

Innovate

# Cancer Australia Reconciliation Action Plan



Australian Government  
Cancer Australia



RECONCILIATION  
ACTION PLAN  
INNOVATE

Cancer Australia Reconciliation Action Plan – March 2019 - March 2021

## I am proud to present Cancer Australia's Reconciliation Action Plan 2019-2021.

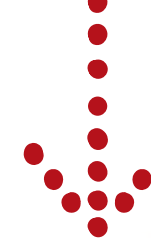
Cancer Australia's actions and attitudes towards reconciliation in Australia have been recognised through the delivery of our 2015-2018 Reconciliation Action Plan, resulting in strengthened relationships with, respect toward, and opportunities for Aboriginal and Torres Strait Islander peoples, organisations, and communities. Our reconciliation journey has led to the establishment of the Leadership Group on Aboriginal and Torres Strait Islander Cancer Control to drive a shared agenda to improve cancer outcomes for Aboriginal and Torres Strait Islander peoples, including increased opportunities for Aboriginal and Torres Strait Islander peoples to shape directions in cancer control.

Cancer Australia acknowledges the ongoing inequality of health outcomes that Aboriginal and Torres Strait Islander peoples experience in Australia, and is working to address the gap that persists in cancer outcomes between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians through our *National Aboriginal and Torres Strait Islander Cancer Framework*.

We believe that reconciliation is an ongoing journey and collaborative relationships with Aboriginal and Torres Strait Islander peoples, communities, and organisations form the foundation to any approach to redress this inequality. Our Reconciliation Action Plan sets out our goals, as an organisation, to contribute meaningfully to reconciliation.

To this end, we will continue to drive a shared agenda in national Aboriginal and Torres Strait Islander cancer control; collaborate extensively with Aboriginal and Torres Strait Islander peoples, organisations, and communities to guide improvements in evidence-based cancer prevention, treatment and care; and advance the delivery of culturally appropriate care to Aboriginal and Torres Strait Islander peoples affected by cancer.

Through our Reconciliation Action Plan we commit to embrace reconciliation within our organisation. It is my sincerest hope that we will make an important contribution to reconciliation to empower Australia's First Peoples to prosper.



## A word from our Chief Executive Officer

*Cancer Australia acknowledges the Traditional Owners of the land on which we live, work and pursue our reconciliation vision: the Gadigal people of the Eora nation in Sydney, the Ngunnawal people in Canberra, and the Wurundjeri people in Melbourne. We pay our respects to Elders past, present and emerging.*

Dr Helen Zorbas  
Chief Executive Officer  
Cancer Australia

**On behalf of Reconciliation Australia, I am delighted to see Cancer Australia continue its reconciliation journey and to formally endorse its second Innovate RAP.**

Through the development of an Innovate RAP, Cancer Australia continues to play an important part in a community of over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia, defines and measures reconciliation through five critical dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides Cancer Australia with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, Cancer Australia will strengthen its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish Cancer Australia well as it embeds and expands its own unique approach to reconciliation. We encourage Cancer Australia to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:



“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Cancer Australia on its second RAP, and look forward to following its ongoing reconciliation journey.

A blue ink signature of Karen Mundine.

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia





## Our vision

Cancer Australia's reconciliation vision is to recognise and respect the cultures, histories and dignity of this country's First Peoples. Our goal is to work collaboratively with Aboriginal and Torres Strait Islander leaders, organisations and communities to identify national priorities to help close the gap on cancer outcomes between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

We believe that reconciliation is an ongoing journey, requiring co-operation, understanding, mutual trust and respect. We recognise that Aboriginal and Torres Strait Islander peoples continue to face prejudice and acknowledge that unconscious bias and racism may contribute to poorer health outcomes. We believe that the gap can be closed and that we, as an organisation and as individuals, can make a formative contribution. We aim to improve health outcomes for Aboriginal and Torres Strait Islander peoples through wide-ranging strategies which rely on our people and our partners in the community.



## Our business

Cancer Australia is a specialist agency providing national leadership in cancer control across the continuum of care. Cancer Australia builds and promotes the evidence base to guide scientific improvements in cancer prevention, treatment and care; coordinates and liaises between the wide range of groups and health care providers with an interest in cancer; makes recommendations to the Australian Government about cancer policies and priorities and assists with the implementation of Australian Government policies and programs in cancer control.

Cancer Australia works to address disparities in cancer incidence and outcomes, with a particular focus on Aboriginal and Torres Strait Islander peoples and people living in rural and remote Australia. Cancer Australia leads a shared agenda for improvements in cancer outcomes for Aboriginal and Torres Strait Islander peoples as outlined in the *National Aboriginal and Torres Strait Islander Cancer Framework*. We have a dedicated program of work that aims to improve cancer outcomes for Aboriginal and Torres Strait Islander peoples, which is supported by our Leadership Group on Aboriginal and Torres Strait Islander Cancer Control and Aboriginal and Torres Strait Islander leaders, organisations and communities. Community engagement and collaboration is informed by Cancer Australia's *Model of Engagement for Aboriginal and Torres Strait Islander peoples* which guides information exchange, evidence generation and translation and sustainability.

Our organisation is national in focus, employing 69 people (as at March 2019, no staff identified as Aboriginal and/or Torres Strait Islander peoples) across three offices located in Sydney, on Gadigal Country, in Melbourne, on Wurundjeri Country, and in Canberra, on Ngannawal Country.

# Our Reconciliation Action Plan

Our Reconciliation Action Plan (RAP) promotes our commitment to reconciliation and documents our ideas and actions on ways that we, as an organisation and as individuals, can contribute to closing the gap in health outcomes.

Our Innovate RAP reflects our aspirations to build upon our existing actions whilst remaining agile to new and innovative approaches to achieve reconciliation across the areas of

***Relationships, Respect, and Opportunities***

*Cancer Australia has a dedicated Leadership Group on Aboriginal and Torres Strait Islander Cancer Control which identifies national priorities in Aboriginal and Torres Strait Islander cancer control, leads cross-sectoral initiatives and provides strategic advice and guidance to assist Cancer Australia to improve cancer outcomes for Aboriginal and Torres Strait Islander peoples.*

## Our RAP working group

The RAP's principal advocate, and RAP Sponsor, within the organisation is the General Manager of Cancer Care. The RAP Sponsor is supported by the RAP Working Group. The RAP Working Group fulfil the Terms of Reference through leading and actively monitoring RAP development, communicating the RAP across the agency, and supporting staff to implement actions, track progress and report achievements.

The RAP Working Group comprises energetic and passionate staff members from each of the Cancer Australia portfolios: Cancer Care; Service Development and Clinical Practice; Health Promotion and Communication; Finance and Corporate Affairs; Knowledge Management; and Policy, Strategy, and Public reporting. The RAP Working Group includes Cancer Australia project officers, senior project officers, and executive management, as well as an Aboriginal and Torres Strait Islander representative from the Department of Health. The RAP Working Group Chair within the organisation is a senior policy officer who works collaboratively with the RAP Sponsor to coordinate and facilitate RAP Working Group meetings.

Our RAP represents the views, ideas and values of the whole organisation. Ownership of the RAP has been embraced by all staff at Cancer Australia with the General Managers of each portfolio providing leadership to guide implementation of our actions and the monitoring of our progress.

# Our reconciliation journey

**Cancer Australia's 2015-2018 RAP** formalised our commitment to reconciliation in Australia

**Our RAP** provided the framework for an approach **founded on mutual respect and engagement** with Aboriginal and Torres Strait Islander communities and organisations

**Collaboration** is a core value in the way we do our business

## *Relationships, Respect, Opportunities*

Cancer Australia's actions and attitudes toward reconciliation across the principles of **Relationships, Respect, and Opportunities** have demonstrated Cancer Australia's ongoing commitment to contribute meaningfully to reconciliation in Australia. Action on these principles has led to national leadership in cancer control, improved collaboration and engagement with Aboriginal and Torres Strait Islander stakeholders, organisational reform to our approaches to business planning, and increased personal and professional development opportunities. Our achievements from our 2015-2018 RAP across these principles are exemplified in the following sections and highlight our continued endeavours to achieve our reconciliation vision.

While we have achieved a great deal between 2015-2018, we recognise that there is still more to do. We are committed to learning from our journey, and building on our successes to advance reconciliation in Australia.



## Relationships

Cancer Australia recognises the importance of effective partnerships with Aboriginal and Torres Strait Islander peoples and organisations for addressing disparities and improving cancer outcomes for Aboriginal and Torres Strait Islander peoples. Cancer Australia has built and strengthened these relationships in our 2015-2018 RAP.

Key achievements in this time include:

- » **Leadership Group on Aboriginal and Torres Strait Islander Cancer Control** established to drive a shared agenda to improve cancer outcomes for Aboriginal and Torres Strait Islander peoples. This Leadership Group has had significant national influence across governments and the health sector.
- » **National Aboriginal and Torres Strait Islander Cancer Framework**, which identifies national priorities in Aboriginal and Torres Strait Islander cancer control, developed to help address disparities and improve cancer outcomes for Aboriginal and Torres Strait Islander peoples.
- » **Aboriginal and Torres Strait Islander stakeholder and organisation database**, including 140 organisations across the Aboriginal Community Controlled health sector, research and education institutions, developed to support and ensure that Cancer Australia consultations reflect the broad range of perspectives essential for improving cancer outcomes for Aboriginal and Torres Strait Islander peoples.
- » **Attendance at strategic Aboriginal and Torres Strait Islander health conferences** to contribute to discussions regarding national priorities to support a shared agenda to improve cancer outcomes for Aboriginal and Torres Strait Islander peoples.
- » **Presentation at national cancer control forums and conferences** to convey the importance of addressing disparities and improving cancer outcomes for Aboriginal and Torres Strait Islander peoples, and contribute to advancing best practice cancer care for Aboriginal and Torres Strait Islander peoples.
- » **Model of Engagement for Aboriginal and Torres Strait Islander peoples** developed. The Model of Engagement informs our approach to national cancer control initiatives and partnering with Aboriginal and Torres Strait Islander peoples to improve cancer outcomes.





## Relationships, Respect, Opportunities

# Relationships

Cancer Australia recognises that the effectiveness of national cancer control is improved through engaging and collaborating with Aboriginal and Torres Strait Islander peoples, leaders, communities, and organisations.

**Focus area:** Strong partnerships are built and maintained with Aboriginal and Torres Strait Islander peoples, leaders, communities, and organisations to advance Aboriginal and Torres Strait Islander cancer control.

Action	Deliverable	Timeline	Responsibility
1 RAP Working Group monitors RAP development, implementation of actions, tracking progress, and reporting	RAP Working Group oversees the development, endorsement, and launch of the RAP	Mar 2019 (National Close the Gap Day)	Chair, RAP Working Group
	Ensure Aboriginal and Torres Strait Islander peoples are represented on the RAP Working Group	Jun 2019 Jun 2020	Chair, RAP Working Group
	RAP Working Group meets at least two times per year to monitor RAP implementation	Apr 2019, Oct 2019 Feb 2020, Oct 2020 Feb 2021	Chair, RAP Working Group
	Annually review the RAP Working Group Terms of Reference	Mar 2019 Mar 2020	Chair, RAP Working Group
2 Continue to celebrate and participate in National Reconciliation Week by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	Organise at least one internal Cancer Australia event for National Reconciliation Week each year	27 May-3 Jun 2019 27 May-3 Jun 2020	GM, Knowledge Management
	Invite Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories at Cancer Australia's annual internal event for National Reconciliation Week	May 2019 May 2020	GM, Knowledge Management
	Register Cancer Australia's internal National Reconciliation Week event via Reconciliation Australia's National Reconciliation Week website	May 2019 May 2020	GM, Knowledge Management
	Promote at least one external National Reconciliation Week event to recognise and celebrate National Reconciliation Week to all staff	May 2019 May 2020	GM, Knowledge Management



## Relationships

Action	Deliverable	Timeline	Responsibility
2 Continue to celebrate and participate in National Reconciliation Week by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians (continued)	Support an external National Reconciliation Week event	May 2019 May 2020	GM, Knowledge Management
	Ensure our RAP Working Group participates in an external event to recognise and celebrate National Reconciliation Week	27 May-3 Jun 2019 27 May-3 Jun 2020	Chair, RAP Working Group
	Share Reconciliation Australia's National Reconciliation Week resources digitally with all staff during National Reconciliation Week annually	27 May-3 Jun 2019 27 May-3 Jun 2020	GM, Knowledge Management
3 Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities, and organisations to support positive outcomes	Incorporate into the business planning process a requirement to consider Aboriginal and Torres Strait Islander representation (in both professional and consumer capacities, as appropriate) on all advisory groups where the work will affect cancer outcomes for Aboriginal and Torres Strait Islander peoples	Jan 2020	Director, Policy
	Invite Aboriginal and Torres Strait Islander representation (in both professional and consumer capacities, whenever possible) on advisory groups where the work will affect cancer outcomes for Aboriginal and Torres Strait Islander peoples	Jan 2020 Jan 2021	GM, Cancer Care
	Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders	Jan 2020	GM, Cancer Care
	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement	Jan 2020	GM, Cancer Care

## Relationships

Action	Deliverable	Timeline	Responsibility
4 Raise internal and external awareness of our RAP to promote reconciliation and broader Aboriginal and Torres Strait Islander initiatives across our business and sector	Develop and implement an approach to communicate our RAP to internal and external stakeholders	Jun 2019	GM, Health Promotion and Communication
	Promote reconciliation through ongoing active engagement with all stakeholders	Oct 2019 Oct 2020	Chair, RAP Working Group
	Develop a dedicated RAP page on Cancer Australia's intranet to provide information to all staff about the RAP	Jul 2019	GM, Health Promotion and Communication
	Introduce quarterly updates on Cancer Australia's dedicated RAP intranet page of upcoming cultural events and reconciliation related news	May 2019, Aug 2019, Nov 2019 Feb 2020, May 2020, Aug 2020, Nov 2020 Feb 2021	Director, Policy
	Deliver quarterly updates on Cancer Australia's contribution to reconciliation through a standing agenda item for all-staff meetings	May 2019, Aug 2019, Nov 2019 Feb 2020, May 2020, Aug 2020, Nov 2020 Feb 2021	Chair, RAP Working Group

## Respect

Cancer Australia recognises the rich cultures and histories of Aboriginal and Torres Strait Islander peoples, and through the 2015-2018 RAP has enhanced staff understanding and knowledge to foster genuine respect for Aboriginal and Torres Strait Islander histories and cultures.

Key achievements in this time include:

- » **Optimal Care Pathway for Aboriginal and Torres Strait Islander people with cancer** developed to guide the delivery of consistent, safe, high-quality, culturally appropriate, and evidence-based care across the cancer continuum for Aboriginal and Torres Strait Islander peoples affected by cancer.
- » **Cultural awareness training** delivered and facilitated by an external expert in Aboriginal and Torres Strait Islander cultures and histories. This is delivered periodically and offered to all new staff to enhance understanding of Aboriginal and Torres Strait Islander histories and cultures and support the integration of this understanding into policy leadership and everyday work practices.
- » **Acknowledgement of Country** policies and processes developed and promoted to nurture genuine respect in meetings throughout the organisation and with our key stakeholders.
- » **Welcome to Country** delivered by Aboriginal and Torres Strait Islander Elders at national cancer forums including Cancer Australia's National Lung Cancer Summit and National Regional Cancer Services Forum.



- » **Hannah Nancarrow Library** established and promoted to support staff to increase knowledge and cultural understanding through provision of a range of Aboriginal and Torres Strait Islander print and media materials.
- » **NAIDOC Week, National Reconciliation Week and Close the Gap events** organised, with presentations by prominent Aboriginal and Torres Strait Islander peoples and organisations, to commemorate significant events in Aboriginal and Torres Strait Islander history.

## Relationships, Respect, Opportunities

Cancer Australia recognises the rich cultures, histories, and achievements of Aboriginal and Torres Strait Islander peoples. We honour the customs, traditions, and diversity of Aboriginal and Torres Strait Islander peoples and will foster an appreciation of this diversity to support a respectful workplace for Aboriginal and Torres Strait Islander peoples.

## Respect

**Focus area:** Increase staff knowledge of Aboriginal and Torres Strait Islander histories and cultures and celebrate Aboriginal and Torres Strait Islander achievements.

Action	Deliverable	Timeline	Responsibility
5 Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories, and achievements	Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff, which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face-to-face workshops or cultural immersion)	Jun 2019 Jun 2020	GM, Finance and Corporate Affairs
	Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to deliver cultural awareness training	Jun 2019 Jun 2020	GM, Finance and Corporate Affairs
	Provide opportunities for all new staff, RAP Working Group members, RAP Champions, HR managers, and other key leadership staff to participate in cultural training annually	Jun 2019 Jun 2020	GM, Finance and Corporate Affairs
	Plan and hold annual yarning sessions facilitated by external experts or community members to improve staff knowledge of Aboriginal and Torres Strait Islander peoples histories and cultures	Dec 2019 Dec 2020	GM, Cancer Care
	Promote Reconciliation Australia's Share Our Pride online awareness-raising tool to all staff via Cancer Australia's dedicated RAP intranet page	Sep 2019	GM, Health Promotion and Communication



## Respect

Action	Deliverable	Timeline	Responsibility
5 Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories, and achievements (continued)	Promote local cultural experiences and immersion opportunities to staff via Cancer Australia's dedicated RAP intranet page	May 2019, Aug 2019, Nov 2019 Feb 2020, May 2020, Aug 2020, Nov 2020 Feb 2021	Director, Policy
	Continue to promote staff engagement in at least one RAP cultural awareness activity annually	Jun 2019 Jun 2020	GM, Finance and Corporate Affairs
6 Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning	Annually review Cancer Australia's cultural protocol document for Welcome to Country and Acknowledgement of Country	Sep 2019 Sep 2020	GM, Cancer Care
	Communicate Cancer Australia's cultural protocol document for Welcome to Country and Acknowledgement of Country via Cancer Australia's dedicated RAP intranet page	Oct 2019	GM, Cancer Care
	Maintain and review a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships	Sep 2019 Sep 2020	GM, Cancer Care
	Invite a Traditional Owner to provide a Welcome to Country at significant events, including Cancer Australia conferences and forums	Dec 2019 Dec 2020	GM, Cancer Care
	Include an Acknowledgement of Country at the commencement of all important internal and external meetings	Sep 2019	Director, Policy
	Encourage staff to include an Acknowledgement of Country at the commencement of all meetings	Oct 2019	GM, Cancer Care
	Organise and display an Acknowledgment of Country sign in Cancer Australia's office	Jul 2020	GM Health Promotion and Communication

## Respect

Action	Deliverable	Timeline	Responsibility
7 Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their cultures and communities by celebrating NAIDOC Week	Consult with Aboriginal and Torres Strait Islander peoples to hold at least one internal NAIDOC Week event each year	Jul 2019 Jul 2020	GM, Service Development and Clinical Practice
	Invite Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories at Cancer Australia's annual internal event for NAIDOC Week	May 2019 May 2020	GM, Service Development and Clinical Practice
	Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week	May 2019 May 2020	GM, Service Development and Clinical Practice
	Provide opportunities for Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week	Jul 2019 Jul 2020	GM, Service Development and Clinical Practice
	Utilise the resources provided through Reconciliation Australia's Reconciliation Film Club and show screenings during NAIDOC Week annually	Jul 2019 Jul 2020	GM, Service Development and Clinical Practice
8 Recognise and celebrate Aboriginal and Torres Strait Islander dates of significance	Add Aboriginal and Torres Strait Islander dates of significance to internal calendars	Apr 2019 Jan 2020	GM, Health Promotion and Communication
	Promote local community events recognising these dates of significance to staff	Apr 2019, Nov 2019 Apr 2020, Nov 2020	GM, Health Promotion and Communication
	Organise at least one internal Cancer Australia event to celebrate and recognise other Aboriginal and Torres Strait Islander dates of significance, such as National Sorry Day and National Close the Gap Day	Dec 2019 Dec 2020	GM, Service Development and Clinical Practice

*Relationships, Respect, Opportunities*

## Opportunities

Cancer Australia acknowledges the value of cultural diversity and the contributions of Aboriginal and Torres Strait Islander peoples towards shaping the goals and achievements of the organisation. Our 2015-2018 RAP has helped strengthen opportunities for Aboriginal and Torres Strait Islander representation across key clinical and other expert working groups and provided further opportunities for staff to engage meaningfully with reconciliation.

Key achievements in this time include:



**Business planning documents and protocols** reviewed and redeveloped to support a considered approach to Aboriginal and Torres Strait Islander involvement in Cancer Australia projects, (including representation on advisory, project, and expert working groups) that impact on Aboriginal and Torres Strait Islander cancer control.



**RAP component within Cancer Australia's Performance Development Program** established to provide opportunities for staff to reflect on how reconciliation learning activities influence work and promote professional development.



## Relationships, Respect, Opportunities



## Opportunities

Cancer Australia acknowledges the value of cultural diversity and the contributions of Aboriginal and Torres Strait Islander peoples towards shaping the goals and achievements of the organisation. We seek to create opportunities within the organisation to support Aboriginal and Torres Strait Islander peoples to not only succeed, but to prosper.

**Focus area:** Strengthen Aboriginal and/or Torres Strait Islander workforce at Cancer Australia

Action	Deliverable	Timeline	Responsibility
9 Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy	Mar 2020	GM, Finance and Corporate Affairs
	Advertise all vacancies in Aboriginal and Torres Strait Islander media	Dec 2019 Dec 2020	GM, Finance and Corporate Affairs
	Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace	Sep 2019	GM, Finance and Corporate Affairs
	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development	Oct 2019	GM, Finance and Corporate Affairs
	Collect information on current Aboriginal and Torres Strait Islander staff to inform future employment opportunities	Feb 2020	GM, Finance and Corporate Affairs
10 Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses	Jul 2019	GM, Finance and Corporate Affairs
	Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business	Dec 2020	GM, Finance and Corporate Affairs



## Opportunities

Action	Deliverable	Timeline	Responsibility
10 Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation (continued)	In line with the Commonwealth Indigenous Procurement Policy when undertaking procurements of goods and services, ensure that the Supply Nation Indigenous Business Direct database is searched to determine whether an Indigenous business could deliver the required good or service on a value for money basis, before proceeding with ordinary procurement processes	Mar 2019	GM, Finance and Corporate Affairs
	Investigate Supply Nation membership	Dec 2020	GM, Finance and Corporate Affairs
11 Identify key Aboriginal and Torres Strait Islander forums for participation	Pursue and report on active involvement in significant meetings and conferences focused on Aboriginal and Torres Strait Islander health with cancer as a primary focus	Dec 2019 Dec 2020	GM, Cancer Care
	Identify and act on opportunities for co-presentation with Aboriginal and Torres Strait Islander representatives at significant meetings and conferences focused on Aboriginal and Torres Strait Islander health with cancer as a primary focus	Dec 2019 Dec 2020	GM, Cancer Care
12 Lead a shared agenda for improvements in cancer outcomes for Aboriginal and Torres Strait Islander peoples as outlined in the National Aboriginal and Torres Strait Islander Cancer Framework	Identify and leverage opportunities in agreed priority areas to improve cancer outcomes for Aboriginal and Torres Strait Islander peoples	Jun 2020	GM, Service Development and Clinical Practice
	Leadership Group on Aboriginal and Torres Strait Islander Cancer Control meets at least two times per year	May 2019, Nov 2019 May 2020, Dec 2020	GM, Cancer Care
	Develop and lead National strategy on implementation of the <i>Optimal Care Pathway for Aboriginal and Torres Strait Islander people with cancer</i>	Jun 2020	GM, Cancer Care
	Lead activities to increase understanding of cancer	Jun 2019	GM, Cancer Care
	Lead activities to increase access to and participation in cancer screening and immunisation for the prevention and early detection of cancers	Jun 2020	GM, Cancer Care

## Governance, tracking progress and reporting

Action	Deliverable	Timeline	Responsibility
13 Report RAP achievements, challenges, and learnings to Reconciliation Australia	Develop and implement systems to track and measure RAP activities	Apr 2019, Oct 2019 Apr 2020, Oct 2020	Chair, RAP Working Group
	RAP Working Group to collect data for the RAP Impact Measurement Questionnaire	Aug 2019 Aug 2020	Chair, RAP Working Group
	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually	Sep 2019 Sep 2020	Chair, RAP Working Group
	Investigate participating in the RAP Barometer	May 2020	Chair, RAP Working Group
14 Report RAP achievements, challenges, and learnings internally and externally	RAP Working Group to report on RAP achievements, challenges, and learnings to Cancer Australia's Senior Management Team and to staff via all-staff meetings	May 2019, Nov 2019 May 2020, Nov 2020	GM, Cancer Care
	Publically report our RAP achievements, challenges, and learnings	Dec 2019 Dec 2020	GM, Cancer Care/ GM Health Promotion and Communication
15 Review, refresh, and update RAP	Liaise with Reconciliation Australia and Cancer Australia staff to develop a new RAP based on learnings, challenges, and achievements	Aug 2020	Chair, RAP Working Group
	Send draft RAP to Reconciliation Australia for review and feedback	Sep 2020	Chair, RAP Working Group
	Submit draft RAP to Reconciliation Australia for formal endorsement and publication on Reconciliation Australia website	Feb 2021	Chair, RAP Working Group



The artwork 'Our Journeys' represents the experience of Aboriginal and Torres Strait Islander people with cancer. The white dots are the journey of each individual; the patterned areas are the different landscapes and regions of Australia; and the colours are the different cancer types. Cancer Australia, as the leading agency shaping cancer control in Australia, is depicted by the central ochre meeting place which draws stakeholders together to share ways to improve cancer outcomes. The kangaroo prints and the fish leading to and from the meeting place represent the flow of information and engagement between Cancer Australia and Aboriginal and Torres Strait Islander people.

Artist: Jordan Lovegrove, Ngarrindjeri, Dreamtime Public Relations, [www.dreamtimepr.com](http://www.dreamtimepr.com)

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