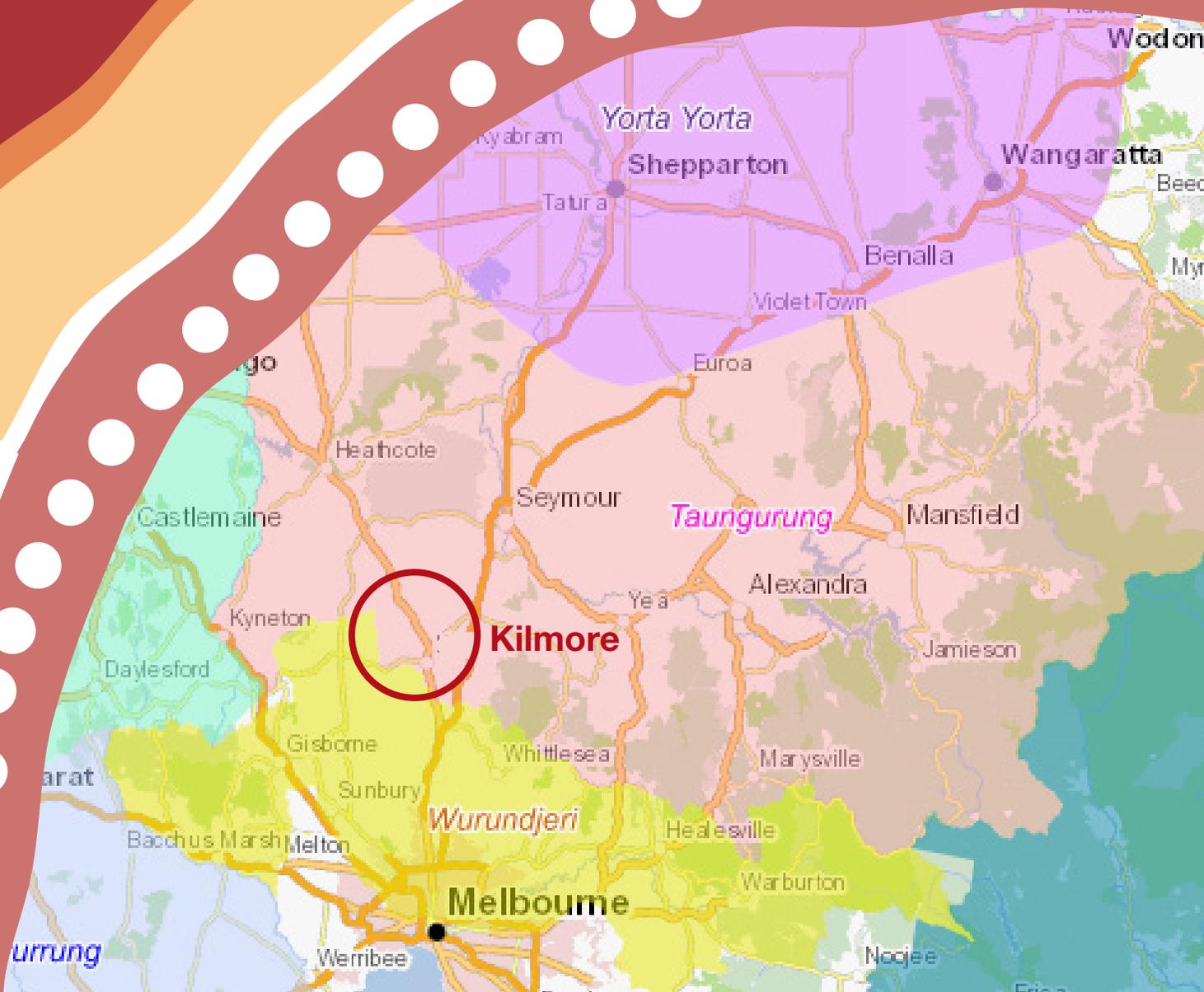
Kilmore District Health acknowledges all Aboriginal and Torres Strait Islander peoples as Traditional Custodians of the lands on which we walk, live and work. We pay our respects to Traditional Custodians past, present and future. Kilmore Hospital stands on the land of the Taungurung people. We want to acknowledge their custodianship of this land and honour Aboriginal and Torres Strait Islander peoples' acts of resistance in the face of ongoing colonial oppression on land that has never been ceded.

We also wish to acknowledge Elders from other communities that we serve including Wurundjeri people, and Dja Dja people.

We would also like to acknowledge our Elders in the LGBTIQ+ community.

Taunguraung Land

Kilmore Hospital stands on the land of the Taungurung people providing health services to Kilmore and its surrounding district.



Message from the Chair of Kilmore District Health Board

“Kilmore District Health recognises that improved outcomes in health and well-being can only be achieved if effective and respectful partnerships are established”

Kilmore District Health is very proud to be presenting our first Innovate Reconciliation Action Plan – a formal commitment to reconciliation that recognises the strength, diversity and resilience of Aboriginal and Torres Strait Islander peoples and their families.

In looking to the future, we acknowledge the past and seek to better understand and respect the histories, cultures and heritage of Aboriginal and Torres Strait Islander peoples.

Kilmore District Health recognises that improved outcomes in health and well-being can only be achieved if effective and respectful partnerships are established with Aboriginal and Torres Strait Islander peoples, communities and organisations. We believe that it is the right of every person to be immersed in their culture – including family, community, cultural practices and identity – and to maintain their distinctive spiritual, material and economic relationship with the land and waters with which they have connection under Traditional Laws and customs.

We look forward to sharing our reconciliation journey with you over the coming years.



Kathryn Harris

Board Chair Kilmore District Health



Message from our CEO

I acknowledge the Traditional Owners – the Taungurung people – the Custodians of the land on which we work. I pay respect to their Elders both past, present and emerging.

I am proud to present the first Kilmore District Health (KDH) Innovate Reconciliation Action Plan (RAP) and wish to take this opportunity to thank all who have been involved in its development, in particular Sue Race, the previous CEO.

While this is the first time Kilmore District Health has formalised our commitment to reconciliation, the health service has been working to improve health outcomes for Aboriginal and Torres Strait Islander peoples for some time.

Our goal is to increase access of Aboriginal and Torres Strait Islander peoples to health, aged and wellbeing services that are culturally safe and welcoming. We will work together with Aboriginal and Torres Strait Islander peoples and form relationships based on an understanding of Aboriginal culture, values, connection to land, and the importance which this relationship has to the health and wellbeing of Aboriginal and Torres Strait Islander people.

We will provide opportunities for Aboriginal and Torres Strait Islander peoples through targeted recruitment activities and culturally inclusive practices. We value the unique skill set that the Aboriginal workforce contributes to the organisation, enriching our ability to provide culturally safe services to the Aboriginal community in our district.

Our Reconciliation Action Plan (RAP) outlines a clear set of actions and change to be implemented over the next two years. Our RAP is intended to embed change across every area of the health service from governance, policy development, employment, training, and direct service delivery.

This Innovate RAP is the foundation on which our future RAPs will be developed to help us further improve the connection and access that Aboriginal and Torres Strait Islander peoples have to our health service. Aboriginal and Torres Strait Islander communities have been involved in the development of our RAP and we remain committed to long-term and respectful relationships, ensuring they are involved in not only the review of our RAP but also to its ongoing implementation.

This RAP will cover the period 2021-2023 and has been designed as a living document that will be reported on and updated each year.



David Naughton

Chief Executive Officer



Message from Lower Hume Primary Care Partnership

“Throughout this journey you will form new connections and build on existing relationships”

Congratulations to Kilmore Hospital for your ongoing dedication and commitment to embed meaningful and healthier outcomes for Aboriginal health, wellbeing, and cultural safety for Aboriginal and Torres Strait Islander people within your organisation. The development and implementation of your Reconciliation Action Plan will take you on a journey that on occasions will not be easy, however I have no doubt that you will embrace this journey with a positive attitude, an open mind and the respectful approaches needed that will enable you all to learn and grow to achieve the tasks you have set yourselves.

Throughout this journey you will form new connections and build on existing relationships to gain a better understanding of Aboriginal culture, protocols and/or practices, the historical and social impacts on health and wellbeing and as well, the needs and aspirations of Aboriginal and Torres Strait Islander people in your local community.

I look forward to following you on this journey.

Rebecca Welsh

Aboriginal Health and Wellbeing Project Officer

Our Vision for reconciliation

Our vision at Kilmore District Health is for unity, strengthened relationships, and respect between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. We seek a nation that values and celebrates the histories, heritage and cultures of our First Nations peoples; that actively strives for the eradication of negative race relations; and values justice and equity for all Australians.

Our Mission for reconciliation

Our mission for reconciliation is to work closely with Aboriginal and Torres Strait Islander communities to implement our Innovate RAP, resulting in culturally safe, quality, accessible care and a dynamic and respectful place to work.

Our Business

Organisational Overview

Kilmore District Health is located in Victoria in the Mitchell Shire and services a population of over 35,000 that extends to Broadford and Pyalong in the north, Wallan and Craigieburn in the south, Lancefield and Romsey to the west, and Whittlesea to the east.

We provide comprehensive acute and aged care services to our rapidly increasing catchment population. Today, over 13,000 patients receive care, more than 200 babies born, 100 residents accommodated, 350 staff employed and operating expenditure amounts to in excess of \$28 million. We have only recently commenced asking all new staff to optionally self-identify as Aboriginal and/or Torres Strait Islander people. As part of a larger project to update all of staff information a recent survey indicated one staff member self-identifying as Aboriginal.

Kilmore District Health operates from one site encompassing four facilities:

- Main Hospital which includes inpatient care, a perioperative suite and the Urgent Care Centre
- Caladenia Nursing Home
- Dianella Village Aged Care Hostel
- Outpatient Services Facility

Services are also provided in the home and the community including District Nursing Service and antenatal clinics operated from Seymour Health and Nexus Primary Health in Wallan.

Our District Nursing Service operates under the Commonwealth Home Support Program. This service helps older people stay independent in their homes and communities for longer. We also continue to provide support to younger people with disabilities living at home, and produce delivered meals through the Victorian Home and Community Care program.

Hospital Based Services

The Hospital provides a variety of health care services. Inpatient and outpatient services are offered to the community of Kilmore and district including maternity, medical, surgical, and subacute care (encompassing Geriatric Evaluation and Management, Transition Care and Palliative Care). The number and range of Visiting Specialists consulting from our Outpatient Facility continues to expand.

Our 24-hour Urgent Care Centre is attended by highly skilled and experienced nursing staff. Staff collaborate with local GPs in providing first line care to all urgent attendances, and with Ambulance Victoria and receiving hospitals to stabilise and coordinate transfer to a higher level of care, where necessary.

In 2019-2020, 195 consumers identifying as Aboriginal and/or Torres Strait Islander people accessed our Urgent Care Centre and Inpatient Services, an increase of 38 from 2018-2019. We expect this to increase due to anticipated high population growth across the Mitchell Shire over the next 20 years.

Caladenia Nursing Home and Dianella Hostel provide a home-like atmosphere with the security of assistance when required. Each facility has the capacity to support 30 care recipients. Respite care for older people living in our community is also available.

Our Values

Kilmore District Health commits to imbedding our core values into all areas of our work and relationships with Aboriginal and/or Torres Strait Islander consumers and community.

REACH



We recognise the rights, beliefs and choice of every individual



We demonstrate a commitment to the highest standards of safety, quality and service



We take responsibility for our decisions, actions, attitudes and health



We consistently act with empathy and compassion



We are open, ethical, and fair

Strategic Plan



Quality Care

Consistently providing safe, compassionate care at the highest standard

Our vision is for Aboriginal and Torres Strait Islander communities to experience consistently safe, quality and compassionate care. As we learn and develop our understanding of and respect for Aboriginal and Torres Strait Islander communities, we will focus on providing a culturally safe and inclusive service. This will involve continuous improvement and partnerships with Aboriginal and Torres Strait Islander consumers, so their experiences and expectations are acknowledged and embedded into our practices.



People Who Care

Valuing, empowering and providing opportunities for our workforce

Our vision is to value and empower the workforce in an environment that is culturally sensitive and safe to health and wellbeing. We will focus on supporting and developing our employees to perform at their best, with an emphasis on meeting Aboriginal and Torres Strait Islander health needs in a respectful manner. This will be achieved by providing an inspirational workspace supported by a strong culture of learning for everyone, and by offering flexible career development pathways to support Aboriginal and Torres Strait Islander employees.



Partners in Care

Working collaboratively to deliver equitable and accessible care

Our vision is for Aboriginal and Torres Strait Islander communities to be at the forefront of care delivery and service design. We are committed to collaborating with Aboriginal and Torres Strait Islander individuals and communities to create innovative health promotion initiatives and to deliver equitable and accessible care.



Sustainable Care

Securing the future of effective and affordable local care

Our vision is to ensure the future of valued, viable, and effective local care for our district through sustainable care and socially responsible resources. We will be improving the financial viability of the hospital while increasing environmental and socially responsible behaviour. Kilmore District Health is committed to the utilisation of technology and infrastructure to ensure Aboriginal and Torres Strait Islander individuals and communities have accessible and equitable health care options.

Our Reconciliation Action Plan (RAP)

Through our Innovate Reconciliation Action Plan we look forward to consolidating our current work and strengthening our commitment towards creating a culturally safe environment, service and workplace for Aboriginal and Torres Strait Islander staff, consumers, families and communities.

The implementation and reporting responsibilities of our RAP sit with our RAP Champion, the Community Engagement Officer. As a member of the leadership team they will work closely with our RAP Working Group, Aboriginal Torres Strait Islander communities, and our local community to build staff engagement and awareness and to achieve its stated outcomes. Additionally, they will work closely with the 'Quality and Improvement' and 'People and Culture' teams to ensure governance structures are in place.

Our Innovate RAP progress will be regularly reported to and monitored by the:

- KDH Board of Directors,
- Community Advisory Board Subcommittee,
- Quality and Safety Committee,
- Diversity, Inclusion and Health Literacy Committee.

We currently have three members who identify as Aboriginal who have accepted our invitation to membership on our RAP Working Group. We will work to further increase Aboriginal and/or Torres Strait Islander membership and engagement in our RAP Working Group and utilise alternative consultative approaches to gain additional input from Aboriginal and/or Torres Strait Islander Communities.

Our RAP Working Group will meet bi-monthly to drive its governance and implementation, and to keep us accountable to our stated commitments.

Membership of our RAP Working Group includes the following:

Name	Title	Organisation
David Naughton	Chief Executive Officer	Kilmore District Health
Barbara Schade	Board Representative	Kilmore District Health
Rebecca Welsh	Aboriginal Project Worker	Lower Hume Primary Care Partnership
Joshua Atkinson	Community Development Broker	Community Programs, Aboriginal Victoria, Department of Premier & Cabinet
Amanda Halpern	Staff Member, Aged Care, self identifies as Aboriginal	Kilmore District Health
Leanne Houston	Manager Consumer Experience & Improvement	Kilmore District Health
Natasha Rose	Community Development Officer – Social Justice	Mitchell Shire Council



Our Reconciliation Journey So Far

Our journey began in approximately 2013 with support from Rebecca Welsh, the Lower Hume Primary Care Partnership (LHPCP) Aboriginal Health and Wellbeing Project Worker who introduced us to the ‘Making Two Worlds Work Audit Tool’ (2009). As a brief introductory audit tool it was a great beginning point for us as a health service. Rebecca worked with our Community Advisory Sub-committee to identify cultural and service gaps and on priority areas for focus and actioning.

In 2017 we participated in the Department of Health and Human Services led ‘Koolin Balit Cultural Competence Audit Project’. This led to our first comprehensive Aboriginal Health Action Plan detailing how we would improve Aboriginal Health Cultural Competency in our health service and to assist in achieving the government’s commitment to improve Aboriginal and Torres Strait Islander Health outcomes in Victoria. The plan was endorsed by our Community Advisory Sub-committee and ratified by the Hospital Board.

This plan guided the development of a strong statement of priority in our strategic plan towards improving health outcomes for Aboriginal and Torres Strait Islander people; building partnerships with the local Aboriginal community; reviewing policies and procedures; creating culturally safe and informative internal and external spaces; working with intake staff to ensure they consistently ask consumers if they or their children identify as Aboriginal and/or Torres Strait Islander people; and recognising and celebrating Aboriginal and Torres Strait Islander days of significance.

Kilmore District Health have been an active member of the Seymour Local Aboriginal Network (LAN) since 2016 which offers a collaborative approach for community-based organisations and Aboriginal and Torres Strait Islander individuals and organisational representatives to meet and discuss reconciliation and actions to increase community awareness. NAIDOC week is annually celebrated by the Seymour



LAN and it has been pleasing to witness the increase in community participation over the past three years. Commencing with a Welcome to Country ceremony and march through the main street of Seymour the event finishes with a large community celebration at the local Kings Park. NAIDOC week is now also regularly celebrated and shared with Kilmore District Health staff, consumers, residents living within our aged care facilities and our community through the sharing of information via email, intranet and social media, and celebratory morning and afternoon teas. During 2020 the primary focus of the Seymour LAN has been the planning and implementation of a community led response to supporting Aboriginal and Torres Strait Islander individuals and families struggling financially, socially or emotionally with the impact of the COVID-19 pandemic.

Taungurung Land and Water Council have supported Welcome to Country at significant events at Kilmore Health including the Welcome to Country and healing smoking ceremony at the ten-year anniversary of the 2009 Black Saturday Bushfires which significantly impacted many in our local community. Acknowledgement of Country is regularly observed at all Kilmore District Health significant events and staff meetings.



Relationships

Kilmore District Health considers building strong relationships between Aboriginal and Torres Strait Islander peoples and all other Australians a high priority.

Aboriginal and Torres Strait Islander people must be central to conversations about the barriers that exist for them in accessing health care; the impact this has had for their health and wellbeing; and the decision making about the direction, planning and delivery of health services to their communities.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. 	July 2021	KDH Community Engagements Officer
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. 	July 2021	KDH Community Engagement Officer
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	Mid May – 3 June 2022 Mid May – 3 June 2023	KDH Chief Executive Officer
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May - 3 June 2022 27 May - 3 June 2023	KDH Community Engagement Officer
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May - 3 June 2022 27 May - 3 June 2023	KDH Community Engagement Officer
	<ul style="list-style-type: none"> Organise at least one NRW event each year. 	27 May - 3 June 2022 27 May - 3 June 2023	KDH Executive Assistant
	<ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia's NRW website. 	27 May - 3 June 2022 27 May - 3 June 2023	KDH Community Engagement Officer

Partners in Care

Working collaboratively to deliver equitable and accessible care

3. Promote reconciliation through our sphere of influence.

- | | | |
|---|---|-----------------------------------|
| • Implement strategies to engage our staff in reconciliation. | July 2021 | KDH Community Engagements Officer |
| • Communicate our commitment to reconciliation publically. | June 2021
27 May – 3 June 2022
27 May – 3 June 2023 | KDH Chief Executive officer |
| • Include KDH RAP commitments in organisation wide orientation program for staff and KDH Board. | December 2021 | KDH Community Engagement Officer |
| • Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. | June 2022 | KDH Community Engagement Officer |
| • Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation. | December 2022 | KDH Community Engagement Officer |

4. Promote positive race relations through anti-discrimination strategies.

- | | | |
|---|--------------|----------------------------------|
| • Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. | June 2022 | KDH Manager, people and culture |
| • Develop, implement and communicate an anti-discrimination policy for our organisation. | June 2022 | KDH Manager, people and culture |
| • Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. | March 2022 | KDH Manager, people and culture |
| • Educate senior leaders on the effects of racism. | October 2022 | KDH Community Engagement Officer |



Respect

Kilmore District Health acknowledges that one of our first steps to achieving reconciliation is to develop a workplace culture that recognises and celebrates the histories, heritage and cultures of Aboriginal and Torres Strait Islander peoples in Australia, more specifically Taungurung peoples on whose land Kilmore District Health stands, as well as the other communities we serve being Wurundjeri people and DjaDja people. When we understand, value and celebrate the histories and cultures of our First Nations peoples we are in a better place to partner and work with them to reduce the barriers to accessing care and ensure improved health outcomes for individuals, families and community. We acknowledge that this is central to bringing about equality and equity for all Australians and that this cannot and must not be done alone.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	August 2021	KDH Education Coordinator
	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy. 	December 2021	KDH Community Engagement Officer
	<ul style="list-style-type: none"> Develop, implement and communicate a cultural learning strategy for our staff. 	February 2022	KDH Community Engagement Officer
	<ul style="list-style-type: none"> Achieve 100% staff completion of the Aboriginal Cultural Competency eLearning/ online training. 	February 2023	Education Coordinator
	<ul style="list-style-type: none"> In addition to eLearning, provide face to face cultural learning training and alternative resource formats. 	June 2022	Education Coordinator
	<ul style="list-style-type: none"> Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. 	December 2022	KDH Chief Executive Officer
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	June 2022	KDH Community Engagements Officer
	<ul style="list-style-type: none"> Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. 	June 2022	KDH Community Engagements Officer

Quality Care

Provide culturally appropriate and inclusive services to meet the needs of our diverse community

6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols (continued)	<ul style="list-style-type: none"> Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. 	December 2021 December 2022	KDH Chief Executive Officer
	<ul style="list-style-type: none"> Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. 	June 2021	Director, Development and Improvement
7. Ensure KDH physical spaces have culturally appropriate resources	<ul style="list-style-type: none"> Maintain the Aboriginal and Torres Strait Islander Flags at key entry points of KDH facilities. 	October 2021	KDH Community Engagement Officer
	<ul style="list-style-type: none"> Display Aboriginal artwork at key organisation entry point 	December 2022	KDH Community Engagement Officer
	<ul style="list-style-type: none"> Display NAIDOC week posters across facilities. 	July 2021 July 2022	KDH Community Engagement Officer
	<ul style="list-style-type: none"> Maintain subscription and availability of Koori Newspaper in main hospital waiting area. 	January 2022 January 2023	KDH Community Engagement Officer
	<ul style="list-style-type: none"> Maintain and update availability of children's books by Aboriginal and /or Torres Strait Islander writers and artists in waiting areas of hospital and outpatients. Where possible source books by Taungurung writers / artists. 	January 2022	KDH Community Engagement Officer
	<ul style="list-style-type: none"> Ensure regular availability of culturally relevant health information / pamphlets in waiting areas. 	Jan & Dec 2021 Jan & Dec 2022 Jan 2023	KDH Community Engagement Officer
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2021 First week in July 2022	KDH Community Engagement Officer
	<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	June 2021 June 2022	KDH Manager, people and culture
	<ul style="list-style-type: none"> Promote and encourage participation in external NAIDOC events to all staff. 	First week in July 2021 First week in July 2022	KDH Community Engagement Officer
	<ul style="list-style-type: none"> Partner with our Aboriginal and Torres Strait Islander Community in the planning, development and hosting of NAIDOC week activities. 	June 2021 June 2022	KDH Community Engagement Officer



Opportunities

Kilmore District Health acknowledges its role in increasing the participation of Aboriginal and Torres Strait Islander peoples in the workplace; recognising its importance to improving access to quality and culturally appropriate health services and to ultimately improving health outcomes for Aboriginal and Torres Strait Islander people into the future.

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2022	Manager, People and Culture
	• Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	December 2022	Manager, People and Culture
	• Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	December 2022	Manager, People and Culture
	• Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	December 2022	Manager, People and Culture
	• Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	December 2022	Manager, People and Culture
	• Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	February 2023	Manager, People and Culture

People Who Care

Valuing, empowering and providing opportunities for our workforce

10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

- | | | |
|---|---------------|-----------------------------------|
| • Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. | March 2022 | Manager Finance & Supply Services |
| • Investigate Supply Nation membership. | March 2022 | Manager Finance & Supply Services |
| • Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. | May 2022 | Manager Finance & Supply Services |
| • Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. | May 2022 | Manager Finance & Supply Services |
| • Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. | December 2022 | Manager Finance & Supply Services |
-



Governance

Kilmore District Health acknowledges that the implementation of our RAP requires strong governance that includes all areas of organisational operations. Everyone from environment, maintenance, catering, front line administration staff and clinicians, through to managers, the executive and our Board are accountable to our Aboriginal and Torres Strait Islander patients, residents and communities for ensuring cultural safe, respectful and high quality care.

Sustainable Care

Building strong governance around our RAP to ensure its sustainability into the future.

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RWG. 	June 2021	KDH Community Engagement Officer
	<ul style="list-style-type: none"> Establish and apply a Terms of Reference for the RWG. 	June 2021	KDH Community Engagement Officer
	<ul style="list-style-type: none"> Meet at least four times per year to drive and monitor RAP implementation. 	August 2021 December 2021. February 2022 May 2022 August 2022 December 2022. February 2023 May 2023	KDH Community Engagement Officer
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Submit annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	September 2021 September 2022	KDH Community Engagement Officer
	<ul style="list-style-type: none"> Report RAP progress to all staff and senior leaders quarterly. 	August 2021 December 2021 February 2022 May 2022 August 2022 December 2022. February 2023 May 2023	KDH Community Engagement Officer
	<ul style="list-style-type: none"> Publically report our RAP achievements, challenges and learnings, annually. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	December 2021 December 2022 2023	KDH Community Engagement Officer KDH Community Engagement Officer
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	January 2023	KDH Community Engagement Officer

Artwork title

The eye of health is in the hand of the beholder,
seen by the beauty and culture that surrounds us



About the Artwork

This artwork is used with the permission of the Making Two Worlds Work Project. The project was developed collaboratively by Mungabareena Aboriginal Corporation and Women's Health Goulburn North East in 2008.

The purpose of the project was to build the capacity of the health and community sector to work effectively with the Aboriginal community. The visual images were created by an Aboriginal parenting group and their children. The images represent taking care of your body both inside and out. The flowers surrounding the images represent blossoming health.

If you have any enquiries regarding the
Kilmore District Health RAP, please contact

Name: Jitka Jilich

Position: Community Inclusion Officer

Phone: 0419 564 520

Email: jitka.jilich@kilmorehealth.org.au

Kilmore District Health

Address: 1 Anderson Road, Kilmore, Vic, 3764

Postal: PO Box 185, Kilmore, Vic, 3764

Phone: (03) 5734 2000

Email: kilmoreweb@kilmorehealth.org.au

www.kilmoredistricthealth.org.au