



AIDA

AUSTRALIAN INDIGENOUS
DOCTORS' ASSOCIATION

Growing the number of Aboriginal and Torres Strait Islander medical specialists

Self-assessments provided by specialist medical colleges
against minimum and best-practice standards aimed at
attracting, recruiting and retaining Aboriginal and Torres
Strait Islander specialist trainees

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The Australian Indigenous Doctors' Association
PO Box 3497 Manuka ACT 2603
<https://www.aida.org.au>

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Australian Government
Department of Health

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Foreword

In a health system where racism still occurs, it is perhaps not surprising that the numbers of Aboriginal and Torres Strait Islander medical students, doctors and fellows remains disproportionately low.

It is equally unsurprising that Aboriginal and Torres Strait Islander patients are more likely to access medical care provided by an Aboriginal and Torres Strait Islander doctor and within a culturally safe healthcare setting.

Similarly, when Aboriginal and Torres Strait Islander doctors decide whether to join or stay with a particular college, that college's position on Aboriginal and Torres Strait Islander health and culturally safe care will be a vitally important consideration for trainees and fellows.

Growing the number of Aboriginal and Torres Strait Islander specialists therefore requires more than just increasing the number of medical students and graduates – as important as that is. It also requires specialist colleges to understand, practice and promote cultural safety.

In an important step towards that goal, specialist medical colleges have agreed to implement a total of 15 standards, developed in collaboration with AIDA and aimed at improving the recruitment and retention of Aboriginal and Torres Strait Islander doctors into specialties. This report provides the first report of colleges' self-assessment against those standards.

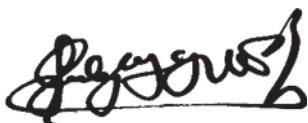
It is very encouraging to see that medical colleges have committed to this project in a sign of their growing appreciation of the importance and value of the Aboriginal and Torres Strait Islander medical workforce. The colleges' commitment and collaboration in devising the standards and providing the responses are all positive steps towards taking increasing responsibility for the support and care they provide to Aboriginal and Torres Strait Islander doctors and patients. This project has also provided some focus for growing collaboration between colleges in the area of Aboriginal and Torres Strait Islander health and the undeniable need for and benefit of more Indigenous specialists.

While the project thus far is an undeniable success, both the colleges and AIDA are mindful that those successes are meaningless without firmly embedding and implementing this work.

AIDA and the Council of Presidents of Medical Colleges (CPMC) would like to thank the colleges for their engagement and collaboration throughout the project. We would also like to thank the colleges for their commitment to growing the number of Aboriginal and Torres Strait Islander specialists and supporting their members to provide culturally safe care to their patients.

Finally, we would also like to convey our gratitude and appreciation to all members of the project steering group for their tireless efforts in undertaking this work.

We hope the information in this report will inspire many discussions, projects and exchanges between specialists and their colleges, but also between colleges and with the wider Aboriginal and Torres Strait Islander health workforce.



Dr Kris Rallah-Baker
*President, Australian Indigenous Doctors'
Association*



Dr Kym Jenkins
Chair, Council of Presidents of Medical Colleges

Introduction

Of Australia's approximately 71,700 medical specialists¹ currently only around 110, or 0.15 per cent, identify as Aboriginal and/or Torres Strait Islander².

In 2017, the Australian Department of Health commissioned the Australian Indigenous Doctors' Association (AIDA) to work with specialist medical colleges to address this under-representation and devise practical and achievable ways to increase the recruitment and retention of Aboriginal and Torres Strait Islander doctors into specialties. At the start of the project AIDA asked all colleges to provide a list of activities they were already undertaking to meet this goal.

Using those existing activities as a baseline, an AIDA-led group of college representatives and organisations in the field of medical education, training and regulation, worked for two years in close collaboration with the colleges to develop a set of nine minimum standards and six best practice standards.

College presidents endorsed the standards at a meeting of the Council of Presidents of Medical Colleges (CPMC) in 2019 and agreed to publicly report their progress towards implementing those standards every two years. This report is the first publication of what will be biennial self-assessments. It lists the activities undertaken by 14 of the 15 specialist medical colleges to progress the implementation of each of the minimum and best practice standards. The Royal Australian and New Zealand College of Radiologists advised AIDA that they would not be participating in the reporting.

This report reflects a 'status quo' of those activities and is intended to encourage the exchange of ideas and foster collaborations between colleges. AIDA acknowledges that circumstances are different for each college and that colleges have access to varying resources to progress the implementation of the standards. While a degree of competitiveness is encouraged, this report is not intended to be a comparison between colleges, but as a resource to enable colleges to further progress the implementation of the standards to the best of their abilities and circumstances.

Implementing the standards will:

- build the capacity of colleges and their members to provide culturally safe care to Aboriginal and Torres Strait Islander patients
- foster a more culturally safe work and learning environment for Aboriginal and Torres Strait Islander doctors
- provide improved support to Aboriginal and Torres Strait Islander doctors throughout their training and into successful fellowship
- embed the standards into policies and structures, thereby enhancing longevity and mitigating the risks of a decrease in prioritisation or dismantling already achieved successes.

Doing so and continuing the collaboration between colleges and with AIDA, will go some way towards attracting, recruiting and retaining more Aboriginal and Torres Strait Islander doctors into specialties.

1 Medical Board of Australia, Registration Data Table – Dec 2019, <https://www.medicalboard.gov.au/News/Statistics.aspx> accessed 18 March 2020.

2 Based on information received from specialist medical colleges in February and March 2020.

Minimum Standard

Develop/update and implement a college Reconciliation Action Plan (RAP)

All specialist medical colleges are expected to develop or update existing Reconciliation Action Plans and implement them.

The Australasian College of Dermatologists (ACD)

We implemented our [Reflect RAP](#) for 2017–18.

We have an *Innovate RAP* in draft. A number of actions are already progressing as part of our Aboriginal and Torres Strait Islander Affairs Committee work plan.

The Australasian College for Emergency Medicine (ACEM)

We launched our inaugural *Innovate RAP* in May 2017.

A dedicated project lead oversees implementation of actions in the RAP. The majority of the actions in the first RAP were successfully delivered. We have now launched our second [Innovate RAP](#) for the period 2019–21.

The Australasian College of Sport & Exercise Physicians (ACSEP)

We launched our [Reflect RAP](#) in 2017. This will be updated in 2020 under the guidance of the ACSEP Indigenous Health Advisory Committee.

Australian College of Rural and Remote Medicine (ACRRM)

Our [Innovate RAP](#) 2020-2021 was developed in 2019 and we are well progressed in meeting its targets.

Our RAP Working Group meets regularly and receives regular guidance from the ACRRM Aboriginal and Torres Strait Islander Members Group. RAP minutes are tabled with the Aboriginal and Torres Strait Islander Members Group, the ACRRM Board and Council, and meeting communiques are circulated to all ACRRM staff.

Reconciliation Action Plans

Australian and New Zealand College of Anaesthetists (ANZCA)

Our Indigenous Health Committee's resources for the past three years have focused on the development, launch, implementation and monitoring of our [Indigenous Health Strategy](#); however, we are currently considering the development of a RAP.

The College of Intensive Care Medicine of Australia and New Zealand (CICM)

Our RAP Working Group was established in 2018 and consists of the Indigenous Health Committee members. Both the working group and Indigenous Health Committee have an Aboriginal and Torres Strait Islander trainee, and community representation.

Our Board approved our draft Reflect RAP and is seeking Reconciliation Australia endorsement. The RAP Working Group is liaising with Reconciliation Australia via correspondence and a starter workshop.

The RAP is a live document as the working group facilitates the implementation of the RAP actions while incorporating the recommendations to have a finalised RAP in 2020.

The Royal Australian College of General Practitioners (RACGP)

We have hired a RAP advisor to help create and implement our *Innovate RAP*.

We have set up a RAP working group to provide advice and input into the RAP. The working group includes representation across the organisation including members of the Executive Leadership Team and the RAP Aboriginal and Torres Strait Islander Advisory Committee.

The working group also includes representatives of affiliated organisations such as AIDA, the National Aboriginal Community Controlled Health Organisation (NACCHO) and the Victorian Aboriginal Community Controlled Health Organisation

The working group met in early January 2020. The work to build the RAP will start in early 2020 and we hope to have an endorsed RAP by NAIDOC week, the first week in July 2020, with the plan covering the period July 2020 to July 2022.

The Royal Australasian College of Medical Administrators (RACMA)

In October 2019 our Board approved our draft RAP. The RAP underwent a 16-month feedback and consultation process with internal and external stakeholders during development. During 2020 we will register the RAP with Reconciliation Australia, launch it and begin implementation.

In order to achieve the targets and deliverables outlined in the RAP, we will form an Indigenous Health Working Group (reporting to the Policy and Advocacy Committee, a sub-committee of the Board) whose terms of reference specify RAP management, rollout and oversight. The Policy and Advocacy Committee, in conjunction with the college secretariat, will monitor the RAP's deliverables and outcomes.

The Royal Australasian College of Physicians (RACP)

Our RAP has been drafted and is currently with Reconciliation Australia for final approval and feedback. We expect to launch the RAP within the first quarter of 2020.

Reconciliation Action Plans

The Royal Australasian College of Surgeons (RACS)

We have completed the actions in our [Reflect RAP](#) and are currently in the process of completing our new Innovate RAP scheduled for launch May 2020. The first draft has been reviewed by Reconciliation Australia and stakeholders across our college.

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)

Our second [Innovate RAP](#) was launched at the RANZCOG Aboriginal and Torres Strait Islander Women's Health meeting in September 2018. The RAP is current until September 2020 and, to date, we have met all action items and deliverables as outlined in the timeline.

The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)

We were pleased to launch our first RAP at our congress in November 2019. Our [Innovate RAP](#) will run for two years from 2019–21.

The Royal Australian and New Zealand College of Psychiatrists (RANZCP)

We will develop our third RAP in 2020. This RAP will build upon the success of our two previous RAPs, which have enhanced our partnerships with Aboriginal and Torres Strait Islander organisations and key individuals and further integrated the Aboriginal and Torres Strait Islander Mental Health Committee into our policy development processes.

Our new RAP will focus on improving the cultural safety training options available to trainees and fellows as well as further embedding resources to support working appropriately and safely with Aboriginal and Torres Strait Islander Peoples.

The Royal College of Pathologists of Australasia (RCPA)

We are developing a RAP in conjunction with our subsidiary organisation, the RCPA Quality Assurance Program Ltd.

Minimum Standard

Collect, update and report data on the number of applicants, trainees, and fellows, identifying as Aboriginal and/or Torres Strait Islander – this includes data on retention and graduation

All specialist medical colleges are expected to collect and report on the above data through the Medical Workforce Reform Advisory Committee's (MWRAC) Medical Education and Training (MET) Online Data Project.

The Australasian College of Dermatologists (ACD)

We are collecting data on ACD members who identify as Aboriginal and/or Torres Strait Islander. We include this information in the MET. We currently have four trainees who identify as Aboriginal and/or Torres Strait Islander, one of whom will be conferred fellowship in February 2020.

In 2019 we had one applicant who identified as Aboriginal and/or Torres Strait Islander.

The Australasian College for Emergency Medicine (ACEM)

We have provided data to the Medical Workforce Reform Advisory Committee's (MWRAC's) medical education and training (MET) Online Data Project. We carefully manage the sharing of this data to ensure confidentiality, recognising that we may have trainees and Fellows who have chosen not to identify.

The Australasian College of Sport and Exercise Physicians (ACSEP)

We record data on members and applicants identifying as Aboriginal and/or Torres Strait Islander.

Based on our 2019 data, we have one trainee, no fellows and no applicants who identify as Aboriginal and/or Torres Strait Islander.

Workforce Data

Australian College of Rural and Remote Medicine (ACRRM)

We provide these figures to the MWRAC for the MET databases and to the Department of Health for the Australian general practice training dataset. We also include and monitor these figures as part of our annual evaluation reporting against the outcome of 'Increased Aboriginal and Torres Strait Islander doctor enrolments and Fellowships'.

Currently we have:

- 27 enrolled registrars identifying as Aboriginal and/or Torres Strait Islander, this includes eight registrars identifying as Aboriginal and/or Torres Strait Islander who were selected to training for 2020
- nine fellows identifying as Aboriginal and/or Torres Strait Islander.

Australian and New Zealand College of Anaesthetists (ANZCA)

At ANZCA, Indigenous status is asked at the time of trainee registration and fellowship and can be amended by trainees and fellows at any time. Reports on the numbers of applicants, trainees and fellows identifying as Aboriginal, Torres Strait Islander and Māori are provided to the ANZCA Council and the Professional Affairs Executive Committee twice yearly and can be generated at any time. Data on retention and graduation is collected for all trainees.

As at February 2020, we have nine trainees and five fellows who identify as Aboriginal and/or Torres Strait Islander.

The College of Intensive Care Medicine of Australia and New Zealand (CICM)

We collect data on Indigeneity during the trainee application process. The online registration has a checkbox for applicants to record their Indigenous status, which is relevant for applicants who identify as Aboriginal and/or Torres Strait Islander, Māori or Pacific Islander.

We link this information to a membership database that contains the number of applicants, trainees and fellows. The data is displayed through an interactive reporting tool that extracts accurate real-time information. Fellowship staff examine and update the database regularly, and staff also undertake training in managing the database.

Based on our current data, we have one applicant and three trainees who identify as Aboriginal and/or Torres Strait Islander. We currently have no fellows who identify as Aboriginal and/or Torres Strait Islander.

The Royal Australian College of General Practitioners (RACGP)

We collect data about members who identify as Aboriginal and/or Torres Strait Islander, including students, junior doctors, registrars, fellows and affiliate members. Based on our 2019 data, we have 77 trainees and 59 fellows who identify as Aboriginal and/or Torres Strait Islander.

Training is returning to the RACGP which will provide us with increased opportunity to identify Aboriginal and Torres Strait Islander members from pre-selection through the GP training and post-fellowship periods on an ongoing basis.

Workforce Data

The Royal Australasian College of Medical Administrators (RACMA)

In the 2019 training year there was one candidate in the RACMA Fellowship Training Program who identified as Aboriginal and/or Torres Strait Islander. That candidate was on leave from training during 2019.

The Royal Australasian College of Physicians (RACP)

We have reported data on the number of trainees and fellows identifying as Aboriginal and Torres Strait Islander within the RACP Indigenous Strategic Framework. We have established processes to continue to capture this data and report figures annually.

Based on our June 2019 data, we have 24 trainees, and 12 fellows and one honorary fellow who identify as Aboriginal and/or Torres Strait Islander.

The Royal Australasian College of Surgeons (RACS)

We request Aboriginal and Torres Strait Islander registrants to self-identify when creating an account with the college for any purpose. This data is then available at the applicant, trainee and fellow stage.

Individuals can also select to self-identify later by updating their information via our online portfolio.

Currently we have three fellows and five trainees who identify as being Aboriginal and/or Torres Strait Islander.

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)

We contribute to the MET data collection annually via the RIDE online portal.

Based on our current data, we have four applicants, five trainees, and three fellows who identify as Aboriginal and/or Torres Strait Islander.

The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)

We collect data through all member application forms and in our customer relationship management system.

As at December 2019, we have one Aboriginal fellow. Currently, we have no Aboriginal and/or Torres Strait Islander trainees.

The Royal Australian and New Zealand College of Psychiatrists (RANZCP)

In 2019 we updated our membership subscription form to outline the benefits of members identifying as Aboriginal and/or Torres Strait Islander with the college and how this information would be used, including privacy guidelines. Following this update, several of our existing members identified as Aboriginal and/or Torres Strait Islander.

Workforce Data

Aboriginal and Torres Strait Islander trainee numbers have broadly increased since 2018, attributable to both newly identified members and new trainees.

We collect and update this data on a bi-monthly basis and monitor figures on retention and graduation.

Based on our current data, we have 17 trainees, and eight fellows who identify as Aboriginal and/or Torres Strait Islander.

The Royal College of Pathologists of Australasia (RCPA)

We have identified one current Aboriginal trainee and one Aboriginal fellow. We continue to be actively engaged in strategies to encourage Aboriginal and Torres Strait Islander doctors to consider a career in pathology.

Minimum Standard

Establish and sufficiently fund an Aboriginal and Torres Strait Islander health committee

Aboriginal and Torres Strait Islander health committees have an advisory role and report to the Board. College-specific roles and responsibilities of the committee need to be clearly defined.

The Australasian College of Dermatologists (ACD)

We established the Aboriginal and Torres Strait Islander Affairs Committee a number of years ago. The committee meets two or three times a year, with regular communication out of session. It reports directly to the Board. The committee charter is regularly reviewed, and the work plan is updated annually.

The Australasian College for Emergency Medicine (ACEM)

We have had an Indigenous Health Subcommittee since 2013. In December 2019, the ACEM Board approved updated Terms of Reference for an Indigenous Health Committee (IHC), reporting directly to the Board. This committee will be established in early 2020. The RAP Steering Group provides expert oversight to the implementation of the RAP, and reports to the IHC.

The Australasian College of Sport and Exercise Physicians (ACSEP)

We established an Indigenous Health Advisory Committee in 2018 which reports to the Education Committee and the ACSEP Board of Directors on matters relating to Indigenous health. The role and responsibilities of this committee are clearly defined in the terms of reference.

Aboriginal and Torres Strait Islander Health Committees

Australian College of Rural and Remote Medicine (ACRRM)

We have established an Aboriginal and Torres Strait Islander Members Group. Its principle role is in mentoring and support, but it also acts as a reference group on positions, documents, submissions, educational resources and training of importance to Aboriginal and Torres Strait Islander Peoples' health. The group is also kept updated on relevant policy on training developments or discussions. ACRRM has a dedicated staff member to provide secretariat and a principle liaison point for the group.

The Members Group has a nominated representative on ACRRM Council which is our peak representative body.

The Members Group also has a nominated representative on our Respectful Workplaces Group which oversees our work to promote inclusive and non-discriminatory work and training environments.

Australian and New Zealand College of Anaesthetists (ANZCA)

We established an Indigenous Health Committee in 2010. The committee is bi-national and currently comprises eight fellows and one trainee. The committee comprises Aboriginal, Torres Strait Islander, Māori, and non-Indigenous members.

Reporting through the ANZCA Professional Affairs Executive Committee to the ANZCA Council, the Indigenous Health Committee's terms of reference outlines its broad purpose as being to advise on proposals to support Indigenous health in Australia and New Zealand, including:

- encouraging Indigenous anaesthesia trainees
- supporting Indigenous fellows
- providing cultural competency training for trainees and continuous professional development (CPD) opportunities for fellows
- supporting clinicians working in Indigenous health
- advocating on behalf of Indigenous communities in relation to health workforce and training issues.

In 2018 the committee launched a college-wide Indigenous Health Strategy.

The College of Intensive Care Medicine of Australia and New Zealand (CICM)

In 2017, the CICM Board approved the formation of an Indigenous Health Committee (IHC). The IHC fits within the formal governance process by reporting directly to the Board.

The responsibilities and duties of the IHC are outlined in the terms of reference. The IHC is responsible for developing strategies and responses towards Aboriginal and Torres Strait Islander health considerations. The IHC advocates for improved health outcomes, develops mechanisms to support recruitment and retention, makes recommendations to the CICM Board and investigates ways to support intensive care practitioners to become culturally safe clinicians.

The Royal Australian College of General Practitioners (RACGP)

We have a national faculty of Aboriginal and Torres Strait Islander health, which was established in February 2010. In 2020, the faculty will celebrate 10 years of operation.

The faculty is governed by a council and an education committee and is supported by a team of seven staff. The faculty currently has 10,011 members.

The faculty council is governed by [faculty regulations](#), which stipulate the Chair is an Aboriginal and/or Torres Strait Islander-identified position. This governance structure further mandates that the Chair is also a director of the RAGCP and has a permanent seat on RACGP Board.

Aboriginal and Torres Strait Islander Health Committees

The Education Committee has its own [terms of reference](#), which outline that a quorum is one-third of members, and at least two people being Aboriginal and/or Torres Strait Islander.

Both committees meet regularly (up to two face-to-face meetings for the Education Committee annually, with three face-to-face meetings and two teleconference meetings for council annually).

The Royal Australasian College of Medical Administrators (RACMA)

The RACMA Board has approved the formation of the Indigenous Health Working Group and endorsed its terms of reference.

We were unable to identify any Aboriginal and/or Torres Strait Islander representatives in the speciality of medical administration. As such, discussions are underway with AIDA, Leaders in Indigenous Medical Education and other external organisations to identify Aboriginal and Torres Strait Islander representatives.

The Royal Australasian College of Physicians (RACP)

The Aboriginal and Torres Strait Islander Health Committee (ATSIHC) has been established since the early 1990s. The committee provides guidance on specific issues and assists with the development of frameworks, policy and advocacy strategies to create better health outcomes for Aboriginal and Torres Strait Islander people. The ATSIHC currently reports to the College Policy and Advocacy Council, which is a Board committee chaired by an RACP Board member who also sits on the ATSIHC.

The ATSIHC Chair must be a member of the college and an Aboriginal and/or Torres Strait Islander person. The Board agreed at its 5 December 2019 meeting that the ATSIHC and Māori Health Committee become committees of the Board.

The Royal Australasian College of Surgeons (RACS)

We have created an [Indigenous Health Committee](#) and recently the RACS Council voted to have Indigenous health as a standing item on each council agenda with a direct reporting line. RACS Indigenous Health Committee informs, advises and develops RACS policy and initiatives relating to Aboriginal and/or Torres Strait Islander Peoples. From 2019 Indigenous health has been made an overarching [strategic priority](#) of the college across all of our business-critical endeavours.

We fund the Indigenous Health Committee on an annual basis to ensure committee members can complete their required activities. In addition, the Foundation for Surgery has created a corpus to be held in perpetuity to provide funding for projects that will improve the health outcomes of Aboriginal and Torres Strait Islander Australians.

The committee's composition, roles and responsibilities are outlined in its [terms of reference](#).

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)

The Aboriginal and Torres Strait Islander Women's Health Committee was established in July 2009 as a committee which submits recommendations and reports directly to the RANZCOG Council and Board.

Aboriginal and Torres Strait Islander Health Committees

Functions and responsibilities of the committee include:

- acting as an advocate for and providing advice to RANZCOG Council on matters relating to the health and welfare of Aboriginal and Torres Strait Islander women
- promoting and facilitating culturally acceptable and ethical research in Aboriginal and Torres Strait Islander women's health
- supporting and developing educational programs and resources for health professionals in Aboriginal and Torres Strait Islander women's health
- providing information for RANZCOG constituents on matters relating to Aboriginal and Torres Strait Islander women's health
- facilitating educational opportunities for RANZCOG fellows and members relating to their care of Aboriginal and Torres Strait Islander women in both remote and urban areas in Australia
- liaising with other medical colleges, societies and professional bodies in matters of common interest in Aboriginal and Torres Strait Islander women's health.

The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)

We have established the Aboriginal and Torres Strait Islander Eye Health Committee (ATSIEHC) in Australia, as well as a Māori and Pasifika Committee in New Zealand. The ATSIEHC has representatives from RANZCO fellows across Australia.

All RANZCO policy committees report to the Board and there is at least one director on the committee to assist with information transfer and in recognition of the importance of the work of the committee.

As with all RANZCO committees, this committee is not funded and generally meets face-to-face once per year at RANZCO Congress.

The Royal Australian and New Zealand College of Psychiatrists (RANZCP)

We established our Aboriginal and Torres Strait Islander Mental Health Committee (ATSIMHC) in 1997 as a constituent committee of the Practice, Policy and Partnerships Committee. The ATSIMHC advises the Board, RANZCP staff and external stakeholders on policy development, advocacy prioritisation and education development. The committee is governed according to terms of reference and has the responsibility to provide advice and contribute to RANZCP submissions to government, internal initiatives and cultural protocols.

We fund two face-to-face and two teleconferences per year for the committee as well as support for various additional activities. In 2019, the ATSIMHC attended and led a symposium presentation at the RANZCP Congress and hosted a joint meeting with Te Kaunihera (RANZCP Māori Mental Health Committee), which included a visit to an Aboriginal medical health service in Mossman Gorge, Queensland.

In addition to this, the ATSIMHC also met at the AIDA Conference in Darwin and led a workshop and symposium presentation on the benefits of embedding cultural supervision frameworks.

The membership of the ATSIMHC extends to other committees within the college, with the Chair of the ATSIMHC being a member of the RANZCP's Member Advisory Committee—a leading committee in the RANZCP's governance structure—and providing direct advice to the Board.

The Royal College of Pathologists of Australasia (RCPA)

We have established an Aboriginal and Torres Strait Islander and Māori Health and Workforce Steering Committee, which has terms of reference to define the roles of the committee. The committee includes the president of the RCPA (Chair), other senior pathologists, a trainee representative who is a member of the Australian Indigenous Doctors' Association (AIDA), a Māori representative, and staff observers.

Minimum Standard

Aboriginal and Torres Strait Islander histories, cultures and health must be a mandatory and assessed learning objective and part of the curriculum for all specialist college trainees

Colleges will report to relevant bodies on the learning experiences and assessments they develop and provide, as well as on any improvements made to or resulting from those learning experiences, which should be shared in a collegiate manner with other colleges.

The Australasian College of Dermatologists (ACD)

Our curriculum has a broad learning outcome: “Evaluate the needs of diverse patients, colleagues and communities, including Aboriginal and Torres Strait Islander Australians and culturally and linguistically diverse populations, in order to provide and promote the most appropriate health care”.

Our curriculum also has a specific learning outcome: “Evaluate the impact of culture on health outcomes in order to act sensitively to the needs of Aboriginal and Torres Strait Islander patients and patients from culturally and linguistically diverse backgrounds”.

We also have specialised content topic areas within our modules on Dermatoses of Specific Populations – Skin Disorders of Aboriginal and Torres Strait Islander Peoples.

Trainees also have access to an online module called Skin Disease in Aboriginal and Torres Strait Islander Peoples.

For members, ACD has several online modules:

- Aboriginal and Torres Strait Islander Health and Culture Module for continuing professional development (CPD)
- Intercultural Competency for Medical Specialists (CPD)
- Skin Disease in Aboriginal and Torres Strait Islander Peoples (CPD and trainees) funded by the Department of Health under the Rural Health Continuing Education Sub-program (RHCE).

We also offer a free online module called Aboriginal Health Workers Course - Taking Care Of Skin.

Curriculum

The Australasian College for Emergency Medicine (ACEM)

Our Certificate, Diploma, Advanced Diploma and Fellowship Emergency Medicine curricula and our Diploma in Prehospital and Retrieval Medicine curriculum all include learning outcomes pertaining to Aboriginal and Torres Strait Islander culture and health. We are exploring suitable modalities for the assessment of cultural safety.

The Australasian College of Sport and Exercise Physicians (ACSEP)

Cultural awareness and safety are fundamental competencies embedded within our curriculum. Learning outcomes relating to understanding the histories and cultures of Aboriginal and Torres Strait Islander Peoples, including an appreciation for how these impact health and wellbeing within these populations, are evaluated through a variety of assessment formats.

Australian College of Rural and Remote Medicine (ACRRM)

From its first edition, our curriculum has included a dedicated Aboriginal and Torres Strait Islander Peoples' health curriculum and a dedicated domain. Fellowship training also requires completion of a year of advanced specialised training (AST) and Aboriginal and Torres Strait Islander health continues to be one of the available AST options.

During 2019 we undertook a curriculum review. The Aboriginal and Torres Strait Islander Members Group was involved in consultations. Based on the Members Groups' recommendations and in addition to making a range of changes to the curriculum documents, during 2020 we will be undertaking further development of the detailed teaching content and delivery related to Aboriginal and Torres Strait Islander Peoples' health.

Key changes that have been implemented to the curriculum documents to be published on our website from March 2020 include the following:

- the dedicated domain is now titled Work with Aboriginal and Torres Strait Islander, and other culturally diverse communities to improve health and wellbeing
- the dedicated curriculum statement (now the Aboriginal and Torres Strait Islander Health Learning Area), domain, and AST, have all been reframed with a view to providing a strengths-based approach to training for culturally safe practice. They focus on content that enhances doctors understanding and respect for Aboriginal and Torres Strait Islander Peoples' socio-cultural context. Content directly related to clinical and epidemiological issues important in caring for Aboriginal and Torres Strait Islander people is dispersed as appropriate across the other learning area statements.

It continues to be a program requirement that the content covered across all the assessment modalities for fellowship training includes approximately 10 per cent of questions relevant to Aboriginal and Torres Strait Islander Peoples' health (with some variation across the assessment modalities).

Australian and New Zealand College of Anaesthetists (ANZCA)

Our Education Development and Evaluation Committee recently agreed to establish an Indigenous Health Learning Outcomes Project Group that is responsible for:

- reviewing Indigenous culture and health learning outcomes in the anaesthesia and pain medicine training program curricula
- considering how we can best support trainee learning in this area.

The project group will make recommendations regarding possible additions or changes to current learning outcomes in each relevant curriculum by the end of 2020.

The Specialist Trainees in the Medical Workforce minimum and best practice standards will be included as part of the project group's work focus.

Curriculum

The College of Intensive Care Medicine of Australia and New Zealand (CICM)

We are strengthening the existing framework for Aboriginal and Torres Strait Islander health in the intensive care specialist curriculum to be in line with the Australian Medical Council standards.

An Indigenous health curriculum working group comprising Indigenous Health Committee members, has generated ideas regarding learning outcomes, teaching and learning activities, assessments and evaluation.

The next stage is to refine these ideas and to integrate cultural competence outcomes. Content will include Aboriginal and Torres Strait Islander histories, culture and the effects of colonisation.

Currently, the cultural competency online course does not specifically cover Aboriginal and Torres Strait Islander health, history and cultures. Cultural competence is assessed in in-training evaluation reports (ITERS) and observed clinical encounters (OCEs), but there are no assessments that specifically assess knowledge, skills or attitudes related to Aboriginal and Torres Strait Islander health, history and cultures.

Our mandatory communication course contains an interactive workshop with discussions of cases involving Indigenous patients and their families. However, there is no specific material addressing Aboriginal and Torres Strait Islander culture. The key teaching is on cultural humility, which is to recognise every individual has their own culture and to encourage open dialogue.

The Royal Australian College of General Practitioners (RACGP)

Our curriculum consists of core skills, Aboriginal and Torres Strait Islander health competencies, rural health competencies and a variety of contextual units addressing different populations, presentations and processes.

The Aboriginal and Torres Strait Islander health unit is mandatory for all GP registrars in training. The unit has been mapped against the core skills and retains its own competency outcomes. These core skills provide essential knowledge and skills that are integral for GPs to provide quality care to individuals and families across the lifespan from a broad range of sociocultural contexts.

The Royal Australasian College of Medical Administrators (RACMA)

Aboriginal and Torres Strait Islander histories, cultures and health are included in our medical leadership and management curriculum. Candidates are required to complete the Indigenous Health Program in their first year of training. The program includes webinars, online modules and a written assessment task. Online modules cover a range of topics including healthcare delivery, the National Health Plan, demographics, healthcare access, and cultural safety.

The Royal Australasian College of Physicians (RACP)

Cultural competence is embedded within our Professional Practice Framework which applies to all fellows of the college. It recognises the histories, cultures and health of Aboriginal and Torres Strait Islander Peoples. The new basic training program which is starting to roll out in 2020 also includes standards related to cultural competence, which will be assessed as part of the program.

Additionally, in 2018 we released an e-learning module on Cultural Competence and Aboriginal, Torres Strait Islander and Māori Health. Trainees in the new basic training programs will be required to complete this resource. This resource can be shared with other colleges.

Curriculum

The Royal Australasian College of Surgeons (RACS)

We have recently approved the inclusion of a tenth cultural competency, which is in the final stages of wording approval. This competency will underpin the inclusion of wording in curriculum, Surgical Education and Training (SET) Program entry questions and fellowship exam questions.

We are developing new Indigenous health and cultural safety training online and through face-to-face courses as part of our duties and responsibilities of professional development among surgeons and trainees. This includes a broad range of education relevant to history, culture, health and surgical specific content.

We created a dedicated project and position to guide this work and implementation will be underpinned by inclusion of wording across our policy documents.

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)

We are continuing with our review of the FRANZCOG (fellowship) and DRANZCOG (diploma) curricula which includes a focus on relevant sections of training relating to cultural competency and culturally safe health care for Aboriginal and Torres Strait Islander women.

The FRANZCOG curriculum currently has a section dedicated to women's health and cultural issues encouraging a multi-dimensional practise approach to patient management, by being able to:

- customise care according to the individual needs and wishes of women in their care, taking into account their personal beliefs, experiences, and social, economic and cultural background
- recognise how health systems can discriminate against patients from diverse backgrounds and work to minimise this discrimination. For example, in respect of age, gender, race, culture, disability, spirituality, religion and sexuality.

Careful consideration is given to the social and cultural context of women's healthcare by:

- using a vocabulary that dignifies women in a courteous, sensitive and helpful manner
- listening and questioning in ways that respect and empower women in their care, considering their personal beliefs, experiences, and social, economic and cultural background
- demonstrating an appropriate awareness of the impact that social and emotional issues have on health and well-being of women.

In 2019 we introduced a mandatory component to the FRANZCOG Training Program to ensure cultural competency learning. Trainees commencing from 1 December 2018 must complete cultural competency education in basic training.

The New Zealand Training and Accreditation Committee (NZ TAC) has worked with the Māori/Indigenous Health Institute (MIHI) at the University of Otago to develop a comprehensive post-graduate course. To fulfil this requirement New Zealand trainees must complete Application of the Hui Process/Meihana Model to Clinical Practice.

RANZCOG is currently considering the feasibility of developing an Aboriginal and Torres Strait Islander cultural awareness training program for college staff and members.

Commitment to the best interests of the patient and the profession and act as health advocate for the patient must be shown by:

- advocating on behalf of all patients, particularly those who are vulnerable and those with special needs
- recognising and respecting cultural diversity and promoting cross cultural understanding
- identifying the important determinants of health and well-being of women and the foetus.

Curriculum

The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)

The RANZCO Education Team is making the development of cultural competence curriculum and curation/development of learning resources a priority for the first half of 2020.

We look forward to updating AIDA further on this work at the next reporting period.

The Royal Australian and New Zealand College of Psychiatrists (RANZCP)

Aboriginal and Torres Strait Islander mental health is a mandatory component of the fellowship program formal education component via the program syllabus. All trainees can be assessed on topics regarding Aboriginal and Torres Strait Islander histories, culture and mental health through the multiple-choice question exam, essay-style exam and objective structured clinical examination (OSCE). Additionally, all trainees must complete three Aboriginal and Torres Strait Islander modules over the course of training.

We have commenced a syllabus review which will encompass a review of Aboriginal and Torres Strait Islander mental health content. The Aboriginal and Torres Strait Islander Committee will be heavily consulted as part of this review.

The Royal College of Pathologists of Australasia (RCPA)

Aboriginal and Torres Strait Islander histories, cultures and health are included and assessed in compulsory online modules for all trainees in Australia.

Minimum Standard

All specialist medical colleges and their training curricula actively support practical experience in Aboriginal and Torres Strait Islander health

This experience can be part of placements and of immersive experiences where meaningful and feasible for both the trainee and the hosting Aboriginal and Torres Strait Islander health service providers and/or communities.

Colleges have responsibility for ensuring that supervisors increase the visibility of Aboriginal and Torres Strait Islander Peoples within diverse health services and support trainees to provide culturally respectful and safe care.

The Australasian College of Dermatologists (ACD)

We aim to provide access to a range of populations on clinical sites. Trainees gain experience of Aboriginal and Torres Strait Islander health service providers and/or communities in metropolitan, rural and remote areas.

We maintain placement sites in a number of states and territories where outreach work is conducted, and trainees gain experience. This includes sites such as Darwin and Broome where supervisors undertake outreach programs and include trainees.

We work to ensure trainees have access to a range of populations, given the small footprint that dermatology has in Australia.

The Australasian College for Emergency Medicine (ACEM)

Trainees can undertake an optional Special Skills Placement in Indigenous Health as part of the FACEM Training Program. We are looking to support suitable sites to expand these opportunities.

Placements

The Australasian College of Sport & Exercise Physicians (ACSEP)

Practical experience within Aboriginal and Torres Strait Islander health services is actively encouraged as a teaching and learning method within our curriculum. A number of accredited ACSEP training placements include experience within Aboriginal health services and related organisations. All ACSEP supervisors are required to undertake cultural competence education as part of their continuing professional development (CPD) activities.

Australian College of Rural and Remote Medicine (ACRRM)

We have 85 accredited training posts in Aboriginal medical services and Aboriginal Community Controlled Health Organisations across Australia available to ACRRM registrars. Being based in rural and remote centres, most ACRRM-accredited training practices and hospitals include significant numbers of Aboriginal and/or Torres Strait Islander peoples in their patient community.

ACRRM registrars are required to undertake cultural awareness and/or cultural safety training and the curriculum specifies that registrars gain working knowledge and understanding of Aboriginal health services, Aboriginal and Torres Strait Islander healthcare teams and engaging with the local Aboriginal and Torres Strait community.

Australian and New Zealand College of Anaesthetists (ANZCA)

In 2018 we commenced a pilot project with the National Aboriginal Community Controlled Health Organisation to deliver essential pain management workshops in a number of Aboriginal health services. In relation to college trainees the project aims to:

- provide an opportunity for anaesthesia and pain medicine trainees to gain skills and experience working in Aboriginal health services in a culturally safe way
- foster stronger links between Aboriginal health services and local specialist healthcare providers.

This is a pilot project and is not a part of the ANZCA curriculum, nor is it available to all trainees. The pilot is expected to conclude in 2020.

This standard to support practical experience in Aboriginal and Torres Strait Islander health will be reviewed as part of our Indigenous Health Learning Outcomes Project Group work focus in 2020.

The College of Intensive Care Medicine of Australia and New Zealand (CICM)

We administer the Specialist Training Program (STP) for intensive care medicine trainees. As the intensive care specialisation requires treatment of critically ill patients under specialised clinical settings, we only fund STP posts for intensive care training in public or private hospitals that meet our accreditation standards.

Six out of seventeen CICM STP-funded positions are in rural public hospitals including Alice Springs Hospital (Northern Territory) and Mackay Base Hospital (Queensland). Townsville University Hospital (Queensland) and Royal Darwin Hospital (Northern Territory) are on the reserve list. Trainees are encouraged to complete their rotation in these STP posts to gain exposure in rural settings and experience with Aboriginal and Torres Strait Islander communities.

Between 2018 and 2020, we are contractually committed to support projects for STP trainees including two rural and regional conferences and the mandatory communications course. The conferences provide a platform for speakers to encourage placements in rural and regional areas with a high Aboriginal and Torres Strait Islander population.

Placements

The Royal Australian College of General Practitioners (RACGP)

Along with GP regional training organisations, we have worked hard to provide training placements in Aboriginal community-controlled health organisations (ACCHOs) for over a decade. There has also been work undertaken with services to enhance capacity and to overcome specific barriers, e.g. refunding GP registrar salaries to ACCHOs.

The Royal Australasian College of Medical Administrators (RACMA)

We encourage a broad range of training experiences for candidates. Training sites support candidate practical experience in Aboriginal and Torres Strait Islander health as it relates to medical administration and with consideration of site services and projects.

The Royal Australasian College of Physicians (RACP)

We strive to provide trainees with experiences of work with Aboriginal and Torres Strait Islander health service providers and communities through the Australian Government-funded Specialist Training Program (STP). The RACP STP unit administers the application process and funding that sites/facilities receive.

STP provides an annual trainee salary contribution for training posts in expanded settings outside traditional public teaching hospitals, with a focus on rural settings.

In addition to this, we renewed accreditation standards encourage training networks to be established. One of the main drivers of this is to broaden access for training so that trainees can gain experience in metropolitan, regional and rural settings.

The Royal Australasian College of Surgeons (RACS)

We support initiatives providing surgeons, trainees and staff having practical experience around Aboriginal and/or Torres Strait Islander Peoples. Opportunities to work with Aboriginal and Torres Strait Islander doctors and medical students are being developed to provide additional experiences as part of our 'Indigenous pathway to surgery' project.

As part of the Aboriginal and Torres Strait Islander Health and Cultural Safety curriculum project, the nine surgical specialties have been consulted about building training opportunities into their curricula.

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)

We endeavour to support and encourage trainees to undertake training in rural and remote settings, resource-poor environments, and expanded settings such as community outreach and cultural support services.

The college's Fellowship Training Program is structured in a way that provides flexibility for advanced trainees to train in a variety of environments.

We are continuing with a comprehensive curriculum review that will encompass the current RANZCOG training programs, curricula, assessments and regulations. A component of this review will focus on strategies to actively encourage and provide trainees with experiences working with Aboriginal and Torres Strait Islander communities where feasible.

Placements

The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)

We have asked every training site to provide information about opportunities to work with Aboriginal and Torres Strait Islander people in every accredited training post at the site.

We are developing a map that documents all training and assessment experiences (and other relevant information) about every accredited training post. Information about opportunities to work with Aboriginal and Torres Strait Islander people in every accredited training post at the site is being added to the map.

In 2020 we will be focusing on the development of a portal on our members' page to share information about Aboriginal and Torres Strait Islander community outreach work. This has been specifically requested by the ATSIHC as a mechanism to enable greater information sharing and workforce opportunities for RANZCO trainees and fellows who have an interest in undertaking outreach work.

The Royal Australian and New Zealand College of Psychiatrists (RANZCP)

Aboriginal and Torres Strait Islander mental health is a recognised area of practice within the fellowship program with accredited training positions, syllabus content and summative entrustable professional activities. Due to the number of training positions available, it is not possible for all trainees to undertake Aboriginal and Torres Strait Islander mental health placements, however, there are a number of positions where trainees gain experience in Aboriginal and Torres Strait Islander mental health.

We are undertaking a project to revise and develop resources available to supervisors. This project will include the review of material relating to culturally safe practice and supervision.

The Royal College of Pathologists of Australasia (RCPA)

Immersive experiences are not feasible in the context of pathology training which is conducted only in laboratory settings. However, trainees in all disciplines are provided with case-based discussions that raise cultural awareness. Pathology laboratories cannot currently identify Aboriginal and Torres Strait Islander patients.

Minimum Standard

High visibility of Aboriginal and Torres Strait Islander (Indigenous) health, Peoples, and workforce at the college and college website

All specialist medical colleges are expected to use a strength-based approach to Indigenous health and Indigenous pathways. This includes visibility and presence at college premises and a dedicated landing site on the college's homepage.

The Australasian College of Dermatologists (ACD)

We have refreshed our website. The home page has a direct link to a dedicated public page about our Aboriginal and Torres Strait Islander engagement. This includes our vision for reconciliation, a list of our partnerships and current activities and our reconciliation action plan (RAP).

Our website also has a dedicated public page about training pathways for Indigenous medical students accessible through the 'Becoming a dermatologist' link on our home page. This page will soon also list the contact details of our Aboriginal and Torres Strait Islander Affairs Committee members, to encourage potential candidates to get in touch directly, seek advice and mentorship opportunities.

We have established an award for Aboriginal and Torres Strait Islander medical students/junior doctors to attend the ACD annual scientific meeting and this opportunity is advertised through our website, through AIDA, the Leaders in Indigenous Medical Education Network, university medical schools and via the Aboriginal and Torres Strait Islander Affairs Committee members' networks.

Our regular member publication The Mole, which is accessible to the public via our website, includes articles on our engagement with Aboriginal and Torres Strait Islander health professional and communities.

We have recently endorsed the creation of a sash for Indigenous graduates at the conferring ceremony. The sash, which will be designed in collaboration with our Indigenous trainees, symbolises our respect for Australia's first people, recognition of the graduate's place in their community and the coming together of our communities in celebrating their distinguished achievement.

Visibility

The Australasian College for Emergency Medicine (ACEM)

Our head office in Melbourne has an Acknowledgement of Country plaque at Reception and the Aboriginal and Torres Strait Islander flags on display at Reception and in the Boardroom. Our Reconciliation Action Plan (RAP) artworks are also on display in the Boardroom.

Copies of our RAP are available at reception and on display stands in public areas of the building.

We have been gifted a large collection of Aboriginal artworks, which are displayed throughout the premises.

Information about our support for First Nations trainees and medical graduates is readily available in the training section on the home page of our website. Our website is currently undergoing a review which will consider bringing together all information specifically for First Nations trainees and Fellows in one place.

The Australasian College of Sport and Exercise Physicians (ACSEP)

We have a dedicated webpage for [Indigenous health](#).

Australian College of Rural and Remote Medicine (ACRRM)

Our website is currently being updated and is due for launch by the middle of the year.

The new website will include an Aboriginal and Torres Strait Islander Peoples' landing page and the site will continue to house our Reconciliation Action Plan page. It will also incorporate an increased overall focus on images and artwork related to Aboriginal and Torres Strait Islander Peoples and their cultures.

Australian and New Zealand College of Anaesthetists (ANZCA)

Commencing in 2018 to coincide with the launch of our Indigenous Health Strategy, presentations were made to all ANZCA business teams on the health disparities between Indigenous and non-Indigenous Australians and New Zealanders, the purpose of the Indigenous Health Strategy and the broad framework of the proposed strategy.

Other initiatives to improve the visibility of Aboriginal, Torres Strait Islander and Māori health, Peoples and culture at ANZCA include:

- informing staff of significant days through the Daily Staff Update, such as National Close the Gap Day, NAIDOC week and Waitangi Day
- holding events at national and regional offices to mark National Reconciliation Week and other significant dates
- presenting information on Indigenous health at all-staff forums.

All college offices have plaques acknowledging the traditional custodians of the land on which the building stands, and Indigenous art is featured in college buildings.

Our website has a page dedicated to Indigenous health and the resources available for trainees and fellows. In 2020 we will launch a new website with improved navigation to Indigenous health information and resources, and an acknowledgement of Aboriginal and Torres Strait Islander Peoples and Māori on the homepage.

The College of Intensive Care Medicine of Australia and New Zealand (CICM)

We are in the planning stage of creating a dedicated Indigenous health page on the CICM website. This involves developing Indigenous health material to display. The page will include links to the Indigenous health curriculum, our Reconciliation Action Plan, Indigenous health research and resources, Indigenous Health Committee initiatives and activities that showcase partnerships with Leaders in Indigenous Medical Education and AIDA.

Visibility

Our seminar room, where the Board meetings are held, proudly displays a framed Australian Institute of Aboriginal and Torres Strait Islanders Studies map of Indigenous Australia and an Acknowledgment of Country statement in the entranceway.

The Royal Australian College of General Practitioners (RACGP)

Our Aboriginal and Torres Strait Islander Health Faculty has its own [landing page](#) on the RACGP website. The website hosts faculty position statements, education modules, GP resources and campaign materials that relate to Aboriginal and Torres Strait Islander health. It also promotes key partnerships, with the National Aboriginal Community Controlled Health Organisation, AIDA and Indigenous General Practice Registrars Network.

The faculty sends out a regular e-bulletin to its 10,011 members.

The RACGP hosts annual events for staff during Reconciliation Week, NAIDOC Week and for Close the Gap Day.

Events and related news are regularly featured on our social media and [newsGP](#). In November 2019, we ran the Close the Gap Campaign Twitter page for the month as part of our membership of the Close the Gap Steering Committee.

Each RACGP office across Australia has Aboriginal and Torres Strait Islander flags, and a plaque on display acknowledging local Traditional Owners. Artwork is on display in several offices.

The Royal Australasian College of Medical Administrators (RACMA)

We are developing a policy and advocacy website page and Aboriginal and Torres Strait Islander visibility will be a focus of this page. It will include banners for Aboriginal and Torres Strait Islander calendar celebrations, RAP deliverables, and medical administration workforce initiatives. Our RAP has identified this requirement as one of its targets.

The Royal Australasian College of Physicians (RACP)

We have a webpage dedicated to our Indigenous Strategic Framework and our [Medical Specialist Access Framework](#), which is a guide to equitable access to specialist care for Aboriginal and Torres Strait Islander Peoples. These pages include the artwork 'Healing Place' by Riki Salam, recently commissioned by RACP to demonstrate our commitment to and celebration of Aboriginal and Torres Strait Islander health and cultures.

The RACP policy and advocacy library houses policy outputs and activities relating to Aboriginal and Torres Strait Islander health which are available by using the 'Indigenous health' filter. Aboriginal and Torres Strait Islander health is a focus in our state and territory election statements and pre-Budget statements. These statements form the basis of advocacy activities and media engagement.

The [Indigenous scholarships and prizes webpage](#) details scholarships available to a funded pathway through either basic, advanced, faculty or chapter training.

We are working towards improving our external-facing website.

The Royal Australasian College of Surgeons (RACS)

Our website features an [Indigenous health area](#) including specific resources relevant to Aboriginal and Torres Strait Islander health. We use an Aboriginal motif to complement the college brand and bring

Visibility

prominence and visibility to our commitment to Aboriginal health. This motif was developed as a commissioned artwork. Aboriginal artwork is also featured in our head office in Melbourne.

We recently filled an Indigenous-identified position of senior project officer in the Indigenous Health Team.

We frequently raise profiles of Indigenous issues and our involvement with Indigenous issues in our various RACS publications.

Once the e-learning course is produced (late March), we will have a dedicated Indigenous Health Committee area, where information about scholarships and links to education will be available. This will be linked directly from the main RACS website landing page.

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)

Aboriginal and Torres Strait Islander women's health has a [dedicated section](#) on our website. This page also acknowledges the Wurundjeri people as the Traditional Owners of the lands where College House is located. It further provides:

- information in relation to the Aboriginal and Torres Strait Islander Women's Health Committee and its members
- our Reconciliation Action Plan
- information on past meetings
- scholarship/training opportunities.

The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)

Our Sydney office displays artwork from Aboriginal and Torres Strait Islander artists as well as images depicting work done in community with our fellows.

Our most recent addition is the beautiful artwork 'Seeing Country' by Riki Salam, commissioned for our RAP, which now hangs over the main stairs in our Sydney Office.

In 2020 our communications and graphics areas will be working to incorporate aspects of the artwork commissioned for the reconciliation action plan on our website.

We also display the 'asking the question' promotional materials at our office. The Indigenous Eye Health Unit at the University of Melbourne developed these materials.

The Royal Australian and New Zealand College of Psychiatrists (RANZCP)

We maintain visibility of information and resources on our webpage for Aboriginal and Torres Strait Islander mental health. As part of our commitment to enhancing our web resources for members, in 2019 we updated our RANZCP e-learning modules for Aboriginal and Torres Strait Islander Health to a new format.

We have identified that our Indigenous health web pages require improvement, with further information on training and practice of psychiatry for Aboriginal and Torres Strait Islander Peoples to be added. This update will take place in 2020.

The Royal College of Pathologists of Australasia (RCPA)

We are preparing a page to be available via the public website that will provide specific information regarding Indigenous health and information for prospective trainees. We have also provided detailed information for the Leaders in Indigenous Medical Education Indigenous Pathways into Specialisation site.

Minimum Standard

Use the definition of cultural safety developed and endorsed for the National Registration and Accreditation scheme throughout all college materials

The definition below, released by the Australian Health Practitioner Regulation Agency (Ahpra), National Boards and Accreditation Authorities in December 2019, will be used in the national accreditation standards, codes and guidelines.

Principles

The following principles inform the definition of cultural safety:

- prioritising COAG's goal to deliver healthcare free of racism supported by the [National Aboriginal and Torres Strait Islander Health Plan 2013-2023](#)
- improved health service provision supported by the Safety and Quality Health Service Standards [User Guide for Aboriginal and Torres Strait Islander Health](#)
- provision of a rights-based approach to healthcare supported by the [United Nations Declaration on the Rights of Indigenous Peoples](#)
- ongoing commitment to learning, education and training.

Definition

Cultural safety is determined by Aboriginal and Torres Strait Islander individuals, families and communities.

Culturally safe practise is the ongoing critical reflection of health practitioner knowledge, skills, attitudes, practising behaviours and power differentials in delivering safe, accessible and responsive healthcare free of racism.

Definition of Cultural Safety

Essential practices

To ensure culturally safe and respectful practice, health practitioners must:

- acknowledge colonisation and systemic racism, social, cultural, behavioural and economic factors which impact individual and community health
- acknowledge and address individual racism, their own biases, assumptions, stereotypes and prejudices and provide care that is holistic, free of bias and racism
- recognise the importance of self-determined decision-making, partnership and collaboration in healthcare which is driven by the individual, family and community
- foster a safe working environment through leadership to support the rights and dignity of Aboriginal and Torres Strait Islander people and colleagues.

The Australasian College of Dermatologists (ACD)

We are undertaking a curriculum review in 2020 and this content will be included in the review process. We will also be seeking advice from our Aboriginal and Torres Strait Islander Committee on how best to implement these principles, and how best to communicate this in our various materials and channels.

The Australasian College for Emergency Medicine (ACEM)

We have incorporated the Ahpra's definition of cultural safety into our revised FACEM curriculum and other educational material, including continuing professional development. In considering that we are a bi-national college, we recognise also the definition used in New Zealand and are giving consideration to a definition of cultural safety that is applicable for both Australia and Aotearoa New Zealand.

ACEM has partnered with the Lowitja Institute on a project to examine culturally safe care from Aboriginal and Torres Strait Islander perspectives. The findings will inform our activities in this area.

We also undertake analysis of presentation data to determine whether Aboriginal and Torres Strait Islander populations have different patterns of presentations and if so, why.

Cultural safety training is conducted for ACEM staff and senior governance bodies of the College and the College is committed to ongoing activity in this area.

The Australasian College of Sport and Exercise Physicians (ACSEP)

We will aim to embed the definition of cultural safety developed and endorsed for the National Registration and Accreditation Scheme throughout all college materials.

Australian College of Rural and Remote Medicine (ACRRM)

The definition is included in the new rural generalist curriculum to be published in March.

Australian and New Zealand College of Anaesthetists (ANZCA)

Our professional document [PS62: Statement on Cultural Competence](#) and our Indigenous Health Strategy [background paper](#) will be updated in 2020 to include the definition of cultural safety developed and endorsed for the National Registration and Accreditation Scheme.

Definition of Cultural Safety

The College of Intensive Care Medicine of Australia and New Zealand (CICM)

Our Developing cultural awareness communication video touches on the topic of cultural safety.

The 2019 curriculum review has provided an opportunity to develop and integrate the themes cultural safety, cultural competency, social and cultural determinants of health and improvement of wellbeing in the training program and continuous professional development activities.

An Indigenous health curriculum working group has generated ideas to implement cultural safety through teaching and learning activities, content that is centred on culturally safe practice in an intensive care context, and viable assessments.

We are working with the communication course faculty to create clear signposts in the course directing to cultural safety. For example, this can be implemented through a session about using interpreters/translators. The communication workshop in the rural and regional 2020 conference will explore cultural safety.

The Royal Australian College of General Practitioners (RACGP)

We use the accepted definition and principles in our training curriculum and guidelines for cultural awareness and safety training as indicated in these documents:

- [AH16 Aboriginal and Torres Strait Islander health](#)
- [Cultural awareness education and cultural safety training](#)

We will review the Cultural awareness education and cultural safety training guidelines in early 2020 for alignment with the new 2020–22 continuing professional development triennium via the RACGP Aboriginal and Torres Strait Islander Health Council and Education Committee, and will be guided by Aboriginal and Torres Strait Islander community member representatives.

The Royal Australasian College of Medical Administrators (RACMA)

We will adopt the final definition of cultural safety as released by the Australian Health Practitioner Regulation Agency and the national boards in their December 2019 communique. We are refreshing our fellowship training and our Leadership for Clinicians programs and will incorporate these definitions within these reviews.

The Royal Australasian College of Physicians (RACP)

Work on incorporating these principles and definitions is ongoing. We are reviewing the cultural competence components of the new curricula, recognising this standard has now been set.

The Royal Australasian College of Surgeons (RACS)

The principles supported in the relevant documents are reflected in our commitment to introducing a tenth competency as part of mandatory surgical competence and performance, and in our development of e-learning and cultural safety and training as part of the professional curriculum.

Definition of Cultural Safety

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)

Fellows and trainees can access existing cultural safety e-learning modules via our CLIMATE learning management system. These resources are being updated to align with the new definition.

All staff, fellows and trainees will be made aware of the new definition through our standard communication channels, and a program of work to update all relevant materials and resources will be implemented over the next few months. These changes will be further supported by the Aboriginal and Torres Strait Islander Women's Health Committee.

The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)

We are committed to integrating this definition into online learning modules and curriculum materials by July 2020.

In particular, the language of this definition will be evident in the specific learning objectives of the revised curriculum framework.

The Royal Australian and New Zealand College of Psychiatrists (RANZCP)

In view of the release of the national standards regarding cultural safety definitions the RANZCP Aboriginal and Torres Strait Islander Mental Health Committee will, in 2020, lead the development of a RANZCP professional practise guideline on cultural safety for working with Aboriginal and Torres Strait Islander Peoples. The professional practice guideline will be aimed at the promotion/advocacy for the national definitions and guidance on how this statement applies to psychiatrists in the contexts in which they practise.

The Royal College of Pathologists of Australasia (RCPA)

We support the prominence of Aboriginal and Torres Strait Islander culture in considerations of cultural safety in Australia and welcome a definition determined by these Peoples.

Our forms, website and other documents are being amended to address the cultural safety concerns as well as benefits for trainees to identify as Aboriginal and Torres Strait Islander (and/or Māori as we are an Australasian college) when applying for our training programs.

Minimum Standard

Engagement with AIDA

Specialist medical colleges actively collaborate with AIDA at the President and policy/ education levels. This could take the form of joint (research) projects, MoUs, training initiatives, media releases, AIDA representation on Aboriginal and Torres Strait Islander health committees, at college conferences, etc.

The Australasian College of Dermatologists (ACD)

Dr Artiene Tatian, an AIDA Director is a third-year trainee in ACD's training program and a member of our Aboriginal and Torres Strait Islander Affairs Committee. Dr Dana Slape, who was conferred as an ACD Fellow in February 2020, is also a former AIDA director and remains heavily involved in the organisation.

At the staff level, Deputy Chief Executive Officer Haley Bennett and our director of education services meet with AIDA staff at least once a year and are in contact more frequently as required.

The Australasian College for Emergency Medicine (ACEM)

ACEM and AIDA have well-established engagement and collaboration channels

- a member of the AIDA Board sits on our Indigenous Health Committee
- the respective policy units at ACEM and AIDA communicate regularly, as does ACEM's Education Development Unit
- ACEM and AIDA regularly provide feedback to each other on consultations.
- we are part of the National Medical Training Advisory Network Specialist Trainees in the Medical Workforce – Cross-college implementation group

AIDA had representation at our annual scientific meeting in 2019.

The Australasian College of Sport and Exercise Physicians (ACSEP)

We are in regular contact with AIDA and welcome opportunities to collaborate. In the past we have collaborated with AIDA to offer Indigenous health sessions at annual conferences, which we hope to continue in future. On an operational level, AIDA has recently assisted us with recruiting a suitable content reviewer for a newly developed e-learning module on Aboriginal Cultural Sensitivity and Safety and promoted our Aboriginal and Torres Strait Islander Conference Scholarship through AIDA's network.

AIDA Engagement

Australian College of Rural and Remote Medicine (ACRRM)

We highly value our historic and continuing collaboration with AIDA across a broad range of activities. These include our contributions to the annual AIDA conferences through sponsorship, participation and workshops. We also work together on administering academic research grants and include AIDA representation in our oversight of the ACRRM fellowship selection process.

Australian and New Zealand College of Anaesthetists (ANZCA)

We enjoy a good working relationship with AIDA, as well as with Te ORA in New Zealand. In addition to attendance and support of the AIDA and Te ORA annual conferences, there is active and regular engagement between the policy units of AIDA and Te ORA and us. Some members of our Indigenous Health Committee are AIDA and Te ORA members.

We engage with AIDA at the presidential level through the Council of Presidents of Medical Colleges (CPMC).

The College of Intensive Care Medicine of Australia and New Zealand (CICM)

We engage with AIDA on multiple levels. At a presidential level we engage through the Council of Presidents of Medical Colleges meetings and correspondence. The president has submitted a letter of endorsement in support of AIDA's application to enter the implementation phase of the Specialist Trainees in the Medical Workforce project.

At a policy and education level, we regularly communicate with an AIDA policy representative and through the AIDA-run intercollegiate meetings. We will increase involvement with this partnership by allocating two representatives to sit on the cross-college implementation group.

The Royal Australian College of General Practitioners (RACGP)

Our Aboriginal and Torres Strait Islander Health Faculty Council has a dedicated AIDA representative position on its Board in addition to other AIDA members. The faculty's Education Committee also has a number of GP members that are also AIDA members. AIDA member representation was also sought, and confirmed, for our Aboriginal and Torres Strait Islander Advisory Committee due to commence work in early 2020.

In addition, our Yagila Wadamba program funds a number of AIDA GP members to attend this workshop which supports Indigenous GP registrars working towards fellowship.

RACGP and AIDA policy and education staff have regular meetings to discuss and collaboratively work on priorities and relevant projects, including the 2019 Strong Futures: Strengthening the Path to Fellowship for Aboriginal and Torres Strait Islander Medical Graduates project and Specialist Trainees in the Medical Workforce – Cross-college implementation group.

The Royal Australasian College of Medical Administrators (RACMA)

We continue to support AIDA activities including through the Council of Presidents of Medical Colleges, attending and sponsoring the annual AIDA conference and participating in the Growing the Fellowship workshop. We are an associate organisation member of AIDA. We also hope to engage AIDA for cultural safety training for our Board and staff in 2020.

The Royal Australasian College of Physicians (RACP)

We are committed to work collaboratively and strategically with AIDA. We regularly meet with AIDA, and an AIDA representative is part of the RACP Aboriginal and Torres Strait Islander Health Committee.

AIDA Engagement

The Royal Australasian College of Surgeons (RACS)

We have a permanent position for an AIDA representative to sit on our Indigenous Health Committee.

In addition, current and former RACS presidents and councillors continue to foster a positive relationship with AIDA that enhances and nurtures a constructive working relationship. We regularly invite AIDA representatives to our RACS annual scientific meeting to participate in the program and awards presentations to Aboriginal and Torres Strait Islander doctors and medical students.

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)

We have provided a letter of support for AIDA's ongoing work to implement the outcomes of the Specialist Trainees in the Medical Workforce project.

We have also engaged AIDA to provide the cultural safety training for our members at the annual scientific meeting and Regional Fellows Conference.

The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)

In May 2019, the full RANZCO Board, chief executive officer and executive team undertook the AIDA cultural safety training program.

In late 2019, RANZCO recruited a former AIDA chief executive officer to a new policy role which supports the ongoing important relationship between our two organisations. This role leads the newly established government relations portfolio as well as providing secretariat support to the RANZCO Aboriginal and Torres Strait Islander Eye Health and Māori and Pasifika Health committees, as well as other policy areas concerning Aboriginal and Torres Strait Islander health.

The current AIDA president, Dr Kris Rallah-Baker is RANZCO's first Indigenous fellow and a member of the RANZCO Aboriginal and Torres Strait Islander Eye Health Committee.

The Royal Australian and New Zealand College of Psychiatrists (RANZCP)

The RANZCP continues to maintain a strong relationship with AIDA, through regular communications at both an organisational, committee and presidential level. The AIDA president continues to sit as a co-opted member of the RANZCP Aboriginal and Torres Strait Islander Mental Health Committee (ATSIMHC) and provides valuable input into our activities.

A significant part of our involvement with AIDA was through the AIDA--RANZCP Congress scholarships, whereby we supported members of AIDA to attend the RANZCP Congress in Cairns. We were honoured to have the AIDA president attend the RANZCP Congress and meet with RANZCP president, Board members and chief executive officer.

Since the development of this initiative in 2012, we have funded 29 AIDA members, three of whom have then gone on to pursue psychiatry and enter the RANZCP training program. One member has also acted as a valued trainee representative on the ATSIMHC.

AIDA Engagement

The Royal College of Pathologists of Australasia (RCPA)

The RCPA Aboriginal and Torres Strait Islander and Māori Health and Workforce Steering Group has recently communicated with the AIDA Board regarding proposed policy for inclusion of Aboriginal and Torres Strait Islander identification on pathology request forms.

We also discuss mentoring, educational initiatives and conferences with AIDA. Aboriginal RCPA members are members of AIDA.

Minimum Standard

Engagement with AIDA's annual conference

At a minimum this should include high-level representation at the annual Growing our Fellows workshop and consideration of additional involvement as partner and/or presentation of a paper or workshop.

The Australasian College of Dermatologists (ACD)

For several years at the annual AIDA conferences we have led skin suturing workshops and participated in the Growing our Fellows workshops. We also provided sponsorship for the conference in 2019. Our president, Chair and two trainee members of the ACD Aboriginal and Torres Strait Islander Affairs Committee attended the conference.

We also engage with AIDA in an ongoing capacity through meetings and other organised activities with key stakeholders.

The Australasian College for Emergency Medicine (ACEM)

The ACEM Foundation has sponsored the AIDA Conference since 2014. We have been involved in the Growing our Fellows workshops since their establishment, and our Indigenous Health Subcommittee has delivered at least one workshop at the conference since 2014. In 2019, ACEM delivered a tailored workshop to support attendees through the Selection into FACEM Training process. ACEM staff and members highly value the opportunity to attend and contribute to AIDA's Conference and look forward to continuing this collaboration.

The Australasian College of Sport and Exercise Physicians (ACSEP)

We ensure that we are well represented at AIDA's annual conference each year. In 2019, we were represented at the AIDA Conference by our president, chief operating officer and two ACSEP members. We regularly participate in the Growing our Fellows session and have had additional involvement at AIDA conferences through presentations and workshops. For example, ACSEP representatives have presented on Exercise as Medicine and facilitated a workshop on concussion at previous AIDA conferences.

AIDA Conference

Australian College of Rural and Remote Medicine (ACRRM)

We have been an active contributor to all AIDA conferences since the association's inception and are pleased to continue this engagement. We generally provide a training workshop, have senior ACRRM representatives participate and provide sponsorship.

Australian and New Zealand College of Anaesthetists (ANZCA)

We have attended and supported AIDA's annual conference since 2011 through a number of areas including a trade booth, sponsorship and participating in workshops including Growing our Fellows. We were a silver sponsor of the AIDA Conference 2019 and facilitated two conference workshops. College President Dr Rod Mitchell and Faculty of Pain Medicine Dean Dr Meredith Craigie represented ANZCA at the 2019 Growing our Fellows workshop.

The College of Intensive Care Medicine of Australia and New Zealand (CICM)

In 2018 and 2019, we supported the annual AIDA conference by sponsoring an Aboriginal or Torres Strait Islander medical student or junior doctor to attend. CICM policy officers and CICM fellows who are members of the Indigenous Health Committee represented CICM at these two annual conferences.

In 2019, four CICM fellows attended the Growing our Fellows workshop and we partnered with Australasian College for Emergency Medicine fellows to conduct a critical care workshop.

The Royal Australian College of General Practitioners (RACGP)

We continue to have a strong presence at the annual AIDA conferences. In 2019 our RACGP Aboriginal and Torres Strait Islander Health Council and Education Committee Chairs, as well as GPs and staff members represented us at the Growing our Fellows workshop.

Additionally, as part of the AIDA Conference 2019 Disruptive Innovations in Health Care program we delivered a workshop, hosted an exhibition booth, and sponsored the attendance of two AIDA members – one Indigenous medical student and one Indigenous junior medical officer.

In 2019, as in 2018, we sponsored AIDA Conference satchels and the Gala Dinner.

The Royal Australasian College of Medical Administrators (RACMA)

We attend each AIDA conference and have an allocated college trade stand. We were involved in Perth in 2018, Darwin in 2019 and will be at the Gold Coast in 2020. We participate in all Growing our Fellows workshops. The workplan of the RACMA Indigenous Health Working Group includes discussions for a workshop presentation for AIDA Conference 2020 on the Gold Coast.

AIDA Conference

The Royal Australasian College of Physicians (RACP)

The AIDA Conference has been attended by our chief executive officer, president and president-elect for the last four years. This includes participating in the Growing our Fellows workshop.

We have previously maintained silver-level sponsorship at the AIDA conference, and we were a gold sponsor for the 2019 conference. We have also held workshops at AIDA's annual conference for the last four years:

- 2019: Community collaboration as a basis for specialist outreach services and innovative change
- 2018: Five ways to impact Indigenous health as a physician
- 2017: Exploring benefits, challenges and effective strategies for engaging Aboriginal and Torres Strait Islander Peoples, communities and organisations in medical care
- 2016: The Tree of Life: a skills-based workshop exploring resilience in specialist training and medical practice.

We will continue to maintain this standard with a proposed workshop at AIDA's annual conference for 2020.

The Royal Australasian College of Surgeons (RACS)

We have maintained a gold sponsorship at AIDA's annual conference for a number of years and RACS workshops are consistently oversubscribed at the conference.

In 2018 the RACS Council moved its meeting to be held on site at AIDA's conference in Perth and the entire council and chief executive officer were able to attend the meeting.

As part of the curriculum project, the RACS Academy webinar, was broadcast in collaboration with AIDA from the Darwin conference in 2019. This also included college-wide promotion of the event and of AIDA.

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)

While actively participating in the annual conference and Growing our Fellows workshop, in 2019 we increased our engagement with AIDA members through greater representation of members and staff at the conference, greater partnership as a silver partner, and the facilitation of an obstetrics and gynaecology workshop for delegates.

The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)

We are a keen supporter and sponsor of the AIDA Conference, as well as an annual participant in the Growing our Fellows workshop.

In 2019, RANZCO president, Associate Professor Heather Mack represented the college at the conference, and we look forward to supporting this event once again in 2020.

AIDA Conference

The Royal Australian and New Zealand College of Psychiatrists (RANZCP)

We continue our strong involvement with AIDA's annual conference. In addition to being a silver partner of the conference, the RANZCP sponsored 10 Aboriginal and/or Torres Strait Islander medical students and junior medical doctors to attend in 2019. A pre-conference workshop 'Explore the aspects of Psychiatry' for medical students and junior medical doctors was held as well as our annual forum for the RANZCP's Aboriginal and Torres Strait Islander trainees.

Our president participated in the Growing our Fellows workshop and the Psychiatry Interest Forum booth in the exhibition hall was well attended. The Aboriginal and Torres Strait Islander Mental Health Committee also participated in the conference by presenting 'Developing and embedding Cultural Supervision Frameworks' and held their committee meeting prior to the conference. We will continue this level of involvement in 2020.

The Royal College of Pathologists of Australasia (RCPA)

Senior RCPA fellows, trainee representatives and supporting staff members have participated in the AIDA conferences annually over the past five years. Participation has included information stands/distribution, a presentation at the 2018 Growing our Fellows workshop, and a scientific paper in 2019. We were also a sponsor of Leaders in Indigenous Medical Education Connection in 2019.

Best Practice Standard

Specialist medical colleges provide scholarships, bursaries, awards and resources for Aboriginal and Torres Strait Islander medical students and doctors to support their pathway into practice and specialisation

The Australasian College of Dermatologists (ACD)

We have established a travel award for Aboriginal and Torres Strait Islander medical students and junior doctors to attend our annual scientific meeting (ASM).

We provided financial support for Indigenous dermatology trainees to attend the AIDA Conference. Sponsorship and attendance at the AIDA Conference 2019 provided a useful opportunity for conversations with Aboriginal and Torres Strait Islander medical students considering dermatology about the steps they could take to meet the selection criteria for the training program.

The Aboriginal and Torres Strait Islander Affairs Committee provides guidance and support to potential applicants on ways to meet the criteria for selection into the training program. We will be publishing contact details of committee members to make it easier for medical students to access this advice early on when considering whether to apply.

Engagement through AIDA has also provided a useful mechanism for raising awareness and understanding of the ACD training program and entry requirements.

The Australasian College for Emergency Medicine (ACEM)

The ACEM Foundation provides the following scholarships, grants and awards for First Nations trainees, fellows and medical practitioners:

- ACEM Foundation Conference Grant
- the Joseph Epstein Scholarship
- Aboriginal, Torres Strait Islander and Māori Health Research Award
- Emergency Medicine Certificate Grant.

The ACEM Foundation also provides opportunities for First Nations trainees and fellows to attend conferences that the foundation sponsors, including the bi-annual Pacific Region Indigenous Doctors Congress and Lowitja Institute Conference.

In recognition of the importance cultural safety we also provide the AI Spilman Award for Culturally Safe Emergency Departments. This award recognises the outstanding efforts of an ACEM-accredited emergency department in demonstrating a commitment to cultural safety for Aboriginal, Torres Strait Islander and Māori patients, visitors, and staff.

Scholarships and Bursaries

The Australasian College of Sport and Exercise Physicians (ACSEP)

We offer an Aboriginal and Torres Strait Islander Annual Conference Scholarship to support a junior doctor or medical student to attend the ACSEP conference. In 2019, we were able to fund flights and accommodation as part of this scholarship, which improved the number of applicants. In 2019, we were also able to offer a year 1 training grant to an Aboriginal trainee which provided financial support for training costs, attendance at the AIDA Conference and cultural wellbeing needs identified by the trainee (i.e. visit home to maintain connection to community and Country).

Australian College of Rural and Remote Medicine (ACRRM)

We have introduced a President's Prize category which is for an Aboriginal and/or Torres Strait Islander medical student. The prize is formally awarded at the Rural Medicine Australia Gala Night and recipients have all their expenses paid to attend the conference and conference events.

We have also created an annual program to support ACRRM Indigenous registrars to attend our conference together each year. Last year all applicants were supported to travel to and attend our conference. This enabled them to attend the registrar stream of training workshops and networking events as well as to attend the Aboriginal and Torres Strait Islander Members Group forum and meeting.

Australian and New Zealand College of Anaesthetists (ANZCA)

We offer scholarships for up to three Aboriginal, Torres Strait Islander or Māori medical students and pre-vocational doctors to attend our annual scientific meeting. The scholarships include conference registration, travel and accommodation. These scholarships are designed to foster training in anaesthesia or pain medicine for interested Indigenous medical students and pre-vocational doctors, through providing a stimulating learning opportunity, and facilitating communication between potential trainees and college trainees and fellows.

We also offer financial support to Indigenous trainees to cover registration costs of ANZCA exam preparation courses. These courses are designed to assist and prepare trainees for the primary and final written and oral exams.

The College of Intensive Care Medicine of Australia and New Zealand (CICM)

In 2019, we offered free registration and a bursary for Aboriginal and Torres Strait Islander trainees to attend the annual scientific meeting. We are committed to supporting Aboriginal and Torres Strait Islander applicants and open to having financial support discussions based on the individual's circumstances. We also provide two AIDA members complimentary accommodation and flights to attend the College's rural and regional conference.

The Royal Australian College of General Practitioners (RACGP)

Every year, we provide the following awards:

- Aboriginal and Torres Strait Islander medical student bursary award – the recipient is fully supported to attend the RACGP annual conference
- Growing Strong Award – Aboriginal and Torres Strait Islander GP registrar scholarship of \$5000 to support attendance at the RACGP annual conference, with residual funds going to examination fees.

The faculty runs a fully funded Yagila Wadamba, an annual two-day GP registrar training and exam preparation workshop. This workshop focuses on supporting Indigenous GP registrars working towards fellowship and works closely with both AIDA and the Indigenous GP Registrars Network representatives.

The RACGP is also a key partner of Leaders in Indigenous Medical Education (LIME), sponsors their conferences and regularly engages with LIME in key activities.

Scholarships and Bursaries

The Royal Australasian College of Medical Administrators (RACMA)

Aboriginal and Torres Strait Islander candidates (trainees) receive a 50 per cent discount on fellowship training fees.

The Royal Australasian College of Physicians (RACP)

Several scholarships are available under the RACP Indigenous Health Scholarship Program. The scholarships provide a funded pathway through either basic, advanced, faculty or chapter training in Australia and New Zealand. They are valued up to \$40,000 over three or four years depending upon the training pathway chosen. RACP trainees who are Aboriginal, Torres Strait Islander, Māori or Pacific Islander are eligible to apply.

All the Indigenous scholarship recipients have the costs of attendance at congress covered, including travel, accommodation with breakfast, plus attendance at the gala dinner. It provides an opportunity for them to build their networks as well as provide improvement ideas for the scholarship program.

Other opportunities for Aboriginal and Torres Strait Islander trainees include sponsorship to attend the Pacific Region Indigenous Doctors Congress, the Tri-Nation Alliance International Medical Symposium and Leaders in Indigenous Medical Education conference. This includes travel and accommodation plus conference registration costs.

The Royal Australasian College of Surgeons (RACS)

We provide a suite of scholarships for medical students, doctors aspiring to become surgeons and those entering the training program.

We provide [13 scholarships](#) valued at over \$80,000 annually supported by the college, Foundation for Surgery and with support from industry partners. These include:

- Aboriginal and Torres Strait Islander Surgical Education and Training (SET) Trainee One Year Scholarship \$20,000 x 2
- RACS Aboriginal and Torres Strait Islander ASC Award \$5000 x 3
- RACS Aboriginal and Torres Strait Islander ASC Peer Support Award \$5000 x 1
- RACS Career Enhancement Scholarship for Aboriginal and Torres Strait Islander junior doctors \$5000 x 3
- RACS Career Enhancement Scholarship for Aboriginal and Torres Strait Islander medical students \$2000 x 3
- The Davison Family Scholarship \$2500 x 1

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)

In the past year, we provided numerous scholarships to support trainees who identify as Aboriginal or Torres Strait Islander. The scholarships provided financial support covering the annual training fee and (if eligible) any examination fees for exams sat during the scholarship period.

Scholarships and Bursaries

The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)

RANZCO, in conjunction with the Trevelyan-Smith Scholarship Fund, is offering up to four scholarships of AUD\$2000 each for medical students (graduate/undergraduate) or junior doctors (post-graduate years 1, 2, 3) who identify as Aboriginal, Torres Strait Islander, Māori or Pasifika and are interested in pursuing a career in ophthalmology.

The scholarships are intended to cover the costs of undertaking ophthalmology surgical or clinical-related education, professional development, training and/or research in Australia or New Zealand that will result in the acquisition of new knowledge or skills which will strengthen or enrich their career portfolios.

We also offer two scholarships that cover the cost of registration for AIDA members to attend the annual RANZCO Congress.

The Royal Australian and New Zealand College of Psychiatrists (RANZCP)

Through the AIDA—RANZCP Congress scholarship, we sponsored two AIDA members to attend the RANZCP Congress in Cairns. Another two AIDA members were sponsored to attend through the RANZCP Psychiatry Interest Forum scholarships. The RANZCP, through funding under the Specialist Training Program (STP) also sponsored nine Aboriginal and/or Torres Strait Islander trainees to attend the RANZCP Cairns Congress, and 10 Aboriginal and/or Torres Strait Islander medical students and junior medical doctors to attend the AIDA Conference.

In 2019 we developed the Aboriginal, Torres Strait Islander and Māori trainee Financial Support Scheme. This is an initiative designed to better support our trainees across both Australia and New Zealand by providing financial assistance of up to AUD\$6000 per annum to assist with costs of specialist training. This includes participation in RANZCP Congress and conferences, training and examination fees and other activities necessary to achieve fellowship. We are hopeful that this initiative will enable us to strengthen our efforts to recruit and retain our talented Aboriginal, Torres Strait Islander and Māori doctors in the profession of psychiatry.

The Royal College of Pathologists of Australasia (RCPA)

The RCPA Board offers a dedicated free registration each year to enable an Aboriginal or Torres Strait Islander medical student to attend the annual scientific meeting of the RCPA (Pathology Update). There has been increasing interest in this opportunity among students, particularly following the 2019 AIDA Conference.

The Board also offers one annual dedicated scholarship of AUD\$2000 to an Aboriginal or Torres Strait Islander medical student for a project associated with pathology to be carried out during the primary medical degree course. The RCPA Board commits \$50,000 per annum specifically to enhancing participation by Indigenous medical students and trainees in pathology training.

Best Practice Standard

Specialist medical colleges develop and apply targeted selection strategies for Aboriginal and Torres Strait Islander applicants meeting college selection standards

For example, identified training places (through STP funding or as fee-waiver scholarships), positive weighting of Aboriginal and Torres Strait Islander status for applicants meeting college selection standards, commitment to quota of intake, etc.

The Australasian College of Dermatologists (ACD)

We offer a designated Aboriginal and Torres Strait Islander dermatology training position for an applicant who meets the requirements of selection into the training program.

The position is funded through the Specialist Training Program (STP), an Australian Government initiative to increase the number of training posts available for specialists-in-training outside traditional public teaching hospitals. A policy has been developed in relation to this training position. The position is advertised on the ACD website and publicised via AIDA, The Australian newspaper and the National Indigenous Times.

We have also increased the flexibility of training for all trainees, to allow post-training candidates to hold part-time training positions prior to an examination re-sit, and to allow the Indigenous STP-funded trainee to remain at one site for the first two years of training. In addition, we have some flexibility to move the designated position across STP-funded sites, to better suit the location of the trainee.

We have also established a grant, sponsored by a pharmaceutical company, for Aboriginal and Torres Strait Islander trainees in advanced years of the training program, providing up to \$10,000 towards educational costs.

Selection Process

The Australasian College for Emergency Medicine (ACEM)

Our process for Selection into the FACEM Training Program includes Indigeneity as a key consideration and provides opportunity for bonus points to be allocated in the scored components of the application.

We delivered a workshop at the AIDA Conference 2019 to assist potential future Aboriginal and/or Torres Strait Islander applicants in navigating the selection process and preparation of a selection application.

The Indigenous Health Strategy embedded in our RAP includes a commitment to achieving population parity for Aboriginal and Torres Strait Islander regarding composition of the Fellows of ACEM. We will achieve this by complementing the targeted selection process with individualised support to Aboriginal and Torres Strait Islander trainees along their pathway to specialisation in emergency medicine.

The Australasian College of Sport and Exercise Physicians (ACSEP)

Our selection process includes positive weighting for applicants who identify as Aboriginal and/or Torres Strait Islander. We welcomed our first Aboriginal trainee to the program in 2019 and hope the Aboriginal and Torres Strait Islander Annual Conference Scholarship will expose more junior doctors to sport and exercise medicine and encourage them to consider this as a career path.

Australian College of Rural and Remote Medicine (ACRRM)

We have designed our new selection process to facilitate enrolment of Aboriginal and Torres Strait Islander candidates who meet academic and professional standards. In particular, the selection criteria enable positive recognition of experience and expertise in Aboriginal and Torres Strait Islander Peoples' health and communities. The new process has been externally evaluated and found to be procedurally fair and meeting its stated selection goals.

Since we established the new process, at least five Aboriginal or Torres Strait Islander registrars have been awarded places in the ACRRM Australian general practice training each successive year.

We also undertake selection for training places on our ACRRM-delivered Independent Pathway applying the same selection process model. Registrars on the Independent Pathway can now receive some Australian Government assistance through the Non-Vocationally Registered Support Program (i.e. \$15,000 toward education costs). Registrars identifying as Aboriginal and/or Torres Strait Islander continue to be selected to this pathway every year.

ACRRM registrars are also selected to the Remote Vocational Training Scheme which applies its own selection policy. The program has not selected any Aboriginal or Torres Strait Islander people to ACRRM programs over the past five years.

Australian and New Zealand College of Anaesthetists (ANZCA)

While recognising that the selection of trainees is undertaken by employers and jurisdictional committees, we have made increasing the number of successful Indigenous trainees in anaesthesia a key initiative of our 2018–22 strategic plan and are currently exploring the most appropriate mechanisms to achieve this.

The College of Intensive Care Medicine of Australia and New Zealand (CICM)

In the application process, we have revised the scoring matrix in the curriculum vitae to provide for the specific categories: Rural loading and Indigenous origin. The Indigenous origin category is heavily positively weighted on the basis that it will increase the likelihood of acceptance into the College.

Currently, our 17 specialist training program-funded positions are available for Indigenous trainees to have placements in regional and rural areas.

Selection Process

The Royal Australian College of General Practitioners (RACGP)

As at 2019, we had the annual target of 14 Indigenous doctors to commence training every year (set by the Australian Government). This target was achieved with 16 Indigenous doctors accepting training offers to commence their Australian general practice training in 2019, with 2020 intake resulting in an increased number of applications by Indigenous doctors.

Overall, the 2019 intake is only one per cent of our total cohort, however we are working towards a target of population parity of three per cent (depending on workforce capacity e.g. number of Indigenous resident interns, etc.). We have established two key working groups, coordinated through the RACGP Aboriginal and Torres Strait Islander Health Faculty, that focus on developing strategies on how to attract, recruit and support Indigenous candidates applying for GP training with us. The working groups also develop strategies on how we deliver training.

At present, there are resources available specific to a career in general practice, training and support available [via dedicated pages](#) on our website.

We continue to monitor the process and numbers closely and will implement appropriate measures to mitigate any barriers or issues, if and when they arise.

The Royal Australasian College of Medical Administrators (RACMA)

We do not currently have a specific Aboriginal and/or Torres Strait Islanders selection process or strategy due to extremely low numbers of Aboriginal and/or Torres Strait Islander applications within the specialist medical administration space. The director of membership in conjunction with the chief executive are reviewing targeted selection strategies for 2020–2022.

The Royal Australasian College of Physicians (RACP)

As part of the Indigenous Strategic Framework, we have as one of our five major priorities, Grow and support the Indigenous physician workforce. This includes strategies and measures for entry into training.

A key principle of our Selection into Training Policy is embracing diversity. As part of our current work on this, we are progressing towards a strategy that will support the selection and retention of Māori and Aboriginal and Torres Strait Islander physician trainees.

In 2019, we developed a guide for local selection into training, and engaged a consultant (Associate Professor Wendy Edmondson) to undertake the body of work on strategy for Indigenous entry into training. The recommendations of the final report will be implemented from 2020 onwards, post the approval of the Board.

The Royal Australasian College of Surgeons (RACS)

We acknowledge that Aboriginal and Torres Strait Islander membership of the Surgical Education and Training Program and of the fellowship does not reflect either the demography of Australia or the general uptake of surgery as a career by medical graduates. Of the current fellowship of over 6000, only three fellows have identified as Aboriginal.

To address this lack of representation within surgical training and the surgical workforce the [RACS Aboriginal and Torres Strait Islander Selection Initiative](#) was developed. The initiative ensures that qualified Aboriginal and Torres Strait Islander applicants to surgical training are able to access a training position.

Selection Process

We are developing an initiative titled the 'Indigenous pathway to surgery' project which is being designed and developed to support an increase in the number of Indigenous doctors undertaking careers in surgery. The project will be developed and implemented over the next 12 months (2020).

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)

We actively support selection of Aboriginal and Torres Strait Islander applicants to the training program by allocating additional points on the basis of Aboriginal or Torres Strait Islander status. An applicant who is Aboriginal or Torres Strait Islander receives 10 points on their curriculum vitae (CV) application. The CV application has a total of 48 points.

The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)

We implemented the following changes to our selection system in 2019:

- additional points (5) for all Aboriginal and Torres Strait Islander applicants
- guaranteed interview for all Aboriginal and Torres Strait Islander applicants
- additional points for rural background (which may advantage some Aboriginal and Torres Strait Islander applicants).

We also offer two scholarships for Aboriginal and Torres Strait Islander medical students and two for Aboriginal and Torres Strait Islander junior doctors to attend a RANZCO meeting in order to build interest in ophthalmology as a career

The Royal Australian and New Zealand College of Psychiatrists (RANZCP)

We dedicate an Integrated Rural Training Pipeline training post in the Northern Territory for an Aboriginal and/or Torres Strait Islander trainee to complete their training.

The Royal College of Pathologists of Australasia (RCPA)

Pathology trainees are selected by employers rather than the RCPA. Our guidelines for employers specify that all Aboriginal and Torres Strait Islander applicants should proceed directly to interview, provided they meet eligibility criteria in terms of medical registration and duration of clinical experience.

We strive to promote the interest and engagement of Aboriginal and Torres Strait Islander graduates in our training programs, empowering these graduates to make informed choices regarding their career aspirations.

Best Practice Standard

Specialist medical colleges are responsible for ensuring access to mentoring and support for Aboriginal and Torres Strait Islander trainees

Colleges ensure mentors are culturally safe.

Mentorship may focus on culture, system navigation and/or professional development.

Colleges are expected to put in place strategies to ensure equitable progression and continuity of support for Aboriginal and Torres Strait Islander trainees.

The Australasian College of Dermatologists (ACD)

All Aboriginal and Torres Strait Islander trainees who are in the dermatology training program have a mentor appointed in first year. We manage the mentoring program that continues across the four years of training. The trainee meets with their mentor (a fellow of the ACD) on a regular basis and discusses their progress in the training program.

The Aboriginal and Torres Strait Islander Affairs Committee continues to look at strategies to optimise support for Aboriginal and Torres Strait Islander trainees. A project to look at trainee wellbeing has been completed and two wellbeing officers for trainees commenced in December 2019, with trainee mentoring for all trainees as part of their remit.

We are also planning to apply to use Specialist Training Program funding to develop specific resources to support indigenous trainees entering and in the training program.

Mentoring

The Australasian College for Emergency Medicine (ACEM)

Our Mentoring Reference Group have developed a mentoring strategy for Aboriginal and Torres Strait Islander trainees and fellows. Yarns with our Aboriginal and Torres Strait Islander trainees will continue to ensure that mentoring is appropriate for their specific needs and that networking opportunities are enhanced and ongoing.

We recognise the importance of the appropriate selection and training of mentors, both Indigenous and non-Indigenous.

The Australasian College of Sport and Exercise Physicians (ACSEP)

We currently only have one Aboriginal trainee. This trainee has selected a mentor who is a member of the Indigenous Health Advisory Committee to provide support navigating the sport and exercise medicine landscape. The mentor is required to undertake regular cultural competency education as part of their continuing professional development requirements.

As our numbers of Aboriginal and Torres Strait Islander, Māori and Pasifika trainees increase, the Indigenous Health Advisory Committee has prioritised the development of strategies to support these trainees to attain fellowship.

Australian College of Rural and Remote Medicine (ACRRM)

We deliver a whole-of-college mentoring program in which all ACRRM registrars are eligible to participate. We have also commenced our Aboriginal and Torres Strait Islander mentoring program which is a smaller, less formal program run through our Aboriginal and Torres Strait Islander Members Group.

Australian and New Zealand College of Anaesthetists (ANZCA)

At present, ANZCA fellows and trainees are involved in mentoring the next generation of doctors, working with Aboriginal and Torres Strait Islander medical students through the Flinders Adelaide Indigenous Medical Mentoring program, with the support of the Wollotuka Institute in Newcastle. This program is open to all medical students (not just those interested in anaesthesia or pain medicine).

In 2019 we established a list of college fellows and trainees interested in advising and supporting prospective Indigenous medical students and pre-vocational doctors with their careers.

We support the concept of a cross-college Indigenous trainee and fellow network. In 2019 we established a Māori Anaesthetists Network Aotearoa in New Zealand for fellows and trainees. This will initially be an informal network, with terms of reference and future directions to be developed and driven by the network's members.

The College of Intensive Care Medicine of Australia and New Zealand (CICM)

We do not have a functioning mentoring program in place. We recognise that mentoring is a highly personal experience and we are exploring the gap in the mentoring space while researching medical colleges and medical school frameworks to establish a program.

In the meantime, we have support available through a comprehensive member assistance program that is available to all trainees and fellows.

Mentoring

The Royal Australian College of General Practitioners (RACGP)

The RACGP Aboriginal and Torres Strait Islander Health Faculty Council and Education Committee, involving AIDA and Indigenous General Practice Registrars Network representatives, have been exploring opportunities on how to improve and enhance supports for Indigenous registrars undertaking GP training. Key development in this space has been the establishment of:

- the Aboriginal and Torres Strait Islander GP Registrar Support Working Group
- the GP Training and Innovation Working Group.

The working groups also include representation by relevant areas within RACGP, i.e. Education Services' assessment development and fellowship program operations, and will focus on the development of long-term strategies to support Indigenous registrars throughout the fellowship assessment process.

During 2019 we continued to provide dedicated professional mentoring and support for Aboriginal and Torres Strait Islander members and staff via our dedicated faculty censor who we employed to provide Indigenous candidates with feedback on exam performance.

The Royal Australasian College of Medical Administrators (RACMA)

We do not currently have any Aboriginal or Torres Strait Islander candidates in training.

The Royal Australasian College of Physicians (RACP)

Our support program is a professional and confidential counselling service, available to all RACP fellows and trainees, 24 hours, seven days per week. The program provides members with access to confidential counselling, coaching and support for workplace and personal issues.

The Royal Australasian College of Surgeons (RACS)

We have introduced surgical aspirants to fellows through the RACS Annual Scientific Congress Awards and through the Indigenous Health breakfast held at the event. This has helped to create a space where young doctors are able to meet a variety of people and build relationships. The inverse of this happens with surgeons attending the annual AIDA Conference. Our experience with formal mentoring programs in a variety of areas has been mixed.

We are excited in 2020 that as part of the 'Indigenous pathway to surgery' project we are developing and piloting systems and processes to create new avenues to give Aboriginal and Torres Strait Islander trainees access to support.

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)

All RANZCOG trainees who identify as Aboriginal or Torres Strait Islander are invited to be members of the Aboriginal and Torres Strait Islander Women's Health Committee. This committee provides access to mentoring and support with mentors who are culturally safe.

Additionally, we have partnered with an employee assistance program (EAP) provider to make an EAP service available to all RANZCOG trainees. Trainees who contact the EAP and identify as Aboriginal and Torres Strait Islander will be transferred to a dedicated support area for Aboriginal and Torres Strait Islander Peoples.

Mentoring

The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)

Trainee mentoring is an ongoing priority for us.

With the emphasis on finding places for Aboriginal and Torres Strait Islander trainees, we recognise that appropriate mentoring and support will need to be put in place in addition to the existing levers within the current mentoring program.

The Royal Australian and New Zealand College of Psychiatrists (RANZCP)

A mentoring program is being delivered with Australian Government funding under the Specialist Training Program (STP) in 2018, 2019 and 2020 to support Aboriginal and Torres Strait Islander RANZCP trainees and provide opportunities for professional inclusion.

The pairing process ensures that RANZCP Aboriginal and/or Torres Strait Islander trainees are only paired with mentors (RANZCP fellows) who report they have completed cultural competence training.

In addition to the mentoring program, the RANZCP holds annual trainee forums (linked to the RANZCP Congress and the AIDA Conference) which is also funded by the STP.

We also offer trainees an opportunity to apply for a grant to participate in an examination preparation workshop during 2019 and 2020 to assist their progression through the fellowship program.

The Royal College of Pathologists of Australasia (RCPA)

We have established a Specialist Training Program-funded mentoring grant for Aboriginal and Torres Strait Islander trainees. We advocate for and support both academic and cultural mentoring.

Best Practice Standard

All members of specialist medical colleges undergo ongoing and accredited cultural safety training as part of professional development activities

Specialist medical colleges provide cultural safety training for their staff

This standard is underpinned by the following principles:

- Specialist medical colleges are responsible for ensuring their college provides a culturally safe workplace and environment.
- Colleges need to exert their influence to maximise the cultural safety of the training settings and providers they accredit.
- Colleges are responsible for ensuring that cultural safety training becomes part of mandatory CPD within the next five years.
- The transformational nature and intention of cultural safety training requires meaningful engagement with trusted peers, colleagues and mentors.
- Face-to-face training is recognised as the preferred modality.

Cultural Safety Training

The Australasian College of Dermatologists (ACD)

Continuing professional development modules are available but currently not compulsory.

Fellowship examinations and work-based assessments have a range of case mixes, including Aboriginal and Torres Strait Islander case mixes. To better incorporate cultural safety and competency throughout 2020, we have purchased modules from the Centre of Cultural Competency Australia. We will offer 150 module access licences to trainees and supervisors in 2020/2021.

We anticipate that we will be able to offer AIDA's cultural safety training to trainees and fellows in 2020.

We will also look to embed cultural safety as part of the curriculum review being undertaken in 2020.

We offer no face-to-face training for members or staff currently; however, we are looking at ways that we can do so in future.

We are also working towards including a number of artworks by First Nations artists in our offices.

The Australasian College for Emergency Medicine (ACEM)

We provide regular First Nations cultural competence training to all staff. Staff commemorate National Reconciliation Week and NAIDOC week each year.

All Fellows, trainees and members of Council of Education entities, including examiners, are required to complete our Assessing Cultural Competency e-learning modules.

All Fellows are required to undertake cultural competency continuing professional development (CPD) activities as part of the CPD three-year cycle. As we work to embed the recently endorsed definitions of cultural safety through ACEM materials, this will be reviewed and updated.

In the new FACEM Training Program (commencing 2022) all trainees will be required to complete the Indigenous Health and Cultural Competency modules in addition to the Assessing Cultural Competency online modules.

Our Indigenous Health and Cultural Competency online modules are regularly reviewed to ensure that they are appropriate and up to date. With the Australian Health Practitioner Regulation Agency's (AHPRA's) endorsement of the definition of cultural safety this definition will be taken into consideration with the next review of these resources.

At the 2019 annual scientific meeting (ASM) the College ran a workshop called Infusing Cultural Competency: A Supervisors' Guide to Resuscitate their Workplace. This was an interactive, immersive workshop for departments of emergency medicine training to introduce the tools to include Indigenous health and cultural competency into departmental teaching.

The Australasian College of Sport and Exercise Physicians (ACSEP)

We have mandatory cultural competency education requirements of two hours per year as part of continuing professional development activities. The annual conference includes a cultural education session which will soon be complemented by a one-hour eLearning module on Aboriginal Cultural Sensitivity and Safety. We will explore ways to ensure the accreditation standards for training sites reflect culturally safe practice.

Cultural Safety Training

Australian College of Rural and Remote Medicine (ACRRM)

Our cultural awareness modules, which provide differing levels of instruction, are made available to all members (including registrars) and staff and can attract professional development points (PDP) and other practice incentives. AIDA's [cultural safety training program](#) has also been accredited for PDP points.

ACRRM registrars are required to undertake cultural awareness training with input from the local community in which they are working. This is delivered either through the contracted training organisations or by us (for registrars on the Independent Pathway).

We are committed to delivering cultural safety and awareness training opportunities annually for our staff.

Australian and New Zealand College of Anaesthetists (ANZCA)

We are committed to embedding cultural safety and have a range of policies to support this, including our Discrimination Prevention Policy, Workplace Bullying and Violence Prevention Policy and Health and Safety Policy.

To maximise the cultural safety of accredited training settings, we will review our training site accreditation standards in the 2020–21 timeframe. The inclusion of a requirement that sites meet minimum cultural safety standards will be considered as part of this review.

In 2015 we introduced a cultural competency activity to the college continuing professional development (CPD) program. Members can meet the requirements of this activity by either:

- completing ANZCA's own intercultural competency learning modules
- completing any of the cultural competency resources listed in our 2014 Continuing Professional Development Program Handbook.

In 2019 ANZCA Council approved changes to the ANZCA CPD standards for the cultural competency activity. These changes encourage greater participation in this activity and include:

- relocation to the practice evaluation category, previously located under knowledge and skills
- increase of credits to two credits per hour, up from one credit per hour.

We have also developed, with funding from the Australian Government Department of Health, a series of podcasts to provide fellows and trainees with an introduction to working with Indigenous patients.

We encourage and support staff to undertake locally relevant face-to-face cultural awareness training.

The College of Intensive Care Medicine of Australia and New Zealand (CICM)

Cultural safety activities are not currently mandated under the continuing professional development (CPD) program. However, cultural safety activities can be used towards a fellow's CPD under Category 3B: Quality Assurance and Patient Safety Activities.

We are waiting on confirmation from the final Medical Board of Australia's review into the professional continuing professional development standard. Once approved, we will work to meet those standards and help to provide cultural safety opportunities to fellows.

Cultural Safety Training

The Royal Australian College of General Practitioners (RACGP)

We provide cultural awareness and safety training for all RACGP staff and members.

New staff are encouraged to complete the RACGP Introduction to Aboriginal and Torres Strait Islander cultural awareness online module, and in 2019 we facilitated a number of face-to-face staff training sessions, i.e. Building Aboriginal Cultural Competency delivered by the Koorie Heritage Trust's Indigenous Cultural Awareness workshops in Victoria.

Moreover, we have a formal policy on providing a culturally safe workplace for Aboriginal and Torres Strait Islander people which is provided to all new staff members prior to commencing work at the RACGP.

Our Introduction to Aboriginal and Torres Strait Islander cultural awareness online module is available to all members (and non-members upon application) via the gplearning platform. We have confirmed a key area of priority of cultural safety training becoming part of mandatory continuing professional development and are working towards its implementation as part of the 2023–25 triennium.

We have [guidelines on the accreditation of cultural awareness and safety](#) training which were developed through community consultation.

Additional work is underway to build the capacity of other college-related members and staff, in particular examiners. This is through the development of dedicated examiners' Aboriginal and Torres Strait Islander health resources, e.g. online module. These resources will assist examiners in carrying out their duties in a culturally aware and responsive manner. We hope to implement these resources by second half of 2020.

The Royal Australasian College of Medical Administrators (RACMA)

The Director of Education attended the Leaders in Indigenous Medical Education Connection conference in November 2019.

We are exploring cultural safety training opportunities for the RACMA Board.

The Royal Australasian College of Physicians (RACP)

The provision of a culturally safe workplace and environment is part of our Indigenous Strategic Framework Priority 4: Foster a culturally safe and competent College. This priority is being implemented by the Indigenous Strategic Framework steering group.

Our new [Training Provider Accreditation Standards](#) have specific criteria regarding cultural safety to which all training settings must adhere. The RACP Training Provider Standards requires that training settings:

1. Provide a learning environment which is culturally safe (Criterion 2.3). Training providers are expected to be culturally aware and competent.
2. Provide a system of support for training and wellbeing (Standard 6).

The current training curricula reflects elements of cultural safety. It encourages supervisors to increase the visibility of Aboriginal and Torres Strait Islander Peoples to ensure culturally respectful and safe care is offered throughout the patient journey.

Cultural safety and cultural competence elements are also embedded within the RACP curriculum. Additionally, we provide an accredited self-directed continuing professional development (CPD) program, MyCPD, to assist fellows and other CPD participants in meeting their CPD requirements. We encourage them to undertake and record CPD activity relevant to their context and scope of practice and to meet our professional standards, including cultural competence.

Cultural Safety Training

The Royal Australasian College of Surgeons (RACS)

We are developing a suite of cultural safety and training tools which will meet quality standards set by the Australian Medical Council (AMC). This will include a four-level e-learning course that fellows will complete over time, providing up to four years of reflective practice training. As this is the reflective practice, all fellows will need to complete this course, a self-reflection tool, or the Intercultural Competency course.

To support a culturally safe workplace, we provided a face-to-face cultural safety session in late 2019 for around 30 staff at the Melbourne office. It is planned that more of these will be organised in 2020.

Cultural safety will become a mandatory aspect of training as it is included as the tenth surgical competency. Once this competency is rolled out all trainees and fellows will be required to complete associated training.

In support of this roll-out we will provide a face-to-face session, 'what is cultural competency and cultural safety' and what it means for a surgeon. This will be released ahead of the Annual Scientific Congress (ASC) in May 2020.

We are including Indigenous Health and Cultural Safety training (bi-national) in face-to-face courses (commencing with the core courses of Operating with Respect and Foundation Skills for Surgical Educators). This process has already started.

All forums and ASCs will include cultural safety aspects including the Royal Australasian College of Surgeons Trainees' Association trainee induction, international medical graduates' induction and bioethics forum.

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)

We are considering the feasibility of developing an Aboriginal and Torres Strait Islander cultural awareness training program for college staff and members. The program will define cultural learning needs and will consider various ways cultural learning can be provided (online, face-to-face workshops, cultural immersion). Until this time, a cultural safety training workshop was held at our recent annual scientific meeting (ASM) which college staff and members attended. Additional workshops have been organised for the upcoming year with greater continuing professional development (CPD) points allocated as part of the RANZCOG CPD framework.

As outlined in our Reconciliation Action Plan (RAP), all of our human resources policies and procedures were reviewed to ensure that the college provides a culturally safe workplace and environment. All staff can access the RAP and an overview is provided to all new staff as part of the induction process.

We organise an annual internal event to acknowledge and celebrate national reconciliation week (NRW). This event is registered through the Australian NRW website and is promoted through our communication channels including the COG (intranet), Collegiate/Connect (external e-publication), RANZCOG website and social media platforms, and O&G Magazine.

Aboriginal and Torres Strait Islander members are invited to share their reconciliation experiences or stories and publish the story on the RANZCOG website and/or O&G Magazine.

Cultural Safety Training

The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)

The curriculum is being revised and trainees will have to attain the cultural competence learning outcomes to satisfactorily complete training. The Medical Board of Australia and Medical Council of New Zealand require all medical practitioners to meet cultural safety standards.

In the online learning space, curation/development of resources for members to undertake cultural safety training is a priority for the first half of 2020. These resources will support trainees to reach the cultural competence learning outcomes and all members to meet the cultural safety standards of the Medical Board of Australia and Medical Council of New Zealand.

The Royal Australian and New Zealand College of Psychiatrists (RANZCP)

All RANZCP staff participate in online training, which must be completed in their first six months of employment with us.

We maintain our Aboriginal and Torres Strait Islander mental health modules as a compulsory part of the training curriculum for all trainees. These are also available to fellows as a part of their continuing professional development.

A symposium titled 'Cultural intelligence throughout a lifetime' was delivered by members of the RANZCP Aboriginal and Torres Strait Islander Mental Health Committee at the RANZCP Congress 2019. The symposium was recorded and has been adapted into an e-module which will shortly be available to the membership via the online learning system, Learnit.

The Royal College of Pathologists of Australasia (RCPA)

We promote culturally safe work environments through policy and education. All supervisors of trainees must complete cultural safety training.

Cultural safety training will be provided for staff members from 2020.

Completion of online education modules in cultural safety are strongly encouraged as part of the RCPA Continuing Professional Development Program.

Best Practice Standard

Specialist medical colleges develop an Aboriginal and Torres Strait Islander health strategy

The strategy should provide direction and a coordinated overview of all college resources and activities.

The strategy should include approaches for trainees and members to respectfully connect with their local Aboriginal and Torres Strait Islander communities.

The Australasian College of Dermatologists (ACD)

Our program of work on Aboriginal and Torres Strait Islander health and workforce is articulated in our reconciliation action plan (in draft) and the Aboriginal and Torres Strait Islander Committee workplan (not publicly available). We will be looking to formalise these documents into an overarching health strategy in the future.

The Australasian College for Emergency Medicine (ACEM)

ACEM's Indigenous Health Strategy is embodied in our [Reconciliation Action Plan](#) (RAP).

The RAP directs and coordinates our resources and activities.

As part of the RAP engagement strategy, we are developing a network of RAP faculty champions who will assist trainees and members to connect with local communities.

The Australasian College of Sport and Exercise Physicians (ACSEP)

We are yet to develop an Aboriginal and Torres Strait Islander health strategy but will consider doing so in consultation with the Indigenous Health Advisory Committee and AIDA as part of the process of updating our Reconciliation Action Plan.

Aboriginal and Torres Strait Islander Health Strategy

Australian College of Rural and Remote Medicine (ACRRM)

Our strategic framework document, *Advancing Aboriginal and Torres Strait Islander Health* has been developed and operates in tandem with our Reconciliation Action Plan to guide our work in these areas. This work is also reinforced through outcome targets in our annual Evaluation Framework.

Australian and New Zealand College of Anaesthetists (ANZCA)

We launched a college-wide Indigenous Health Strategy in 2018. As a bi-national college, the strategy targets health inequity between Indigenous and non-Indigenous people in both Australia and New Zealand. The strategy is accompanied by a comprehensive background paper and an action plan which link all college resources and activities in the areas of Indigenous health and support for Aboriginal, Torres Strait Islander and Māori medical students and doctors. Both the strategy and accompanying background paper are available on the [ANZCA website](#).

We have considered where we are best placed to influence health equity and the principles of Australia's commitment to Close the Gap and New Zealand's Treaty of Waitangi. From this, we identified four pillars—governance, partnerships, workforce and advocacy—to frame our work towards health equity for Aboriginal and Torres Strait Islander people in Australia, and Māori in New Zealand.

In developing this strategy, we reviewed government priorities, Indigenous health strategies from other organisations, the health inequity literature, experiences of care for Indigenous patients, and experiences of training and working in the health sector for Indigenous health practitioners. We also engaged with other organisations, and sought input from Indigenous health organisations, junior doctors and trainees. This framework and the strategy represent our clear and public statement on our areas of focus in Indigenous health.

The College of Intensive Care Medicine of Australia and New Zealand (CICM)

As we are in the early stages of involvement in Aboriginal and Torres Strait Islander health, we do not have an overarching Aboriginal and Torres Strait Islander health strategy in place.

We are developing content through the Indigenous health curriculum and reconciliation action plan that may contribute towards a structured health strategy framework. We will liaise closely with other medical colleges for assistance and framework examples to draw on.

The Royal Australian College of General Practitioners (RACGP)

We have a position statement on [Aboriginal and Torres Strait Islander Health](#) available on our website and are committed to developing and supporting a culturally safe and reflective GP workforce that works effectively with Aboriginal and Torres Strait Islander patients and communities.

The Royal Australasian College of Medical Administrators (RACMA)

An Aboriginal and Torres Strait Islander Health strategy has not yet been formulated, however this is one of the tasks assigned to the Indigenous Health Working group, as defined by its terms of reference.

The Royal Australasian College of Physicians (RACP)

We have developed the Indigenous Strategic Framework, a 10-year plan which aligns the college to overarching Aboriginal and Torres Strait Islander health policy across various jurisdictions.

Aboriginal and Torres Strait Islander Health Strategy

The Royal Australasian College of Surgeons (RACS)

Our Innovate Reconciliation Action Plan will reflect and contain our Indigenous health strategies and initiatives to be developed and implemented over a 24-month period. It will set out relevant resources required to achieve the outcomes. Guided by the Indigenous Health Committee, the strategies will include identifying and supporting opportunities for trainees and members to respectfully connect with their local Aboriginal and Torres Strait Islander communities.

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)

We are investigating continuing professional development activities/modules for fellows, trainees and diplomats about cultural competency, Aboriginal and Torres Strait Islander health, and culture.

Our Women's Health Committee (WHC) and Aboriginal and Torres Strait Islander WHC are considering developing a joint statement on cultural awareness/safety training and engaging external Aboriginal and Torres Strait Islander experts and organisations.

We are investigating ways to promote cultural competence training to college members, including awareness of our cultural competency statement.

We are always exploring cross-college curricula development for Aboriginal and Torres Strait Islander Women's health.

In addition, the current priorities of the Aboriginal and Torres Strait Islander Women's Health Committee include:

- developing and implementing an engagement plan that outlines guiding principles for engagement with Aboriginal and Torres Strait Islander stakeholders
- increasing our profile among doctors who identify as Aboriginal and Torres Strait Islander in order to facilitate greater interest in the training program
- increasing cultural diversity and awareness amongst our staff and fellows
- increasing our profile as a leading authority in women's health for Aboriginal and Torres Strait Islander communities.

The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)

We support Aboriginal and Torres Strait Islander eye health through our ongoing collaborative work with the sector. This includes:

- supporting the ongoing implementation for the Roadmap for Closing the Gap in Health (led by University of Melbourne's Indigenous Eye Health Unit)
- being a member of the 2020 conference planning committee for the Indigenous Eye Health Unit
- being a member of the Vision 2020 Australia Aboriginal and Torres Strait Islander Committee, which leads advocacy across the Indigenous eye health sector
- being a member of the Strong Eyes, Strong Communities implementation working group.

We recognise the importance of collaboration and partnership. We are committed to working with our colleagues to ensure the existing road map and plan are implemented and deliver on better eye health outcomes for Aboriginal and Torres Strait Islander Peoples.

Aboriginal and Torres Strait Islander Health Strategy

The Royal Australian and New Zealand College of Psychiatrists (RANZCP)

We do not currently have a standalone health strategy for Aboriginal and Torres Strait Islander Mental Health.

In the interim, our Reconciliation Action Plan complements our strategic plan for staff and business operations.

A number of our position statements and guidelines are driven by the aim of improving access of care and to advocate for improved health outcomes for Aboriginal and Torres Strait Islander Peoples.

In 2020 we established the Bi-national Indigenous Health Board Priority Group to progress development of a coordinated action plan for progressing initiatives relevant to both Australia and New Zealand.

The Royal College of Pathologists of Australasia (RCPA)

The RCPA's health strategy will be articulated in the reconciliation action plan and supported by a regulation.

The RCPA Lay Committee provides advice and support to the RCPA on pathology issues which impact on the general community. It also advises on how to engage with the community to promote awareness of the importance of pathology in the delivery of safe medical care.

The Lay Committee engages with Aboriginal and Torres Strait Islander health and community groups. There is two-way communication between the Lay Committee and relevant community groups, and with the RCPA membership as a whole.

Best Practice Standard

As part of their advocacy role, specialist medical colleges have a responsibility to take a public stance by developing and publicising position statements on issues relevant to Aboriginal and Torres Strait Islander health and workforce

These positions statements should be completed in partnership with Aboriginal and Torres Strait Islander Peoples and organisations.

The Australasian College of Dermatologists (ACD)

We have made no position statements as yet, however other strategies have been used to date, for example, social media for Reconciliation Week, media releases for our Reconciliation Action Plan and NAIDOC week.

The Australasian College for Emergency Medicine (ACEM)

We are committed to Close the Gap and we have taken a public position on this since 2014. We produce Closing the Gap resources for directors of emergency medicine training to use in workshops with trainees.

We released a position statement on the [Uluru Statement from the Heart](#) in April 2019.

We are also developing a position statement on recruiting and retaining Indigenous Health Liaison Workers and interpreters in emergency departments.

As part of our [Mental Health in Emergency Departments](#) advocacy work, we have developed principles regarding First Nations patients and related mental health presentations to emergency departments.

All advocacy work is undertaken in consultation with First Nations trainees, fellows and community representatives on the Indigenous Health Committee and Reconciliation Action Plan Steering Group.

We have also worked with the National Aboriginal Community Controlled Health Organisation (NACCHO) to advocate for access to subsidised pharmaceuticals in emergency departments.

College Statements

The Australasian College of Sport and Exercise Physicians (ACSEP)

The ACSEP Board publicly endorses the [Uluru Statement from the Heart](#) and this is promoted via our website. We have publicised AIDA position statements in the ACSEP newsletter, notably the AIDA policy statement on doctors' mental health.

Australian College of Rural and Remote Medicine (ACRRM)

We regularly provide press releases and other public statements in support of Aboriginal and Torres Strait Islander health issues. For example, supporting positive initiatives such as National Sorry Day and NAIDOC week as well as responding to specific issues as they arise. We also publicise our support for Close the Gap Steering Committee positions, such as its recent response to the government's refresh strategy. We have officially endorsed the [Uluru Statement of the Heart](#).

Australian and New Zealand College of Anaesthetists (ANZCA)

We take our commitment to Close the Gap seriously and have made various public comments on this in the past (see for example the ANZCA Bulletin September 2013, June 2015 (p.16–17), September 2018 and December 2019 (p.58–61). In May 2017 the ANZCA president attended signing of the Partnering for Good Health and Wellbeing for Aboriginal and Torres Strait Islander Peoples agreement between the Australian Government, AIDA, the National Aboriginal Community Controlled Health Organisation and the Council of Presidents of Medical Colleges.

The College of Intensive Care Medicine of Australia and New Zealand (CICM)

In 2018, the Board gave support to the Uluru Statement as a fundamental acknowledgement of the rights of Aboriginal and Torres Strait Islander peoples to self-determination in their own health care.

We are finalising a graduate outcomes document that outlines what graduates will do on successful completion of the training program. One of the outcomes is to be a health advocate by advocating for and promoting Indigenous health care through acknowledging and respecting Aboriginal and Torres Strait Islander health, history and cultures in Australia.

CICM graduate outcomes are dependent on trainees achieving the detailed intended learning outcomes described in the curriculum framework.

The Royal Australian College of General Practitioners (RACGP)

We have a position statement on Aboriginal and Torres Strait Islander health, which has recently been updated, and a range of additional position statements relating to Aboriginal and Torres Strait Islander health, including on Racism in the Healthcare System, available on [our website](#). Our remaining position statements are due to be updated in 2020.

The faculty is active in advocacy and regularly contributes to broader RACGP policy statements and submissions to government inquires on issues related to Aboriginal and Torres Strait Islander health. We run a number of feature articles in the RACGP's online publication newsgp. Examples of these publications are available via [our website](#).

We support a number of campaigns, including Close the Gap and we have also officially supported the Redfern Statement and the Uluru Statement from the Heart.

College Statements

The Royal Australasian College of Medical Administrators (RACMA)

The RACMA Policy and Advocacy Committee, through its sub-group the Indigenous Health Working Group, holds responsibility for advocacy and position statements on issues relevant to Aboriginal and Torres Strait Islander health and the Aboriginal and Torres Strait Islander health workforce. This advocacy involves collaboration with our Rural and Remote Policy Advisory Group and the Diversity and Inclusion Working Group and reports to our Board.

Additionally, we are developing a policy and advocacy communication page on our website to promote public awareness of college position statements.

The Royal Australasian College of Physicians (RACP)

We have actively harnessed the expertise of our policy and advocacy function across the college to advocate for a number of changes to increase the health outcomes of the Aboriginal and Torres Strait Islander population. We have developed, published and promoted the following statements relevant to Aboriginal and Torres Strait Islander Health:

- an Indigenous child health statement
- statements advocating for a community-led government response to high rates of syphilis in Aboriginal and Torres Strait Islander communities
- Indigenous health position statement
- [principles of good sexual health](#)
- [pre-Budget submission 2019–20](#)
- [Medical Specialist Access Framework](#) (which is a guide to equitable access to specialist care for Aboriginal and Torres Strait Islander Peoples)
- state and territory election statements.

Our Aboriginal and Torres Strait Islander health advocacy activities are informed by consulting with the National Aboriginal Community Controlled Health Organisation and other relevant Aboriginal and Torres Strait Islander health bodies. We support the positions and advocacy efforts of leading Aboriginal and Torres Strait Islander health organisations where appropriate.

We are a founding member of (and ongoing contributor to) the Close the Gap Campaign.

We are a signatory to the Uluru Statement from the Heart.

We will continue to advocate and prioritise Aboriginal and Torres Strait Islander health and Aboriginal and Torres Strait Islander health workforce issues.

The Royal Australasian College of Surgeons (RACS)

As part of the e-learning course, preparation for the later level courses (3 and 4) will include more detailed information about how to connect with local community members. It will also highlight the large variability that exists across Aboriginal and Torres Strait Islander community groups.

We appreciate and acknowledge the advocacy role we can perform in the public health space. For instance, we drive and provide secretariat support to the Ear Health for Life Taskforce, including Aboriginal and Torres Strait Islander organisations which advocate and collaborate to improve ear health for Indigenous Australians. Wins to date include:

College Statements

- a new \$30 million investment in hearing assessments over four years
- Australian Government support for the \$7.9 million program addressing otitis media in the Northern Territory
- the establishment of a Hearing Health Sector Committee led by Minister Wyatt and development of national key performance indicators as part of the Council of Australian Governments process
- the announcement of \$160 million Medical Research Futures Fund (MRFF) mission in support of Aboriginal and Torres Strait Islander Health research
- The first \$13.5 million of MRFF funding being made available in December 2019.

We are also leading the way with including a tenth cultural competency in the Surgical Competencies framework. The wording to this competency was largely driven by the Indigenous Health Committee members.

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)

We are now conducting triennial Aboriginal and Torres Strait Islander women's health meetings for Aboriginal and Torres Strait Islander health workers, nurses, midwives, obstetricians and gynaecologists and general practitioners working within Aboriginal and Torres Strait Islander communities.

The purpose of these meetings is to share the latest knowledge and best practice in obstetric and gynaecological issues specific to Aboriginal and Torres Strait Islander women.

Since 2018 meetings have been incorporated into an Indigenous stream at every annual scientific meeting and regional scientific meeting to promote annual collaboration, cultural safety training and promotion of issues relevant to Aboriginal and Torres Strait Islander health and the Aboriginal and Torres Strait Islander health workforce.

We publicly promote our support of Aboriginal and Torres Strait Islander issues through our website and other college publications, as well as conferences and meetings.

The Royal Australian and New Zealand College of Ophthalmologists (RANZCO)

In the RANZCO 2020 Budget submission we made the following calls to government regarding Aboriginal and Torres Strait Islander eye health:

- RANZCO calls on the government to commit funding to support the implementation of Strong Eyes, Strong Communities: a five year plan for Aboriginal and Torres Strait Islander eye health and vision 2019-24 (Strong Eyes, Strong Communities). This plan is supported by many individuals and organisations, under the leadership of Vision 2020 Australia.
- RANZCO supports a genuine partnership approach to work with government and communities to enhance service delivery, strengthen regional networks and support Aboriginal Community Controlled Health Organisations to further embed eye care in their service delivery models.
- RANZCO acknowledges the progress to date achieved under the Roadmap to Close the Gap for Vision (the roadmap), since its launch in 2012. The roadmap critically highlights the need for enhanced service coordination across eye services and consistent monitoring and evaluation against agreed performance indicators to improve service delivery.
- The patient journey through various referral pathways can be fragmented, particularly for Aboriginal and Torres Strait Islander people in remote areas and this can impact on eye health outcomes. The roadmap offers concrete recommendations for improved coordination of service delivery and RANZCO recognizes the opportunity this presents to eliminate avoidable blindness in Indigenous communities.

We will use this statement as a basis to inform much of our engagement with governments over the coming year, while also continuing to support the work of our partners at Vision 2020 Australia, the Indigenous Eye Health Unit and the Fred Hollows Foundation.

College Statements

The Royal Australian and New Zealand College of Psychiatrists (RANZCP)

We maintain a number of key policy and advocacy positions including constitutional recognition, Stolen Generations and Aboriginal and Torres Strait Islander mental health workers.

In our 2020–21 pre-Budget proposal to the government, we further emphasised the need for governments to ensure coordinated investment in suicide prevention, appropriate staffing for Aboriginal medical health services and for funding to be allocated to training and retaining Aboriginal mental health workers in both mainstream and Aboriginal medical health services.

We also brought attention to these issues in a range of submissions including our submissions to:

- the Victorian Royal Commission and Productivity Commission
- the Royal Commission into Aged Care
- Productivity Commission Inquiry into Mental Health.

In 2020 the RANZCP Aboriginal and Torres Strait Islander Mental Health Committee is aiming to further advocate on these issues and to advocate for additional support and funding to be provided to AIDA.

The Royal College of Pathologists of Australasia (RCPA)

Some RCPA members have particular expertise, through research and experience in Aboriginal and Torres Strait Islander health, that enables them to be policy advisors and consultants as required. We welcome requests for pathologists to participate in stakeholder consultations regarding health and workforce issues.



Australian Indigenous Doctors' Association

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