



CNHS RAP WORKING GROUP ACTION PLAN 2024 – 2025

Flinders University first developed a Reconciliation Action Plan (RAP) in 2020, with an updated plan currently for 2023-2025 (https://www.flinders.edu.au/content/dam/images/reconciliation-action-plan/OISE_RAP_2023_Final_web.pdf). The action plan sets its path to reconciliation, aligns with the University 2025 Strategic plan and outlines Flinders University’s commitment to engaging with Indigenous Australians, students, staff, and the community, respecting Indigenous knowledge systems and perspectives and progressing Indigenous advancement in education, research, employment and wellbeing.

The development of the CNHS RAP Working Group Action plan is to respond to selected deliverables in the Flinders University RAP (see action plan below). The deliverables are measured and reported annually to the Office of Indigenous Strategy and Engagement. The CNHS RAP Working Group also meets with the overall Flinders University RAP Network for three workshops each year. The intent of this workshop is to meet with other RAP working groups from around the university.

Acknowledgement of Country

We recognise the First Peoples across these unceded Lands on which we live and work. We celebrate Kurna Peoples’ deep connection to Country, millennia of storytelling, and their important contributions to community and university. We reflect on the continued impact of government policies and clinical practices and recognise our responsibility to work together to improve cultural outcomes.

The RAP Working Group is guided by the principles and practices which have sustained generations of First Peoples. These practices express a way of knowing, being and doing that is anchored in First Nations knowledges. These values, behaviours and systems of knowledge have sustained First Nations communities in a way which sets Aboriginal-led approaches aside from others. These approaches look to the critical role of our relationships, and the fabric of our kinship and cultural practices embedded within and across communities, including global communities.

In a joint effort, we contribute commitment to reconciliation and ensure our College Reconciliation Action Plan articulates how our staff (and students) will engage in reconciliation action and contribute to greater unity in the community we serve. Our core theme is active allyship and we are deeply interested in extending our capacity to enact it. At its heart, reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.

RELATIONSHIPS	Responsibility delegated to	CNHS Action	Progress (ie: not yet started, in progress, completed)	Timeframe (Year – month – date)
Flinders University RAP Action 2 Build relationships through celebrating National Reconciliation Week (NRW).	CNHS RWG	Film & Yarn. Provide and promote Reconciliation Australia's resources and reconciliation materials to staff and students via Newsletter and encourage staff and students to participate in both internal and external NRW events.	Completed 27 May 2024	May 2024
Flinders University RAP Action 3 Promote reconciliation through our sphere of influence.	CNHS RWG	Vox Pops. The CNHS education and research 'elevator pitch': Calling for staff to contribute short videos highlighting how their work includes and contributes to the nexus of teaching, research and clinical settings around First Nations health and wellbeing. The Vox Pops will create a resource to showcase teaching and research undertaken in the CNHS to improve successful health outcomes.	In progress	June 2024
RESPECT	Responsibility delegated to	CNHS Action	Progress (ie: not yet started, in progress, completed)	Timeframe (Year – month – date)
Flinders University RAP Action 6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	CNHS RWG	Aboriginal and Torres Strait Islander calendar of significant dates. Circulate calendar of significant dates to all staff: CNHS RWG has developed and will respectfully distribute a calendar of local and national dates (including NAIDOC Week) of significance to reconciliation, and to Aboriginal and Torres Strait Islander people in our community.	Completed	January 2024
Flinders University RAP Action 6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	CNHS RWG	Aboriginal and Torres Strait Islander poster about Welcome and Acknowledgement of Country. Designed by RAP members and calendar circulated to all staff in CNHS.	Completed	May 2024
Flinders University RAP Action 7 Build respect for Aboriginal and Torres Strait Islander colleagues and cultures and histories by celebrating NAIDOC Week.	CNHS RWG	NAIDOC Week March. NAIDOC march at Tarrantyangga (Victoria Square). Promote in newsletter and invite staff and students to walk together.	Completed 12 July 2024	July 2024
OPPORTUNITIES	Responsibility delegated to	CNHS Action	Progress (ie: not yet started, in progress, completed)	Timeframe (Year – month – date)
Flinders University RAP Action 8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment,	CNHS RWG Organising Committee	Standing Strong – Yarning Up Loud Gathering 2024. This 2-day event is a collaboration between SAs universities and TAFE. Aboriginal community voices and partnership with organisations and stakeholders need to play an	Completed	25-26 July 2025

retention, and professional development across health professions.		active part in education and research and university staff and students. This gathering contributes to ongoing opportunities to raise issues of importance, influence curriculum design, policy development, research and give feedback on existing programs, including mainstream health and community-controlled organisations. Meeting cycle: Gathering 1: November 2022 (hosted by Adelaide University) – complete. Gathering 2: July 2023 (hosted by TAFE) – evaluation – complete. Gathering 3: 2024 (hosted by CNHS RAP group and Nursing at Flinders University).		
REPORTING	CNHS RWG Chair or proxy	Written and verbal report to Person and Infrastructure Committee (PIC): 14 March 2024 13 June 2024 12 September 2024 Please submit to cnhs.deanpr@flinders.edu.au one week prior to scheduled meeting.	In progress Completed: 14 March 2024 13 June 2024	7 March 2024 6 June 2024 5 Sept 2024
BUDGET	CNHS RWG	Estimated budget for 2025. Submitted to Person and Infrastructure Committee (PIC) by 30 September 2024.	In progress	Sept 2024