



Family Planning NSW
**Innovate Reconciliation
Action Plan**

February 2022 – February 2024





ABOUT THE ARTWORK

Artist: Billy Reynolds

Name of artwork: Coastal People

"This artwork depicts a meeting circle in the middle of the artwork where the U shapes represent people sitting together in a circle. The red boomerang represents the earth whilst the blue boomerang represents the ocean. Between these boomerangs is the earthy gold which depicts the sand that divides the sea and land. On the outskirts of the boomerangs are tracks of people who have walked by the ocean.

This artwork has meaning to me and my people as I had grown up by the beach (Maroubra) my whole life. And my people are saltwater people, being from the South coast of NSW."



CONTACT DETAILS FOR ENQUIRIES ABOUT OUR RAP

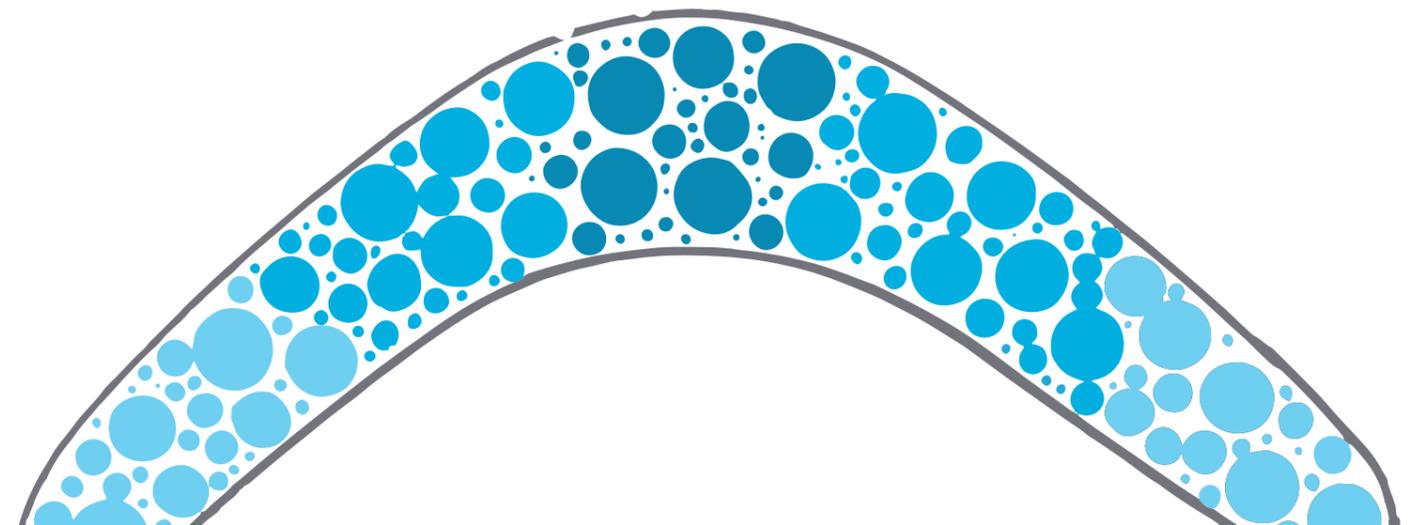
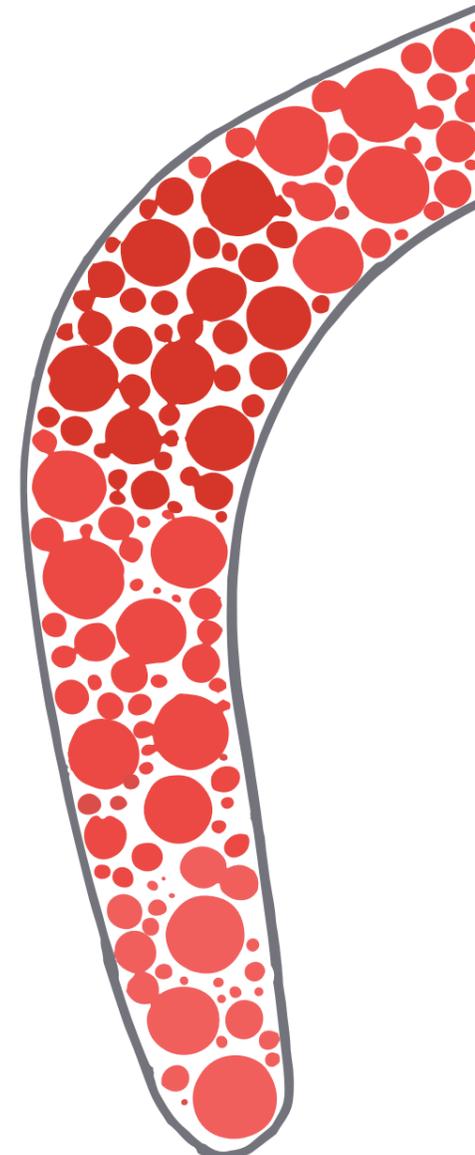
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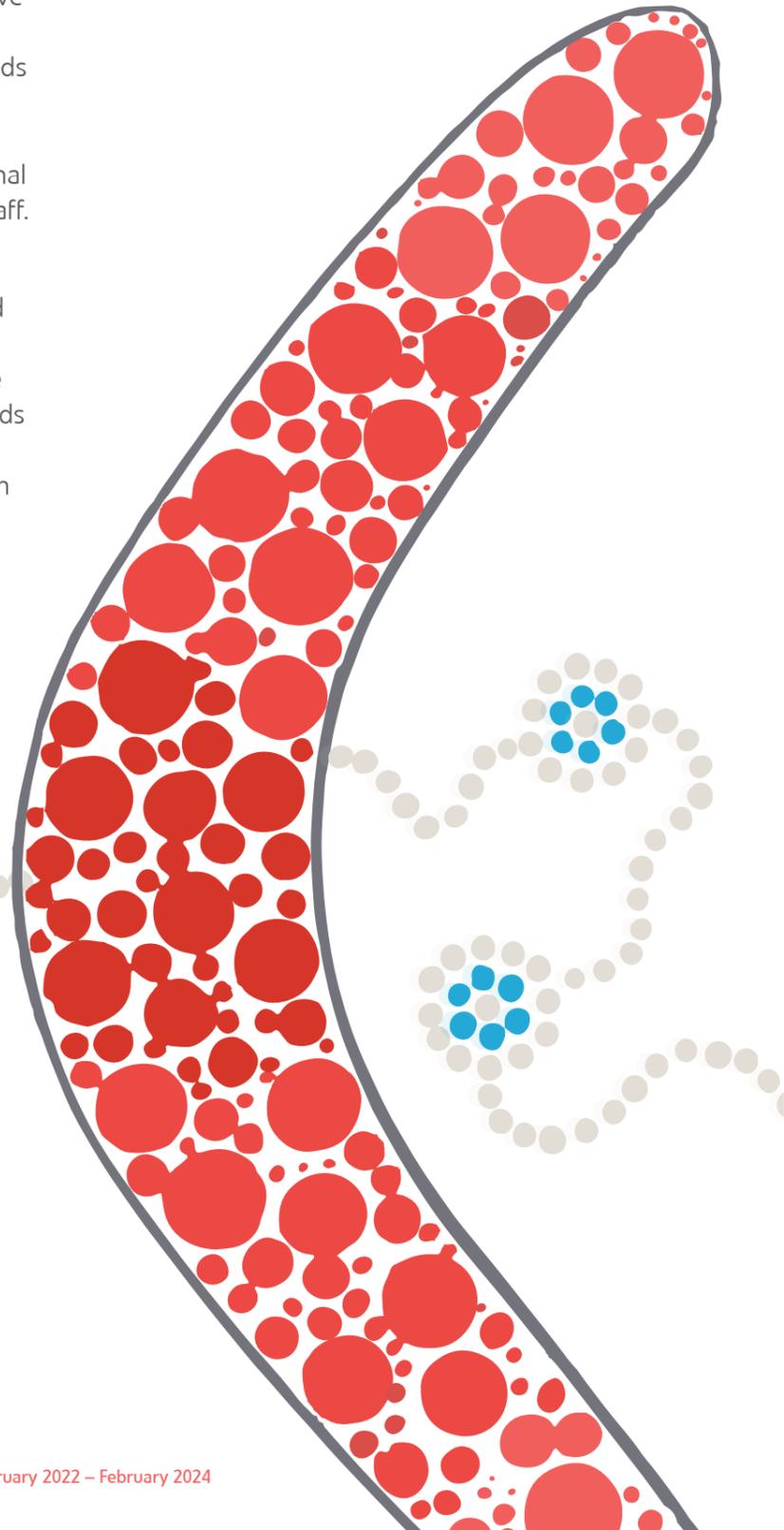




Our vision for reconciliation

Our vision for reconciliation is for Aboriginal and Torres Strait Islander peoples and communities to have access to a high standard of reproductive and sexual health services which are delivered with respect and recognition of the cultural needs of Aboriginal and Torres Strait Islander peoples. Furthermore, we want our centres to continue to be welcoming, safe and inclusive for Aboriginal and Torres Strait Islander clients, visitors and staff.

Family Planning NSW cultivates meaningful relationships and connections with the land and various communities that our different centres dwell on. We continue to pay our respect to the Traditional Owners and their Elders of these lands and recognise that we are visitors here, with a purpose through the work we do to actively join the reconciliation ethos through our attitudes, services and partnerships.



*In the spirit of reconciliation,
Family Planning NSW acknowledges
the Traditional Custodians of Country
throughout Australia and their
connections to land, sea and community.
We pay our respect to their Elders past
and present and we extend that respect
to all Aboriginal and Torres Strait
Islander peoples.*

*Our hope and belief is that we can
move to a place of equity and justice
and work hand-in-hand together.*



Reconciliation Australia CEO statement

Reconciliation Australia commends Family Planning NSW 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 over 2.3 million people now either working or studying in an organisation with a RAP, the program’s potential for impact is greater than ever. Family Planning NSW continues to be part of a strong network of more than 1,100 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 Family Planning NSW will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Family Planning NSW 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 Family Planning NSW 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, Family Planning NSW will ensure shared and cooperative success in the long-term.

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

Congratulations Family Planning NSW on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia



A message from the CEO

On behalf of Family Planning NSW staff I am honoured to present our second Innovate Reconciliation Action Plan 2022–2024. Family Planning NSW proudly launched its first *Reconciliation Action Plan* (RAP) in 2018 which solidified our existing commitment to reconciliation. Our RAP provides ongoing strategic direction to ensure the work we do is respectful, safe and inclusive for Aboriginal and Torres Strait Islander individuals and communities.

Over the last two years, our RAP Working Group has done a wonderful job in achieving significant milestones of change for the organisation including the introduction of organisation-wide Aboriginal Cultural Awareness Training for all staff, the development of an Aboriginal and Torres Strait Islander Employment and Retention Strategy, implementation of the Aboriginal Health Impact Statement in all projects that we do, establishment of outreach clinics in Western New South Wales (NSW), and the addition of Supplier Diversity into our Purchasing Procedure to encourage the procurement of Aboriginal and Torres Strait Islander goods and services.

As we move forward and on to our next RAP, we take the learnings and experiences of our first RAP, and build our new Innovate RAP to further our commitment to reconciliation. We are committed to preserving our valuable relationships with Aboriginal and Torres Strait Islander communities and advocating for the reproductive and sexual health and rights of Aboriginal and Torres Strait Islander peoples. Our new Innovate RAP contains detailed actions that aim to advance the strong foundations laid in our first iteration.

Our areas of focus include:

- advancing the cultural competency of Family Planning NSW staff
- increasing employment opportunities for Aboriginal and Torres Strait Islander peoples across the organisation
- enhancing clinical partnership opportunities with Aboriginal Medical Services
- strengthening the evaluation and accountability of our work with Aboriginal and Torres Strait Islander communities

I would like to take this opportunity to thank the RAP Working Group for their ongoing dedication and commitment to progressing reconciliation within the organisation, specifically in the development and implementation of this RAP.

I am delighted to share this Plan with you all and look forward to working collaboratively together in strengthening our work to advance the reproductive and sexual health outcomes of Aboriginal and Torres Strait Islander peoples and communities in NSW.



Adj Prof. Ann Brassil
Chief Executive Officer
BSc (Psych) Hons, MA (Hons)
Clin.Psych, MBA, MAICD



Who we are

Family Planning NSW is the leading provider of reproductive and sexual health services in NSW. We operate fixed and outreach clinics in metropolitan, regional, rural and remote NSW.

Improving reproductive and sexual health outcomes within Aboriginal and Torres Strait Islander communities is embedded within the Family Planning NSW Strategic Plan and forms a priority area within our core business. Family Planning NSW provides clinical services, community education, professional development, resource development and other support to Aboriginal and Torres Strait Islander communities. Family Planning NSW also has a strong history of contributing to the evidence base in research concerning the reproductive and sexual health of Aboriginal and Torres Strait Islander peoples.

The Family Planning NSW Strategic Plan and Business Plan include specific actions on the provision of clinical services to Aboriginal and Torres Strait Islander populations at an organisational level. A key goal is to enhance services and programs for Aboriginal and Torres Strait Islander peoples and communities to ensure that at least 2% of our clinical services are provided to Aboriginal and Torres Strait Islander peoples.

Our work at Family Planning NSW is grouped across four interdependent pillars, underpinned by robust organisational support:

Integrated Health Services

We are experts in contraception, pregnancy options counselling, sexually transmissible infections (STIs), common gynaecological problems including menstrual disorders, cervical cancer screening, breast awareness and women's and men's sexuality and sexual function. We respect the rights of our clients to make choices about their reproductive and sexual health and we treat each and every person with respect, dignity and understanding.

Education Services

Family Planning NSW's education and training activities are evidence-based, broad-ranging and include programs for clinicians, disability workers, teachers, parents and carers, and other health education and welfare professionals, both locally and internationally. Our education services build the capacity of health, education and community professionals to address the reproductive and sexual health needs of their communities and region, beyond our clinical services.

The Research Centre

The Research Centre leads and partners with universities and other research organisations to grow the body of knowledge about reproductive and sexual health. We focus on translating research findings into clinical practice and teaching, and in guiding governments on best practice reproductive and sexual health. We conduct rigorous evaluations of all our work to continuously improve the quality of all our services and to ensure we are achieving optimal results.

International Development

Our international development program works to build capacity of government and civil society to assist poor and marginalised communities in developing countries in the Pacific region to increase access to comprehensive reproductive and sexual health services.



Our core business

OUR VISION

Our vision is for all people to have high quality reproductive and sexual health.

OUR MISSION

Our mission is to enhance the reproductive and sexual health and rights of our communities by supporting all people to have control over and decide freely on all matters related to their reproductive and sexual health throughout their life.

OUR VALUES

- Human rights focus – promoting the rights of all people to reproductive and sexual health
- Integrity – maintaining a strong ethical base, being accountable and transparent
- Inclusiveness – valuing and respecting diversity without judgement
- Equity of access – ensuring access to our services for all, including priority populations
- Client centred – placing the needs of the whole person at the centre of our work
- Commitment to excellence – ensuring high standards in all our work

- A just culture – a balanced accountability for both individuals and the organisation
- Pro-choice – supporting a women's right to make decisions regarding all pregnancy options

OUR PRINCIPLES

- Focusing on the whole person throughout their lifespan
- Working in collaboration and through partnerships to strengthen our services and programs
- Being advocates for the community. Developing and using best practice and evidence-based approaches
- Designing and delivering optimal services to the community
- Promoting freedom of choice which reflects individual differences and preferences
- Building the capacity of our organisation, and the skills of other professionals and the community
- Promoting professionalism and continuous improvement in our ways of working
- Fostering innovation and creativity in our work



Our reconciliation journey

Our second Innovate Reconciliation Action Plan 2022–2024 was developed to further advance our commitment to reconciliation and ensure we are an inclusive employer for Aboriginal and Torres Strait Islander peoples. We are committed to working with Aboriginal and Torres Strait Islander peoples, communities and organisations as we work towards improving the reproductive and sexual health outcomes of communities across NSW.

Continuing on our reconciliation journey, our second Innovate RAP will focus on building on the organisation’s recently implemented actions and strategies, and solidifying our ongoing commitment to reconciliation through the provision of culturally appropriate programs and services to both staff and the broader Aboriginal and Torres Strait Islander communities of NSW.

Our guiding principles

The following guiding principles were developed in collaboration with Family Planning NSW’s Aboriginal Consumer Advisory Group in March 2021 to ensure the implementation of our RAP is done in a culturally appropriate and collaborative way for Aboriginal and Torres Strait Islander communities across NSW.

-  Cultural competency of Family Planning NSW staff, upholding cultural respect and integrity
-  Work in collaboration and through partnerships to strengthen services and programs
-  Trust and cultural respect
-  Be advocates for the Aboriginal and Torres Strait Islander community
-  Ensure participation of Aboriginal and Torres Strait Islander people at all levels
-  Empowerment of Aboriginal and Torres Strait Islander clients in accessing Family Planning NSW services
-  Engagement with stakeholders and community
-  Build rapport with community, individuals and stakeholders
-  Evaluation and accountability

Aboriginal Consumer Advisory Groups

Informed by our Consumer Engagement Policy, Family Planning NSW has two established Aboriginal Consumer Advisory Groups based in Dubbo: The Aboriginal Women’s (AWAG) and Aboriginal Men’s (AMAG) Consumer Advisory groups. In 2019, these groups combined to create the Aboriginal Consumer Advisory Group.

Our Aboriginal Consumer Advisory Group meets four times per year and provides guidance, feedback and recommendations on Family Planning NSW projects, resources and policies to ensure they are delivered in a culturally safe and appropriate way. The group offers recommendations on the creation of partnerships with local Aboriginal and Torres Strait Islander services, organisations and communities for the purpose of enhancing our reproductive and sexual health work, and has had significant involvement in the development of our previous and current RAP.

A RAP document should not only provide the right strategy, but has the right intent and substance behind it to create a lasting positive legacy to Aboriginal employees, individuals and community members. If the RAP document is developed without any substance or commitment to action, it can be seen as tokenistic to some Aboriginal people

(Aboriginal Men’s Advisory Group member, 2018).

I have enjoyed being part of the Aboriginal Consumer Advisory Group with the Dubbo Family Planning clinic, and I joined because it is important to me to be able to contribute to improve services to the local Aboriginal community. I have been a part of some great discussions and great decisions over the years. I have seen many staff come and go, and all staff have been passionate about consulting with the community and other service providers to improve service delivery to the local Aboriginal community.

The implementation of the RAP is a great initiative and will ensure improvements in collaboration, cultural respect and partnerships to strengthen service and program delivery and will assist with creating a better future to the organisation and the Dubbo Aboriginal and non-Aboriginal community. I look forward to be able to continue contributing in any way I can.

*– Debbie Beahan,
Aboriginal Consumer Advisory
Group Member*



Our reconciliation journey

Learn about our RAP journey

In September 2018, Family Planning NSW launched its first Innovate Reconciliation Action Plan. The RAP solidified our commitment to reconciliation, and set clear actions for the next two years to advance reconciliation within the organisation.

Endorsed by Reconciliation Australia, the RAP has been a catalyst for increased organisational commitment to advancing Aboriginal and Torres Strait Islander reproductive and sexual health outcomes, both at a partnership and community level. It has also strengthened existing organisational structures which foster and promote Aboriginal and Torres Strait Islander employment opportunities as well as increasing the cultural awareness of all staff.

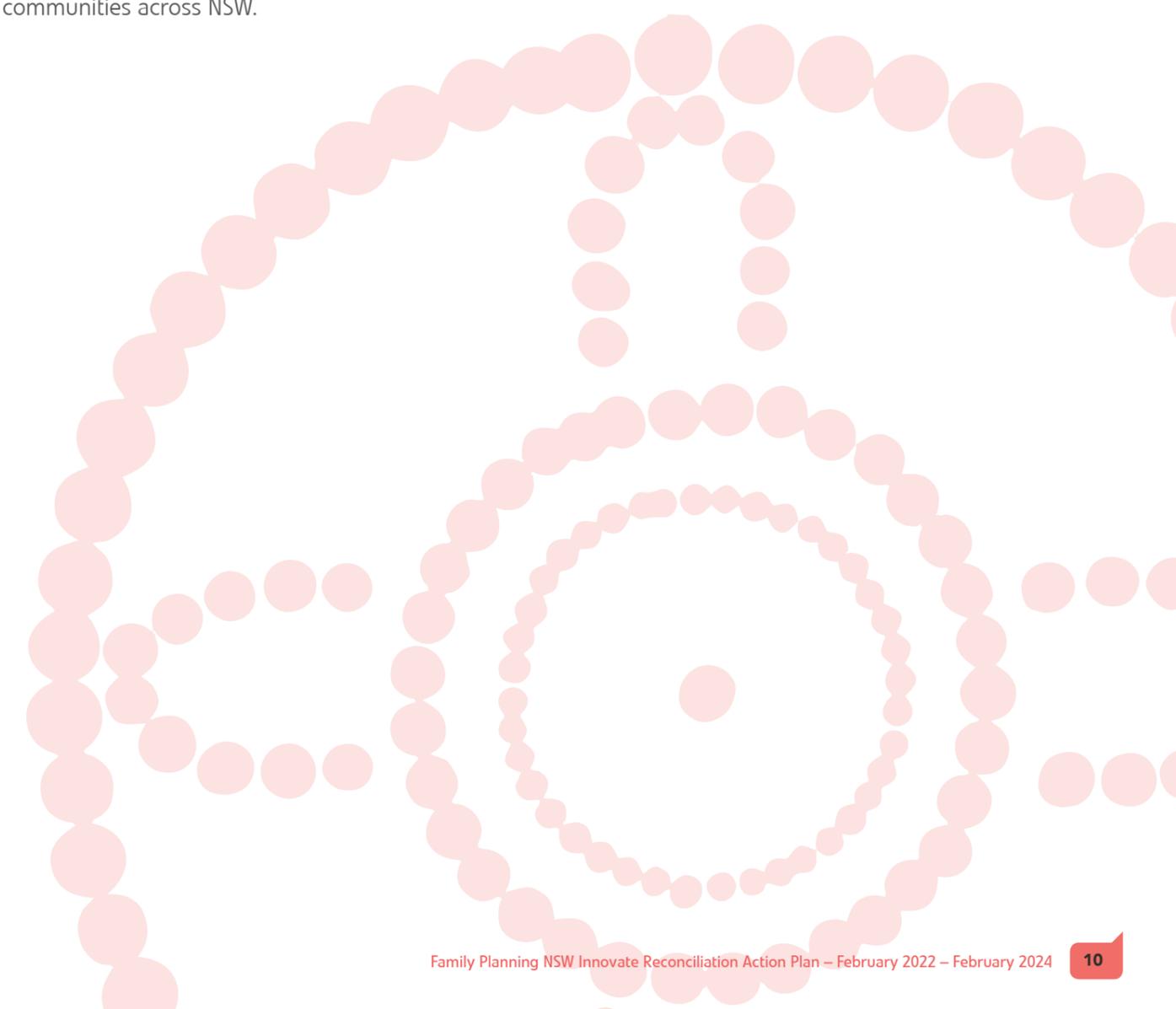
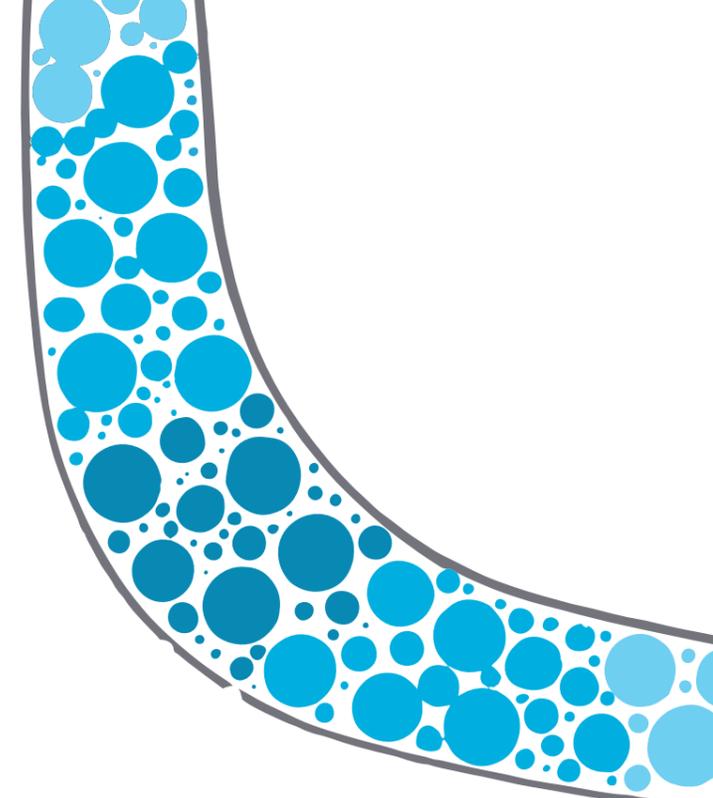
The implementation of the RAP is led by a cross-pillar working group which ensures the progression of actions. Over the last two years, a considerable number of RAP deliverables have been implemented across the organisation including policy, strategy and resource development, with a large focus on building the cultural competency of Family Planning NSW staff.

Key actions and significant changes completed in the 2018–2020 Innovate RAP include:

- dissemination of online Aboriginal Cultural Awareness Training to all Family Planning NSW staff
- development and implementation of the Aboriginal and Torres Strait Islander Cultural Protocol Policy and Aboriginal and Torres Strait Islander Employment and Retention Strategy
- establishment of the Joint Aboriginal women's and men's Consumer Advisory Group
- implementation of the Aboriginal Health Impact Statement into project management processes
- development of the Aboriginal partnership and stakeholder database

- outreach sexual health screening conducted at the Aboriginal Waratah Rugby League Knockout event in Dubbo
- establishment of outreach clinics in Cobar and Coonabarabran
- new commercial partnership established with an Aboriginal owned business
- addition of Supplier Diversity into the existing Family Planning NSW Purchasing Procedure to encourage the procurement of Aboriginal and Torres Strait Islander goods and services.

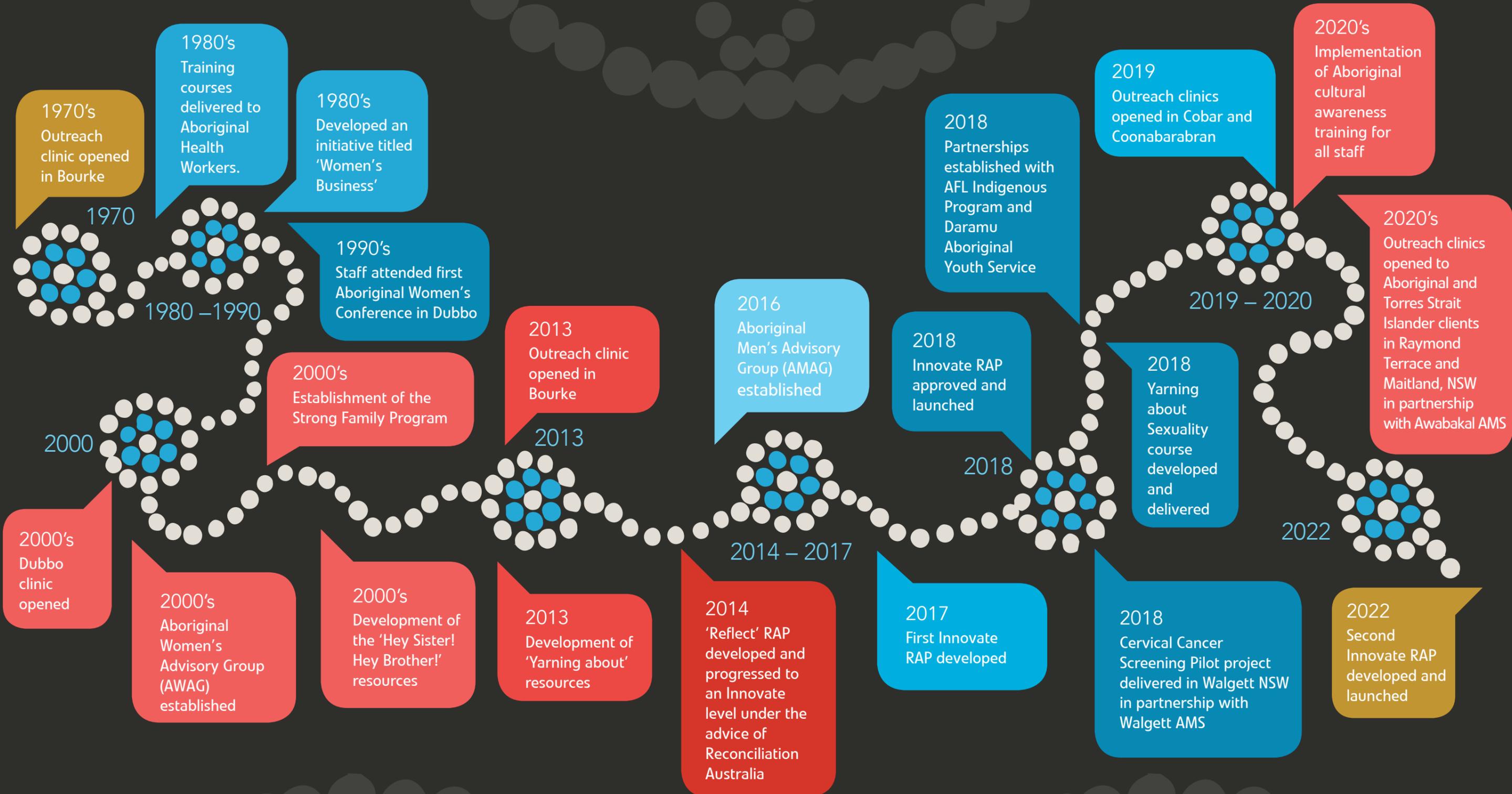
Our newly developed RAP continues to build on and strengthen our long-standing history of working with Aboriginal and Torres Strait Islander communities across NSW.





Our reconciliation journey

Key milestones





Our reconciliation journey

Meet the rap working group members

Our RAP Executive Champion is Jodie Duggan, Director Integrated Health Services/Clinical Operations, who represents the organisation's Executive team. Jodie is action-orientated and pushes the envelope to ensure that our deliverables are relevant, useful and will be achieved on time. Jodie also ensures that the RAP actions are communicated and supported at the Executive level of the organisation.

The implementation of our RAP is led by a cross-pillar working group which ensures the progression of actions within the RAP. Members of the working group aim to:

- meet at least four times per year to ensure we are on the way to reaching our goals
- provide an open forum to share ideas about how the organisation can engage staff in celebrating, respecting and learning about Aboriginal and Torres Strait Islander cultures
- actively advocate and spread the reconciliation message that is initiated through the RAPs deliverables.

A member of our Aboriginal Consumer Advisory Group is invited to attend a RAP working group meeting annually to ensure community consumer representation is maintained in the delivery of RAP actions.

RAP Working Group members:

Jodie Duggan – Director Integrated Health Services/Clinical Operations

Ben Davis – Senior Health Promotion Officer (RAP Co-ordinator)

Anne Stuart – Director Planning, Education and International Programme

Julia Tran – Health Promotion Officer

Eliza Basheer – Senior Policy Officer

Elodie Gooden – Communications Officer

Heidi Massie – Administration Officer

Pip Lyndon-James – Manager Education

Prudence Kidman – Research and Publications Officer

Leanne Fisher-Schuster – International Project Coordinator

Of our current RAP Working Group members, one identifies as Aboriginal. Members of staff who identify as Aboriginal and Torres Strait Islander are invited to be part of the RAP Working Group. Family Planning NSW also engages with casually employed Aboriginal and Torres Strait Islander staff to ensure our work is implemented in a culturally safe and respectful way.

Family Planning NSW wishes to acknowledge the contribution of previous RAP working group members in the development of this Innovate RAP:

Jean Brain – Former Health Promotion Officer

Wendy Cheng – Senior Research Officer

Leanne Watkins – Former Clinical Education Co-ordinator

Nicole Alese – Former Aboriginal Liaison Officer

Debra Hector – Regional Senior Administration Officer

Mark Faulds – Marketing Manager

Mekita Vanderheyde – Education Officer

Nusrat Jahan – Health Promotion Officer

Nikolina Zonjic – Former Manager Health Promotion

Rob Hardy – Former Manager Health Promotion

Through participation in the RAP working group, and the implementation of RAP deliverables at Family Planning NSW, I have had the opportunity to participate in cultural competency training and work collaboratively to advance reconciliation within the organisation. This has not only deepened my understanding of the importance of reconciliation, but cemented how we as an organisation and individuals can contribute to this essential process.

Our RAP has enabled us to strengthen our relationships with Aboriginal and Torres Strait Islander communities and work together to create a better future for all. I feel a great sense of pride and honour to be part of the RAP working group. Being part of a group that is committed to creating a better future for those within our organisation, and the wider community, has been an incredibly meaningful experience and I am grateful for the opportunity.

*– Eliza Basheer,
RAP working
group member*



Engagement and partnerships

Community partnerships

Daramu Aboriginal Youth Service

Since 2018, Family Planning NSW have partnered with Daramu Aboriginal Youth Service to provide targeted community education to Aboriginal young people in the Western Sydney region.

The Daramu Program is a specialist Aboriginal youth justice program operated by Marist180 which aims to divert Aboriginal young people as early as possible from ongoing contact with the Juvenile Criminal Justice system. Daramu provides a range of culturally responsive services for young Aboriginal people to support them to create positive change in their life.

Family Planning NSW currently provides quarterly reproductive and sexual health education sessions to Aboriginal and Torres Strait Islander young people involved in the Daramu program. The sessions are delivered in separate male and female groups to respect cultural sensitivities, and allow for young people to be introduced to Family Planning NSW services. Sessions are activity based to maximise participation and engagement.

Family Planning NSW has also trained Daramu staff and case workers in the Condom Credit Card program. The program aims to upskill staff to better engage in reproductive and sexual health discussions with young people and safely provide access to free condoms for young people.



AFL Indigenous Academy

In 2018, Family Planning NSW commenced a partnership with the Australian Football League Indigenous Academy. Funded by the Australian Government's Sporting Chance Program, the Indigenous Academy focuses on educational, cultural and leadership outcomes in young people.

This partnership involves the delivery of an annual three week community education program to Aboriginal and Torres Strait Islander young people across seven schools in Western and South Western Sydney. The partner schools include Rooty Hill High School, Plumpton High School, Doonside Technology High School, Macquarie Fields High School, Sarah Redfern High School, James Meehan High School, and Ingleburn High School.

The partnership has extended past the provision of reproductive and sexual health information sessions to the engagement of young people in contributing to the development of health promotion resources including Yarning about Girls Business, an information booklet for Aboriginal and Torres Strait Islander young women and girls on the topic of puberty, periods and menstruation. Students were involved in two in-depth focus groups sharing their thoughts on the content of the resource as well as the look and design.



Walgett Aboriginal Medical Service – Cervical Cancer Screening Pilot Study

In 2017-2018, Family Planning NSW partnered with Walgett Aboriginal Medical Service (WAMS) to introduce a cervical cancer screening program to address the relatively high rates of cervical cancer incidence and mortality amongst Aboriginal women. Funded by Family Planning NSW and Cancer Institute NSW, the study aimed to assess the acceptability of cervical screening methods amongst women in the Walgett Shire. Women aged 25-50, who had not had a cervical screening test in two or more years, and those who had never been screened, were invited to take part. The cervical screening clinics operated on a monthly basis where Family Planning NSW clinicians visited Walgett to coordinate the screening, supported by local WAMS staff.

In March 2018, health promotion staff at Family Planning NSW delivered the 'Yarning About Sexuality' course to eight Walgett Aboriginal Medical Service (AMS) Aboriginal Health Workers. Six Aboriginal Health Workers completed their assessments and were deemed competent; they received a Statement of Attainment "CHCCED311A: Provide sexual and reproductive health information to clients".

Family Planning NSW clinical staff ran a cervical screening theory and clinical training course at Walgett AMS in May 2018. The course provided a blend of theory and some clinical training. In total, five Aboriginal Health Workers, one Endorsed Enrolled Nurse, two Registered Nurses, and two Medical Officers participated. Numerous resources were co-developed with members of the local Aboriginal community including posters, flyers, and videos.

University of NSW – Strengths Based Project 2017-2021

Family Planning NSW is currently partnered with the University of NSW as part of a broader Australian Research Council Linkage research project titled 'What We Do Well'. This project aims to document the resources that Aboriginal and Torres Strait Islander young people draw on to build sexual wellbeing and positive relationships, and to navigate sexual health services, as understood from the perspective of Aboriginal and Torres Strait Islander young peoples, their parents and Elders. Additionally, the project aims to identify the successful aspects of existing strengths-based sexual health programs for Aboriginal and Torres Strait Islander young peoples.

Family Planning NSW has been actively involved in both components of the research project ranging from participation in research interviews, delivery of peer interview training and community education sessions, as well as participation at the 'What We Do Well' project team meetings. Family Planning NSW has provided additional support to the project by assisting in the delivery of a community education session and peer interview training with young Aboriginal men at Nepean Community Neighbourhood Service in Cranebrook and Traxside Campbelltown. This training involved general reproductive and sexual health community education session focusing on safe sex, STIs, contraception, consent and access to local services as well as peer interview training focusing on formulating questions and giving and receiving feedback.

Clinical Partnerships

Western NSW outreach/Awabakal Aboriginal Medical Service

In 2019, Family Planning NSW established and implemented outreach clinics in Western NSW to extend the clinical and health promotion reach of the Family Planning NSW Dubbo clinic. These outreach clinics operate monthly and run in conjunction with women's health and sexual health clinics led by Western NSW Local Health District in Cobar and Nyngan. Health promotion support is provided to support clinical delivery and contribute to a whole of community and partnership based approach by working with local schools and community services to deliver education, training, capacity building and resources to the local community.

Commencing in early 2021, Family Planning NSW has partnered with Awabakal Aboriginal Medical Service to provide a monthly clinical service to Aboriginal and Torres Strait Islander communities in the Hunter region.

The aim of the partnership is to provide culturally appropriate reproductive and sexual health clinical services to the Aboriginal communities serviced by the AMS. Family Planning NSW clinicians provide Awabakal clients with a range of reproductive and sexual health services including contraceptive implants, IUDs, pregnancy options counselling, STI screening and cervical screening tests.

By working with Family Planning NSW, Awabakal can assist in supporting the delivery of culturally appropriate, inclusive sexual health services that are safe and accessible for the local Aboriginal community.



Community Engagement

Case Study: Dubbo Fee Waiver Poster – Consumer co-design

Community consultation and consumer engagement are important steps to ensuring that the needs of priority populations are met. In early 2018, members of AMAG and AWAG proposed that a resource be produced to advise Aboriginal clients that their fee for service when accessing the Family Planning NSW Dubbo clinic would be bulk-billed and free of charge.

Initial discussions with AWAG and AMAG centred on the development of a tear away card and poster resource set, primarily targeting the local Aboriginal and Torres Strait Islander community. As discussions progressed, it was agreed that a poster displayed locally in health and community settings, local pubs and clubs, and shopping centres would be the most effective method to communicate this message. The poster was also displayed at the Family Planning NSW Dubbo clinic in reception waiting areas as well as clinical rooms. The physical dissemination of the poster was coupled with a digital roll out through Family Planning NSW social media pages.

The Dubbo fee waiver poster is a strong example of the importance of local consumer engagement and ensuring that the views of consumers are listened to and actioned. This helps to establish community ownership of local resources and services.



Internal activities

Improving reproductive and sexual health outcomes within Aboriginal and Torres Strait Islander communities is embedded within the Family Planning NSW Strategic Plan and forms a priority area within our core business. We provide targeted health promotion and education programs to young people, community members and Elders.

A large emphasis each year is to celebrate Aboriginal and Torres Strait Islander days of significance. A key example of this work is participation in NAIDOC events, primarily in the Penrith, Dubbo and Hunter regions. This includes engagement with Aboriginal and Torres Strait Islander communities, the promotion of clinical services and the dissemination of resources.

The Dubbo centre also delivers education sessions to Aboriginal and Torres Strait Islander community groups and has clinics tailored specifically for Aboriginal and Torres Strait Islander peoples. These initiatives are supported by the Aboriginal Liaison Officer who takes part in multiple community service interagencies, and forms partnerships with new, existing and relevant services to ensure clinical services are up to date with community needs.

The Aboriginal Health Promotion Stream at Family Planning NSW also delivers professional education to health and community workers, and community education/health promotion to Aboriginal and Torres Strait communities and groups. Our current projects are:

Strong Family Program

The Strong Family program has been developed following consultation with Aboriginal and Torres Strait Islander communities in NSW. The program brings together men and boy's groups and women and girl's groups to yarn about the key issues in their community regarding reproductive and sexual health.

The program has been developed to engage Aboriginal and Torres Strait Islander young peoples, community members and Elders in conversations about parenting, relationships, STIs and safe sex, contraception, puberty, drugs, alcohol and risk taking, peer support, role models and Aboriginal and Torres Strait Islander culture. The program is flexible and designed to work with community needs. It can be delivered over one full day, or over multiple sessions.



Engagement and partnerships

Yarning about Sexuality

This is a two day face-to-face professional education course which aims to build the capacity of Aboriginal Health Workers to provide reproductive and sexual health information to clients and community members. The Yarning about Sexuality course is mapped to a nationally recognised unit of competency 'Provide sexual and reproductive health information to clients (CHCCED311A)'.

A participant from Yarning about Sexuality course delivered in Walgett NSW commented that:

"It was a well-run program. I think everyone took away some valuable information on how to deliver sexual health information to those within our community. It would be worthwhile getting the Family Planning team to run a joint program at the Walgett Community College."

A recent needs assessment found that the Family Planning NSW Yarning about Sexuality course is unique in terms of providing comprehensive reproductive and sexual health training to Aboriginal Health Workers. No other nationally recognised reproductive and sexual health course targeted to Aboriginal Health Workers currently exists in NSW.



Case Study: Yarning about Girls Business

In late 2019, work began on developing Yarning about Girls Business, a culturally appropriate, youth friendly resource on periods and menstruation for Aboriginal and Torres Strait Islander young women and girls. We contracted an Aboriginal graphic design agency, Leon Designs, to develop the illustrations and design of the resource.

The resource includes information on menstruation, with a secondary focus on puberty more generally, including hygiene and the inclusion of common cultural myths associated with coming of age. The resource also included links to additional resources.

The resource was co-designed after thorough community consultation with a number of Aboriginal and Torres Strait Islander organisations including Dubbo Girls Academy and the AFL Indigenous Academy in Campbelltown NSW. Printed copies of the final resource have been provided to our partner organisations, and participants involved in the focus groups enjoyed seeing their thoughts listened to and converted into a physical resource.

The partnership between Family Planning NSW and Leon Designs has strengthened to create further opportunities to work on designing more Aboriginal and Torres Strait Islander health resources. Leon Designs was also involved in an online event celebrating NAIDOC Week 2020 hosted by the Family Planning NSW Health Promotion team.

The process undertaken in developing this resource is a strong example of listening to the needs of the community and involving them in the co-design of the resource to ensure the content, look and feel is most appropriate to Aboriginal and Torres Strait Islander communities. This aligns with key areas of our Innovate RAP including relationships, respect and opportunities.





Our Reconciliation Action Plan



RELATIONSHIPS

Strong, meaningful and committed relationships are essential to promote access to our vital reproductive and sexual health services and programs, build rapport with communities and meet the needs of Aboriginal and Torres Strait Islander peoples in NSW. We work closely alongside a range of organisations, advisory groups and service providers, including Aboriginal Community Controlled Health Services, NSW Ministry of Health and local health districts, Aboriginal Medical Services and Aboriginal Health and Medical Research Councils to ensure our programs and services are culturally responsive.

Since our last RAP, we have developed an Aboriginal Partnership and Stakeholder Database and engaged in new partnerships to conduct community-based outreach services to Aboriginal and Torres Strait Islander clients in Western NSW and the Hunter region. As part of our commitment to community consultation, engagement and reconciliation, our work is informed by consultation and regular engagement with Aboriginal and Torres Strait Islander Men's and Women's advisory groups, encouraging deeper understanding, mutual respect and recognition of the diverse reproductive and sexual health needs of communities.

Over the next 2 years, our organisation commits to...

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	March 2022	Aboriginal Liaison Officer
	• Implement the FPNSW Aboriginal and Torres Strait Islander Community Engagement and Consultation Guidelines to work with Aboriginal and Torres Strait Islander stakeholders and organisations	June 2022	Senior Health Promotion Officer
	• Establish one new clinical outreach partnership with an Aboriginal Medical Service	December 2022	Operations Manager, Regional
	• Develop Aboriginal and Torres Strait Islander Health Action Plan in line with National Safety and Quality Health Service Standards for working with Aboriginal and Torres Strait Islander communities	December 2022	Senior Health Promotion Officer, Senior Policy Officer
	• Foster and maintain community education partnerships with Daramu Aboriginal Youth Service, AFL Indigenous Academy, Clontarf Foundation, and Kari Aboriginal Resource Centre	February 2024	Senior Health Promotion Officer

Action	Deliverable	Timeline	Responsibility
2. Build relationships through celebrating National Reconciliation Week (NRW)	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to all FPNSW centres	May 2022, 2023	Aboriginal Liaison Officer
	• RAP Working Group members to participate in an external NRW event	27 May-3 June, 2022, 2023	RAP Working Group
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	27 May-3 June, 2021, 2022	RAP Working Group
	• Organise one FPNSW NRW event each year	27 May-3 June, 2022, 2023	RAP Working Group
	• Register FPNSW's NRW event on Reconciliation Australia's NRW website	May 2022, 2023	Aboriginal Liaison Officer
3. Promote reconciliation through our sphere of influence	• Implement strategies to engage our staff in reconciliation, including cultural awareness training and dissemination of Aboriginal and Torres Strait Islander policy	July 2023	Senior Health Promotion Officer, Pillar Managers
	• Develop Electronic Direct Mail (EDM) template for quarterly RAP Working Group communication to FPNSW all staff	May 2022	Communications Officer
	• Communicate our commitment to reconciliation publically through the FPNSW website, social media, external publications and dissemination of our new RAP	May 2022, 2023	Communications Officer
	• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes	July 2023	Aboriginal Liaison Officer
	• Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation	July 2023	Aboriginal Liaison Officer
	• Advocate to improve RSH outcomes for Aboriginal and Torres Strait Islander people in partnership with FPNSW Policy team	July 2023	Senior Policy Officer
	• Identify, build and strengthen relationships with Aboriginal and Torres Strait Islander advocacy services	June 2022	Senior Policy Officer



Our Reconciliation Action Plan

Action	Deliverable	Timeline	Responsibility
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	September 2022	Director Human Resources
	• Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy	March 2023	RAP Coordinator, Senior Policy Officer
	• Review current anti-discrimination policy in partnership with Aboriginal and Torres Strait Islander staff and Aboriginal Consumer Advisory group	March 2023	RAP Co-ordinator, Senior Policy Officer
	• Educate senior leaders on the effects of racism through the implementation of cultural awareness training and presentation at FPNSW Executive meeting on the influence of leaders progressing change within organisations	September 2023	RAP Co-ordinator



RESPECT

Aboriginal and Torres Strait Islander peoples are a priority population for Family Planning NSW. As an organisation, we have a deep respect for Aboriginal and Torres Strait Islander peoples, cultures, and histories, as well as their lands and waters on which our organisation operates. Our goal is to ensure we can offer tailored, respectful and culturally safe reproductive and sexual health services, health promotion programs, education and resources to Aboriginal and Torres Strait Islander peoples in NSW.

This goal cannot be achieved without facilitating deep respect for Aboriginal and Torres Strait Islander peoples and their unique cultures, histories and rights. We must ensure our services celebrate diversity, respect cultural norms, advocate for equity in health and encourage community conversations around improving reproductive and sexual health outcomes.

Over the next 2 years, our organisation commits to...

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	• Conduct a review of cultural learning needs within our organisation	August 2022	Senior Health Promotion Officer
	• Consult the Aboriginal Consumer Advisory Group on the implementation of the FPNSW Aboriginal Cultural Learning Strategy	September 2022	Senior Health Promotion Officer
	• Implement and communicate the FPNSW Aboriginal and Torres Strait Islander Cultural Learning Strategy for our staff	December 2022	Pillar Managers
	• Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning, additional to mandatory cultural awareness training	February 2024	Executive
	• Assess FPNSW staff acceptability and experiences of the FPNSW online Aboriginal Cultural Awareness Training course	June 2023	Senior Health Promotion Officer



Our Reconciliation Action Plan

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	• Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	June 2022	Aboriginal Liaison Officer
	• Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings	June 2022	Pillar Managers
	• Implement and communicate the FPNSW Cultural Protocol Policy	May 2022	Senior Health Promotion Officer
	• Implement supporting document to assist in implementation of FPNSW Cultural Protocol Policy	June 2022	Senior Health Promotion Officer
	• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at a significant event each year	July 2022, 2023	Aboriginal Liaison Officer
	• Develop and communicate cultural days of significance/observance calendar to all FPNSW staff	June 2022	Communications Officer
7. 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	2022, 2023	RAP Working Group
	• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week	June 2022	Manager Human Resources
	• Promote and encourage participation in external NAIDOC events to all staff	First week in July, 2022, 2023	FPNSW Executive
	• Lead one external NAIDOC Week event/activity	July 2022, 2023	Senior Health Promotion Officer



OPPORTUNITIES

Family Planning NSW believes in providing employment and professional development opportunities for Aboriginal and Torres Strait Islander peoples. This value is embedded within our Aboriginal and Torres Strait Islander Recruitment and Selection Strategy, an organisational commitment to increasing employment and development opportunities for Aboriginal and Torres Strait Islander peoples within Family Planning NSW and the wider reproductive and sexual health sector.

As an organisation, we recognise the expertise of Aboriginal and Torres Strait Islander peoples in their own health. Providing opportunity and pathways for employment and ongoing professional development encourages future leaders to actively shape the reconciliation pathway. By committing to greater representation of Aboriginal and Torres Strait Islander employees, we are able to ensure our services reflect the needs of communities, foster and build stronger relationships, and improve reproductive and sexual health outcomes.

Over the next 2 years, our organisation commits to...

Action	Deliverable	Timeline	Responsibility
8. 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	February 2024	Senior Health Promotion Officer
	• Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy	June 2022	Senior Health Promotion Officer
	• Implement the FPNSW Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy	June 2022	Manager Human Resources
	• Advocate and explore opportunities for the creation of a new Aboriginal Health Practitioner position at the Dubbo clinic	December 2022	Director Integrated Health Services
	• Advertise job opportunities within relevant Aboriginal and Torres Strait Islander employment platforms and networks	February 2024 (ongoing)	Manager Human Resources
	• Embed Aboriginal and Torres Strait Islander employment initiatives into FPNSW Strategic Plan	June 2022	Business Manager
	• Establish a formal relationship with one university Indigenous program to create future student placement opportunities	February 2024	Senior Health Promotion Officer
	• Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce	February 2024	Pillar Managers



Our Reconciliation Action Plan

Action	Deliverable	Timeline	Responsibility
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	• Develop and implement a specific Aboriginal and Torres Strait Islander Procurement Policy encouraging the increase of Supplier Diversity	June 2022	Senior Health Promotion Officer
	• Record and report on spending made with Aboriginal and Torres Strait Islander owned businesses	Annually	Director of Finance
	• Communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff from all departments within FPNSW	Quarterly	Pillar Managers
	• Develop and strengthen commercial relationships with Aboriginal and/or Torres Strait Islander businesses	September 2023	Senior Health Promotion Officer
10. Collaborate with other Aboriginal Medical Services to raise awareness of programs and services we provide to Aboriginal and Torres Strait Islander communities	• Establish and maintain a current Aboriginal Medical Service partnership database	December 2022	Aboriginal Liaison Officer
	• Establish formal and informal partnerships with a range of Aboriginal Medical Services	September 2023	Senior Health Promotion Officer
	• Conduct one joint event with a partner Aboriginal Medical Service to promote Family Planning NSW services to the Aboriginal and Torres Strait Islander community	September 2023	Senior Health Promotion Officer
	• Circulate Family Planning NSW resources to Aboriginal community through partner Aboriginal Medical Services	Annually	Senior Health Promotion Officer
11. Increase our engagement with rural and remote Aboriginal and Torres Strait women to promote the importance of Cervical Screening Tests within Aboriginal and Torres Strait Islander communities	• Conduct consultation with Aboriginal and Torres Strait Islander women in rural and remote settings on the importance of Cervical Screening Tests	December 2022	Aboriginal Liaison Officer
	• Explore opportunities to conduct targeted cervical screening clinics in rural and regional areas in collaboration with existing service partners	December 2023	Operations Manager, Regional



GOVERNANCE

Action	Deliverable	Timeline	Responsibility
12. Maintain an effective RAP Working group (RWG) to drive governance of the RAP	• Maintain Aboriginal and Torres Strait Islander representation on the RWG	February 2024	Senior Health Promotion Officer
	• Review and update our current Terms of Reference for the RWG	December 2022, 2023	Senior Health Promotion Officer
	• Meet at least four times per year to drive and monitor RAP implementation	Feb 2022, 2023, 2024 April 2022, 2023 June 2022, 2023 August 2022, 2023 October 2022, 2023 December 2022, 2023	Senior Health Promotion Officer
13. Provide appropriate support for effective implementation of RAP commitments	• Define resource needs for RAP implementation	April 2022	Senior Health Promotion Officer
	• Engage our senior leaders and other staff in the delivery of RAP commitments	June 2023	Director Integrated Health Services
	• Embed key RAP deliverables into FPNSW Business Plan	June 2023	Manager Health Promotion
	• Define and maintain appropriate systems to track, measure and report on RAP commitments	December 2022	Senior Health Promotion Officer
	• Maintain an internal RAP Champion from senior management	February 2024	Director Integrated Health Services



Our Reconciliation Action Plan

Action	Deliverable	Timeline	Responsibility
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	30 September 2022, 2023	Senior Health Promotion Officer
	• Report RAP progress to all staff and senior leaders quarterly through Family Planning NSW Board Report	Quarterly 2022, 2023, 2024	Senior Health Promotion Officer
	• Publically report our RAP achievements, challenges and learnings, annually	September 2022, 2023	Senior Health Promotion Officer
	• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer	April 2022	Senior Health Promotion Officer
15. Continue our reconciliation journey by developing our next RAP	• Register via Reconciliation Australia's website to begin developing our next RAP	January 2023	Senior Health Promotion Officer



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