



Australian Government

Australian Institute of  
Health and Welfare

*Reconciliation*  
**Reconciliation Action Plan**



Reconciliation Australia

# *Our vision for reconciliation*

The Australian Institute of Health and Welfare (AIHW) supports the principles of reconciliation and is committed to working towards the achievement of reconciliation. The AIHW acknowledges the Aboriginal and Torres Strait Islander peoples as custodians of the land. We respect and value the diversity of Aboriginal and Torres Strait Islander cultures in Australia.

Consistent with the Institute's mission, we aim to inform community debate and to support the development of public policy in the area of Aboriginal and Torres Strait Islander health and welfare, through timely data development, collection, analysis and publication. In addition we aim to build the statistical capacity of Aboriginal and Torres Strait Islander peoples and organisations.

Our objectives for the AIHW Reconciliation Action Plan are to:

1. Enhance awareness of Aboriginal and Torres Strait Islander cultures at AIHW.
2. Shape policy and community debate by highlighting issues affecting Aboriginal and Torres Strait Islander peoples through statistics and relevant advice.
3. Develop and build capability in Aboriginal and Torres Strait Islander peoples and organisations in data and statistical areas.

# *Our vision for Re*

# *Our business*

The AIHW is the national agency set up to provide information on Australia's health and welfare through statistics and data development. Our aim is to help inform discussion and decisions on policies and services to improve the wellbeing of Australians.

The AIHW's mission is 'Better information and statistics for better health and wellbeing'.

The AIHW Strategic Plan 2007–2010 sets out the following key strategic directions:

1. Strengthening our policy relevance
2. Capitalising on the new information environment
3. Enhancing data access, protecting privacy
4. Getting the messages out better
5. Our people—valued, expert and versatile.

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

# *reconciliation*

# Our Reconciliation Action Plan

Our objectives for the AIHW Reconciliation Action Plan are to:

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2. Shape policy and community debate by highlighting issues affecting Aboriginal and Torres Strait Islander peoples through statistics and relevant advice.
3. Develop and build capability in Aboriginal and Torres Strait Islander peoples and organisations in data and statistical areas.

In developing our plan, discussions were held with a range of interested staff as a component of the development process. Consultation also occurred with the National Advisory Group on Aboriginal and Torres Strait Islander Health Information and Data (NAGATSIHID), and there was detailed consultation with the Indigenous Deputy Chair of this Group.

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

1. Overall responsibility for this plan will be held by the Director (Chief Executive Officer) of the AIHW and the Executive Committee, who will champion it within the Institute.
2. A Working Group, reporting to the Institute's Director, will meet each six months to monitor, report on and refresh the Reconciliation Action Plan.
3. Performance indicators and unit responsibilities have been identified for all actions and will be used to monitor the achievements of the plan.
4. A report on progress of the plan will be prepared each year, with a first report on 30 June 2010.

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

# Relationships

*AIHW staff believe that relationships between Aboriginal and Torres Strait Islander and non-Indigenous peoples are important. Our staff will strive to develop and maintain respectful and valuable partnerships with the Aboriginal and Torres Strait Islander individuals and organisations that we work with.*

**Focus area:** establish and maintain respectful relationships with Aboriginal and Torres Strait Islander individuals and organisations

**1.1 Ensure that all AIHW Aboriginal and Torres Strait Islander Australian health and welfare data collections, including those undertaken by agreement with other entities, are based on the National Aboriginal and Torres Strait Islander health data principles**

RESPONSIBILITY — All Units

TIMELINE — Annually since 2007

MEASURABLE TARGET — National Aboriginal and Torres Strait Islander health data principles and their use included in AIHW induction training program

**1.2 Continue to work with the NAGATSIHID to develop culturally appropriate measures of health and welfare**

RESPONSIBILITY — Aboriginal and Torres Strait Islander Health and Welfare Units

TIMELINE — Every six months

MEASURABLE TARGET — Number of meetings with NAGATSIHID

**1.3 Establish a Working Group of Aboriginal and Torres Strait Islander and non-Indigenous staff and broad representation from teams across the organisation to take responsibility for facilitating consultation, development, reporting and refreshing**

RESPONSIBILITY — People Unit and Director

TIMELINE — June 2009

MEASURABLE TARGET — Working Group established, meeting twice a year and reporting to Executive at six monthly intervals after plan implemented

# Respect

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

**Focus area:** Enhance awareness of Aboriginal and Torres Strait Islander cultures at AIHW

**2.1 Internal launch of the Institute's Reconciliation Action Plan (RAP) to bring it to the attention of all staff; internal communication strategy (including Director's email and Institute-wide update, staff induction and training programs) to inform all staff of RAP contents**

RESPONSIBILITY — People Unit and Media and Communications Unit with Executive Committee

TIMELINE — June 2009

MEASURABLE TARGET — Plan launched internally

**2.2 Acknowledge local Aboriginal custodians at major events and meetings**

RESPONSIBILITY — Executive Committee and Media and Communications Unit

TIMELINE — Annually since January 2006

MEASURABLE TARGETS — 'Welcome to Country' is delivered as first item at:

– Australia's health conference

– Australia's welfare conference

– Launch of AIHW–ABS biennial report *The health and welfare of Aboriginal and Torres Strait Islander peoples*

— Acknowledgment incorporated into every Board meeting agenda as first item

*(continued)*

# Respect

## **2.3 Integrate Aboriginal cultural awareness into relevant modules of the AIHW induction training program, and implement a program of cultural awareness for all existing staff**

RESPONSIBILITY — People Unit

TIMELINE — June 2009

MEASURABLE TARGETS — Cultural awareness integrated into induction training program

— Number of existing staff who have undertaken cultural awareness training over the previous twelve months

## **2.4 Promote Aboriginal and Torres Strait Islander reconciliation news, events and achievements to staff via the internal newsletter @aihw**

RESPONSIBILITY — Aboriginal and Torres Strait Islander Health and Welfare Units, People Unit and Media and Communications Unit

TIMELINE — Annually since 2006

MEASURABLE TARGET — Number of reconciliation articles in @aihw newsletter and posted on the Intranet

## **2.5 Establish a visual presence of Aboriginal and Torres Strait Islander culture at the AIHW**

RESPONSIBILITY — All Groups

TIMELINE — Since 2003

MEASURABLE TARGET — Visual presence in AIHW established

## **2.6 Provide opportunities for staff to recognise and participate in significant events for the Aboriginal and Torres Strait Islander community, such as NAIDOC week**

RESPONSIBILITY — People Unit

TIMELINE — Since July 2008

MEASURABLE TARGETS — Significant Aboriginal and Torres Strait Islander cultural events included in @aihw newsletter

— Number of staff attending NAIDOC week, Sorry Day events or other cultural celebrations

# Opportunities

*The AIHW expertise in data and statistics contributes to an understanding of the issues affecting Aboriginal and Torres Strait Islander people. We will strive to improve the quality, analysis and presentation of our data on Aboriginal and Torres Strait Islander Australians.*

**Focus area:** Develop and build capability in Aboriginal and Torres Strait Islander peoples and organisations in data and statistical areas  
Shape policy and community debate by highlighting issues affecting Aboriginal and Torres Strait Islander peoples through statistics and relevant advice

## **3.1 Attract Aboriginal and Torres Strait Islander staff to the AIHW by participating in the Australian Public Service Commission (APSC) Indigenous Employment Program**

RESPONSIBILITY — People Unit

TIMELINE — Since April 2008

MEASURABLE TARGETS — AIHW participation in APSC Indigenous Employment Program registered and reported to AIHW Board  
— AIHW participation in Department of Education, Employment and Workplace Relations Indigenous Employment Program registered and reported to AIHW Board

## **3.2 Mentor and support Aboriginal and Torres Strait Islander staff**

RESPONSIBILITY — People Unit and all Groups

TIMELINE — June 2009

MEASURABLE TARGET — A formal mentorship program is established for each Aboriginal and Torres Strait Islander staff member to provide a supportive environment that will help, support and retain Aboriginal and Torres Strait Islander people at the AIHW

*(continued)*



# Opportunities

### **3.3 Support and encourage Aboriginal and Torres Strait Islander staff retention and career development**

RESPONSIBILITY — People Unit and all Groups

TIMELINE — June 2009

MEASURABLE TARGETS — Number of Aboriginal and Torres Strait Islander staff offered participation in:

- Indigenous Career Trek
- Indigenous Scholarship Program
- Indigenous Horizons Program
- Other

### **3.4 Develop a list of Aboriginal and Torres Strait Islander networks to support AIHW Aboriginal and Torres Strait Islander and other staff; for example Indigenous APS Employee Network, 'The Network' in the Department of Health and Ageing**

RESPONSIBILITY — Aboriginal and Torres Strait Islander Health and Welfare Units and People Unit

TIMELINE — June 2009

MEASURABLE TARGETS — List of Aboriginal and Torres Strait Islander networks developed and its use promoted to key managers and Aboriginal and Torres Strait Islander staff

- Networks listed in @aihw newsletter, on the Intranet and by other mechanisms

### **3.5 Continue to improve the quality and availability of data and information on Aboriginal and Torres Strait Islander health and health service delivery**

RESPONSIBILITY — Aboriginal and Torres Strait Islander Health and Welfare Units and all Units

TIMELINE — Since 2003

MEASURABLE TARGET — Number of projects relating to improving data quality that AIHW is involved in

*(continued)*

# Opportunities

## **3.6 Contribute data to the Australian Government's evidence base in line with 'Closing the Gap' targets and measurement together with relevant and timely advice**

**RESPONSIBILITY** — Aboriginal and Torres Strait Islander Health and Welfare Units and all Units

**TIMELINE** — Since May 2008

**MEASURABLE TARGETS** — Data offered to Prime Minister's annual report on 'Closing the Gap' targets and measurements  
— Data on Aboriginal and Torres Strait Islander life expectancy highlighted in AIHW publications  
— Submission of data and information reports to relevant data committees

## **3.7 Encourage AIHW authors and managers to provide analysis of Aboriginal and Torres Strait Islander data in AIHW publications**

**RESPONSIBILITY** — Executive Committee

**TIMELINE** — June 2009

**MEASURABLE TARGETS** — Formal policy introduced  
— Requirement for publications to include analysis of Aboriginal and Torres Strait Islander data added to publication guidelines

## **3.8 Engage with Aboriginal and Torres Strait Islander organisations to explore opportunities to develop their statistical capability and AIHW's responsiveness to their statistical requirements**

**RESPONSIBILITY** — Aboriginal and Torres Strait Islander Health and Welfare Units

**TIMELINE** — Annually from June 2009

**MEASURABLE TARGET** — Two Aboriginal and Torres Strait Islander organisations actively engaged with AIHW each year

# Tracking progress and reporting

## **4.1 Monitor progress of the plan**

RESPONSIBILITY — Working Group

TIMELINE — Six monthly review

MEASURABLE TARGET — Actions monitored six months after implementation

## **4.2 Annual progress report on the review of the plan**

RESPONSIBILITY — Working Group, Executive Committee and Board

TIMELINE — Annually from June 2009

MEASURABLE TARGET — Report on actions presented to Reconciliation Australia and made public on both Reconciliation Australia and AIHW websites

## **4.3 Plan updated following annual review**

RESPONSIBILITY — Working Group

TIMELINE — Annually from June 2009

MEASURABLE TARGETS — Refined plan submitted to, and approved by, Reconciliation Australia  
— New plan on AIHW and Reconciliation Australia websites  
— Progress outlined in Annual Report

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