



# AIDA

Australian Indigenous Doctors' Association Ltd

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## ANNUAL GENERAL MEETING 2016



14 September  
Shangri-La Hotel, Cairns

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**Australian Government**  
**Department of Health**

The Australian Indigenous Doctors' Association receives funding  
from the Australian Government Department of Health



# 2016 Annual General Meeting: Agenda

<b>Meeting date</b>	<b>Wednesday 14 September 2016</b>		
<b>Time</b>	<b>1.15 pm</b>		
<b>Venue</b>	<b>Shangri-La Hotel – The Marina, Cairns, Queensland</b>		
<b>Chair</b>	<b>Dr Kali Hayward</b>		
1.15 pm		Sign in	
1.30 pm	<b>1.</b>	<b>Opening and Welcome; Acknowledgement of Traditional Owners</b>	President
1.40 pm	<b>2.</b>	<b>Confirmation of Minutes and Returning Officer's Report</b>	President
1.45 pm	<b>3.</b>	<b>Finance</b>	Mr Mark Murray
	3.1	Finance Report	
	3.2	Presentation of Annual Financial Statements and acceptance of the Auditor's Report	
	3.3	Appointment and fixing remuneration of the Auditor for 2016/17	
2.00 pm	<b>4.</b>	<b>Chief Executive Officer's Report</b>	Mr Craig Dukes
2.20 pm	<b>5.</b>	<b>Reports for Noting</b>	
	5.1	President	
	5.2	Vice President	
	5.3	Directors	
2.30 pm	<b>6.</b>	<b>Elections</b>	Returning Officer
	6.1	Directors x 3	
	6.2	Director (Student)	
3.00 pm	<b>7.</b>	<b>Announcement of new Directors and Acknowledgements</b>	
	7.1	Directors stepping down	President
	7.2	Presentation of new Board	Returning Officer
	<b>8.</b>	<b>Governance Survey</b>	Hand in to sign-in desk or submit online
		Members are requested to complete the Governance Survey electronically or in writing (TBC). Printed copies will be available at the sign-in desk.	
3.30 pm		<b>Close of AGM and Afternoon Tea</b>	



# 2015 Annual General Meeting: Minutes

Meeting date	16 September 2015
Time	2.15 – 4.00 pm
Venue	Stamford Grand, Adelaide
Chair	Dr Tammy Kimpton
In attendance	68 members (8 Directors, 21 Indigenous Doctors, 34 Indigenous Students and 8 Associate Members)

## Directors

Dr Danielle Arabena (Director)  
 Dr Kiarna Brown (Director)  
 Dr Angela Forrest (Director)  
 Dr Kali Hayward (Vice President)  
 Dr Tammy Kimpton (President and Chair)  
 Mr Artiene Tatian (Director, Student)  
 Dr Dana Slake (Director)  
 Dr Sean White (Director)

## Indigenous Doctors

Dr Benjamin Armstrong  
 Dr Dennis Bonney  
 Dr Raymond Blackman  
 Dr Annabelle Celloe  
 Dr Ryan Dashwood  
 Dr Ray Gadd  
 Dr Keith Gleeson  
 Dr Murray Haar  
 Dr Jonathan Newchurch  
 Dr Dasha Newington  
 Dr Olivia O'Donoghue  
 Associate Professor Peter O'Mara  
 Dr Amy-Lea Perrin  
 Dr Kristopher Rallah-Baker  
 Dr Simone Raye  
 Dr Bodie Lyell Rodman  
 Dr Andrew Sampson  
 Dr Haylee Solomons  
 Dr Janelle Trees  
 Dr Alicia Veasey  
 Dr Jessica Wade  
 Dr Anita Watts

## Indigenous Medical Students

Mr Hamish Albany  
 Miss Kayla Arabena-Byrnes  
 Miss Alison Avon  
 Miss Racquel Ball  
 Miss Jessica Beinke  
 Ms Kersandra Begley  
 Ms Selena Blackwell  
 Miss Ngaree Blow  
 Mrs Sarah Bormann  
 Ms Natahlia Buitendyk  
 Miss Sarah-Rebekah Clark  
 Miss Jordan Cory  
 Miss Jay Dargan  
 Mr Jacob Dennis  
 Ms Veronica Dolman  
 Miss Danielle Dries  
 Miss Hannah Fyfe  
 Miss Cassandra Geeman  
 Mr Callan Gibbs  
 Miss Shanice Griffen  
 Mr Thomas Hatch  
 Mr Ethan Johnson  
 Miss Heather-Lynn Kessariss  
 Ms Elkin Billie Kickett-Morris  
 Miss Tamisha King  
 Ms Tara Purcell  
 Mrs Louise Richardson  
 Miss Mailaab Rind  
 Mr Jordan Savage  
 Mr Gary Sit  
 Miss Lauren Sperring  
 Miss Krystal Stringfellow  
 Mr Russell Thompson

## Associate Members

Dr Gary Bourke  
 Mrs Diana Burgell  
 Ms Gaye Doolan  
 Miss Jenelle Hammond  
 Dr Helen Sage

## Apologies

Mr Robert Burgel  
 Dr Scott Davies  
 Sir William Dean  
 Dr Tamara Mackean  
 Dr Lowitja O'Donogue  
 Dr Blair Rasmussen

## Staff and support

Ms Samantha Crossman  
 Ms Kathleen Denigan  
 Mr Ludger Dinkler  
 Ms Siani Iglewski  
 Ms Natasha Lieschke  
 Mr Gregg Maxwell  
 Ms Cathy Peisley  
 Ms Kate Thomann (Chief Executive Officer)

1.	Open and Welcome	<p>The 2015 AGM was declared open at 2:15 pm on 16 September 2015 following a Smoking Ceremony and Welcome to Country provided by Taikurtinna led by Kaurna Elder, Mr Stephen Goldsmith. AIDA President, Dr Tammy Kimpton, acknowledged the Traditional Owners, Elders past and present, and thanked Mr Goldsmith, Fred Nam and the Taikurtinna group for their warm welcome. Members present were welcomed and thanked for their attendance. Formal apologies were then recorded. Dr Kimpton advised members of the items for noting on the agenda and that a copy of the 2014 Governance Survey Report was available for perusal.</p>
2.	Confirmation of 2014 minutes and Returning Officer's report	<p>The Minutes, inclusive of the Returning Officer's Report from the 2014 AGM, were read and accepted as a true and accurate record. Dr Kimpton proposed the motion to accept these Minutes. The motion was moved by Dr Keith Gleeson and seconded by Ms Natahlia Buitendyk. Members present supported the motion with a show of hands.</p> <p>The motion to accept the Returning Officer's Report was moved by Dr Keith Gleeson and seconded by Ms Natahlia Buitendyk. Members present supported this motion with a show of hands.</p>
3.	Finance Report	<p>Dr Kimpton outlined Harwickes' role within AIDA as AIDA's accountants, and acknowledged their continued support and guidance in the finance area.</p> <p><b>3.1 Finance Report</b></p> <p>Mr Andrew Snaidero from Hardwickes presented the Finance Report and noted that there were no issues reported by the Auditor.</p> <p><b>3.2 Adoption of Annual Financial Statements</b></p> <p>A motion to adopt the Annual Financial Statements was moved by Dr Kristopher Rallah-Baker and seconded by Dr Jonathan Newchurch. Members present supported this motion with a show of hands.</p> <p><b>3.3 Acceptance of the Auditor's Report</b></p> <p>A motion to accept the Auditor's Report was moved by Dr Anita Watts and seconded by Dr Alicia Veasey. Members present supported this motion with a show of hands.</p> <p><b>3.4 Appointment of Auditor for 2015/16</b></p> <p>A motion to appoint Bellchambers Barrett as AIDA's Auditor for 2015/16 was moved by Miss Kayla Arabena-Byrnes and seconded by Dr Amy-lea Perrin.</p> <p>Members present supported this motion with a show of hands.</p>

4.	Chief Executive Report	<p>Ms Kate Thomann, Chief Executive Officer (CEO), thanked the Taikurtinna group for the moving Smoking Ceremony and Welcome to Country.</p> <p>Ms Thomann spoke to her written report in the AGM booklet, providing an overview of the work carried out by the Secretariat over the past year and noted some of the major achievements:</p> <ul style="list-style-type: none"> <li>• revised Constitution;</li> <li>• new Strategic Plan – <i>AIDA 2020 Strategic Plan</i>;</li> <li>• funding granted from the Department of Health;</li> <li>• marked 10 years of AIDA-Medical Deans collaboration agreement and signed fourth collaboration agreement;</li> <li>• undertook largest survey of AIDA members on members’ specialist training intentions;</li> <li>• finalised mentoring agreement with the Royal Australian College of General Practitioners (RACGP);</li> <li>• commencement of the AIDA Academic Training Post;</li> <li>• attended the 7<sup>th</sup> Pacific Region Indigenous Doctors’ Congress Conference (PRIDoC) in Taiwan;</li> <li>• finalisation of the 2013 Organisational Review; and</li> <li>• implemented AIDA’s first dedicated Communications Strategy.</li> </ul> <p>Ms Thomann acknowledge the staff that had left AIDA since the last AGM and expressed her gratitude for their dedication and tireless work, and wished them well in their new endeavours. Ms Thomann thanked the current staff members for their professionalism and all the hard work in the lead up to the AGM and AIDA 2015, and thanked the Board for their support over the past year.</p> <p>A question was raised regarding the changes to AIDA’s Secretariat staff over the past year. Dr Kimpton responded saying that any change in CEO within an organisation will have an impact on that organisation. Dr Kimpton acknowledged, on behalf of the Board, that Ms Thomann had been doing an excellent job seeing AIDA through some change management processes, including having to replace AIDA’s entire information technology platform which was unscheduled and unplanned. Dr Kimpton also noted that a large issue was the funding uncertainty leading up to the 2015/16 budget which meant that AIDA could not guarantee employment for staff in the longer term.</p>
5.	Reports for Noting	<p>The following reports were tabled and taken as read:</p> <p><b>5.1 President’s Report</b></p> <p><b>5.2 Vice President’s Report</b></p> <p><b>5.3 Directors’ Reports</b></p>

6.	Elections	<p>Dr Kimpton introduced AIDA's Returning Officer for the 2015 election process, Mr Justin Bernau, Lawyer from Clayton Utz, Canberra.</p> <p><b>6.1 President Deemed to be elected</b></p> <p>Mr Bernau declared Dr Kali Hayward to be elected as President as no other valid nominations were received for the President position.</p> <p>This was moved by Dr Tammy Kimpton and seconded by Dr Amy-Lea Perrin. Members present supported this motion with a show of hands.</p> <p><b>6.2 Vice President Deemed to be elected</b></p> <p>Mr Bernau declared Dr Sean White to be elected as Vice President as no other valid nominations were received for the Vice President position.</p> <p>This was moved by Dr Janelle Trees and seconded by Dr Dasha Newington. Members present supported this motion with a show of hands.</p> <p>Refer to Returning Officer's Report (Attachment A) for election process and outcomes for the Director positions.</p>
7.	Announcement of new Directors and Acknowledgements	<p><b>7.1 Outgoing Directors</b></p> <p>Dr Kali Hayward acknowledged those Directors who stepped down from the Board. The outgoing Directors were thanked for their support and commitment during their tenure on the Board:</p> <ul style="list-style-type: none"> <li>• Dr Danielle Arabena</li> <li>• Dr Angela Forrest</li> <li>• Dr Stephanie Trust</li> <li>• Mr Artiene Tatian</li> </ul> <p><b>7.2. Incoming Directors</b></p> <p>Dr Hayward then welcomed the newly appointed Directors:</p> <ul style="list-style-type: none"> <li>• Dr Benjamin Armstrong</li> <li>• Dr Raymond Blackman</li> <li>• Miss Kersandra Begley (Director, Student)</li> <li>• Dr Jonathan Newchurch (Director and Secretary)</li> </ul> <p><b>7.3 Other Acknowledgements</b></p> <p>Dr Hayward also thanked Dr Tammy Kimpton for her dedication during her term as President.</p>
8.	Close of AGM	<p>Dr Hayward closed the meeting at 4:00 pm.</p>



# 2015 Returning Officer's Report

## Background

1. I acted as Returning Officer for the election of Office Bearers and Directors at AIDA's 2015 AGM, held at the Stamford Grand Adelaide on Wednesday 16 September 2015.

## Composition of the Board before the 2015 AGM

2. Before the 2015 AGM, the AIDA Board comprised:

Board of Directors			Term ends
1	President	Dr Tammy Kimpton	2016
2	Vice President	Dr Kali Hayward	2016
3	Director	Dr Danielle Arabena	2015
4	Director	Dr Angela Forrest	2015
5	Director	Dr Sean White	2015
6	Director	Dr Stephanie Trust	Resigned
7	Director (student)	Mr Artiene Tatian	2015
8	Director	Dr Kiarna Brown	2016
9	Director	Dr Dana Slape	2016

## Composition of the Board under the Constitution

3. In accordance with the Constitution, the Board comprises up to 10 Directors as follows:
  - up to 8 Indigenous (including the Torres Strait Islands) medical graduate members resident to Australia, including the Office Holders;
  - 1 Director (Student); and
  - may include 1 additional Director appointed by and at the discretion of the Board. This Director must have an appropriate mix of skills and may or may not be a Member.

## Continuing Directors

4. Dr Kiarna Brown and Dr Dana Slape continue as Directors because their terms do not end until the 2016 AGM.
5. Dr Tammy Kimpton resigned from her position as President and nominated for the position of Director (Graduate).
6. Dr Kali Hayward nominated for the position of President.

## Directors (Graduate) declared elected

7. Article 47(b) provides that if the number of nominations received is equal to the number of vacancies to be filled, the nominated persons shall be deemed to be elected.
8. Accordingly, I declared that:
  - Dr Kali Hayward is elected as President at the 2015 AGM (no other valid nominations were received for the position of President); and
  - Dr Sean White is elected as Vice President at the 2015 AGM (no other valid nominations were received for the position of Vice President).



## Ballot for Director (Graduate) positions

9. 4 Director (Graduate) positions were open to be filled at the 2015 AGM.
10. 5 valid nominations were received to fill these 4 positions:
  - Dr Benjamin Armstrong;
  - Dr Raymond Blackman;
  - Dr Tammy Kimpton;
  - Dr Jonathan Newchurch; and
  - Dr Blair Rasmussen.
11. Article 47(b) provides that if the number of nominations received for Director exceeds the number of vacancies to be filled, a ballot should be held.
12. A ballot was held in accordance with Article 47(c) of the Constitution. I collected and counted the votes. The 4 successful candidates were:
  - Dr Benjamin Armstrong;
  - Dr Raymond Blackman;
  - Dr Tammy Kimpton; and
  - Dr Jonathan Newchurch.
13. I declared that Dr Benjamin Armstrong, Dr Raymond Blackman, Dr Tammy Kimpton and Dr Jonathan Newchurch were elected as Directors at the 2015 AGM.

## Ballot for Director (Student) positions

14. There is 1 Director (Student) position to be filled at each AGM.
15. 3 valid nominations were received to fill this position:
  - Miss Kersandra Begley;
  - Ms Natahlia Buitendyk; and
  - Miss Danielle Dries.
16. Article 47(b) provides that if the number of nominations received for Director exceeds the number of vacancies to be filled, a ballot should be held.
17. A ballot was held in accordance with Article 47(c) of the Constitution. I collected and counted the votes. The successful candidate was Miss Kersandra Begley.
18. I declared that Miss Kersandra Begley was elected as Director at the 2015 AGM.

## New Board

19. The AIDA Board of Directors, following the 2015 AGM is:

<b>President</b>	Dr Kali Hayward
<b>Vice President</b>	Dr Sean White
<b>Directors</b>	Dr Kiarna Brown Dr Dana Slape Dr Benjamin Armstrong Dr Raymond Blackman Dr Tammy Kimpton Dr Jonathan Newchurch  Miss Kersandra Begley (Student)

## Appointment of additional Director by the Board

20. Following the 2015 AGM, the Board at its discretion may appoint an additional Director with an appropriate mix of skills, who may or may not be a Member.

Thank you for the opportunity to act as the Independent Returning Officer for the 2015 AGM.

**Mr Justin Bernau**

Special Counsel

Clayton Utz

Level 10, 2 Phillip Law Street

Canberra ACT 2601



# Financial Statements

Australian Indigenous Doctors' Association Limited  
ABN 84 131 668 936

Financial Statements  
for the year ended 30 June 2016



## Chief Executive Officer's Report Mr Craig Dukes

Qualifications: ....

People: ....

It is with great pleasure that I provide my first report as AIDA's Chief Executive Officer. AIDA remains the pre-eminent organisation in Australia representing, and advocating on behalf of Aboriginal and Torres Strait Islander doctors and medical students.

AIDA is an organisation that is well respected in the wider medical and health sectors. It is an organisation that is strong and firmly grounded in its core values of respectful connections to our past, present and future, cultural integrity, social justice and high standards of professionalism and excellence. AIDA's Strategic Plan *AIDA 2020* continues this direction and will guide our work over the coming years.

Our achievements over the last 12 months have been significant. We have continued to influence national health policy as it relates to Aboriginal and Torres Strait Islander people through our work with the National Health Leadership Forum, the Aboriginal and Torres Strait Islander Health Workforce Working Group, the Close the Gap Steering Committee, the Australian Medical Association (AMA) Taskforce on Indigenous Health and the National Medical Training Advisory Network.

I would like to recognise the work and advocacy of the AIDA Student Representative Committee (SRC) this year and commend them on the 2016 SRC project. This is an incredibly valuable resource for Aboriginal and Torres Strait Islander medical students, and has been developed in a creative and relevant style that I am sure will be well-received when it is launched.

AIDA has developed policy statements on three key priority areas for the organisation and we will build on these further with our ongoing advocacy, engagement and representation work in 2017 and beyond. Key areas of focus are: Racism in the Health Sector, the Role of Doctors in Closing the Gap and Best Practice in Student Support.

AIDA plans to build on our collaborative relationships with other health peak organisations in 2017 to drive a unified and consistent agenda seeking adequate Commonwealth resourcing for Aboriginal and Torres Strait Islander health and ensuring the Close the Gap targets remain at the forefront of government policy and program considerations.

In 2016 AIDA continued to work with specialist medical colleges on mutual areas of interest, and have enjoyed seeing progress and outcomes from these partnerships. We commend the Royal Australasian College of Surgeons for the development of their first Reconciliation Action

Plan, and look forward to continuing to work with the Royal Australian College of General Practitioners (RACGP) on our shared goal to provide mentoring to GPs in training.

We have also continued our important work with the specialist colleges and organisations such as, AMA, the Australian Medical Council and the Committee of Presidents of Medical Colleges. I will be building on the important work that has already been done in this area in the years ahead as we work towards achieving population parity in the Australian medical profession of Indigenous doctors.

The support provided by the specialist colleges, both financial and in-kind, towards AIDA 2016 has been significant and I believe that this reflects the respect with which AIDA is regarded in the broader medical community. Once again, this is work that I intend to continue to build upon.

We must also continue our work and advocacy to have a health system that is free from racism and that is culturally safe, not only for the Indigenous workforce, but also the Indigenous people they serve. It will only be through having a system that is culturally safe and responsive that we will improve the health and well-being of Aboriginal and Torres Strait Islander people.

I would like to acknowledge the funding support from the Australian Government which supports the work that we do. We have secured this support through to mid-2018 and it is vital to ensure that this support is ongoing.

Lastly, I would like to make special mention of the hard work and dedication of my predecessor, Ms Kate Thomann. Kate has left AIDA in good shape, and I am confident that the association is well poised to continue the work for which it has become so well-respected within the medical community.

Craig Dukes



## President's Report Dr Kali Hayward

**Qualifications:** MBBS, FRACGP

**People:** Warnman from the Great Sandy Desert WA

**Work place:** GP at Nunkuwarrin Yunti and Medical Educator for GPEx

Reflecting back on the last 12 months, AIDA has again gone through a period of change and growth. Our previous CEO, Ms Kate Thomann, made the difficult decision to resign from her position and I thank her for the hard work and dedication she made to AIDA during her time as CEO.

After an extensive search AIDA welcomed Mr Craig Dukes into the role as AIDA's CEO and he has come into the position with significant experience having worked as CEO for Indigenous Allied Health Australia and the National Aboriginal and Torres Strait Islander Health Worker Association.

After AIDA 2015 I have been kept busy, which is great, with representation for AIDA on a number of committees:

- National Medical Training Advisory Network – discussed capacity in the medical training sector and the Aboriginal Torres Strait Islander Health Curriculum Framework Project.
- Royal Australian College of General Practitioners – discussed our concerns regarding the changes to salary support for Aboriginal and Torres Strait Islander training and our joint initiative in mentoring.
- Medical Deans conference.
- National Congress.
- Australian Medical Council Indigenous Planning Advisory Group.
- 2015 Te Ora Hui.
- Close The Gap Parliamentary Breakfast – two of our AIDA members were involved in the introduction of the Prime Minister and the Leader of the Greens. Unfortunately no significant new funding was announced on this day.
- Australasian College of Sports Physicians – presented on cultural competency but also challenged the College on their Aboriginal and Torres Strait Islander content in the curriculum with the outcome being that the College has approached AIDA to discuss their Aboriginal and Torres Strait Islander content in their college curriculum.
- The Committee of Presidents of Medical Colleges (CPMC) – AIDA continues to work closely with the CPMC and values the relationship to continue to ensure that medical colleges focus on increasing the numbers of Aboriginal and Torres Strait Islander trainees. There are ongoing discussions on the Pastoral care paper which AIDA submitted in 2015.
- Australian Medical Association taskforce on Indigenous health – focus on topics for the 2016 report card on Indigenous health as well as advocacy regarding the 2016 Federal election.
- Royal Australasian College of Surgeons Indigenous Health Committee.

- Royal Australian and New Zealand College of Psychiatrists – Aboriginal and Torres Strait Islander Mental Health Committee.
- Panel presentation at the the Royal Australasian College of Physicians (RACP) congress which was held in Adelaide. I met with RACP President elect Dr Catherine Yelland along with the chair of the Aboriginal and Torres Strait Islander committee and the chair of the Maori health committee for RACP.
- Remote Vocational Training Scheme Aboriginal and Torres Strait Islander Committee.

AIDA's ongoing attendance on the above committees and at the conferences is vital to ensure that our voice continues to be heard and we actively contribute to discussions which may impact on our members. This participation also supports AIDA's strategic plan and vision.

We continue to meet with members via the networking dinners. This year we held a combined membership dinner with the Indigenous General Practice Registrar Network where an Memorandum of Understanding (MoU) was signed with the General Practice Registrar Association. Further MoU agreements with the Australian Medical Students' Association, St Johns Ambulance and the MALPA program have also been achieved.

We have been looking at our communication pathways with the broader membership and increasing visibility. We are also working on ways in which AIDA can further engage with its members and feedback regarding this is always welcome and helpful.

The Board's decision to introduce a Finance, Risk and Audit sub-committee, chaired by Dr Kiarna Brown, enabled the board to closely monitor our financial position, which remains strong. This committee, as well as our Conference and Membership Committees allows the board to give due consideration to important issues outside of the scheduled Board meetings.

Annual leave: regular Christmas break, 13.7.2016 -9.8.2016.

I thank the outgoing board members for their commitment to the work of AIDA during their tenure. I look forward to AIDA 2016 and am encouraged to see that many Medical Colleges are running workshops for our members and will once again be present at the Growing Our Fellows forum.

Dr Kali Hayward



## Vice President's Report

### Dr Sean White

Qualifications: ....

People: ....

Work place: ....

I am Barkindji through my mother's country in Wilcannia in western NSW and Kamilaroi through my father of the Tamworth district. I have represented AIDA as a Student Director and Graduate Director for a number of years. I currently work on Ngunnawal country in General Practice at Winnunga Nimmityjah Aboriginal Health Service in the ACT.

Indigenous health remains in crises with no improvement following the 10 year anniversary of the Closing the Gap campaign this year. I have attended numerous forums during the past 12 months with Health Ministers, Medical Colleges and peak health organisations, and it appears we are still going around in circles in all aspects of Indigenous health, social justice, medical support, education at Universities, graduate career pathways and training in specialist colleges. Some commitments include the following:

- AIDA Membership Committee monthly meetings;
- AIDA Awards Committee;
- AIDA Membership dinners;
  - Combined Indigenous General Practice Registrars Network/AIDA dinner, Darwin April 2016.
- Rural Stakeholder Roundtable meeting, November 2015 and April 2016;
  - Minister for Rural Health, the Hon. Fiona Nash.
- President, Vice President and CEO weekly teleconference;
- Acting AIDA President July-August 2016;
- Committee of Presidents of Medical Colleges (CPMC);
- Aboriginal Medical Workforce Pathway Committee Health Educate & Training Institute (HETI);
- Australian Capital Territory General Practitioner Family Doctor Week; and
  - Australian Medical Association President and Executive July 2016.
- National Aboriginal and Torres Strait Islander Mental Health Forum, Brisbane August 2016.

Little has changed in the AIDA domain with the increasing numbers of mainstream medical students graduating and our members competing with mainstream graduates, including International graduates for training positions. There continues to be an imbalance between Indigenous and mainstream medical students within universities and graduates in specialist training positions.

Specialist Colleges appear to show a lack of knowledge and accept the history, social, cultural and political context of

Indigenous people. The Colleges have to move beyond just having an understanding of cultural awareness and safety and act on Policies and recommendations asserted by AIDA. Some Specialist Colleges still fail to have 1 registrar on their training program.

I attended the CPMC in November 2016 and continued to raise the above concerns including AIDA's paper on pastoral care to encourage a discussion around the role that Medical Colleges of the CPMC play in regards to pastoral care and duty of care to Aboriginal and Torres Strait Islander trainees and Fellows.

AIDA also recommended to the Medical Colleges what they could do to assist with pastoral care. Medical Colleges could:

- Provide cultural care, access to mentors and professional counselling;
- Understand their registrars and get to know them better;
- Develop a plan of support; and
- Nominate a college contact to be the liaison point for Aboriginal and Torres Strait Islander trainees so that they can have a support point within the college.

AIDA's position paper on cultural safety for Aboriginal and Torres Strait Islander doctors, medical students and patients highlight the need for continuous change within universities and specialist colleges to ensure the values of cultural safety of our members. Accordingly AIDA's representation at a community and national level must consist of a cultural component to Indigenous people as outlined in AIDA's position paper:

- Knowledge of who they are and where they are from, and have a level of comfort knowing this;
- Self-awareness of personally held cultural knowledge and strength of identity and be aware of what is yet to be learned without an overestimation of personal cultural knowledge;
- A constant willingness to learn, and humility;
- The ability to apply knowledge of Indigenous values, principles and norms to behaviour;
- Broader intentions that can be linked back to a sense of responsibility to the Aboriginal and Torres Strait community now and into the future;
- Respect for and awareness of spirituality, cultural protocols and communication styles;
- Respect for and awareness of past and current Aboriginal and Torres Strait Islander values, principles and norms;

- Respect towards other Aboriginal and Torres Strait Islander people, and not engage in or tolerate lateral violence; and
- Aboriginal and Torres Strait Islander leaders should have an appropriate level of cultural knowledge that reflects reasonable expectations of cultural credibility.

The Membership Committee had monthly teleconferences reviewing graduates, students, associates and organisation applications. The increase in membership fees does not appear to have affected negatively on members renewing their membership. The student and graduate membership policy was reviewed as numerous applications failed to meet the selection criteria in regards to Aboriginality.

Similar applications were reviewed with the HETI Committee for internship allocations in 2017. Some AIDA members applying for 2017 internship placements via this pathway failed to meet Aboriginality criteria and justify their reasons for allocation to their nominated training zones. The HETI Committee has reviewed the application criteria for our medical students to be a transparent and fair process when applying for internship allocations.

I look forward to working for more positive outcomes over the next 12 months.



Dr Sean White





## Director's/Secretary's Report Dr Jonathan Newchurch

Qualifications: ....

People: ....

Work place: ....

This year has been both exciting and challenging simultaneously. AIDA had the resignation of our CEO, Ms Kate Thomann who will be returning back to the public service after a period of leave. During Kate's tenure she has done an amazing job, getting AIDA into a sound financial position by securing a difficult funding agreement in a climate of government reducing expenditure. I would like to take this time to thank Kate for the work she put in as AIDA's CEO, and wish her good fortune in her future. With Kate leaving the Board we were a bit concerned with having a vacuum in leadership while we expediently recruited a new CEO. Thankfully, our Corporate Services Manager Mark Murray was up to the challenge of taking over the reins for a short period. After recruiting had finished, it was with excitement that our new CEO, Mr Craig Dukes was appointed. His experience and leadership in commensurate positions will be of great use advancing AIDA and our endeavours.

As my role on the Finance, Risk and Audit Committee, I am happy to report that we are in a strong financial position, spending under our projected forecast. We have addressed several potential risks to the organisation ranging from minor to moderate.

On 8 July I attended the National NAIDOC Awards Ceremony in Darwin as one of the committee members. It was my pleasure to have in attendance our President Kali Hayward and CEO Craig Dukes. The night was spectacular, recognising our people's achievements, hearing inspirational acceptance speeches, comedy from Sean Choolburra, and great music from Indigenous bands.

This year's annual networking and professional development event – AIDA 2016 looks to be a great one with planning by the Conference Committee. There are great speakers attending, a tropical location, and many sponsors already signed up. I look forward to seeing everyone in Cairns in September.

Outcomes:

- Resignation of CEO, Ms Kate Thomann
- Recruitment of new CEO, Mr Craig Dukes
- Finances in good order
- AIDA 2016 planning going well
- Attendance at the National NAIDOC Awards Ceremony





## Director's Report Dr Benjamin Armstrong

**Qualifications:** MBBS, BBioMedSci

**People:** Lia Pootah-Pinterrairer Tasmanian Aboriginal

**Work place:** St George and Sutherland Hospitals, Sydney

This year has been a great year of change for AIDA, and the Board and Secretariat have been working hard to make AIDA a stronger organisation. The year ahead promises to be both exciting and productive for AIDA, as we move forward in many ways. There has been much change within the AIDA Secretariat in 2016 – in particular this year we said goodbye to departing CEO Kate Thomann and welcomed Craig Dukes as our new CEO in her stead. I must acknowledge the tireless work of Kate in her role and thank her for her leadership over recent years.

Since we last met 12 months ago in Adelaide, I have continued to work primarily in south-eastern Sydney as a Resident Medical Officer (RMO). In my RMO year, this has also been a period of hard work for me to prepare for upcoming applications to vocational training programs.

This year I have represented AIDA in the following ways:

- I attended and presented on behalf of AIDA at the NSW Health Education and Training Institute (HETI) Aboriginal Trainee Doctors Forum (held twice yearly in Sydney). This forum provides opportunities for networking and professional development for Indigenous junior doctors and senior medical students in the prevocational (junior doctor) years. The forum also acts as a direct opportunity for feedback to the organisation (HETI) responsible for formal junior doctor education for all Junior Medical Officers employed by NSW Health.
- I attended and spoke on behalf of AIDA to the Australian Medical Association (AMA) National Doctors in Training Forum. This forum consists of registrar representatives of all training colleges, who all give direct input into both AMA national policy and into training in each college.
- I attended and spoke on behalf of AIDA to the NSW AMA State Doctors in Training Forum. This forum is a NSW-based version of the AMA National Doctors in Training Forum, with an additional focus on prevocational doctor issues.

- I attended and MC'd a very successful AIDA members' networking dinner in Sydney, in July. This year's dinner was held in a stunning café serving bush-inspired cuisine, and run almost completely by Indigenous staff.
- This year I also represented AIDA and NSW Health as we observed National Sorry Day with local community in Sydney.

In the next couple of months I will also be speaking at the upcoming annual conference held by the Medical Deans of Australia and New Zealand (MDANZ) as part of their Indigenous Knowledge Initiative. I have also recently accepted a request for representation to the NSW Health Minister on behalf of Indigenous doctors working within NSW Health.

Internally, I have also been an active member of AIDA's Membership Committee, alongside my fellow directors Dr Sean White and Miss Kersandra Begley. This committee is responsible for all things membership, most importantly including review and approval of new membership applications. Critically this year the Secretariat and the Membership Committee have been working hard towards streamlining of membership applications. Thanks to a lot of hard work from the AIDA Secretariat, individual membership applications are now available online, and online renewals and organisational membership applications will be possible in the near future. The Membership Committee also bears responsibility for judging of the annual AIDA Awards, and this year we have some remarkable nominees.

I would like to thank our members for allowing me to represent you all on the Board of the organisation that represents them. Our organisation receives endless requests for advice and representation, and I would encourage all of our members to become more involved in the AIDA family in the coming year. I cannot express enough how rewarding it is to work on behalf of people at a national level.



## Director's Report

### Dr Raymond Blackman

Qualifications: ....

People: ....

Work place: ....

...

....



## Director's Report Dr Kiarna Brown

**Qualifications:** MBBS, MRANZCOG

**People:** Yadiaghana people of Cape York and the Guringji people of the Northern Territory.

**Work place:** The Royal Hobart Hospital

As we approach AIDA 2016 and our AGM, it's time to reflect upon the last 12 months. AIDA has once again seen much change, but with that we've seen fresh ideas, new leadership and strengthening of our organisation.

I'd like to personally thank Dr Kali Hayward for her strong leadership this year. In her first year as AIDA President, Kali has lead AIDA with outstanding professionalism and poise. It has been a pleasure to operate under her guidance this year.

We also encountered change at CEO level. Unfortunately Kate Thomann made the no doubt difficult decision to return to her role in the public sector. Mark Murray, our hard working Corporate Services Manager ensured AIDA remained in good hands during the CEO recruitment campaign. We were very excited to welcome Craig Dukes as our new CEO. I look forward to witnessing his valuable contribution to AIDA.

On a personal note, I once again enjoyed new challenges this year. Some of my activities for the year were as follows:

- I relocated to Hobart to take up a position with the Gynaecological Oncology Team at the Royal Hobart Hospital as part of my final year of Fellow at the Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG) training;

- I took on the role of Chair of the AIDA Finance, Risk and Audit Committee, expanding my knowledge on organisational finances;
- Attended a Royal Australasian College of Surgeons Indigenous Health Committee teleconference, and was very impressed to learn about the activities of the committee, including the announcement of new scholarships to support Aboriginal and Torres Strait Islander medical students and Surgical trainees;
- Continued my role as Board member for the RANZCOG Indigenous Women's Health Committee; and
- Attended the AIDA Hobart members' networking dinner, giving me the opportunity to meet, not only our brand new CEO, but other local Indigenous doctors, medical students and University staff.

My term as Board member is now drawing to a close and I have been very grateful to be part of the Board in quite a pivotal era in our organisation. Once again I have found myself in awe of my colleagues. I feel very lucky to have once again served on the AIDA Board, and I look forward to making more contributions at Board level sometime in the future.



## Director's Report Dr Tammy Kimpton

**Qualifications:** B Med, FRACGP

**People:** Tasmanian Aboriginal

**Work place:** Scone Medical Practice, NSW

Once again, this year has been a time of significant change within AIDA. We bade farewell to Ms Kate Thomann, and welcomed our new CEO, Mr Craig Dukes. This year we have held three Board meetings in Canberra, with a fourth to be convened via teleconference. In association with these meetings, the Board have participated in governance training and a funding diversification workshop.

Personally, I have continued to work at my practice in Scone. I have also increased my participation within the Royal Australian College of General Practitioners (RACGP), as an Objective Structured Clinical Examinationer and also sitting on Expert Committees – Pre Fellowship Education and Standards. Early in the year, I undertook training and participated in an Australian Medical Council (AMC) University Accreditation Team.

Representational activities during the year included:

- Finance Risk and Audit Committee Member;
- Chair of Cultural Safety Awareness Training Working Group;
- RACGP National Faculty of Aboriginal and Torres Strait Islander Health Board Member;
- Royal Australasian College of Surgeons Indigenous Health Committee;
- National Rural Health Alliance; and
- AMC Indigenous Planning Advisory Group.

As you will know, this is my last AGM as an AIDA Director. It has been an incredible honour to serve AIDA over the past eight years. I would like to acknowledge Dr Kali Hayward for her hard work, vision and leadership this year as the AIDA President. I would like to thank each of the Boards that I have served with for making my time on the Board so pleasurable, and also our deadly Secretariat for their hard work and dedication to AIDA.



## Director's Report Dr Dana Slape

**Qualifications:** .....

**People:** Larrakia

**Work place:** Dermatology registrar, the Australasian College of Dermatology

The preceding twelve months has been an important period for the Australian Indigenous Doctors' Association. Internal governance remains critically important to meeting and exceeding the key performance indicators by which we judge our own success. It has been a time that has been demanding, not only with an ever-increasing number of external requests for our advice and input, but also a time where internal matters have required greater prioritisation to ensure organisational stability. Under the leadership of Dr Kali Hayward and our new Chief Executive Officer, Mr Craig Dukes, AIDA has risen above these challenges and is continuing to collaborate with universities, medical colleges, and communities to work towards improving health, education, and workforce for our people.

I have continued to work with the Health Education and Training Institute around issues pertaining to prevocational training and medical education, which are areas I remain deeply committed to.

In my role as a dermatology registrar, I work to not only strive towards the learning outcomes critical for my training, but am also involved with work within the Australasian College of Dermatology to promote Aboriginal and Torres Strait Islander health, education, and workforce development. I am proud to be part of a college that genuinely prioritises Aboriginal and Torres Strait Islander health as a core part of its business. It is an honour and privilege to be working with consultants and College staff to progress this critical work. I look forward to more AIDA trainees getting in and through dermatology training, myself included. In general, this is part of AIDA's core work on progressing vocational training for Indigenous people in specialty training programs which is an important and rapidly advancing area of focus for us as an organisation.

As a doctor that has been engaged with AIDA since early medical school, I believe in the work that AIDA does to foster informal mentor relationships for our students. It has been a full year for the Conference Committee and I have enjoyed being a part of putting together a program that allows us to meet with each other and further develop these relationships amongst our student and graduate members as well as associates and key stakeholders. I am also proud that this conference features the Australasian College of Dermatology with an initiative to promote pathways into this program.

I commend the leadership of Dr Hayward over a consistently busy and demanding year and am confident she is leading AIDA with strength, forward-focus, and a people-focused compassion second to none. I congratulate AIDA on the recruitment of a CEO with the skills and experience required to progress our critically important areas of work and to lead a strong and vibrant Secretariat. It is also important to note that during a time of stressful and competing challenges, Mark Murray held the fort with impeccable decorum in the interim period prior to recruitment confirmation. The work of Kersandra Begley cannot be underestimated: her selfless dedication to the student community is truly impressive and despite sacrificing time to her own studies to advance the work of the Student Representative Committee through a variety of activities and relationships, I am confident she will make a remarkable doctor and change the lives of countless people through her work now and into the future. It has been a busy and productive year. With more to come in 2017, we move in to our twentieth year of successes and achievements.



## Director Student's Report Miss Kersandra Begley

**Qualifications:** BSc (Adv) MBBS (final year)

**People:** Awabakal NSW

**Work place:** University of Sydney

It has been an incredible honour to fulfil the role of AIDA's Student Director for 2015/16 and work closely with both the Board and the SRC. We have achieved much and I believe the 2016 term forms a fantastic foundation for future growth of the Student Representative Committee (SRC). Throughout the year we have drawn on both new and long-standing concepts to reach goals and evolve in new directions. Each year that we grow as a group is a year well spent for improving outcomes of Aboriginal and Torres Strait Islander medical students and AIDA members.

This year has been a time of positive change for student representation within our organisation, and I welcome Craig Dukes as our new CEO who has given me every confidence that student support will remain one of AIDA's top priorities. We have also welcomed Raegina Taylor into the Secretariat as our Student Support Officer. Since arriving she has enabled the SRC to make leaps and bounds in all areas. I have high hopes for what future Student Directors will achieve with such supportive and insightful individuals in place to assist them.

I am fortunate enough to be a part of an amazing SRC, comprised of 15 exceptional students from around Australia. They have been such incredible representatives, each hard working and shining examples of student leadership who inspire me daily. It has been a pleasure to work with them this year, and I thank those who have contributed extra time out of their busy schedules to focus groups regarding scholarships and the SRC student project.

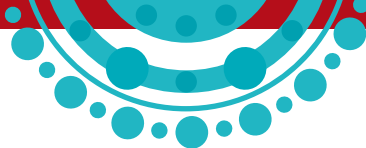
The 2016 SRC student project was always an ambitious one. We aim to provide a video resource for students to help them feel more equipped to address some of the challenging attitudes we face in medical school. The SRC has worked hard to create a product that is both informative and heartfelt, and allows those who are not able to have a face-to-face discussion with a mentor to experience reassurance from outstanding AIDA members.

I deeply thank each AIDA member who has supported the SRC and have offered their time, words of advice and stories to this project. It has been an honour for the SRC to receive encouragement from AIDA members whom we so look up to. I hope this project will not stand alone, but will be a part of an ongoing conversation to strengthen our student members.

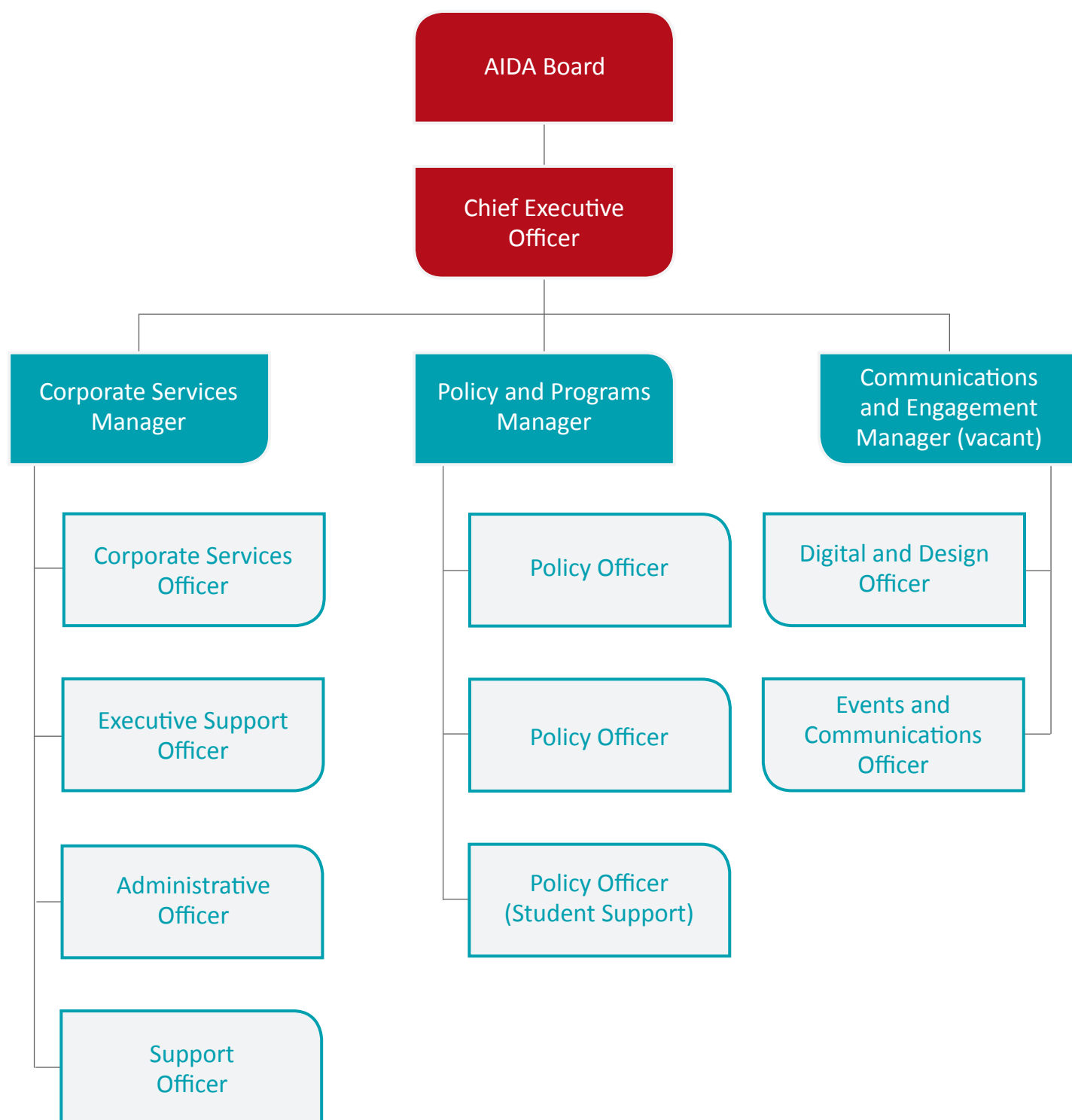
This year the SRC continued the work established in 2015 of working collaboratively with the Australian Medical Students' Association (AMSA). A representative of the SRC has presented at each of AMSA's councils this year. We have delivered a number of scholarships and dedicated places at their National Leadership Development Seminar and Global Health Conference. These processes have also brought in new AIDA student members and I look forward to seeing the relationship grow as we move into 2017.

I would like to thank Dr Kali Hayward for leading the AIDA Board throughout this year. Her exemplary leadership skills have been critical to the progress of the Board and the outcomes we have achieved. With her direction I am confident that we will build upon the work and relationships AIDA has built, and grow many more future doctors and fellows who thrive in their work and study.

I am now in the last stretch of medical school – my final exams are only a few days after AIDA 2016. Throughout the four years of medical school, AIDA's wonderful members have provided an important reprieve. I could not be more appreciative to those who have so kindly helped me in my journey. AIDA has always been a welcoming place for Aboriginal and Torres Strait Islander medical students, and for me joining in my first year of medicine, it represented everything I could not find within my medical school. I cannot wait to see the organisation and student membership continue to grow under the guidance of our growing ranks of doctors of every speciality.



## AIDA Organisational Structure







## Electing a Board of Directors

The Election Notice and call for nominations for vacant positions on the AIDA Board of Directors were sent out on 20 July 2016 to all eligible voting members of AIDA, along with details of the nomination process for four vacancies on the AIDA Board arising at the 2016 Annual General Meeting (AGM).

The Board positions, gazetted in the Election Notice as becoming vacant at the 2016 AGM, are as follows:

- Two Directors retiring at the conclusion of their tenure in accordance with Article 49(a) of the AIDA Constitution;
- One Director resigning in accordance with Article 50(c) of the Constitution; and
- Director (Student).

The Election Notice included details of the nomination process and links to information about obligations and responsibilities of becoming a Director. The information was distributed electronically via email, AIDA's website and *Ward Round*.

In accordance with Article 47(a)(iii) of AIDA's Constitution, a nomination form containing:

- the details and signature of two nominators; and
- the details and consent (by signature) of the nominee to become a Company Director,

was required to have been received at the AIDA Secretariat no later than 28 days prior to the AGM. This date was Wednesday 17 August 2016 at 5.00 pm EST.

### Current Status of the Board

In accordance with Article 46(d) of AIDA's Constitution, the number of Directors on the AIDA Board will not be less than seven or more than 10. The current status of the Board is as follows with four positions becoming vacant at the 2016 AGM, as highlighted in light blue below.

Dr Tammy Kimpton tendered her resignation as Director of the AIDA Board effective as at the 2016 AGM.

Current Status of the Board			Term ends
1	President	Dr Kali Hayward	2017
2	Vice President	Dr Sean White	2017
3	Director	Dr Benjamin Armstrong	2017
4	Director (Student)	Miss Kersandra Begley	2016
5	Director	Dr Raymond Blackman	2017
6	Director	Dr Kiarna Brown	2016
7	Director	Dr Tammy Kimpton	Resigned
8	Director/Secretary	Dr Jonathan Newchurch	2017
9	Director	Dr Dana Slape	2016



## Nominations Received

Four valid nominations have been received to fill the vacant positions on the AIDA board. The number of nominations received is equal to the number of vacancies for Directors and Director (Student):

Position on the Board	Number of available positions	Number of valid nominations	Name of Nominees
Director	Three	Three	Dr Kristopher Rallah-Baker
			Dr Dana Slape
			Dr Artiene Tatian
Director Student	One	One	Mr Ian Lee

## Continuing Board Members

The following Board Members will continue in their current roles since their tenure does not end until the 2017 AGM:

- Dr Kali Hayward (President);
- Dr Sean White (Vice President);
- Dr Benjamin Armstrong (Director);
- Dr Raymond Blackman (Director); and
- Dr Jonathan Newchurch (Director/Secretary).

## Voting

In accordance with Article 14 of AIDA's Constitution, Indigenous medical graduates (doctors) and Indigenous medical students who are current financial members of AIDA, are entitled to attend a Meeting of Members, including the AGM. Associate members of AIDA can attend a Meeting of Members; however they only have observer rights. Life members have the same rights as an Indigenous medical graduate member.

In accordance with Article 37(c) of AIDA's Constitution, each attending member having the right to vote has one vote on each resolution.

It is noted that Indigenous doctor members and life members who are eligible to vote can vote once on all resolutions except for the election of the Director (Student). Indigenous student members who are eligible to vote can vote on all resolutions, including the appointment of the Director (Student).

## Director

### Vacant positions: Three

Resigned: Dr Tammy Kimpton

End of Term: Dr Kiarna Brown and Dr Dana Slape

A Director must be a current Indigenous medical graduate member who has been a member for at least 18 consecutive months prior to the nomination as a Director. Directors are voted at an Annual General Meeting of members and all voting members will be issued with a voting slip listing the candidates for the vacant Director positions.

**Three valid nominations were received, which is equal to the number of vacancies.** In accordance with Article 47(b)(iii), the nominees, being Dr Kristopher Rallah-Baker; Dr Dana Slape; and Dr Artiene Tatian, shall be deemed to be elected.

## Director (Student)

The Director (Student) must be a current Indigenous medical student member and should have represented Indigenous medical student members from a particular university in their dealings with AIDA for at least one year.

Only voting Indigenous medical student members will be issued with a voting slip listing the candidates for the vacant Director (Student) position.

**One valid nomination was received for the single vacancy.** In accordance with Article 47(b)(iii), the nominee, being Mr Ian Lee, shall be deemed to be elected.

## Voting Process

**While there will be no ballot occurring for the election of Directors at the 2016 AGM, the following process is provided for the Members' information only. The following process is followed by AIDA under normal circumstances where the election of Directors usually requires a ballot.**

The AIDA Board appoints an independent returning officer to coordinate the voting process at the AGM.

Article 37(c) of AIDA's Constitution states that a resolution put to the vote at a Meeting of Members must be decided on a show of hands. A resolution can also be passed by circulating a document and having all the members entitled to vote sign a statement on the document that they are in favour of the resolution. The resolution is passed when the last member signs. It is noted that a 'circulating resolution' cannot be applied to a resolution to remove an auditor. At a face-to-face Meeting of Members, it is also accepted practice to hold a silent vote so that confidentiality and anonymity is maintained. A silent vote also allows for votes to be counted accurately by the Returning Officer. It is AIDA's practice to use a show of hands for some general resolutions such as accepting the minutes from the previous meeting or accepting the annual financial statements. However, for the election of Office Bearers, a silent vote is preferred.

AIDA's process to elect Directors is as follows:

1. Voting members, who are appointing a Proxy, must complete an AIDA Proxy Form. This form must be received at the AIDA Secretariat no later than 48 hours prior to the AGM
2. All voting Indigenous medical doctor, Indigenous medical student members and life members who are attending the AGM in person will receive a voting slip upon signing the Attendance Register. The voting slip will list eligible candidates for vacant positions on the AIDA Board, except for the Director (Student) position.
3. All voting Indigenous medical student members will be issued with a second voting slip listing the candidates for the vacant Director (Student) position. Accordingly, Indigenous medical students will submit two voting slips; the first for Director positions and the second for the Director (Student) position.
4. Instructions on how to complete the voting slip(s) will be provided at the meeting and are printed on the back of the voting slips.



The 2015/2016 AIDA Board

5. A ballot will be declared by the Chair of the AGM and voting members will place their completed voting slip(s) in the ballot box.
6. The Returning Officer will collect the ballot box and proxy votes, count the votes and then notify the general body of members of the outcome of the ballot, i.e. who has been appointed to the position(s) of Director(s).

The Company will then formalise (or 'ratify') the outcome of the ballot by resolution in accordance with Article 47(a) of AIDA's Constitution.

## Proxies

In accordance with Article 41 of AIDA's Constitution, a member who is entitled to attend and vote at a Meeting of Members may appoint another member entitled to attend and vote at that Meeting of Members, as a proxy to attend and vote for the member in accordance to the Corporations Act but not otherwise. In respect of any one Meeting of Members, a person may not be appointed as a proxy for more than two members, other than the Chairperson who may be appointed as proxy for any number of members.

If a member is appointing a proxy, a Proxy Form must be completed and received at the Secretariat **no later than 48 hours prior to the AGM** in accordance with the AIDA Constitution and the instructions provided on the Proxy Form.

# Candidate Profiles

## Dr Kris Rallah-Baker

### Nominated for Director

Dr Kris Rallah-Baker is a proud descendent of the Yuggera/Yuggarabul and Birri-gubba/Juru/Warangu Peoples on his mother's side and Wiradjuri People on his father's side.

After completing Year 12 in Brisbane, Dr Kris Rallah-Baker entered medical school at the University of Newcastle and in 1997 was a founding member of the Australian Indigenous Doctors' Association. He undertook his Internship at the Gold Coast Hospital in 2003 and then his residency at the Princess Alexandra Hospital. Seeking to broaden his experience, Kris then moved across to develop and manage the Indigenous Health Unit in the Logan-Beaudesert Health Service District. Kris then went on to work at the old Royal Childrens Hospital in Herston to develop the Deadly Ears Indigenous Hearing Health programme for Queensland, later adopted as the National Indigenous Hearing Health Program by the Federal Government.

Following his policy development and management experience, Kris was invited to apply to the Ear, Nose, and Throat (ENT) Training Programme but declined the offer to follow his interest in Ophthalmology. He returned to full time medicine to undertake two years of ophthalmic residency at the Princess Alexandra Eye Casualty and Mater Ophthalmology Departments, before being accepted to the Queensland Ophthalmology Training Programme as the Country's first and only Indigenous Ophthalmology trainee.

Kris has published in the areas of neuro-ophthalmology and refractive surgery.

Dr Rallah-Baker has completed 4 years of ophthalmology training in Queensland and is currently waiting to sit his Exit Examination for Ophthalmology in early 2017. He is also an associate lecturer with the University of Queensland.

He was recently nominated for the Chief Minister's Award for Excellence for his services as the inaugural Outreach Ophthalmology Fellow in the Top End of the Northern Territory.

Outside of work he is an accomplished pianist and artist.



## Dr Dana Slape

### Nominated for Director

I am a Larrakia Dermatology Registrar and current Board Director, passionate about medical education and research, domains where I have a breadth of experience and outcomes.

The Board of Directors is fortunate to have a diversity of geographical areas and career stages represented. It is critical that doctors with experience in organisational governance, representation, and policy are present to maintain strength within AIDA's leadership. Through my tenure, I have been committed and achieved across these core domains.

Success of more junior members of AIDA is a key priority from my time as Student Director, university tutor, and tenure on the Board. These roles facilitated relationships with key stakeholders as well as developed experience in advocacy to address the ways we best empower and support our members. As a registrar on a specialty training program, I believe it is the core business of AIDA to ensure that students and graduates are exposed to opportunities that progress them in any career direction or training program they wish. It is crucial for our communities, as well as our members, that both trainees and fellows are represented across all disciplines of medicine. I have demonstrated the capacity to dedicate myself to these issues, simultaneously prioritising AIDA while still achieving career success.

I enthusiastically engage with both the academic and social aspects of the AIDA gatherings. I have been instrumental in organising this year's conference, PRIDoC, and remain committed to ensuring these celebrations continue with strong cultural connections into the future.

I have both the long-term experience in addition to dedication to AIDA's objectives to be a committed and enthusiastic Board member. I am actively engaged with Indigenous health, education, and communities and am deeply committed to the hard-work required of this important role.



## Dr Artiene Tatian

### Nominated for Director

I am a proud descendant of the Arrente people of the Northern Territory and an Intern (PGY1) at Royal Prince Alfred Hospital Sydney. I attained my MBBS in 2015 and completed a concurrent Advanced Science degree and a Master of Indigenous Health. I have publications in chemistry and medicine with a special interest in Indigenous health, dermatology, surgery, and rural/remote practice.

I am actively engaged with my local Indigenous community and a current Director of Gandangarra Land Council. In 2015 I was honoured to be the first Indigenous person to be a Medical Student Society President and advocated for Indigenous issues. I am also a past Chair (2012+2013) Rural Health Union Western Sydney University and a past Student Director of AIDA. In these roles I have gained a wealth of experience in advocacy, policy development and implementation and barriers facing the Indigenous medical workforce. I am dedicated to ensuring Indigenous medical students graduate and are supported through their transition to junior medical years and speciality training pathways.

I continue to support medical education and culturally safe practices as an early career academic with Western Sydney University and continue to work as an Indigenous Tutorial Assistance Scheme tutor to mentor students. I have always engaged with the AIDA family of doctors and students which have been a personal source of strength and support. As an AIDA Director, I will be a voice for Indigenous Junior doctor's issues, barriers to success and work to break the stigmatisation we face. I intend to advocate for the need for more Indigenous specialists in all fields and ensuring all Indigenous doctors have the networks appropriate to be both supported and progress in their chosen fields. I have the dedication to be an active Board member and a voice for the AIDA membership to guide AIDA's objectives and goals.



## Mr Ian Lee

### Nominated for Director (Student)

I am an 'ancient' Aboriginal medical student that was born and raised in Darwin NT. In my previous life (before medicine), I was into Information Technology. When Flinders University was starting the medical school in Darwin, I was asked to apply to study and nek minnit – here I am.

I have been the student representative for Flinders University (NT) in 2011, 2012 and 2016. I encouraged other students to take on the role to gain experience with AIDA and with a national organisation.

I have experience of being on the board of a number of Aboriginal Organisations including: Danila Dilba Health Service and Yilli Rreung Housing Aboriginal Corporation. I have always worked in Aboriginal, or Indigenous, organisations like the Aboriginal and Torres Strait Islander Commission, Northern Land Council, and the Association of Northern, Kimberley and Arnhem Aboriginal Artists.

I have met many Indigenous medical students, through AIDA, over the years – some have overcome massive obstacles to finish, some that have excelled through their study, but you are all inspirational.

As a student, that has found studying medicine hard, I have had support from a former student director, Dr Dana Slape, when I was going through a very tough time. I am very appreciative of this support and would like to offer the same support whether I get elected to the role of Student Director or not.

Support for Indigenous medical students is variable between different universities. But there is a support system for all Indigenous medical students and that is from other Indigenous medical students and Indigenous and non-Indigenous doctors around Australia and New Zealand.

It would be an honour to be your Student Director.





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