



The Royal
Australian &
New Zealand
College of
Psychiatrists



RECONCILIATION
ACTION PLAN

INNOVATE

Innovate Reconciliation Action Plan

May 2024 – May 2026



Foreword

The Royal Australian and New Zealand College of Psychiatrists (RANZCP) recognises and acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of the lands now known as Australia, and their continuing spiritual connection to land, sea, and sky.

We recognise the importance of reconciliation in Australia and acknowledge the historical wrongs experienced by Aboriginal and Torres Strait Islander peoples.

This Innovate Reconciliation Action Plan (RAP) acknowledges our responsibility and outlines our commitment to reconciliation by fostering environments and activities which respect the unique place that Aboriginal and Torres Strait Islander peoples hold. We value the culture, history and the traditions that are important components of the identity of Aboriginal and Torres Strait Islander peoples and we recognise that these components are fundamental to the social and emotional wellbeing of First Nations communities.

We began development of this RAP in 2023, just as Australians were voting in the referendum which proposed to enshrine an Indigenous Voice to Parliament. While the RANZCP strongly supported and advocated for this Voice, most Australians who voted disagreed.

As psychiatrists, we believe that outcome will impact the mental health of many in our community.

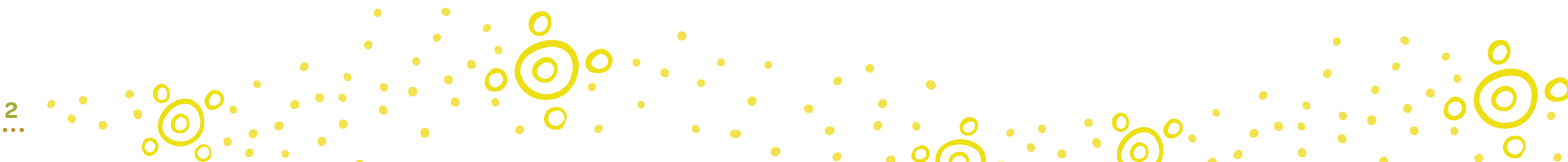
Organisations like ours must continue to advocate and innovate and carve a path which ensures First Nations peoples are heard, respected, and empowered to lead in the spaces that impact them the most. We remain committed to preparing and supporting psychiatrists to do so, and to advance their understanding to provide culturally appropriate psychiatric care.

The RANZCP's Reconciliation Action Plan 2024-2026 is the continuation of our commitment to increase meaningful engagement with these priority communities, to call out misinformation and discrimination, and to enable our First Nations voices to truly be heard.

Dr Elizabeth Moore,
RANZCP President

Dr Siva Balaratnasingam,
*Chair, RANZCP Aboriginal and Torres Strait Islander
Mental Health Committee*

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Reconciliation Australia CEO statement

Reconciliation Australia commends the RANZCP on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. The RANZCP continues to be part of a strong network of more than 2,500 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that the RANZCP will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to the RANZCP using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for the RANZCP to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, the RANZCP will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of the RANZCP's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations to the RANZCP on your second Innovate RAP, and I look forward to following your ongoing reconciliation journey.

Karen Mundine
*Chief Executive Officer
Reconciliation Australia*



Our vision for reconciliation

Our vision for reconciliation is that we will achieve excellence and equity in the provision of culturally safe and effective psychiatric practice for and with Aboriginal and Torres Strait Islander peoples through our work in education and training, supervision and mentoring, as well as through policy and advocacy.

We will achieve this by:

- committing to a continuous, united journey of encouraging speaking, hearing, seeing, learning, truth telling and deep reflection.
- taking practical action to address and apply what lessons have been learned.
- supporting Aboriginal and Torres Strait Islander peoples to know and experience belonging and healing in our College whether as service users, their families, trainees or Fellows.
- embedding the voices of Aboriginal and Torres Strait Islander peoples in our governance and decision making.
- recognising and addressing health inequity experienced by Aboriginal and Torres Strait Islander peoples.
- celebrating Aboriginal and Torres Strait Islander cultures, their attachment to country, ways of knowing, being, and doing, and embracing the wisdom they provide to Australians as a whole.



Our business

The RANZCP is a member-based organisation that sets the professional standards for the practice of psychiatry in Australia and New Zealand, conducts training for doctors wanting to qualify as psychiatrists, publishes guidelines and policy documents, and advocates for improvement to the healthcare system. Our purpose is to support our members, advance the profession of psychiatry and advocate for better mental health outcomes for our communities. We strive to ensure that psychiatry is trusted, valued, effective and contemporary.

Our organisation has almost 8,200 members, including around 5,600 fully qualified psychiatrists and 2,300 members who are training to qualify as psychiatrists. There are currently 60 RANZCP members who identify as Aboriginal and/or Torres Strait Islander people. In addition, there are currently 138 members of our Psychiatry Interest Forum program who identify as Aboriginal and/or Torres Strait Island people.

We engage with our members, the community, governments, and a range of external stakeholders in our work across education and training, policy and advocacy. Our policy positions provide a platform to influence stakeholders. We have defined the ways we will take action towards reconciliation through our 'Apology for the role of psychiatry in Stolen Generations' statement and our 'Principles and Guidelines for Aboriginal and Torres Strait Islander Mental Health', and in our support for an Aboriginal Voice to the Australian Parliament, and corresponding Aboriginal recognition in the Australian Constitution.

We have an active media presence as a mechanism to undertake public advocacy and education on issues impacting the mental health and wellbeing of communities. We partner with the Australian Indigenous Doctors Association (AIDA) and the Leaders in Indigenous Medical Education to support the training and development of psychiatrists. That has included actively participating in and presenting at the AIDA conference over many years, to highlight our organisation's activities and commitment to supporting Aboriginal and Torres Strait Island doctors.

There are 164 staff in our organisation, with one person identifying as an Aboriginal person. Our structure includes two identified roles to support programs and services relating to Aboriginal and Torres Strait Island people within our membership in Australia, and one identified role in New Zealand which provides cultural guidance in relation to Māori. We have offices in Naarm (Melbourne) lands of the Wurundjeri People, the Eora Nation (Sydney) lands of the Gadigal People, Boorloo (Perth) lands of the Noongar People, Tarndanya (Adelaide) lands of the Kaurna People, and Meeanjin (Brisbane) lands of the Turrbal People, as well as in Te Whanganui-a-Tara (Wellington).



8,200 members



5,600 fully qualified psychiatrists



2,300 members training to qualify as psychiatrists



60 RANZCP members and 138 Psychiatry Interest Forum program members who identify as Aboriginal and/or Torres Strait Islander



164 staff Australia and New Zealand



Our RAP

We are committed to continuing the journey of reconciliation and to improving the healthcare for all communities, which underpin our motivation to develop a RAP. We understand the ongoing impact of colonisation on Aboriginal and Torres Strait Islander peoples' access to and equity in healthcare. Our RAP will support us to address the systemic factors that can improve the provision of psychiatric care to Aboriginal and Torres Strait Islander peoples through improved education and training, policy, and advocacy.

Our Board has made the development and implementation of the RAP a priority. The Chief Executive Officer is Co-Chairing the RAP Steering Group, alongside a member of the Aboriginal and Torres Strait Islander Mental Health Committee. Each member of the Executive Leadership Team will be a champion for the RAP in their area, as well as at an overall organisational level.

We have established a new RAP Working Group that comprises representatives from the community, representatives from the RANZCP's Aboriginal and Torres Strait Islander Mental Health Committee, and staff. The staff include the CEO; an Executive Manager, a Policy Officer; two Senior Managers; a Project Officer; and a Human Resources Co-ordinator. There are four members of the RAP Working Group who identify as Aboriginal people.

Our reconciliation journey has seen the introduction of several changes to build awareness, understanding and to take action to recognise and address the ongoing impacts of colonisation. The RANZCP Aboriginal and Torres Strait Islander Mental Health Committee is embedded within the governance structure of our organisation. It comprises Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander peoples who provide guidance to our organisation on how we can progress our work to improve the social and emotional wellbeing of communities. The Committee provides advice to the Board on the attraction, support and development of Aboriginal and Torres Strait doctors who want to become psychiatrists.

We have established and extended our support for Aboriginal and Torres Strait Islander members through the provision of funding for training, scholarships, engagement with Aboriginal and Torres Strait Islander organisations within the medical and medical education fields, the establishment of a rural training pathway, compulsory staff training during induction, events held to mark Reconciliation Week, and the inclusion of Acknowledgement of Country at all College meetings.

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The CEO, Executive Leadership Team and all staff have undertaken face-to-face cultural respect and safety training.

The Psychiatry Interest Forum (a program to engage medical students and junior doctors) has successfully attracted many Aboriginal and Torres Strait Islander participants. The College now has the second highest rate of Aboriginal and Torres Strait Islander members compared to other medical specialities. We have received Australian Government funding under the Psychiatry Workforce Program to deliver this program.

Most recently, the creation of two identified positions within the College's structure provides opportunities to further advance our work in supporting the organisation towards reconciliation and extend the support for our Aboriginal and Torres Strait Islander members. The staff leave policy has been reviewed and updated to include a Cultural Leave provision. All positions advertised include information regarding cultural leave and a statement that encourages Aboriginal and Torres Strait Islander peoples to apply for roles.

Our anti-discrimination policy has been reviewed and updated. We continue to strive to ensure policies contribute to our reconciliation outcomes.



Case Study 1 – Increasing the number of members from Aboriginal and Torres Strait Islander backgrounds

Growth and strength in our community

Since the RANZCP's previous RAP 2016-2018, the College has seen a notable growth in the number of Aboriginal and Torres Strait Islander members. There are now 198 RANZCP members and PIF program members who identify as Aboriginal and/or Torres Strait Islander peoples. Increasing numbers of members coming forward through various channels to identify as Aboriginal and/or Torres Strait Islander peoples has been an achievement for the College. Since 2019, the Aboriginal and Torres Strait Islander workforce in psychiatry has more than doubled.

In addition to the growth in Aboriginal and Torres Strait Islander members, there has been a growth in the number of supports available. The College, funded through the Specialist Training Program (STP) holds annual Trainee Forums for our Aboriginal and Torres Strait Islander cohort to come together, find strength in the community and advise the College on how to best support them on their journey towards becoming psychiatrists. Trainees have used the funding to cover exam fees, attend conferences, receive individual tutoring, and pay for subscriptions to journals, professional registration fees and supervision sessions.

A significant outcome from the Trainee Forum is the implementation of the RANZCP Aboriginal and Torres Strait Islander Financial Support Initiative. This financial support provides the opportunity for trainees to utilise up to \$6,000 of funding each year towards their training to become a psychiatrist. Over 100 applications for financial support have been approved in the past three years. Trainees have used the funding to cover exam fees, attend conferences, receive individual tutoring, and pay for subscriptions to journals, professional registration fees and supervision sessions.

Additional supports have been developed in this time including Transition into Consultancy Workshops, and the formalisation of a trainee network as well as other financial supports through grants for Fellows and trainees and a strong presence at the annual Australian Indigenous Doctors Association Conference.

The RANZCP has received Australian Government funding under the Specialist Training Program to deliver these supports.

**RANZCP President,
Dr Elizabeth Moore says**

“The College is committed to ensuring there are adequate supports available for trainees to strengthen and grow the psychiatry workforce. We are proud that we now have the second highest proportion of Aboriginal and Torres Strait Islander Trainees of all the medical colleges. Seeing so many doctors from Aboriginal and Torres Strait Islander backgrounds wanting to become psychiatrists is so positive for the important role they can play in improving the mental health of communities”.

Case Study 2 – Increasing representation of Aboriginal and Torres Strait Islander peoples in our governance structure

Aboriginal and Torres Strait Islander peoples leading how our College develops

Our organisation is developing an understanding of the importance of including Aboriginal and Torres Strait Islander peoples in our governance structure. In 2015, we introduced an Aboriginal and Torres Strait Islander Mental Health Committee. The purpose of this committee is to provide advice to the Board on how the College can best lead improvements to mental health care for Aboriginal and Torres Strait Islander communities through our work in education and training of psychiatrists, policy and advocacy and governance.

The Committee brings together College members and community representatives to discuss issues pertinent to the support of Aboriginal and Torres Strait Islander members and communities. The committee meets a minimum of four times per year.

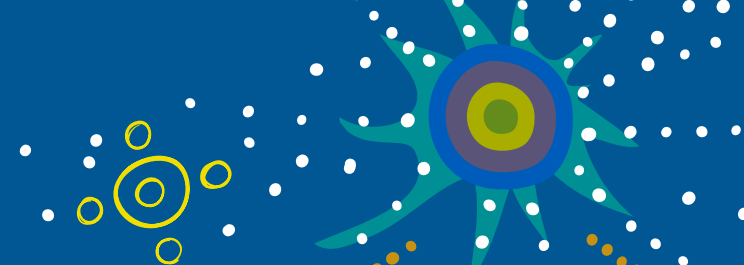
Since its formation, the committee has successfully developed a policy position statement on supporting Aboriginal and Torres Strait Islander mental health, delivered symposiums at the annual scientific Congress, and provided guidance for the roll-out of the Specialist Training Program which aims to attract and retain more Aboriginal and Torres Strait Islander psychiatrists.

Aboriginal and Torres Strait Islander members also hold positions across a range of other College committees including the Corporate Governance and Risk Committee, Trainee Advisory Council, and our Policy, Practice and Partnerships Committee. We are enriched by ways of thinking, connecting and knowing that our Aboriginal and Torres Strait Islander members bring to our governance structure.

Dr. Siva Balaratnasingam, Chair of the Aboriginal and Torres Strait Islander Mental Health Committee says

“Ensuring that the voices of Aboriginal and Torres Strait Islander people shape the evolution of psychiatry is critical to ensure that we can best serve community. Our College is stronger for listening, reflecting and acting on the advice of Aboriginal and Torres Strait Islander peoples”.

Relationships



Working in partnership with Aboriginal and Torres Strait Islander peoples to improve the social and emotional wellbeing of communities is a core purpose of the Royal Australian and New Zealand College of Psychiatrists. We believe in access and equity in healthcare. The best outcomes can be achieved when Aboriginal and Torres Strait Islander peoples lead decision making about how the practice of psychiatry can be nurtured to be culturally safe and respectful.

Connecting, listening and continuously learning from each other is part of being the learning organisation we strive to be.

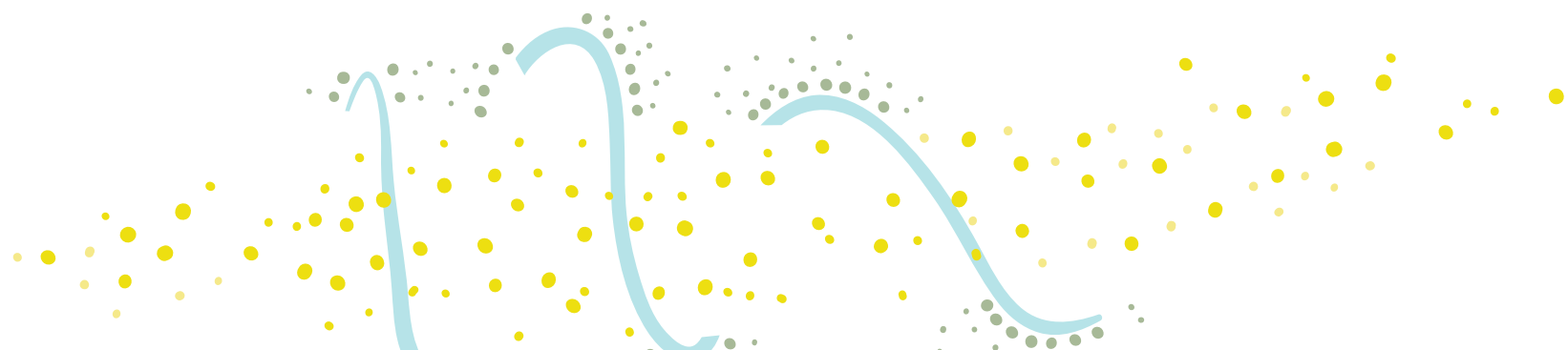
Focus area

RANZCP Strategic Plan Objective: **‘Advocacy and collaboration to improve access and equity’**

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	August 2024	Executive Manager – Partnerships and Engagement
	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2024	Executive Manager – Partnerships and Engagement
	• Strengthen the partnership with the Australian Indigenous Doctors Association.	February 2025	Executive Manager – Partnerships and Engagement
	• Redesign the College listening (consultation) processes for the development of policy to reflect culturally safe practices (including external consultation with communities) and to ensure our policies allow us to achieve outcomes of reconciliation relating to health equity.	December 2024	Executive Manager – Policy, Practice and Research
	• Work with the Aboriginal and Torres Strait Islander Mental Health Committee to contribute to the determination of policy priorities for the College.	October 2024	Executive Manager – Policy, Practice and Research
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.	May 2024 & 2025	Executive Manager – People and Culture
	• RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2024 & 2025	Chief Executive Officer
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2024 & 2025	Chief Executive Officer
	• Organise at least one NRW event each year.	27 May – 3 June 2024 & 2025	Executive Manager – People and Culture
	• Register all our NRW events on Reconciliation Australia’s NRW website .	May 2024 & 2025	Executive Manager – People and Culture

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Develop and implement an engagement strategy to raise awareness of reconciliation across our workforce.	September 2024	Members Executive Manager – Membership, Events, and Publications College staff Executive Manager – People and Culture
	Communicate our commitment to reconciliation publicly.	May 2024	Executive Manager – Membership, Events and Publications
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	February 2025	Executive Manager – Partnerships and Engagement
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	December 2024	Executive Manager – Partnerships and Engagement
	Work with College committees to embed RAP actions relating to strategic direction and policy within the policy, advocacy and events undertaken by committees.	March 2025	Executive Manager – Policy, Practice and Research
	Actively advocate to government(s) and other external stakeholders on issues identified by Aboriginal and Torres Strait Islander communities impacting mental health and wellbeing.	March 2025	Executive Manager – Partnerships and Engagement
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2024	Executive Manager – People and Culture
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	December 2024	Executive Manager – People and Culture
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	July 2024	Executive Manager – Partnerships and Engagement
	Educate senior leaders on the effects of racism.	May 2025	Staff Executive Manager – People and Culture Members Executive Manager – Education and Training
	Establish an Anti-racism Project Steering Group – Terms of Reference and membership to extend our work to address racism.	June 2024	Executive Manager – Policy, Practice and Research

Action	Deliverable	Timeline	Responsibility
5. Continue to work to engage Aboriginal and Torres Strait Islander participants in the Psychiatry Interest Forum.	<ul style="list-style-type: none"> Deepen connection with Aboriginal and Torres Strait Islander Liaison Officers to scope improvements to the trainee experience and attraction of participants to the Psychiatry Interest Forum (an entry point for doctors interested in becoming psychiatrists). 	July 2024	Executive Manager – Membership, Events and Publications
	<ul style="list-style-type: none"> Increase conversion of Psychiatry Interest Forum members to trainees, to increase the number of Aboriginal and Torres Strait Islander psychiatrists. 	April 2026	Executive Manager – Membership, Events and Publications
	<ul style="list-style-type: none"> Develop a Yarn Up network for Aboriginal and Torres Strait Islander Psychiatry Interest Forum participants to assist with connections and support. 	February 2025	Executive Manager – Membership, Events and Publications
6. Support Aboriginal and Torres Strait Islander Community Members in their role in the College.	<ul style="list-style-type: none"> Provide connection opportunities for Community Members across the College to come together to discuss issues impacting the community as they relate to policy and advocacy. 	November 2024	Executive Manager – Partnerships and Engagement
	<ul style="list-style-type: none"> Provide at least one meeting per year of the combined ‘Partnerships’ committees – this includes the Aboriginal and Torres Strait Islander Mental Health Committee, Te Kaunihera (Māori) and the Community Collaboration Committee (consumers and carers with lived and living experience of mental illness). 	December 2024	Executive Manager – Partnerships and Engagement
7. Provide greater visibility of our reconciliation commitment.	<ul style="list-style-type: none"> Develop a communications plan for the RAP that can be delivered across all the College’s communications channels to improve visibility of the RAP. 	February 2025	Executive Manager – Membership, Publications and Events
	<ul style="list-style-type: none"> College digital assets (website, email signatures, social media channels) demonstrate our commitment to reconciliation. 	February 2025	Chief Information Officer
	<ul style="list-style-type: none"> Ensure use of imagery across College assets reflects the inclusion of Aboriginal and Torres Strait Islander peoples (with their consent). 	February 2025	Executive Manager – Membership, Publications and Events





We recognise the need to acknowledge, reflect, and learn from the ongoing impacts of colonisation on the social and emotional wellbeing of Aboriginal and Torres Strait Islander peoples. The practice of psychiatry can be enriched through developing a deep understanding of the wisdom of Aboriginal and Torres Strait Islander cultures. We celebrate with pride the Aboriginal and Torres Strait Islander members and communities that are part of our organisation. We strive to extend our appreciation of the generous sharing of cultures.

Focus areas

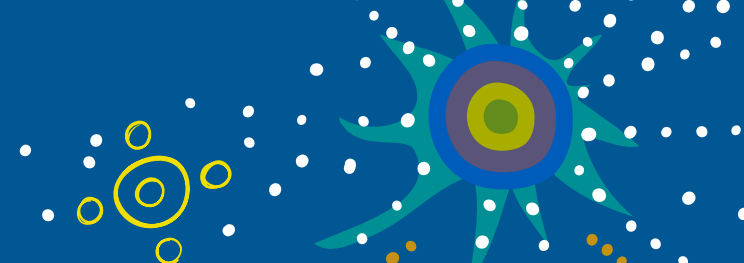
RANZCP Strategic Plan Objectives: **‘Connected and contemporary College for community benefit’** and **‘Training, education and learning that increases capability and quality’**

Action	Deliverable	Timeline	Responsibility
8. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of staff cultural learning needs within our organisation.	December 2024	Executive Manager – People and Culture
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our staff cultural learning strategy.	September 2024	Executive Manager – Partnerships and Engagement
	Develop, implement, and communicate a cultural learning strategy document for our staff.	February 2025	Executive Manager – People and Culture
	Develop and deliver content, through the Psychiatry Interest Forum, to doctors interested in becoming psychiatrists about Aboriginal and Torres Strait Islander approaches to mental health and wellbeing (Social and Emotional Wellbeing).	February 2025	Executive Manager – Membership, Events and Publications
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	February 2025	Executive Manager – People and Culture
	Develop and deliver content relating to cultural safety within the Psychiatry Interest Forum to increase the ability for participants to understand and apply cultural safety within their work.	February 2025	Executive Manager – People and Culture
	Commence scoping curriculum and exams (trainees and Specialist International Medical Graduates) that includes learning and assessment relating to the provision of culturally safe mental healthcare.	May 2026	Executive Manager – Education and Training
	Ensure all College office refurbishments are developed through engagement with local Traditional Owners for example regarding naming, artwork, opening events.	May 2024	Chief Financial Officer

Action	Deliverable	Timeline	Responsibility
8. (cont') Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• College committee chairs are able to create culturally safe environments within Committees and take into account Aboriginal and Torres Strait Islander perspectives.	May 2025	Chief Executive Officer
	• Explore recognising Aboriginal and Torres Strait Islander peoples in the College Constitution.	June 2025	Chief Executive Officer
	• Explore the option for staff to exchange the January 26 th public holiday for an alternative day to acknowledge the impact of colonisation.	December 2024	Chief Executive Officer
	• Review the Supervisors' Program to determine the changes that could be made to better support Aboriginal and Torres Strait Islander Trainees.	December 2025	Executive Manager – Education and Training
9. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Review and continue to implement and communicate our cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Complete 2023	Company Secretary
		Review in October 2024	
	• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant College events each year.	Annually	Executive Manager – Membership, Events and Publications
		Review October 2024	
	• Include an Acknowledgement of Country or other appropriate protocols at the commencement of important College meetings.	May 2024	Company Secretary
	• Increase reflections and localisation of Acknowledgement to Country at College meetings by providing greater guidance and support to chairs and staff.	November 2024	Executive Manager – Partnerships and Engagement
	• Support all staff to be able to undertake an Acknowledgement of Country.	August 2024	Executive Manager – People and Culture
	• Develop an event guide that can support the inclusion of cultural protocols in College events – formalise the existing practice to ensure ongoing practice.	March 2025	Executive Manager – Membership, Events and Publications
• Work with local offices to adopt the event guide that formalises the inclusion of cultural protocols.	March 2025	Executive Manager – Membership, Events and Publications	

Action	Deliverable	Timeline	Responsibility
10. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2024 & 2025	Chief Executive Officer
	• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2024	Executive Manager – People and Culture
	• Promote and encourage participation in external NAIDOC events to all staff.	First week in July 2024 & 2025	Chief Executive Officer
11. Increase content relating to Aboriginal and Torres Strait Islander Mental Health at the annual College Congress.	• Work with Congress Organising Committees to seek greater program content relating to Aboriginal and Torres Strait Islander Mental Health – consider working with external organisations to broaden the content offering (e.g., NACCHO).	June 2025	Executive Manager – Membership, Events and Publications
	• Prioritise College Congress abstracts that demonstrate work being undertaken within psychiatry with a reconciliation focus.	June 2025	Executive Manager – Membership, Events and Publications
12. Provide a range of Continuing Professional Development opportunities to build understanding and application of cultural safety.	• Scope the creation of a career-long learning journey for psychiatrists to build an understanding of culturally safe practice and the Social and Emotional Wellbeing Framework in psychiatry.	May 2026	Executive Manager – Education and Training
	• Roll-out learning options to members in a phased approach across the membership.	December 2025	Executive Manager – Education and Training
13. Ensure College staff understand reconciliation and can work to apply principles of reconciliation to their role.	• Develop a learning journey for College staff that provides ongoing opportunities to build skills, knowledge and understanding of Aboriginal and Torres Strait Islander cultures and the importance of reconciliation.	February 2025	Executive Manager – People and Culture
	• Provide an immersive cultural experience for staff at least once every two years to support understanding of Aboriginal and Torres Strait Islander cultures.	September 2025	Executive Manager – People and Culture
	• Include a commitment statement in all staff performance plans that outlines the contribution that will be made towards reconciliation.	February 2025	Executive Manager – People and Culture





We actively encourage and support Aboriginal and Torres Strait Islander peoples, organisations, and communities to join us in supporting the social and emotional wellbeing of communities. Increasing the number of Aboriginal and Torres Strait Islander psychiatrists and staff is critical to our growth as an organisation, so we can better reflect the communities we support. Incorporating perspectives borne of lived experience is fundamental to the RANZCP’s mission.

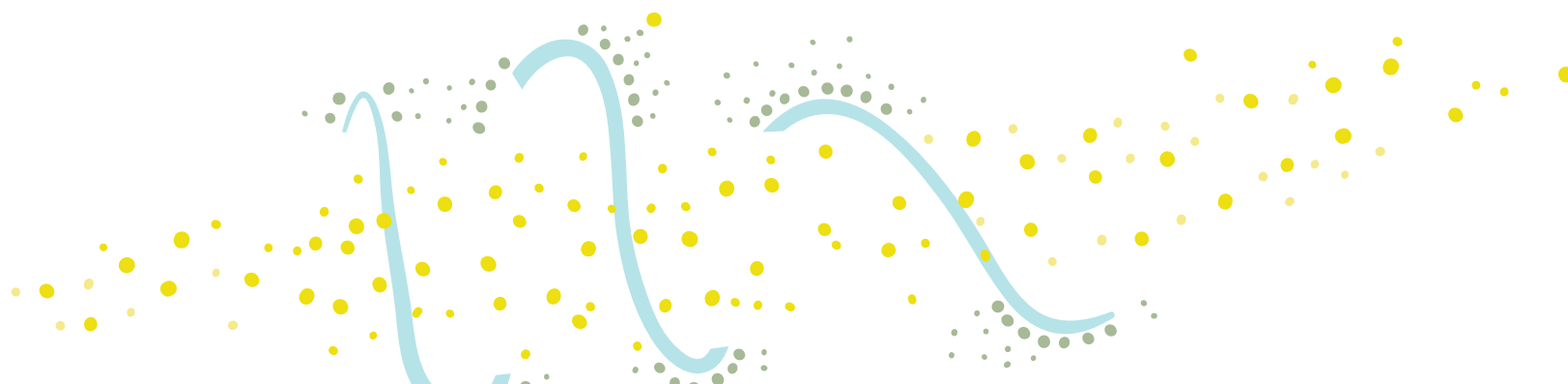
Through deep listening and working together, we want to change our organisation to reflect the strengths of Aboriginal and Torres Strait Island peoples.

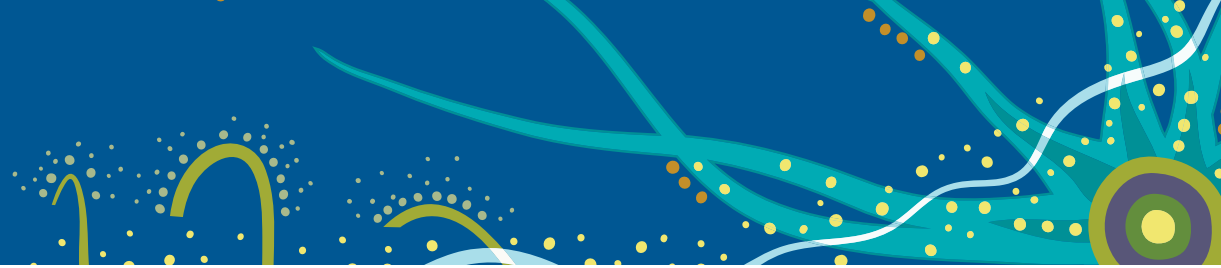
Focus area

RANZCP Strategic Plan Objective: **‘Connected and contemporary College for community and member benefit’**

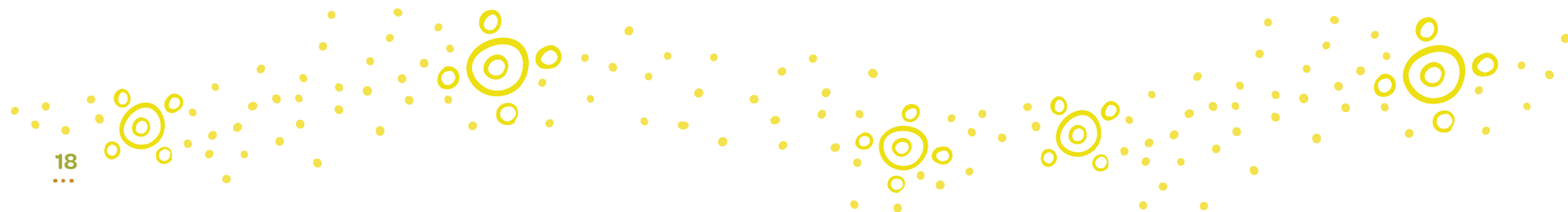
Action	Deliverable	Timeline	Responsibility
14. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2024	Executive Manager – People and Culture
	• Engage with Aboriginal and Torres Strait Islander staff to guide our approach to recruitment, retention and professional development.	November 2024	Executive Manager – People and Culture
	• Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	June 2025	Executive Manager – People and Culture
	• Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	July 2024	Executive Manager – People and Culture
	• Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	July 2024	Executive Manager – People and Culture
	• Provide opportunities for Aboriginal and Torres Strait Islander members to participate in the College media work across a range of issues. This is to raise the profile of members in their areas of expertise.	November 2024	Executive Manager – Partnerships and Engagement
	• Develop a training journey that recognises and respects the strengths of Aboriginal and Torres Strait Islander trainees.	December 2025	Executive Manager – Education and Training

Action	Deliverable	Timeline	Responsibility
14. (cont') Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> Provide Aboriginal and Torres Strait Islander trainees with the option of tailored support through the journey with respect to recruitment and selection, supervision, exam support, mentoring and networking. 	December 2025	Executive Manager – Education and Training
	<ul style="list-style-type: none"> Continue to deliver and develop the Specialist Training Program with AIDA to support Aboriginal and Torres Strait Islander peoples to become psychiatrists. 	November 2024	Chief Financial Officer
15. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	July 2025	Chief Financial Officer
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	June 2025	Chief Financial Officer
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	July 2025	Chief Financial Officer
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	August 2024	Chief Financial Officer
	<ul style="list-style-type: none"> Review and report on uptake of the RANZCP's financial support delivered to Aboriginal and Torres Strait Islander members, community members and Psychiatry Interest Forum participants. 	May 2026	Chief Financial Officer
16. Identify additional opportunities to financially support to Aboriginal and Torres Strait Islander members.	<ul style="list-style-type: none"> Work with Aboriginal and Torres Strait Islander members to identify gaps or duplication in financial support to inform future decisions about financial support. 	July 2025	Executive Manager – Partnerships and Engagement
	<ul style="list-style-type: none"> Advocate to governments for support for Aboriginal and Torres Strait Islander people to enter the psychiatry profession and develop throughout their career. 	November 2024	Executive Manager – Partnerships and Engagement





Action	Deliverable	Timeline	Responsibility
17. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	June 2024	Chief Executive Officer
	• Establish and apply Terms of Reference for the RWG.	May 2024	Chief Executive Officer
	• Meet at least four times per year to drive and monitor RAP implementation.	June 2024	Chief Executive Officer
		September 2024	
		November 2024	
		February 2025	
		June 2025	
September 2025			
November 2025			
February 2026			
May 2026			
18. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	June 2024	Chief Executive Officer
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	May 2024	Chief Executive Officer
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	May 2024	Executive Manager – Partnerships and Engagement
	• Appoint and maintain an internal RAP Champion from senior management.	May 2024	Chief Executive Officer
	• Inclusion of commitment to reconciliation is evident throughout the College governance structure through including in all College Terms of Reference and ways of working.	May 2025	Chief Executive Officer
• Include the RAP as a key part of the College Strategic Plan as it is renewed to provide accountability and commitment to its implementation.	February 2026	Chief Executive Officer	



Action	Deliverable	Timeline	Responsibility
19. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	• Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Executive Manager – Partnerships and Engagement
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Executive Manager – Partnerships and Engagement
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	Executive Manager – Partnerships and Engagement
	• Report RAP progress to all staff and senior leaders quarterly.	June 2024 September 2024 November 2024 February 2025 June 2025 September 2025 November 2025 February 2026 May 2026	Chief Executive Officer
	• Publicly report our RAP achievements, challenges, and learnings, annually.	July 2024 July 2025 April 2026	Executive Manager – Membership, Events and Publications
	• Investigate participating in Reconciliation Australia’s biennial Workplace RAP Barometer.	May 2024	Executive Manager – Partnerships and Engagement
	• Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	May 2026	Executive Manager – Partnerships and Engagement
20. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia’s website to begin developing our next RAP.	November 2025	Executive Manager – Partnerships and Engagement

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RANZCP featured artwork

The featured artwork was created by Jordan Lovegrove, Ngarrindjeri, using colours from the RANZCP's branding. The two meeting places (concentric circles) are shown as neurons communicating with each other, representing healthy brain functionality. The stars (yellow) represent wellbeing and positive thoughts transmitting throughout the mind.



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