



AIDA

AUSTRALIAN INDIGENOUS
DOCTORS' ASSOCIATION

Growing the number of Aboriginal and Torres Strait Islander medical specialists 2023

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

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Australian Indigenous Doctors' Association

The project is funded by the Department of Health and Aged Care



Australian Government

Department of Health and Aged Care

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ISBN: 978-0-9758231-4-9

For citation

For citation: Australian Indigenous Doctors' Association 2023, Growing the number of Aboriginal and Torres Strait Islander medical specialists – 2023: Self-assessments provided by specialist medical colleges against minimum and best-practice standards aimed at attracting, recruiting and retaining Aboriginal and Torres Strait Islander specialist trainees, Australian Indigenous Doctors' Association, Canberra.

Acknowledgements

AIDA gratefully acknowledges the support provided by presidents and staff of specialist medical colleges in cooperating in this project and providing their self-assessments. We would also like to acknowledge the Council of Presidents of Medical Colleges (CPMC) for their continuing support for AIDA and this project and for endorsing the standards and their implementation.

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Foreword

by the Presidents of AIDA and CPMC

With growing awareness of the need to transform the culture of medicine, it is timely for specialty medical colleges to reflect on their work to support the growth of Aboriginal and Torres Strait Islander specialists.

Since 2017, AIDA has delivered the Indigenous Medical Specialist Training Program (IMST), funded by Department of Health and Aged Care, aimed to increase the number of Aboriginal and Torres Strait Islander specialists. In 2019, AIDA and the 15 specialist medical colleges endorsed 15 minimum and best practice standards and agreed to provide and publish bi-annual self-assessments against these standards. This IMST report is the third iteration of college self-assessments.

It is pleasing to see that the number of Aboriginal and Torres Strait Islander fellows has almost doubled since the first report in 2019 from 108 identified Aboriginal and Torres Strait Islander specialists to now 204 specialists in 2023. It is sobering, however, that Aboriginal and Torres Strait Islander doctors comprise just 0.3% of all medical specialists in Australia. Healthcare in Australia will be vastly improved when the unique medico-cultural perspectives of Aboriginal and Torres Strait Islander specialists inform and shape healthcare delivery in our country.

We note that whilst self-reflection is important and useful for colleges and practitioners to continuously improve and become more culturally safe, self-assessment is a flawed process. The approach taken by the IMST to date, where colleges self-assess their progress against the 15 standards would be better served with greater objectivity and accountability through measurable targets and input from Aboriginal and Torres Strait Islander trainees and fellows who are directly impacted by college policies and activities.

The Medical Training Survey Report for Aboriginal and/or Torres Strait Islander Trainees 2022¹ is a valuable tool that should be read in conjunction with the IMST report. In 2022, 191 Aboriginal and Torres Strait Islander doctors in training responded to the annual survey. Responses in relation to the culture of medicine are deeply concerning. Of the Aboriginal and Torres Strait Islander doctors who responded to the survey, 39% had experienced bullying, harassment, discrimination and/or racism and 52% had witnessed bullying, harassment, discrimination and/or racism. Senior medical staff were the leading perpetrators of the behaviour in all cases. Aboriginal and Torres Strait Islander fellows and trainees have advised AIDA that when they have reported racism to employers and colleges, they are often dismissed. This is unacceptable. Racism harms our trainees and our patients.

¹ Medical Board of Australia 'Medical Board of Australia: Medical Board of Australia and Ahpra Report for Aboriginal and/or Torres Strait Islander trainees' accessed 30 March 2023 available at <https://www.medicaltrainingsurvey.gov.au/Download/2022/2022%20Report%20for%20Aboriginal%20and%20Torres%20Strait%20Islanders.pdf>



Colleges and training sites alike must have clear policies and appropriate responses to eradicate racism and other harmful behaviours. The IMST could be strengthened with an additional standard relating to accreditation and the cultural safety of training sites.

Through the self-assessments we see ongoing commitment and activities by colleges to support the growth of Aboriginal and Torres Strait Islander specialists. Clearer measures of accountability for how these strategies are translating to improved trainee experiences and a smoother progression from selection to fellowship would be beneficial.

We are pleased to receive the self-assessments from all colleges and present these in this report. We also respectfully challenge our colleagues across specialty medical colleges to acknowledge that 204 Aboriginal and Torres Strait Islander specialists is not good enough.

We need to elevate and stretch our efforts. It is imperative that our organisations are held accountable for not just the numbers of Aboriginal and Torres Strait Islander trainees and fellows, but the accessibility of our programs, the appropriateness of our selection processes that value the strengths of Aboriginal and Torres Strait Islander applicants, maximum retention and smooth progress through training and assessment.

AIDA and CPMC appreciate that there is much work ahead for all stakeholders to influence system change and better support the growth of Aboriginal and Torres Strait Islander medical specialists. We are, however, humbled and encouraged by the extraordinary Aboriginal and Torres Strait Islander specialists who have completed their training and the exceptional Aboriginal and Torres Strait Islander doctors in training who will be specialists in the future.



Dr Simone Raye
AIDA President



Dr Vijay
CPMC President

Executive Summary



In February of 2023, specialist medical colleges were requested to provide a self-assessment against the 15 agreed minimum and best practice standards. This report is a collation of all the college self-assessments, with analysis on the progress colleges have made in achieving the standards.

The standards were set in 2019 and aimed to:

- Build a culturally safe training environment for Aboriginal and Torres Strait Islander trainees
- Improve health outcomes for Aboriginal and Torres Strait Islander patients
- Foster culturally safe collegiality between peers, through mentoring, and culturally safe training and practice
- Improve the number and retention of Aboriginal and Torres Strait Islander trainees
- Grow the Aboriginal and Torres Strait Islander specialist medical workforce.

National Policy Context

Since AIDA was first commissioned by the Australian Department of Health and Aged Care (formerly the Department of Health) to work with specialist medical colleges to address the underrepresentation of Aboriginal and Torres Strait Islander specialists in the medical workforce in 2017, considerable change has occurred in the policy environment. In recent years, the following strategies and frameworks have been launched:

- National Medical Workforce Strategy 2021–2031
- National Aboriginal and Torres Strait Islander Health Workforce Strategic Framework and Implementation Plan 2021–2031
- National Aboriginal and Torres Strait Islander Health Plan 2021–2031
- National Agreement on Closing the Gap

With the growing awareness and commitment to Aboriginal and Torres Strait Islander medical workforce, understanding of the barriers and enablers has advanced, and expectations of colleges' transparency and accountability is greater. Furthermore, the experiences of doctors in training in Australia reported in the annual Medical Training Survey by the Medical Board of Australia highlight the need for transformation of the culture of medicine overall to address experiences bullying, harassment, discrimination and racism.

It is in this context that the third iteration of 'Growing the number of Aboriginal and Torres Strait Islander specialists' is published.



Continuous Improvement of the Standards

Whilst the policy environment has changed and strengthened national focus on the Aboriginal and Torres Strait Islander health workforce, the aims of the standards remain relevant. Relevance should not stifle the opportunity to reflect on the standards and their aims, to ensure continuous improvement in an evolving system.

The self-assessment reporting process allows colleges to reflect on their work and progress. Self-reflection is valuable, however self-assessment is subjective and without measurable targets does not indicate or offer measurability in terms of impact made on improving trainee experience and supporting a smoother process to fellowship.

There are opportunities to support more consistency in college responses through agreed measures of change. For example, in relation to data, retention targets and accountability for trainees' progress through training. In some cases, colleges differ in their interpretation and response to some standards. Improvements could include:

- Refinement of a more specific template to report against requiring colleges to provide specific, measurable, achievable, realistic and timebound (SMART) goals/activities against each standard.
- Amendment of standard wording
- Review of the definition of the traffic lights
- Inclusion of the experience and perspectives of trainees and fellows
- Inclusion of a standard relating to the accreditation of training sites
- Comparison of the self-assessment standards against the AMC accreditation standards for specialty medical colleges

Aboriginal and Torres Strait Islander Medical Specialist Workforce Growth

Colleges have reported consistent growth in the number of Aboriginal and Torres Strait Islander medical specialists over time. In 2020, 108 Aboriginal and/or Torres Strait Islander fellows had identified with their colleges. In March 2021, the number had risen by more than 25% to 150 self-identifying Aboriginal and Torres Strait Islander fellows. In 2023, the number had risen by 34% since 2021 to 201 self-identifying Aboriginal and Torres Strait Islander fellows.

Table 1 shows the numbers of Aboriginal and/or Torres Strait Islander fellows identified by their college through the self-assessments.

Table 1: Aboriginal and Torres Strait Islander Fellows by College

Specialty Medical College	2019	2021	2023
Australasian College of Dermatologists	1	1	4
Australasian College of Sport and Exercise Physicians	0	0	0
Australian and New Zealand College of Anaesthetists	5	9	7
Australian College of Emergency Medicine	5	6	8
Australian College of Rural and Remote Medicine	9	14	14
College of Intensive Care Medicine of Australia and New Zealand	0	0	0
Royal Australasian College of Medical Administrators	0	0	*NP
Royal Australasian College of Physicians	12	13	14
Royal Australasian College of Surgeons	3	3	5
Royal Australian and New Zealand College of Obstetricians and Gynaecologists	3	5	8
Royal Australian and New Zealand College of Ophthalmologists	1	1	4
The Royal Australian and New Zealand College of Psychiatrists	8	10	14
Royal Australian and New Zealand College of Radiologists	1	1	4
Royal Australian College of General Practitioners	59	86	120
The Royal College of Pathologists of Australasia	1	1	2
Total number	108	150	204

*NP = Data not provided

Data Source

In addition to Aboriginal and Torres Strait Islander fellows who have self-identified with their college, other data sets inform our understanding of the growth of the Aboriginal and Torres Strait Islander medical workforce.

National Health Workforce data from 2021 shows that there were 604 Aboriginal and Torres Strait Islander medical practitioners². This demonstrates the Aboriginal and Torres Strait Islander medical workforce has doubled within eight years.

Approximately 0.3% of all medical specialists identify as Aboriginal and/or Torres Strait Islander peoples

² Determined using demographic filters: 'Indigenous' and 'Australian born', as recommended by the Department of Health and Aged Care

Data from the Australian Health Practitioner Regulation Agency (Ahpra) includes doctors who had recently graduated with limited and provisional registration. This data shows that there were 757 doctors registered with Ahpra who identified as Aboriginal and/or Torres Strait Islander, as at December 2022. A total of 336 of these doctors were at various stages of training, including specialty medical training.

The number of Aboriginal and/or Torres Strait Islanders specialists identified through the National Health Workforce Dataset is slightly higher than the number of Aboriginal and/or Torres Strait Islander fellows who have self-identified with colleges. It is the National Health Workforce Data that provides an estimation of the percentage of Aboriginal and Torres Strait Islander specialists overall. The most recent publicly available data (2021) shows 235 specialists identified as Aboriginal and/or Torres Strait Islander³, out of 72,578 specialists overall. This indicates that approximately 0.3% of all specialists are Aboriginal and/or Torres Strait Islander people.

AIDA's Specialist Trainee Support Program

In 2022, AIDA established the Specialist Trainee Support Program (STSP) with a consortium of non-GP speciality colleges led by the Royal Australian and New Zealand College of Radiologists. Through this program of work, AIDA is able to provide greater support to non-GP colleges in their endeavours to recruit and retain Aboriginal and Torres Strait Islander doctors through to Fellowship. AIDA's program enables greater engagement with and support of Aboriginal and Torres Strait Islander trainees, and provides greater understanding of the barriers and enablers to their success. This work is further informing analysis of the self-assessments and potential standards that could be included in future years such as emphasis on the accreditation requirements of training sites.

³ Determined using demographic filters: 'Indigenous' and 'Australian born'

College Self-assessments

Overall, colleges have made progress against most standards. Comparison of perceived⁴ progress in 2021 and in 2023 are provided for each standard. Progress status has been assigned according to the following criteria:

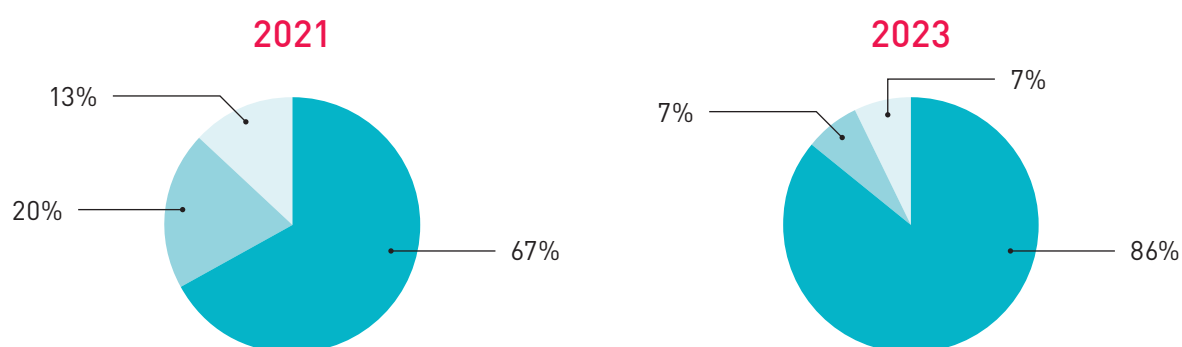
- Dark blue** where the college has made progress against the standard and/or begun new work towards implementing the standard.
- Medium blue** where the college is continuing work towards implementing standard but has not reported progress from last year.
- Light blue** where the college has made no progress, has not started and/or has not reported any previously promised progression.

Minimum standards

1. Develop/update and implement a college reconciliation action plan (RAP)

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

*Overall colleges had made progress and/or begun new work towards implementing the standard.
Not all colleges were committed to developing a RAP.*



⁴ Coding of self-assessments against the standards is subjective.



Australasian College of Dermatologists

The Australasian College of Dermatologists (ACD) Innovate RAP 2022-2024 was launched in February 2022 and is progressing well. Our Innovate RAP outlines our ongoing commitment to strengthening our relationships with Aboriginal and Torres Strait Islander peoples and organisations; to addressing inequitable access and supporting delivery of culturally safe care to First Nations patients and communities; to addressing racism; and to fostering the First Nations specialist dermatology workforce and building understanding, respect and opportunity.

Australasian College of Sport and Exercise Physicians

ACSEP developed a Reflect RAP and has since continued to uphold its vision for reconciliation and gain a better understanding of the College's sphere of influence. In 2022, the College secured funding to appoint an Indigenous facilitator to work with ACSEP's Indigenous Health Advisory Committee (IHAC) to commence developing an Innovate RAP.

Australian and New Zealand College of Anaesthetists

In January 2023, the college launched its first Innovate Reconciliation Action Plan. Our Reconciliation Action Plan builds upon the work undertaken over the past five years under the college's Indigenous Health Strategy action plan.

Australian College of Emergency Medicine

ACEM launched our first Innovate Reconciliation Action Plan (RAP) on Harmony Day (21 March) 2017 with a smoking ceremony. In delivering on the commitments of the inaugural RAP, the College has built a solid foundation by embedding reconciliation in the business of the College and establishing partnerships with key organisations.

With the launch of ACEM's second Innovate RAP in November 2019, ACEM was able to conceptualise our reconciliation commitments into three major areas of focus, workforce, service delivery and engagement. In 2020 however, the COVID-19 pandemic significantly impacted the health sector and the emergency medicine workforce and as such impacted our ability to progress some RAP deliverables and engaging with key Aboriginal and Torres Strait Islander organisations, who were also preoccupied in supporting Aboriginal and Torres Strait Islander communities.

ACEM launched our third Innovate Reconciliation Action Plan 2022-2024 during NAIDOC week 2022. It is similar to ACEM's previous two RAPs, which is purposeful. Many of the actions that have been carried forward from the previous RAPs are still seen as building blocks to substantive change at a departmental level. While we are eager to pivot and re-imagine the next steps in the continuous Reconciliation journey for ACEM, we are committed to locking in the ambitious goals we developed in 2016 and believe they are the foundations for our next steps.

Australian College of Rural and Remote Medicine

ACRRM is currently implementing its RAP Innovate 2021-2023.

The RAP Working Group meets regularly and links to the activities and advice of the ACRRM Aboriginal and Torres Strait Islander Members Group through joint-membership and regular reports. RAP Minutes are tabled with the Aboriginal and Torres Strait Islander Members Group, the College Board and Council, and Meeting Communiques are circulated to all ACRRM staff.

The College has previously completed its Reflect RAP 2017-2020 RAP, and RAP Innovate 2020-2021.

College of Intensive Care Medicine of Australia and New Zealand

CICM is developing a Reflect RAP. The first round of feedback has been received by Reconciliation Australia, with the subsequent draft to be submitted by the end of March 2023.

Royal Australasian College of Medical Administrators

RACMA's current RAP endorsed by Reconciliation Australia is RACMA Reflect 2022-2023. We are currently writing our second stage RAP - RACMA Innovate. We will continue under RACMA Reflect 2022-2023 until we receive endorsement from Reconciliation Australia.

Royal Australasian College of Physicians

The RACP is currently developing its Innovate RAP, in lieu of the end of the second year of its Reflection RAP. The RACP was elevated to the Innovate RAP.

Implementation of the Reconciliation Plans has strengthened the cultural lens across the College and activities will continue to focus on making the College a culturally safer place for Indigenous members and staff.

Royal Australasian College of Surgeons

RACS' second Reconciliation Action Plan, and second at the "Innovate" level, expired in May 2022. After a traffic light report showed that most deliverables were met outside those directly impacted by COVID, work commenced in RACS's third RAP, and second at the "Innovate" level.

This included consultation with RACS Business units through the RAP Working Group, prospectively anticipating actions and deliverables until 2025. Currently following up the second round of feedback from Reconciliation Australia, the launch of the next RAP is anticipated in May-June 2023.

Achievements from the previous RAP are supported by initiatives to increase workforce under Building Opportunities. These include mentoring and are reflected in the First Nations Australians Surgical Pathway.

Royal Australian and New Zealand College of Obstetricians and Gynaecologists

The most recent iteration of our Innovate RAP was submitted to Reconciliation Australia in late 2022 and we have received good feedback for incorporation which we continue to work through and finalise as soon as possible.

The College's Reconciliation Action Plan Working Group have worked in collaboration and consultation with internal College teams, the Aboriginal and Torres Strait Islander Women's Health Committee and RANZCOG Indigenous Network Group, to put the document together.

Feedback will be consolidated and incorporated into the document and broader consultation with internal and external stakeholders will commence.

Royal Australian and New Zealand College of Ophthalmologists

RANZCO launched the 2nd Innovate RAP in November 2021, and we have tracked reasonably well against deliverables thus far. Quarterly update on RAP implementation is available on the College website.

The Royal Australian and New Zealand College of Psychiatrists

The RANZCP maintains its commitment to the Innovate RAP and is looking at developing a third RAP. The next RANZCP RAP will focus on improving organisational capacity and strengthening cultural safety training options available to members to further embed resources to support working appropriately and safely with Aboriginal and Torres Strait Islander peoples.

The next RANZCP RAP will focus on improving organisational capacity and strengthening cultural safety training options available to members ...

Royal Australian and New Zealand College of Radiologists

RANZCR has focussed on the development of a robust, evidence-based Action Plan for Māori, Aboriginal and Torres Strait Islander Health. Implementation of this three-year bi-national Plan commenced in 2022. Our purpose and foundation for this work is encapsulated in RANZCR's Statement of Intent for Māori, Aboriginal and Torres Strait Islander Health which states RANZCR is committed to supporting the professions of clinical radiology and radiation oncology to contribute to equitable health outcomes for Maori, Aboriginal and Torres Strait Islander Peoples. As of 2022, this work became central to the strategic objectives of the College and is reflected in the College's overarching Strategic Plan.

The Action Plan is divided into 'foundational actions' which operate as a necessary precursor to create an enabling environment for the College to begin the change process. Then, a series of actions for the medium to longer term aimed at creating a stronger and sustainable setting that empowers the College to build on those foundations to implement the key objectives outlined across the four pillars in the Plan. The four pillars include:

- education
- networking, collaboration and advocacy
- selection of trainees; and
- mentorship.

Each of the 'actions' outlined in the Plan have been assigned to a 'lead' in key College Committees and there is an indicative timeline for each.

Royal Australian College of General Practitioners

The RACGP has implemented two RAPs previously: a Reflect RAP (2014-2015) and an Innovate RAP (2020-2022). We are now in the process of reviewing our Innovate RAP with a view to developing our next RAP (2023-2025).

Throughout this interim period between plans, we remain an active RAP partner and are engaging closely with Reconciliation Australia, addressing any unmet or partially met commitments, continuing to meet our reporting requirements and meeting regularly with our RAP governance bodies, the RAP Working Group and Aboriginal and Torres Strait Islander Steering Committee to undertake consultation.

The Royal College of Pathologists of Australasia

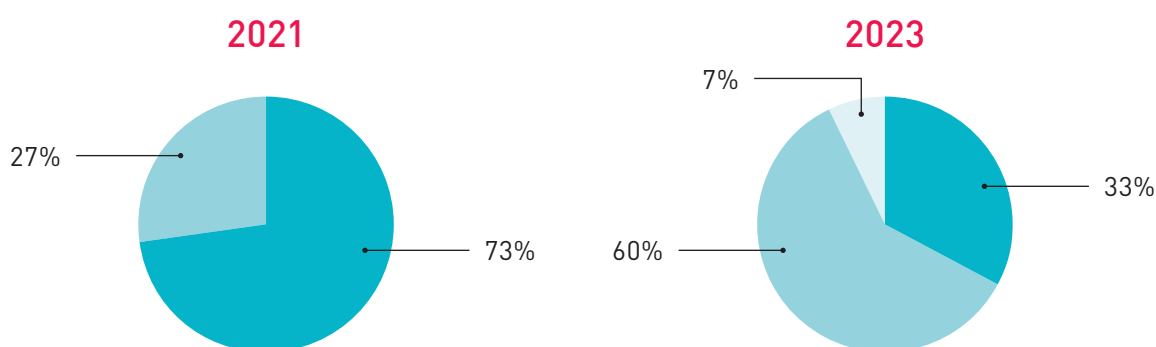
The RCPA's first RAP was approved by Reconciliation Australia in 2022. It is available on our website:

www.rcpa.edu.au/Education/Promoting-Aboriginal,-Torres-Strait-Islander-and-M/Reconciliation-Action-Plan

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

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

The majority of colleges had continued to update and report data on the number of trainees and fellows. Few colleges reported progress in relation to collecting, updating and reporting data on applicants and retention. Reporting against this standard may be improved with a clearer template seeking the relevant data.



Australasian College of Dermatologists

ACD is collecting data on ACD members, trainees and training program applicants who identify as Aboriginal and/or Torres Strait Islander. We provide this information annually to the Department of Health and Aged Care for the Medical Education and Training (MET) online data project. There are currently four fellows and four trainees who identify as Aboriginal and/or Torres Strait Islander. There has been 100% retention over the past 6 years.

*There has been 100% retention
over the past 6 years.*

Australasian College of Sport and Exercise Physicians

ACSEP collects data on members and applicants to the Training Program who identify as Aboriginal or Torres Strait Islander. The College has currently one Registrar identifying as Aboriginal.

Australian and New Zealand College of Anaesthetists

Trainees are asked if they identify as Aboriginal and/or Torres Strait Islander at the time of trainee registration and fellowship. This information can be amended by trainees and fellows at any time.

Reports on the numbers of applicants, trainees and fellows identifying as Aboriginal, Torres Strait Islander and Māori are provided to the ANZCA Council and the Professional Affairs Executive Committee twice yearly and can be generated at any time. This information is also supplied annually to the Medical Workforce Reform Advisory Council's Medical Education and Training online database. Data on retention and graduation is collected for all trainees.

As of 31 January 2023, college data indicates seven trainees and seven fellows identify as Aboriginal and/or Torres Strait Islander. In the 2021 Department of Health National Health Workforce Data Set, eight college fellows identified as Aboriginal and/or Torres Strait Islander.

Australian College of Emergency Medicine

ACEM provides data annually to the MWRAC's Medical Education and Training (MET) Online Data Project.

As at 16th March, 2023 ACEM has 8 Fellows and 19 trainees who identify as Aboriginal and/or Torres Strait Islander, with 3 FACEM trainees commencing in 2023.

Australian College of Rural and Remote Medicine

The College provides these figures to MWRAC for the MET databases and to the Department of Health for the AGPT dataset. The College also includes and monitors these figures as part of its Annual Evaluation reporting against the 'Outcome' of 'Increased Aboriginal and Torres Strait Islander doctor enrolments and Fellowships'.

ACRRM is proud to have one of the country's highest proportionate enrolments of registrars that identify as Aboriginal and/or Torres Strait Islander. In 2022, 5.3% of ACRRM registrars enrolled through the AGPT identified as Aboriginal and/or Torres Strait Islander against a national average for AGPT registrars of 1.9%.

Currently the College has:

- 40 enrolled registrars identifying as Aboriginal and/or Torres Strait Islander peoples
- 14 Fellows identifying as Aboriginal and/or Torres Strait Islander peoples

In 2022, 5.3% of ACRRM registrars enrolled through the AGPT identified as Aboriginal and/or Torres Strait Islander ...

College of Intensive Care Medicine of Australia and New Zealand

CICM collects data regarding applicants, trainees and Fellows who identify as Aboriginal and/or Torres Strait Islander through self-identification via our Member Platform. This can be done via Training applications or updating personal profiles.

Royal Australasian College of Medical Administrators

The most recent set of MET data was provided by RACMA on 14 September 2022. Consideration may be given in future to adding specific columns to record those who identify as Aboriginal and/or Torres Strait Islander.

Royal Australasian College of Physicians

The RACP collects a range of Member data that is about and attached to individual members, as well as broader enterprise data. Enterprise data can range from attitudes to issues shared by Indigenous members and stakeholders through to Indigenous perspectives on any number of issues of importance to the health and well-being of Indigenous people.

Current numbers

The RACP currently has the following numbers of Aboriginal and Torres Strait Islander members:

- Trainees: 46, Fellows: 14, Honorary Fellows: 1

In terms of applicants, the RACP is not responsible for selection into training programs. Only those that are selected at the local level by a selection panel are able to apply and are accepted for admission into the RACP. So effectively, all applications for admission are accepted.

Retention & graduation

A comparison of trainee and Fellow data over three years for those members who identify as Aboriginal and / or Torres Strait Islander peoples is included in Table 1 below.

Table 1 shows continued growth in trainee numbers but with no change to the number of Fellows due to the length of the training programs they are undertaking.

Table 2: Aboriginal and Torres Strait Islander Trainees and Fellows

Date	Aboriginal and Torres Strait Islander	
	Trainees	Fellows
31/12/2020	26	13
31/12/2021	32	12
21/12/2022	42	13

In 2022, trainees identifying as Aboriginal and / or Torres Strait Islander grew across the year. There were 13 new Basic Trainees registered in 2022.

On 13 September 2022, the RACP committed to retain all 40 trainees to the end of the year. This was a commitment of all Colleges involved in the Specialist Trainee Support Program (STSP) and the RACP retained all 40 trainees to the end of the year. At the year's end there were a total of 42 trainees. The two additional trainees were assumed to be existing trainees who had chosen to self - identify.

Attrition information

There are a range of reasons that Aboriginal, Torres Strait Islander and Māori doctors may withdraw from their medical training. Unfortunately, in the context of the RACP, this information is not collected and / or recorded systematically. It will only be recorded where the information is provided voluntarily by the doctor themselves.

RACP's Indigenous Data Governance Framework

In 2023, the RACP will implement the Indigenous Data Governance Framework. The Framework will ensure Indigenous data is conceptualised, collected, stored, and applied to safely advance the College's Indigenous strategies and plans. It will provide a consistent approach to the way the College requests identity information and enhance the privacy and protocols around the College's collection, storage and use of the information of our Aboriginal, Torres Strait Islander and Māori members.

The Framework aligns with good practice and is fit-for-purpose in the college's trans-Tasman context. Best practice includes that Indigenous people control these data, and have effective participation in data gathering, research, access, and policy articulation. Consultation with Indigenous people in planning, monitoring and evaluation of data.

Royal Australasian College of Surgeons

Data collection is a continuing process of improvement. RACS is developing procedures to report on the number of Aboriginal and Torres Strait Islander trainees and fellows, which is complicated by the challenges of identification. We aim to follow AIDA's approach for best-practice.

Currently we have 5 Fellows and 5 Trainees who identify as Aboriginal and Torres Strait Islander. Applicants are asked about their cultural and linguistic diversity (including identifying as Aboriginal and/or Torres Strait Islander) during SET Registration. Completion of the question is voluntary. Those identifying as Aboriginal and/or Torres Strait Islander are also asked if they would like to be selected under the Aboriginal and/or Torres Strait Islander selection initiative.

Royal Australian and New Zealand College of Obstetricians and Gynaecologists

We currently have 8 Fellows including 1 new Fellow elevated in 2022, and 12 FRANZCOG trainees who identify as Aboriginal and/or Torres Strait Islander.

We had four successful Selection into training applicants in 2022 who identified as Aboriginal and Torres Strait Islander.

Royal Australian and New Zealand College of Ophthalmologists

We have systems in place to collect and report on this data.

The Royal Australian and New Zealand College of Psychiatrists

Data is collected monthly on trainees and Fellows, through the RANZCP's database. The RANZCP continually refines its membership data collection to include the opportunity and rationale for members to identify as Aboriginal and/or Torres Strait Islander, Māori and Pasifika. The data is reported to the RANZCP Aboriginal and Torres Strait Islander Mental Health Committee and Te Kaunihera (RANZCP Māori Mental Health Committee) on a regular basis, as well as the RANZCP Board and Membership Advisory Committee (MAC). The RANZCP as part of the AIDA Specialist Trainee Support Program (STSP) is reviewing the data collection in 2023.

Since March 2021, the RANZCP has seen a positive trend in the growing number of Aboriginal and Torres Strait Islander trainees.

The RANZCP collects and also reports this data through the MWRAC's Medical Education Training (MET) Online Data Project.

This data is included in the RANZCP's monitoring and evaluation framework.

In March 2023, there were 14 Aboriginal and/or Torres Strait Islander Fellows of RANZCP and 32 Aboriginal and/or Torres Strait Islander trainees.

Royal Australian and New Zealand College of Radiologists

RANZCR submits data to MWRAC's Medical Education and Training Online Data Project. Since 2015, RANZCR has requested of trainees when they join the training program whether they identify as Aboriginal and/or Torres Strait Islander or Māori. Considering this is a recent initiative, RANZCR recognised that there are likely to be existing Fellows who identify as Indigenous who have not had the opportunity to self-identify.

The college must increase selection of Aboriginal and Torres Strait Islander and Māori trainees and trainee selection is being reviewed and RANZCR will centralise the application process which will enable us to report on applicant numbers from 2024.

Following advice in 2021 from AIDA on how to improve the identification of Aboriginal and Torres Strait Islander trainees and Fellows, RANZCR updated its member database to record if a member or trainee identifies as Aboriginal or Torres Strait Islander or both Aboriginal and Torres Strait Islander. In September 2022, a communicate was sent to all RANZCR members and trainees encouraging them to voluntarily self-identify and what we do with this information. Additionally, following AIDA's advice to encourage members to self-identify when they feel ready to, we have also introduced functionality to enable members and trainees to self-identify at any point in time themselves via the member-facing section of our database.

In February 2023, RANZCR had a trainee who identifies as Aboriginal obtain Fellowship, bringing our total number of Fellows who self-identify as Aboriginal to four. We have one trainee who identifies as Aboriginal commence training in 2023.

As selection currently happens at the jurisdictional level, at each training network, we cannot report with certainty on applicants who identify as Aboriginal and/or Torres Strait Islander. However, the College must increase selection of Aboriginal and Torres Strait Islander and Māori trainees and trainee selection is being reviewed and RANZCR will centralise the application process which will enable us to report on applicant numbers from 2024.

We have increased our focus on recruitment and wish to encourage more Aboriginal and Torres Strait Islander doctors and medical students to consider careers in clinical radiology or radiation oncology and foster their interest overtime.

Royal Australian College of General Practitioners

RACGP collects and reports on the data of members that identify as Aboriginal and Torres Strait Islander, that is, students, affiliate members, interns/junior doctors, registrars and fellows.

RACGP collects data on current trainees who identify as Aboriginal and Torres Strait Islander through the selection process and monitors progress through training to Fellowship. As of March 2023, we have 21 new trainees, 86 total trainees across all programs and 120 Fellows who have identified as Aboriginal and Torres Strait Islander

RACGP collects data on assessment success and is currently conducting an analysis of this data to capture any trends or statistically significant data.

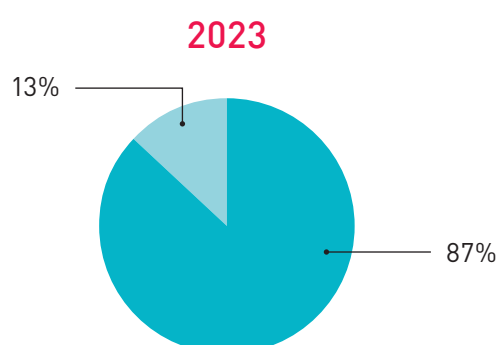
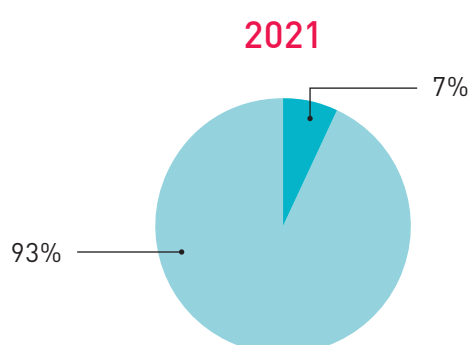
The Royal College of Pathologists of Australasia

Our application forms include fields in which Aboriginal, Torres Strait Islander, Māori and Pacifica can self-identify. These figures are included in reports to regulatory authorities. College administration maintains a list of self-identified Indigenous Fellows and Trainees.

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

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

All Colleges have established a form of Aboriginal and Torres Strait Islander health committee. Not all colleges have included information about whether the committee reports to the Board. It may be timely to review and strengthen this standard in order to understand the impact of the various committees.



Australasian College of Dermatologists

Established a number of years ago, ACD's Aboriginal and Torres Strait Islander Affairs Committee meets at least 2 times a year, with regular communication out of session. It reports directly to the Board. Committee membership includes 4 Fellows and 3 trainees who identify as Aboriginal and/or Torres Strait Islander. Other members include the ACD President and 5 Fellows who provide regular services to Aboriginal and Torres Strait Islander communities.

The Committee's charter is regularly reviewed, with a clear workplan in place. The Committee's focus is on providing strategic guidance on:

- Strategies to attract, grow, support, and retain the Aboriginal and Torres Strait Islander dermatology workforce.
- Development, delivery, or promotion of ACD educational resources for Fellows, trainees, nurses, Aboriginal Health Workers and medical students on skin diseases in Aboriginal and Torres Strait Islander peoples and delivery of culturally safe care.
- Strengthening ACD's partnerships with national, state and local governments, organisations and communities for the purposes of delivering specialist services, education and training; undertaking
- targeted research, and advocacy and community engagement activities with the goal of improving access to care and skin health outcomes.
- Development and implementation of College's current and future reconciliation action plans.

Australasian College of Sport and Exercise Physicians

The College's Indigenous Health Advisory Committee (IHAC) was established in 2018 and meets quarterly and out of session when required. The role and responsibilities of IHAC are clearly defined in the Terms of Reference. IHAC Chair attends, with Chairs of all other Committees, the Education Committee quarterly. IHAC reports to the Education Committee and advises the ACSEP Board of Directors on matters relating to Indigenous Health.

Australian and New Zealand College of Anaesthetists

The college established an Indigenous Health Committee in 2010. The committee is bi-national and comprises Aboriginal, Torres Strait Islander, Māori, and non-Indigenous members. Reporting through the ANZCA Professional Affairs Executive Committee to the ANZCA Council, the Indigenous Health Committee's terms of reference outlines its broad purpose as being to advise, develop, oversee, and implement proposals and initiatives to support Indigenous health in Australia and Aotearoa New Zealand.

In 2021 ANZCA Council approved a change to the committee's terms of reference to target 70 per cent Indigenous membership. At present 64 per cent of committee members identify as Aboriginal, Torres Strait Islander or Māori.

Australian College of Emergency Medicine

ACEM established an Indigenous Health Subcommittee in 2013, which reported to the Public Health Committee. In 2020, the Subcommittee was re-established as a Committee, which reports directly to the ACEM Board, reflecting ACEM's commitment to Aboriginal and Torres Strait Islander and Māori Health equity.

The ACEM Indigenous Health Committee meets three times per calendar year strong Aboriginal, Torres Strait Islander and Māori Fellow, trainee, and community representation. The Co-Chairs are identified roles (one Aboriginal and Torres Strait Islander and one Māori). The responsibilities of the Committee are to:

- Provide leadership and advice to the Board on Aboriginal, Torres Strait Islander and Māori health equity and cultural safety in emergency departments in Australia and Aotearoa New Zealand.
- Advise the Board on emerging issues in Aboriginal, Torres Strait Islander and Māori health equity and cultural safety in emergency departments.
- Provide oversight of and facilitate shared goals and actions in ACEM's Reconciliation Action Plan and Manaaki Mana Strategy.

- Advise the Board on Aboriginal, Torres Strait Islander and Māori representation on College entities.
- Collaborate with relevant ACEM entities on the review and development of ACEM standards, policies and resources related to Aboriginal, Torres Strait Islander and Māori health equity and cultural safety.

Australian College of Rural and Remote Medicine

The College has established an Aboriginal and Torres Strait Islander Members Group which is an endorsed governance committee of the College.

Its principal role is in mentoring and support but it also acts as a reference group and positions, documents, submissions, educational resources etc. of importance to Aboriginal and Torres Strait Islander peoples' health and doctor training are tabled with the Members' Group for feedback. The Members' Group is also kept updated on relevant policy on training developments or discussions. The College has a dedicated staff member to provide secretariat and a principal liaison point for the group. The Members' Group is open to all members of the College that identify as Aboriginal and/or Torres Strait Islander peoples.

- The Members' Group has a nominated representative on the College Council which is the College's peak representative body
- The Members' Group has a nominated representative on the ACRRM Registrar Committee
- The Members' Group has a nominated representative on College's Respectful Workplaces Committee which oversees the College's work to promote inclusive and non-discriminatory work and training environments.
- A Group member serves in an independent capacity as a director of ACRRM Board, appointed by popular election.

College of Intensive Care Medicine of Australia and New Zealand

The CICM Indigenous Health Committee (IHC) was established in 2018 and reports to the CICM Board. The roles and responsibilities of this Committee are outlined in the IHC terms of reference. There are currently two members of the Committee who identify as Aboriginal and / or Torres Strait Islander.

Responsibilities and duties

To advocate for improved health outcomes for Indigenous peoples in Australia and New Zealand

- To develop and implement an Aboriginal and Torres Strait Islander Health Action Plan and a Māori Health Action Plan
- To develop mechanisms to support the recruitment and retention of Indigenous doctors into intensive care practice
- To make recommendations to the CICM board and other committees on Indigenous Health related issues and policies
- To investigate ways to better support FCICM and non-FCICM intensive care practitioners in their cultural competency journey and in caring for Indigenous patients

Royal Australasian College of Medical Administrators

RACMA established an Indigenous Health Working Group in August 2020. This Working Group has since evolved into the Indigenous Health Policy and Advocacy Sub Committee (IHPASC). The purpose of IHPASC is to contribute to leadership and vision for achieving high quality, safe health services and systems through policy and advocacy for Indigenous health. This includes undertaking or facilitating initiatives that utilise Members' medical leadership and management expertise to:

- Strengthen the health, well-being and safety of RACMA Members and the medical workforce who are Indigenous Peoples of Australia (Aboriginal and Torres Strait Islanders) and New Zealand (Māori).
- Raise awareness, knowledge and understanding across RACMA of the cultures, histories, knowledge and rights of the Indigenous Peoples of Australia and New Zealand to achieve their cultural safety in health services and improved health.

- Support RACMA Members to encourage cultural safety and to consider the health and well-being of, and include reference to, the Indigenous Peoples of Australia and New Zealand in policies, procedures and activities undertaken by their organisations and communities.
- Ensure that the Indigenous Peoples of Australia and New Zealand are considered in all RACMA policies, procedures and activities.
- Create education pathways for RACMA Fellows (FRACMA) and Associate Fellows (AFRACMA) to increase the number of medical leaders who are Indigenous Peoples of Australia and New Zealand.
- Promote and support FRACMAs and AFRACMAs who are Indigenous Peoples of Australia and New Zealand in medical leadership roles in indigenous and other health services, so these services benefit from the highest medical leadership and management standards.

As RACMA is a bi-national College, it was agreed that the Committee must have a Māori committee member to represent Aotearoa New Zealand and an Aboriginal and/or Torres Strait Islander to represent Australia.

The IHPASC is co-chaired by an Aboriginal representative and a Māori representative. A continuing conversation is occurring with AIDA to co-opt a Torres Strait Islander member onto IHPASC in future. The IHPASC Co-Chairs are members of the RACMA Policy and Advocacy Committee, which reports directly to the RACMA Board.

Royal Australasian College of Physicians

The Aboriginal and Torres Strait Islander Health Committee (ATSIHC) and Māori Health Committee (MHC) have broad responsibilities in the RACP in relation to Indigenous health. The Committees provide the cultural knowledge and leadership required in the ongoing implementation and evaluation of the College's Indigenous Strategic Framework which includes a range of initiatives to effectively contribute to improved health outcomes for Aboriginal and Torres Strait Islander peoples and Māori.

The ATSIHC was established in December 2019 to strengthen the College's capacity to develop a coordinated approach to improving the health and social outcomes for Aboriginal and Torres Strait Islander peoples in Australia.

The by-law of the Aboriginal and Torres Strait Islander Health Committee, clarifies the specific roles and responsibilities of the Committee.

The RACP recognises the importance of Aboriginal and Torres Strait Islander leadership and has representation from both AIDA and NACCHO on the ATSIHC.

In addition to the two Indigenous committees, there are two working groups (Strategic Partners), made up of representatives from the ATSIHC and MHC to

facilitate operationalising the Indigenous Strategic Framework commitments specifically directed at:

- supporting the growth of the Indigenous Physician workforce and
- working to foster a culturally safe college.

Royal Australasian College of Surgeons

RACS is working to the integration of Indigenous Health as part of its core business, to facilitate sustainability and reduce reliance on grants funding. This embeds the work of the Indigenous Health Committee and Mina Advisory Group in general college activity.

The RACS Indigenous Health Committee (IHC) is an ongoing committee that includes Indigenous Australians and Māori. The Mina Advisory Group and the Māori Health Advisory Group respectively report to the IHC. All groups meet four times a year. The IHC is supported by a Senior Project Officer – Indigenous Health, who focuses on actions related to Aboriginal and Torres Strait Islander health, as well as a Māori Health counterpart. Currently on hold, RACS will employ an Indigenous Trainee Liaison Lead to mentor Aboriginal and Torres Strait Islander trainees and provide them support to progress to fellowship.

Royal Australian and New Zealand College of Obstetricians and Gynaecologists

RANZCOG continues to support the work of our Aboriginal and Torres Strait Islander Women's Health Committee which was established in 2014. The Committee meets three times a year with communication also taking place out of session. The Committee reports directly to the RANZCOG Board.

The Committee's Terms of Reference (ToR) is reviewed every two years.

The Committee membership includes:

- A Chair, must be a Fellow who identifies as Aboriginal or Torres Strait Islander
- A Deputy Chair, must be a Fellow, Diplomate or Trainee who identifies as Aboriginal or Torres Strait Islander
- Two (2) Senior Fellows, including one Board or Council Member (non-Indigenous)
- Aboriginal and/or Torres Strait Islander Fellows (no limit)
- Aboriginal and Torres Strait Islander Trainees who have completed their written and oral exams (no limit)
- Up to two (2) Aboriginal and/or Torres Strait Islander Diplomates

The Committee acts as an advocate for and provides advice to the RANZCOG Board with regard to matters relating to the health and welfare of Aboriginal and Torres Strait Islander women.

The responsibilities of the Aboriginal and Torres Strait Islander WHC include the following:

- To promote and facilitate culturally acceptable and ethical research in Aboriginal and Torres Strait Islander women's health.
- To support and develop educational programs and resources for health professionals in Aboriginal and Torres Strait Islander women's health.
- To provide information for RANZCOG constituents on matters relating to Aboriginal and Torres Strait Islander women's health.
- To facilitate educational opportunities for Fellows and members of the RANZCOG as it relates to their care of Aboriginal and Torres Strait Islander women in both remote, rural and urban areas in Australia.
- To liaise with other medical colleges, societies and professional bodies in matters of common interest in Aboriginal and Torres Strait Islander women's health.
- To liaise where necessary with the College's He Hono Wāhine Committee in Aotearoa New Zealand on matters of mutual interest.
- To liaise where necessary with the RANZCOG Indigenous Network Group on matters where wider consultation is required.

Royal Australian and New Zealand College of Ophthalmologists

We maintain a dedicated Aboriginal and Torres Strait Islander Eye Health Committee (ATSIEHC), which brings together ophthalmologists from across Australia who have particular experience in service provision for Aboriginal and Torres Strait Islander communities, including via innovative service delivery models. The Committee informs RANZCO's projects, policies, and advocacy work in this area.

Funding support is provided by RANZCO for activities/initiatives/projects led by the ATSIEHC.

The Committee provides advice to the RANZCP on Aboriginal and Torres Strait Islander health, and contributes to numerous submissions to government, advocacy, cultural protocols and education as well as policy development. The RANZCP supports the Committee through funding annual in-person meetings at the RANZCP Congress, and the AIDA Conference. In 2022 the Committee delivered a symposium at the RANZCP 2022 Congress 'The women who have shaped us: because of her, we can. Safe harbours, strong bridges & setting the course beyond'. In 2023, the Committee will be delivering another symposium 'Governance – Managing the Two Worlds: Traditional Healers vs Western Medicine.'

The Royal Australian and New Zealand College of Psychiatrists

The RANZCP maintains and supports an Aboriginal and Torres Strait Islander Mental Health Committee (the Committee). The Committee reports to the RANZCP Practice, Policy and Partnerships Committee (PPPC), which reports to the RANZCP Board. The Committee's membership comprises psychiatrists, trainees and community members who are involved in mental health care policy and provision, the committee also includes an AIDA representative. The Committee is governed by a Terms of Reference, which specifies the role of the Committee and the positions. The RANZCP is currently considering amending the governance structures, including direct reporting to the Board.

Royal Australian and New Zealand College of Radiologists

RANZCR's Māori, Aboriginal and Torres Strait Islander Executive Committee (MATEC) was established by the Board in 2020 as a bi-national peak committee to provide authoritative advice to the Board, the Faculty of Radiation Oncology, the Faculty of Clinical Radiology, and other key committees, on how to significantly reduce disparities in health outcomes for Māori, Aboriginal and Torres Strait Islander Peoples.

MATEC is leading and advising the College to achieve the shared vision of equitable health outcomes for Indigenous people and communities and increasing the participation of Indigenous people in our professions. MATEC aims to achieve these goals through clear governance and accountability, giving prominence to Indigenous voices and leadership, integrating strategies across the College, and providing clarity in achieving Indigenous population parity in the clinical radiology and radiation oncology workforce and health outcomes.

MATEC is governed by its Terms of Reference and reports directly to the Board of Directors.

MATEC meets a minimum of three times per year. Membership must include a Board Director, Office Bearer from each Faculty, the CEO and no less than two members who identify as Aboriginal and/or Torres Strait Islander and two members who identify as Māori. The Committee resolved to use its co-opted member capacity for Indigenous trainee representatives.

Royal Australian College of General Practitioners

The RACGP has a national Aboriginal and Torres Strait Islander health faculty, which was established in February 2010.

The faculty is governed by a Council and an Education Committee and is supported by a team of seven staff. The faculty currently has over 12,000 members.

The Faculty Council is governed by the faculty regulations. The regulations mandate that the Council Chair is Aboriginal and/or Torres Strait Islander identified position. This governance structure mandates that the Chair of the Faculty is also a Director of the College and has a permanent seat on RACGP Board.

The Education Committee has its own Terms of Reference, which outline that quorum is one third of members, and at least two people being Aboriginal and/or Torres Strait Islander.

The RACGP has a national Aboriginal and Torres Strait Islander health faculty, which was established in February 2010.

The faculty is governed by a Council and an Education Committee and is supported by a team of seven staff. The faculty currently has over 12,000 members.

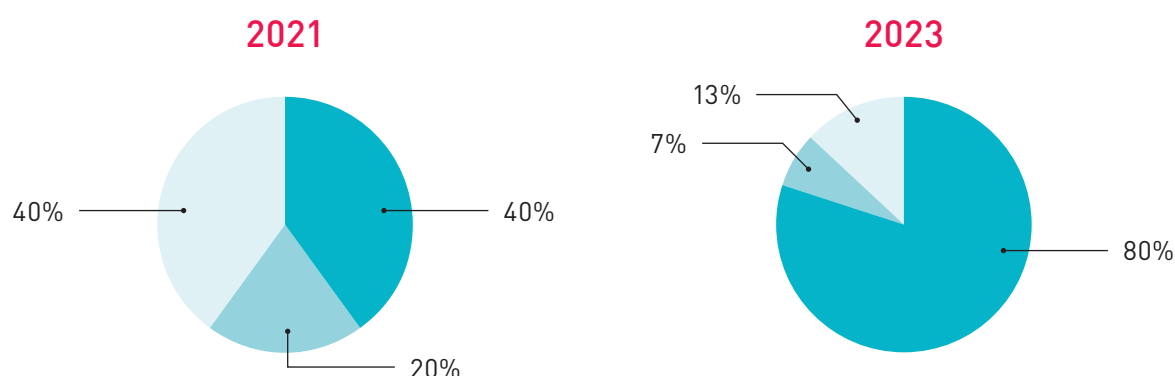
The Royal College of Pathologists of Australasia

The RCPA's Aboriginal and Torres Strait Islander and Māori Health and Workforce Steering Committee meets regularly and is chaired by our President.

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

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

The majority of colleges had reported progress and/or undertaken new initiatives against this standard.



Australasian College of Dermatologists

ACD's new curriculum commenced in 2022 with a renewed focus on delivering culturally and clinically safe care for Aboriginal and Torres Strait Islander peoples and ensuring First Nations trainees can learn and work in an environment of respect. Trainees will be assessed on this curriculum in the Fellowship Examinations from 2025 onwards. The new curriculum contains outcomes that were developed by the Co-Chairs of the College Aboriginal and Torres Strait Islander Affairs Committee. Learning opportunities that link to this include the AIDA Cultural Safety Workshop, which will be delivered to all second-year trainees from 2023 onwards. In addition to this workshop, the College provides a bank of resources on eLearning that are reviewed and endorsed by the Co-Chairs of the Aboriginal and Torres Strait Islander Committee.

Regarding assessment, there are Aboriginal and Torres Strait Islander case scenarios in the Fellowship Examinations, predominantly with a clinical focus. Blueprinting to the new curriculum from 2025 will enable the Fellowship Examinations to assess outcomes relating to cultural safety.

In 2022, ACD used a Specialist Training Program (STP) grant to deliver AIDA's full-day face-to-face Cultural Safety Workshops to Fellows, incorporating pre-and post-learning. There was a total of 53 participants across the 3 workshops. These included Heads of Department, Supervisors of Training, Clinical Supervisors, International Medical Graduates and New Fellows. Two further workshops for supervisors are planned for May 2023, and cultural safety training has been integrated into our trainee workshops from 2023.

Australasian College of Sport and Exercise Physicians

ACSEP has developed an Aboriginal Health and Cultural Safety module for Registrars and Fellows to access as part of their training and continuing professional development. In addition, ACSEP ran a Cultural Safety workshop at the 2022 Annual Scientific Conference.

Australian and New Zealand College of Anaesthetists

An Indigenous Health Learning Outcomes (IHLO) Project Group has reviewed the Aboriginal and Torres Strait Islander and Māori culture and health learning outcomes in the anaesthesia and pain medicine training curricula to determine how related trainee learning is best supported.

In reviewing the learning outcomes, it became clear that a more fundamental redesign of Aboriginal and Torres Strait Islander and Māori health learning outcomes was required, with input from Aboriginal, Torres Strait Islander and Māori educators and Elders. Following review of the second edition of Indigenous health values and principles statement by the Indigenous Health Writing Group of the Royal College of Physicians and Surgeons of Canada, the IHLO Project Group recommended college curricula be reviewed through a values-based principles lens.

Planning for this work will take place across 2023-2024 and the review will commence in 2025.

Australian College of Emergency Medicine

ACEM trainees enrolled in the Fellowship training program, Emergency Medicine Certificate, Diploma or Advanced Diploma and the Diploma in Prehospital and Retrieval Medicine undertake learning objectives that explore Aboriginal and Torres Strait Islander histories, cultures and health. Undertaking cultural safety activities is also a mandatory requirement for Fellows as part of ACEM's Continuing Professional Development (CPD) program.

ACEM has a series of modules as part of its Indigenous Health and Cultural Competency Program. This program includes education tools and resources for Emergency Medicine physicians including trainees, designed to enhance their ability to provide culturally safe care for Aboriginal, Torres Strait Islander, Māori and other culturally and linguistically diverse patients. ACEM also has a series of Assessing Cultural Competency modules and other accredited cultural competency activities. The modules include video interviews with FACEMs and other doctors, Aboriginal and other cultural allied health staff and cultural education experts and case studies that reflect the real-life challenges of emergency medicine practice and encourage reflection and extrapolation of the core principles of cultural competency to all ED patients.

Examination questions focussing on Indigenous health are included in ACEM written examinations. Members of the RAP Steering Group are consulted to advise whether the questions are culturally appropriate. The ACEM Examination Working Groups are continuing to develop additional questions.

In 2021, ACEM contracted Karabena Consulting to undertake a cultural audit of ACEM's suite of Indigenous Health and cultural competency modules and resources with a number of recommendations put forward, including to explore the impacts of racism in the ED setting and how to create an anti-racist ED culture, as well as to move away from cultural competency and adopt a cultural safety framework. A working group consisting of members from ACEM's Indigenous Health Committee and CPD Committee has been established to review the recommendations from the cultural audit in the context of ACEM's cultural safety CPD requirements.

Australian College of Rural and Remote Medicine

The ACRRM curriculum has always included a dedicated curriculum domain, content and assessment related to Aboriginal and Torres Strait Islander health. The curriculum has always incorporated issues related to history and culture as well as epidemiological and clinical issues.

In the latest curriculum review, the Aboriginal and Torres Strait Islander Members Group spearheaded work to update the curriculum to incorporate a strengths-based approach and a cultural safety focus.

In collaboration with the Aboriginal and Torres Strait Islander Members Group, the College has developed a new cultural safety module which is currently being reviewed by AIDA.

The Fellowship Curriculum has a Domain titled: “Work with Aboriginal, Torres Strait Islander, and other culturally diverse communities to improve health and wellbeing”.

It has a dedicated Learning Area: “Aboriginal and Torres Strait Islander Health”.

It also offers an option of completing the Fellowship’s requisite year of Advanced Specialised Training in the field of Aboriginal and Torres Strait Islander Health.

A designated component of all assessment relates to competencies of the Indigenous Health Domain.

College of Intensive Care Medicine of Australia and New Zealand

CICM curriculum framework: CICM has collaborated with Abstarr Consulting to develop learning outcomes related to Aboriginal and Torres Strait Islander Health and cultural safety. Activities for completion include determining the phase of training in which the outcomes are expected to be achieved and linking the outcomes with learning opportunities and assessment. CICM staff are meeting with one of the IHC members who identifies as Aboriginal in early March 2023 to yarn regarding appropriate and respectful ways to partner with Aboriginal and/or Torres Strait Islander Peoples for development of the remainder of these curricular elements.

CICM has also collaborated with Abstarr Consulting to develop a foundational online learning package regarding Aboriginal and Torres Strait Islander Health and cultural safety. The content of this package is currently being finalised, and then it will be converted to an online format. However, CICM plans to develop further resources and learning opportunities in Aboriginal and Torres Strait Islander Health and cultural safety to build on the foundational resource and promote a lifelong learning approach to learning about Aboriginal and Torres Strait Islander Health and cultural safety.

Royal Australasian College of Medical Administrators

RACMA has been delivering the Indigenous Health Program as a component of the Fellowship Training Program (FTP) since 2012. All FTP Candidates are required to complete the program. It is usually undertaken during the first year of training.

The aim of the Indigenous Health Program is to equip Medical Leaders with the knowledge, skills and professional approach to provide a health care environment that is culturally appropriate, sensitive and inclusive. It thereby influences systemic change and quality improvement for the Indigenous populations of Australia and Aotearoa New Zealand.

With Commonwealth Department of Health Specialist Training Program (STP) Support Project funding, the College has renewed the Aboriginal and Torres Strait Islander component Indigenous Health Program in 2022. RACMA is funding the renewal of the Māori component of the Indigenous Health Program which is taking place in 2023.

The services of two Subject Matter Experts, one of whom identifies as Aboriginal, were engaged to develop the content for the renewed program.

The revised Program includes:

- content about metropolitan practice in addition to rural and remote practice
- scenarios which create opportunities for Candidates to reflect on their learning and interact with the ideas presented by applying these to their individual contexts
- videos, stories, and podcasts to show personal experiences of Aboriginal and Torres Strait Islander persons

The Australian section of the Program comprises of the following components:

1. Introduction to Cultural Safety

- Australian Indigenous Doctors' Association (AIDA) online module 'Cultural Awareness - An Introduction to Cultural Safety.' This foundational knowledge is accreditable training developed by Aboriginal and Torres Strait Islander doctors, and includes content on cultural awareness, the historical context to health realities, and application to health practice.

2. RACMA Content: Service Improvement: Aboriginal Health Governance Ecosystem

3. RACMA Content: Service Design and Planning: Partnering with Community

4. RACMA Content: Service Delivery: Creating a Culturally Safe Healthcare Environment

Completion of the Program requires Candidates to complete suite of tasks including assessment quiz, scenarios with associated questions and reflective activities.

Royal Australasian College of Physicians

The RACP is progressing this work through its commitment to develop and implement the strategic initiatives outlined in the Indigenous Strategic Framework (the Framework) 2018–2028 that are aimed at contributing to improved health outcomes for Aboriginal and Torres Strait Islander peoples and Māori

The Framework recognises the range of complex factors, including the ongoing effects of colonisation, dispossession, loss of identity along with a range of social determinants that persist and contribute to unacceptable levels of disparity in health outcomes between Indigenous and non-Indigenous people.

The Framework provides a road map of short, medium and long term strategies for the RACP to move the identified key strategic priorities forward within the parameters of the College's role and accelerate the College's contribution to achieving equity for our nations' First Peoples. As such, the College is committed to driving forward the following priorities:

- Contributing to addressing Indigenous health inequities
- Growing the Indigenous physician workforce
- Educating and equipping the physician workforce on Indigenous health and culturally safe clinical practice
- Fostering a culturally safe and competent College
- Meeting the regulatory standards and requirements of the Australian Medical Council (AMC) and Medical Council of New Zealand (MCNZ).

Incorporating cultural safety into the RACP curriculum

The RACP is in the process of updating the RACP's:

- new Basic Training Program Curriculum Standards
- new Advanced Training Program Common Curriculum Standards and
- Professional Practice Framework

to ensure alignments with the College's Professional Standard of cultural safety. This is a priority area of work which will inform the ongoing work on Cultural safety and Health Equity in Education, Learning and Assessment and Professional Practice.

The RACP's new Professional Practice Framework domain of cultural safety was approved in July 2022.

The Professional Standard states:

Physicians engage in iterative and critical self-reflection of their own cultural identity, power, biases, prejudices and practising behaviours.

Together with the requirement of understanding the cultural rights of the community they serve; this brings awareness and accountability for the impact of the physician's own culture on decision-making and healthcare delivery. It also allows for an adaptive practice where power is shared between patients, family, whānau and/or community and the physician, to improve health outcomes.

Physicians recognise the patient and population's rights for culturally safe care, including being an ally for patient, family, whānau and/or community autonomy and agency over their decision-making. This shift in the physician's perspective fosters collaborative and engaged therapeutic relationships, allows for strength-based (or mana-enhanced) decisions, and sharing of power with the recipient of the care; optimising health care outcomes.

Physicians critically analyse their environment to understand how colonialism, systemic racism, social determinants of health and other sources of inequity have and continue to underpin the healthcare context.

Consequently, physicians then can recognise their interfacing with, and contribution to, the environment in which they work to advocate for safe, more equitable and decolonised services and create an inclusive and safe workplace for all colleagues and team members of all cultural backgrounds.

Royal Australasian College of Surgeons

RACS is a leader among specialist medical colleges and has implemented the 10th Competency for cultural competency and safety, which is a mandatory requirement of Surgical Education and Training (SET) and is completed by all trainees in advance of becoming surgeons. It is also embedded into Continuing Professional Development (CPD) for FRACS.

This is now embedded in RACS practice; the competency has been included in examinations processes, with increased coverage across RACS. The result is improved knowledge and skill among all Fellows.

Royal Australian and New Zealand College of Obstetricians and Gynaecologists

RANZCOG has a strong focus for Community, Equity and Advocacy as part of our 2022-2024 Strategic Plan including commitment to Aboriginal and Torres Strait Islander health through increasing Aboriginal and Torres Strait Islander workforce, teaching culturally appropriate obstetric and gynaecological care, and the review and implementation of the Reconciliation Action Plan.

In late 2022, the College commenced work in the broader cultural safety space and a Cultural Safety Steering Group was formed to oversee cultural safety embedded in RANZCOG training programs, the Curriculum and CPD Framework and, suggest ways in which culturally safe practices can be best included in RANZCOG activities such as through the development of revisions of existing RANZCOG statements, guidelines and other documents. This includes cultural safety in the provision of learning outcomes for First Nations people.

It is compulsory for trainees to complete the Aboriginal Torres Strait Islander Women's Health eLearning module. However, following an extensive review of the module conducted in 2022, this resulted in the decision to remove the module and in 2023, and we are currently working on the development of revised module. Progress is also reported to the Department of Health (DoH) who have provided some funding for this work to be undertaken.

To support our members in the interim, the College has developed a Cultural Safety resource page within our eLearning platform where our members can access webinar recordings and other educational resources relating to First Nations history. All these resources have been reviewed and recommended by the Aboriginal Torres Strait Islander Women's Health Committee.

The RANZCOG curriculum for each of the College's training programs is being reviewed and aligned to the 'CanMEDS' Framework. The CanMEDS Framework identifies the seven multi-faceted roles doctors will be called upon to play in their professional duties: Medical Expert, Communicator, Collaborator, Leader, Health Advocate, Scholar and Professional. Work is underway to draft the cultural safety/cultural competence as a separate, eighth domain/role. These aspects are also being strengthened in the revised curriculum. Support is being sought from the Cultural Safety Steering Group. Furthermore, cultural safety is being considered when reviewing the current Work-based Assessments (WBAs) or developing new ones.

The current curriculum has mandatory and assessable learning outcomes pertaining to the Aboriginal and Torres Strait Islanders' health. For example, the learning outcome "Understand special implications for women's health services with respect to women of various ethnic backgrounds including Aboriginal, Torres Strait Islander, Māori and Pacific Islander" is assessed through the Training Supervisor Reports (TSR), Written Examination (WE) and Oral Examination (OE). Likewise, under Antenatal Care, a learning outcome of 'Provide comprehensive first-visit care, including assessment of social and cultural factors that may impact on pregnancy care' is assessed through the WE, OE, TSR and LogBook (LB).

Royal Australian and New Zealand College of Ophthalmologists

RANZCO's Cultural Safety online learning modules and the AIDA Cultural Safety program cover these topics and all Australian trainees commencing from 2022 are required to complete these. Trainee's learning and development of cultural safety capabilities is assessed in Basic Training using:

- Quizzes in the online learning modules
- Reflective exercises at the beginning and end of Basic Training

RANZCO is planning to assess trainees' continuing development of cultural safety capabilities in Advanced Training using a:

- Case study analysis in Advanced Training year 1

The Royal Australian and New Zealand College of Psychiatrists

Aboriginal and Torres Strait Islander mental health is a mandatory component of the Fellowship Program syllabus. The syllabus is taught within the Formal Education Course requirement. All trainees can be assessed on topics regarding Aboriginal and Torres Strait Islander histories, culture and mental health via the training program assessments. Additionally, all trainees must complete three Aboriginal and Torres Strait Islander modules over the course of training.

Royal Australian and New Zealand College of Radiologists

RANZCR regularly reviews its education and training programs and launched new training programs for clinical radiology and radiation oncology in 2022. Throughout the Training Program(s), trainees are encouraged to develop their cultural competency and reflect on their own practice of cultural safety. The new training programs include:

- Updated graduate and learning outcomes that outline the knowledge, skills and attitudes trainees are expected to develop. The outcomes have been designed to advance the health of Aboriginal and Torres Strait Islander Peoples and promote cultural safety during training by encouraging doctors to reflect on their own unconscious bias and challenging systemic bias.
- Cultural competency has been added as a separate intrinsic role within the assessment framework
- All trainees must now record completion of the Royal Australasian College of Physicians (RACP) Australian Aboriginal, Torres Strait Islander and Maori Cultural Competence and Cultural Safety resource.

To support trainees, the College has developed a suite of Cultural Safety resources available on the College website providing access to a range of learning modules, podcasts, articles and websites, including a set of radiation oncology-specific resources. A Cultural Safety education presentation included within the Introductory Session for Phase 1 Trainees, as part of the Clinical Radiology Centralised Learning Program.

Royal Australian College of General Practitioners

Aboriginal and Torres Strait Islander histories, culture and health is a required component of training with RACGP

- Dedicated Aboriginal and Torres Strait Islander Curriculum and Syllabus statements as well as embedded across all curriculum and Syllabus statements <https://www.racgp.org.au/education/education-providers/curriculum/curriculum-and-syllabus/units/aboriginal-and-torres-strait-islander-health>. There are clear competencies outlined that need to be achieved and are assessed across the RACGP assessments.
- Aboriginal and Torres Strait Islander health and cultural safety attributes are also embedded across the progressive capability profile of a GP-prevocational, vocational and post Fellowship <https://www.racgp.org.au/profile-of-a-gp>
- The RACGP led education program has a required minimum number of hours for face to face and other activities in Aboriginal and Torres Strait Islanders education and learning, across all training terms 1-3. (Previously delivered by the Regional Training Organisation (RTO) network, however from transition to college lead training Feb 2023 will be delivered by the new joint venture between ACRRM and RACGP the Joint Colleges Training Services (JCTS), other organisations by special arrangement as well as by RACGP medical education teams in collaboration and partnership with the above. All resources previously developed under the RTO network will be made available appropriately via the JCTS and RACGP.
- All RACGP trainees will have access to a Cultural Mentor from 2023 onwards.
- Aboriginal and Torres Strait Islander Health and cultural safety is assessed across all areas of the college including selection into training (CAAKT and MMI), Work based Assessment program, Fellowship Exams (AKT/KFP/CC)
 - Competencies assessed at each stage of training as per Curriculum and Syllabus
 - Additionally the CCE Competency Rubric <https://www.racgp.org.au/education/registrars/fracgp-exams/clinical-competency-exam/clinical-competency-rubric-2021/11-aboriginal-and-torres-strait-islander-health>, <https://www.racgp.org.au/getattachment/d8e5e13d-c01f-4ddb-8c38-5228daed32bd/Clinical-Competency-Rubric-PDF.pdf.aspx>
 - All assessment content is reviewed by the Aboriginal and Torres Strait Islander health faculty
 - Various workshops have been held with Aboriginal and Torres Strait Islander GP Fellows and Cultural Advisors to assist with question writing for the assessments.
 - There is Aboriginal and Torres Strait Islander representation on the assessment steering committees and working groups.
 - The position of Censor for Aboriginal and Torres Strait Islander Health is currently held by an Aboriginal and Torres Strait Islander GP Fellow informing on the quality assurance processes of the RACGP assessments and training programs.
- RACGP currently have a project team working on the design of an Aboriginal and Torres Strait Islander Cultural and Education Framework. This framework will be a foundational structure that informs the whole education and training program of the RACGP. The guiding principles for this framework include Aboriginal and Torres Strait Islander leadership and governance, decolonisation, Indigenisation, ways of doing business, cultural safety, addressing systemic racism. Projected timeline for its completion is October 2023.

The Royal College of Pathologists of Australasia

The RCPA has mandatory e-modules on Cultural Safety:

- Introduction and General Principles
- Aboriginal and Torres Strait Islander Culture and Health
- Māori Culture and Health

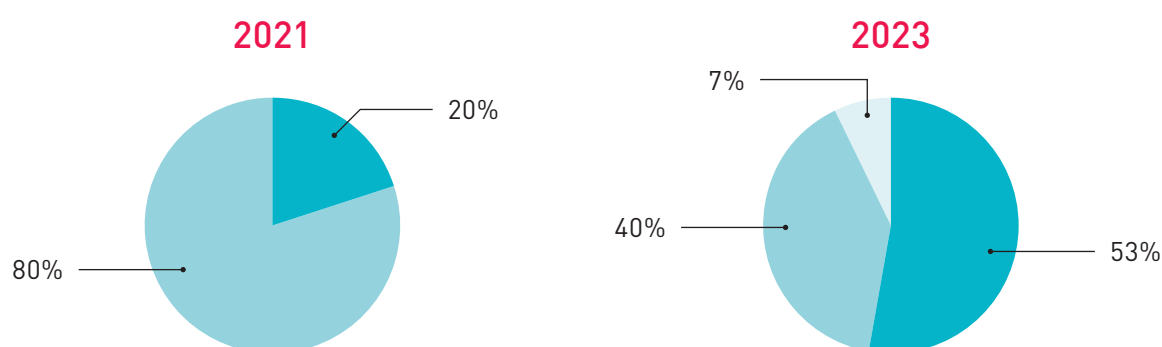
These modules have been reviewed by members of our Aboriginal, Torres Strait Islander and Maori committee as a preliminary measure before they are revised to ensure they are fit for purpose.

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

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

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

Over half of colleges had reported progress and/or reported new initiatives against this standard. It may be timely to review the meaning and applicability of this standard in relation for all specialist colleges.



Australasian College of Dermatologists

We aim to provide access to a range of populations on clinical sites. Trainees gain experience of Aboriginal and Torres Strait Islander patients in metropolitan, rural and remote areas. We maintain placement sites in a number of states and territories where outreach work is conducted, and trainees gain experience. This includes sites such as Darwin, Broome, rural Victoria, NSW, QLD and ACT where supervisors undertake outreach programs and sometimes include trainees. We work to ensure trainees have access to a range of populations, given the small footprint that dermatology has in Australia.

As part of the training site accreditation and re-accreditation application, we ask sites whether the trainee will have the opportunity to work with Aboriginal and Torres Strait Islander patients.

Australasian College of Sport and Exercise Physicians

ACSEP has developed an Aboriginal Health and Cultural Safety module for Registrars and Fellows to access as part of their training and continuing professional development. In addition, ACSEP ran a Cultural Safety workshop at the 2022 Annual Scientific Conference.

Australian and New Zealand College of Anaesthetists

In 2018 -2020 the college conducted a pilot project with the National Aboriginal Community Controlled Health Organisation to deliver essential pain management workshops in a number of Aboriginal health services. The project provided an opportunity for anaesthesia and pain medicine trainees to gain skills and experience working in Aboriginal health services in a culturally safe way. The program also fostered stronger links between Aboriginal health services and local specialist healthcare providers.

This was a pilot project and is not a part of the ANZCA curriculum, nor is it available to all trainees. The pilot concluded in 2020. The project was popular with trainees and well received by the Aboriginal medical services involved. Continuation of the project was halted due to COVID-19 and the college is currently considering re-starting this.

Australian College of Emergency Medicine

ACEM undertook a review of the FACEM Training Program Curriculum in 2020, which included aspects relating to Indigenous Health and feedback was sought from ACEM's Indigenous Health Committee, RAP Steering Group and Manaaki Mana Steering Group.

ACEM has also developed an Indigenous Health Special Skills Placement, which is a 6-month placement and can be undertaken as part of the FACEM Training Program. This was in development through 2019-2020, however was on hold due to the COVID-19 pandemic. In 2023, we finally have our first Trainee undertaking the placement at Alice Springs Hospital. Among the learning objectives set out as part of this placement, a trainee will:

- Provide continuing care with a focus on the central role of family/whānau and culture.
- Demonstrate an understanding of the barriers to care Indigenous people may face.
- Demonstrate an awareness of the social determinants of health and how this impacts the person, family and cultural group.
- Develop skills in working with interpreters, team members of Māori Health Units and other cultural brokers, such as Indigenous Liaison Officers and Indigenous Health Workers.
- Demonstrate an awareness of the structural elements necessary in creating cultural safety in a health service.

Following the completion of the placement, an evaluation will be undertaken with a view to identifying areas of strength and for improvement, as well as to inform the role out of this placement at other suitable sites.

Australian College of Rural and Remote Medicine

ACRRM is proud to continue to produce registrar cohorts especially interested in working in Aboriginal and Torres Strait Islander healthcare settings. This has been demonstrated consistently through the Medical Board's Medical Trainee Surveys with the latest survey finding ACRRM registrars were 13% more likely than GP registrars on average to be interested in a career in Indigenous healthcare and 20% more likely than all doctors in training on average.

As ACRRM programs are delivered in rural and remote areas, the vast bulk of ACRRM training occurs in settings which include a considerable patient cohort of Aboriginal and Torres Strait Islander peoples including in its 90 accredited training posts in ACHHOs and other Aboriginal Medical Services.

The Rural Generalist training model emphasises training in a diverse array of settings as appropriate to training in rural and remote areas. This includes a range of settings in which caring for Aboriginal and Torres Strait Islander peoples is a key part of the job such as hospitals, GP clinics, ACCHOs, and retrieval services. Many registrars will train across a range of different settings at the same time which serve Aboriginal and Torres Strait Islander patients.

As Aboriginal and Torres Strait Islander healthcare is an assessed part of the ACRRM Fellowship curriculum, registrars that have not had exposure to caring for Aboriginal and Torres Strait Islander peoples are encouraged to undertake training or other immersive experiences in settings where this expertise and experience can be gained.

College of Intensive Care Medicine of Australia and New Zealand

As part of the development of the CICM curriculum framework for Aboriginal and Torres Strait Islander Health and cultural safety, it will be considered how CICM can actively support trainees to gain practical experience in Aboriginal and Torres Strait Islander Health.

Royal Australasian College of Medical Administrators

The RACMA Medical Leadership and Management Curriculum is currently being reviewed. The revised curriculum will demonstrate a strengthened commitment to cultural competence and safety, in particular for Aboriginal, Torres Strait Islander and Māori peoples. The curriculum will also have a strengthened focus on Culturally competent care and cultural safety, culturally and linguistically diverse patients.

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

When undertaking training post site accreditations, we discuss opportunities for Aboriginal and Torres Strait Islander trainees with the health settings to identify their ability to provide support and an enhanced training experience.

Royal Australasian College of Physicians

The RACP has a Memorandum of Understanding with the National Aboriginal Community Controlled Health Organisation. While the RACP has trainees that undertake placements in Aboriginal Community Controlled Health Services (ACCHS), the College would like to explore opportunities for increasing training capacity in Aboriginal Community Controlled Health Organisations.

Royal Australasian College of Surgeons

The tenth Competency is for all surgeons, including SET supervisors. A cultural site visit is organised prior to each Annual Scientific Congress to further cultural safety education attendees. At present we are looking at further ways to embed exposure of Indigenous Health settings into surgery.

Royal Australian and New Zealand College of Obstetricians and Gynaecologists

The CPD Framework is also available to Supervisors via the Supervisor Training Program, to assist them to develop their cultural safety skills and knowledge.

The Supervisor Training Program and Respectful Workplaces Program will also be undergoing a review mid-2024 to look at where we can embed cultural safety education and activities that will further support supervisors in their workplace.

In the current curriculum, the learning outcome - "Understand special implications for women's health services with respect to women of various ethnic backgrounds including Aboriginal, Torres Strait Islander, Māori and Pacific Islander" have specific teaching and learning strategy of Supervisor Training (ST) and eLearning Module (eLM). Likewise, under Antenatal Care, the achievement of the learning outcome of 'Provide comprehensive first-visit care, including assessment of social and cultural factors that may impact on pregnancy care' is supported through eLM, ST and Hospital Education Program (HEP - includes, but not limited to: journal club, morbidity and mortality meetings, CTG meetings, case review meetings, ward rounds).

The inclusion of such learning outcomes in the curriculum makes it possible for the College staff to assess the relevant learning and teaching strategies attached to them for their usability, suitability and quality.

Royal Australian and New Zealand College of Ophthalmologists

RANZCO is developing three pilot projects to test different models to give trainees practical experience working in Aboriginal or Torres Strait Islander controlled health settings. The pilots will commence later this year.

The Royal Australian and New Zealand College of Psychiatrists

Aboriginal and Torres Strait Islander mental health is a recognised area of practice within the Fellowship program with accredited training positions, syllabus content and summative Entrustable Professional Activities. There are a number of training positions where trainees gain experience in Aboriginal and Torres Strait Islander mental health through placements. However, due to the number of training positions available, it is not possible for all trainees to undertake these placements.

The RANZCP encourages its membership to undertake training in providing culturally safe supervision through the promotion of AIDA culturally safe supervision training webinars as well as the facilitation of an AIDA Cultural Safety Training Workshop at the RANZCP 2021 Congress.

Royal Australian and New Zealand College of Radiologists

As reported in the previous submission, RANZCR's training sites routinely provide exposure to Aboriginal and Torres Strait Islander patients and communities for RANZCR trainees.

RANZCRs Accreditation Standards are undergoing review and a cultural safety criterion will be added in the next iteration due for release in 2024. This will ensure trainees, Clinical Supervisors and Directors of Training have access to cultural safety training and promote a culturally safe training space for Indigenous trainees. All training sites will need to provide cultural safety training for staff and trainees to ensure the delivery of quality care for Māori, Aboriginal and Torres Strait Islander patients. In addition, RANZCR's Action Plan outlines RANZCR's intent to develop guidance for all training sites to include building and maintaining formal links and networks with local Māori, Aboriginal and Torres Strait Islander communities and groups.

At the 2021 RANZCR ASM, both Faculties ran a shared panel discussion on Indigenous health and workforce. From 2023, a cultural safety session will be a permanent inclusion on our Annual Scientific Meeting Program.

RANZCR values the webinars AIDA have recently run for supervisors of training on culturally safe supervision and addressing racism and has promoted these widely to its Directors of Training and Clinical Supervisors.

Royal Australian College of General Practitioners

Local contextualised delivery of education and training is determined by Cultural Education Teams under their Strategic Plans and will be delivered by these teams through the JCTS and other appropriate organisations as per individual arrangements.

The RACGP recognises the importance of local contextualised training including face to face and cultural immersion activities and will work with the JCTS to ensure these activities continue and are enhanced for future trainees.

RACGP medical education team will collaborate with the Cultural Education teams to embed Aboriginal and Torres Strait Islander health teaching across all education activities.

RACGP is committed to increasing the opportunities for working in Aboriginal and Torres Strait Islander health through working in the regions to build relationships, increasing placements, enhance placement accreditation and other support for services offering placements.

All RACGP trainees will have access to a Cultural Mentor from 2023 onwards.

For 2023 RACGP onwards has embedded Aboriginal and Torres Strait Islander medical educator leadership structure across the training positions. With a National Clinical Lead (NCL)-Aboriginal and Torres Strait Islander health training position with Regional ME- Aboriginal and Torres Strait Islander Health training positions in each state and territory. Reporting to the NCL. Currently the majority of these positions are occupied by Aboriginal and Torres Strait Islander GP Fellows including the NCL role. The NCL role report directly to the Colleges National Director of Training. This high-level educational governance is extremely valued by the RACGP.

The current RACGP supervisor accreditation model includes required cultural safety training and ongoing CPD in cultural safety to maintain accreditation.

The current RACGP supervisor onboarding modules have elements of cultural safety in the Aboriginal and Torres Strait Islander context embedded across them.

There is a commitment from RACGP to improve the resources and training available for supervisors.

The Royal College of Pathologists of Australasia

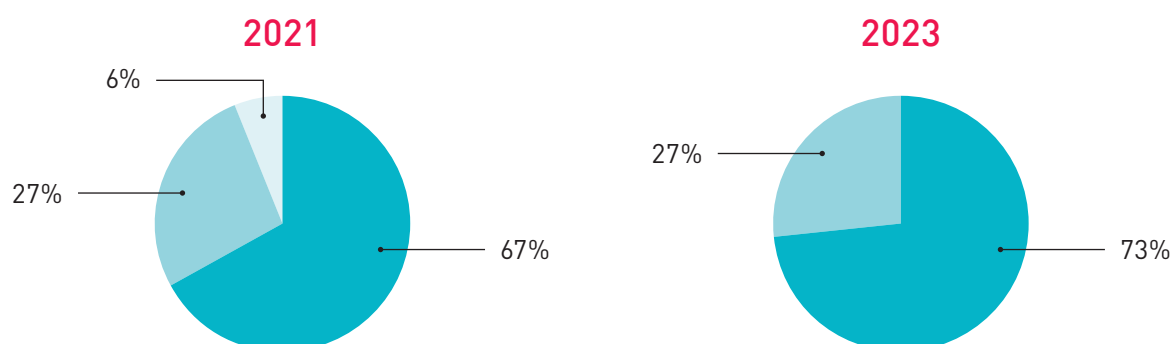
The RCPA supports this within the context of our training system, in which trainees attain a laboratory position before applying to the RCPA to join the college as a pathology trainee.

Our education advisors promote the recognition of Aboriginal and Torres Strait Islander Peoples at supervisor workshops and training events.

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

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

Almost three quarters of colleges reported progress and/or reported new initiatives in relation to this standard.



Australasian College of Dermatologists

Our website home page has a direct link to a dedicated public page on ACD's Aboriginal and Torres Strait Islander engagement. This includes information on our Reconciliation Action Plan (RAP); an overview of our work in Aboriginal and Torres Strait Islander skin health; relevant educational courses; and who we partner with.

The webpage also links to a dedicated page 'Considering a career in dermatology' about training pathways for Aboriginal and Torres Strait Islander applicants (also accessible through the 'Becoming a dermatologist' link on our home page). This page provides details for contacting members of ACD's Aboriginal and Torres Strait Islander Affairs Committee, to encourage potential candidates to get in touch directly, seek advice and mentorship opportunities.

There is high visibility of Aboriginal and Torres Strait Islander health, peoples and workforce through our internal and external communications including media and social media. Examples in 2022 included:

- Launching our new RAP with a media release, social media, video from our President and EDM to members and stakeholders, staff presentation and event.
- Media release and suite of other communications to mark the achievements and contributions of four First Nations dermatologists conferred together at our 2022 Conferring ceremony. A specially designed graduation sash with artwork by a First Nations artist was created for the occasion.
- Dedicated First Nations health and workforce sessions at our 2022 Annual Scientific Meeting, Climate Change and Skin Health Summit and at staff meetings and other events.

We have Aboriginal artworks throughout our new office space and an Acknowledgement of Country at reception and in all meeting rooms. Welcome to Country or Acknowledgement of Country are given at key events and meetings. We host annual events for staff during Reconciliation Week, NAIDOC Week and other dates of significance with related news stories and achievements featuring in our communications to members, staff, key stakeholders and the general public.

Australasian College of Sport and Exercise Physicians

ACSEP has a dedicated webpage for Indigenous health.

The College has received funding to co-produce culturally appropriate Indigenous resources for Moving Medicine, an online tool designed to train and empower healthcare professionals to discuss and prescribe physical activity as a key part of interaction with patients with long term and/or chronic conditions. ACSEP is working with Indigenous facilitators to progress the project and will collaborate with AIDA on the project.

Australian and New Zealand College of Anaesthetists

With the launch of our Innovate RAP in 2023, presentations to staff and committees of the college have begun, outlining the purpose of the RAP and ways to become involved in reconciliation from both a college and personal perspective.

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

- Working with Traditional Custodians to dedicate local language names to meeting rooms across ANZCA's Australian offices. This has already occurred at ANZCA House (Melbourne/ Naarm) and our Brisbane/ Meanjin offices.
- Informing staff of significant days through the Intranet, such as National Close the Gap Day and NAIDOC week.
- Holding events at national and regional offices to mark National Reconciliation Week and other significant dates.
- An immersive exhibition at our Geoffrey Kaye Museum of Anaesthetic History - *Djeembana Whakaora: First Nations medicine, healing and health* which celebrates First Nations medicine and healing practices in both Australia and Aotearoa New Zealand.
- All college offices have plaques acknowledging the traditional custodians of the land on which the building stands, and Indigenous art is featured in college buildings.
- Our website has a page dedicated to Indigenous health and the resources available for trainees and fellows.
- In 2021, it became mandatory to acknowledge Aboriginal and Torres Strait Islander people as the Traditional Custodians of Country at college meetings and events in Australia. A guide for college staff and members was developed to assist with this along with a respectful language guide.

Australian College of Emergency Medicine

As mentioned in previous self-assessment reports, ACEM's Head Office in Naarm has an Acknowledgement of Country plaque at reception and the Aboriginal and Torres Strait Islander flags are also on display at reception and in our Boardroom. The ACEM RAP artworks are also on display in the Boardroom.

The College has been gifted a large collection of original Aboriginal artworks, which are displayed throughout the premises.

A review of all information available on ACEM's website specifically for Aboriginal and Torres Strait Islander trainees and Fellows has been undertaken and is being consolidated into one landing page on ACEM's website, with the new webpage being ready to go live shortly.

Our Aboriginal and Torres Strait Islander health equity policy, advocacy and engagement work is also prominent on the ACEM website.

Australian College of Rural and Remote Medicine

The College endeavours to maintain cultural diversity in the people it showcases throughout its website and marketing collateral. It is pleased to promote profiles and members stories on many of its Aboriginal and Torres Strait Islander registrars and Fellows in these. The College website includes a page dedicated to its Reconciliation Action Plan.

The College was pleased to open its new headquarters which features an entry mural by Aboriginal and Torres Strait Islander artist Riki Salem. Riki's work features throughout the ACRRM website and promotional materials.

College of Intensive Care Medicine of Australia and New Zealand

We are undergoing a digital transformation and will be launching a new website in the coming months.

The CICM website includes a page dedicated to Indigenous Health (www.cicm.org.au/Resources/Indigenous-Health) which has information about the IHC, and resources for learning about Aboriginal and Torres Strait Islander Health and cultural safety.

Royal Australasian College of Medical Administrators

In line with RACMA's RAP, we are dedicated to creating a welcoming environment for Aboriginal and Torres Strait Islander peoples. This includes display of both nations' flags, indigenous artwork, and recent inclusion of the map of indigenous Australia. We also now include a copy of our indigenous artwork and nations flags at all external events that RACMA participate in. The College website is currently under review and with the introduction of the new site in the coming months, there will be greater visibility for Aboriginal and Torres Strait Islander doctors seeking information.

Royal Australasian College of Physicians

Some of the initiatives the RACP is undertaking to increase the visibility of Aboriginal and Torres Strait Islander health, Peoples, and workforce at the college includes:

- Embedding of the Indigenous Strategic Framework priorities within the RACP's 2022–2026 Strategic Plan to show the College's commitment to advancing Aboriginal, Torres Strait Islander, and Māori health and education as core business of the College.
- Celebrating significant dates in the Aboriginal and Torres Strait Islander calendar including Reconciliation week and NAIDOC.
- Updating of the RACP's webpages for our Indigenous members to improve access and navigation to relevant content.

Proposing endorsement by the RACP Membership of constitutional reform to embed Indigenous knowledge, leadership and values in the RACP constitution. Members will vote at the 2023 Annual General Meeting.

- Continuing to promote and celebrate the 'Healing Place' artwork, Aboriginal and Torres Strait Islander art commissioned by RACP, created by 'We are 27 Creative' which is on display in our Sydney office. This work includes embedding elements of this artwork into the design of workspaces, documents and reports such as the RACP Annual Report, the Strategic Plan 2022–2026, the College Operational Plan, signage for office meeting rooms and promotional collateral for events. The RACP also has an acknowledgement of country slide that is intended for sharing at all meetings.
- Launching of a RACP Online community (ROC) for our Aboriginal and Torres Strait Islander members called Deadly Doctors. This is providing a way for our Aboriginal and Torres Strait Islander members to interact and connect with each other and the College.
- Using and promoting a new email address to support better direct communications with our Aboriginal and Torres Strait Islander members DeadlyDoctors@racp.edu.au
- Signing of the Statement of Support for the Uluru Statement of the Health, including support for a Makarrata Commission to supervise a process of agreement-making between governments and First Nations and truth-telling of history.
- Formalising the adoption of a new College organisational value 'We Indigenise and decolonise. We partner, resource, and embed Indigenous knowledge and ways to accelerate culturally safe change to achieve equitable Indigenous futures'.

Royal Australasian College of Surgeons

RACS has a dedicated Indigenous Health section, with a dedicated page on its website. Visibility is enhanced by an Aboriginal and Torres Strait Islander motif which forms part of RACS' branding. These are available on the staff intranet and are used broadly throughout the college. Recently the motif has been produced on dedicated banners, one of which has been dispatched to each of the RACS offices, ensuring the visibility of RACS Indigenous Health across the nation.

These are displayed in RACS offices, showcased on important occasions such as NAIDOC and National Reconciliation Week, and featured at RACS stands at medical conferences and conventions.

RACS signature block and letters promotes RACS commitment to Indigenous health. Surgical News run Aboriginal and Torres Strait Islander articles. NAIDOC and National Reconciliation Week celebrations involve the prominent display of Indigenous motifs throughout College offices and prominent displays on social media, as well as on the staff intranet.

Royal Australian and New Zealand College of Obstetricians and Gynaecologists

RANZCOG's head office in Naarm, was officially opened in early 2022 and the Indigenous name of Djeembana (gathering place) was bestowed to us. A connection to the Boonwurung land as well as our mission and purpose as an organisation and our new gathering place.

Throughout the corridors on each floor of the College are traditional maps of Australia with beautiful colours marking our First Nations communities across the sprawling land. Traditional Aboriginal artwork is on display around the building and various meeting rooms and spaces have been gifted Indigenous names, a reminder and honour to the country on which we work and gather.

Our website landing page dedicated public page to First Nations Health. This dedicated public page includes our vision for reconciliation, our advocacy work, current activities and news articles, grants and scholarships available and RANZCOG's First Nations Committees and leaders.

Our CPD web page also includes information and guidance to our members on cultural safety together with links to education resources, i.e. webinar recordings, eLearning, journals etc, that will help members when planning their professional development plan for CPD. Our regular member publication O&G Magazine, accessible to the public via our website, will also soon have a regular First Nations article slot for an ongoing and featured Aboriginal and Torres Strait Islander voice. The College's journal publication, (Australian and New Zealand Journal of Obstetricians and Gynaecologists (ANZJOG), also includes an Acknowledgement of Country.

In 2023, we hope to incorporate Indigenous artwork design into other College materials and merchandise for example ties and scarves in collaboration with a First Nations artist.

For members, RANZCOG has several online modules in development:

- Aboriginal and Torres Strait Islander Health and Culture Module for continuing professional development (CPD)
- Intercultural Competency for Medical Specialists (CPMEC)

Royal Australian and New Zealand College of Ophthalmologists

Our Sydney office displays artwork from Aboriginal and Torres Strait Islander artists including 'Seeing Country' by Riki Salam, commissioned for our RAP, and images depicting work done in community with our fellows. We have an acknowledgement of country plaque.

Our website prominently features updates on our RAP, as well as the work of the College's Aboriginal and Torres Strait Islander Eye Health Committee.

We have a letterhead that incorporates RAP branding that is used for all published RAP updates, communication and media releases.

The Royal Australian and New Zealand College of Psychiatrists

The RANZCP is re-designing its website and will ensure, the updated website provides high visibility to the Indigenous Health Pages, the support initiatives, Indigenous workforce development and the RANZCP's commitment to achieving better health outcomes for Aboriginal and Torres Strait Islander peoples.

The RANZCP is committed to a variety of initiatives to increase the visibility of Aboriginal and Torres Strait Islander Peoples. Annually, the RANZCP displays promotional materials in the workplace for National Reconciliation Week, NAIDOC week and Close the Gap Day, with presentations to staff from members of the Committee or guest speakers. In addition, these significant dates are also promoted on the website, intranet and Twitter.

Further, as part of the promotion of the Psychiatry Interest Forum (PIF), dedicated email communications were circulated to Indigenous Student Units at universities profiling current Aboriginal and Torres Strait Islander trainees in the RANZCP training program. The aim of this communication was to encourage and provide visibility of Aboriginal and Torres Strait Islander trainees for Indigenous medical students and Junior Medical Officers interested in psychiatry.

Currently, the RANZCP is developing culturally appropriate promotional materials for junior doctors and medical students through PIF. The materials will aim to promote the supports available to trainees and will include current Aboriginal and Torres Strait Islander trainees on their journey to psychiatry.

Royal Australian and New Zealand College of Radiologists

RANZCR's Statement of Intent for Māori, Aboriginal and Torres Strait Islander Health outlines RANZCR's vision for equitable health and workforce outcomes for Maori, Aboriginal and Torres Strait Islander Peoples. RANZCR's values in relation to this work, which we promote online and in meetings, are:

- Indigenous Worldview – to respect and embed Indigenous worldviews throughout the College and its spheres of influence.
- Integrity and Courage – to renew organisational policies and systems to remove any potential barriers to optimal health, wellbeing and safety outcomes for Māori, Aboriginal and Torres Strait Islander Peoples.
- Ethics – to adopt an ethical approach by doing what is right, not what is expedient; with a forward thinking, collaborative attitude and a patient-centred focus. We will consult appropriately when at the limits of our knowledge and be transparent about our own capacity and capability to enable self-determination for Māori, Aboriginal and Torres Strait Islander People.
- Accountability – to be accountable to our members and the Indigenous patients and communities we serve.
- Leadership – to enable and embed Indigenous leadership and self-determination to ensure best practice in delivering more equitable health outcomes. Māori, Aboriginal and Torres Strait Islander Peoples have the right to make decisions about their health and wellbeing, workplace safety and cultural practice.

RANZCR's Statement of intent also acknowledges the many years of tireless work and advocacy undertaken by Indigenous Elders, ancestors, and Indigenous leaders as well as the Uluru Statement from the Heart and the Treaty of Waitangi.

RANZCR's Māori, Aboriginal and Torres Strait Islander Executive Committee made a recommendation to the Faculty Councils and all College committees tasked with implementation of the Action Plan to encourage them to operate on the basis that every decision is likely have an Indigenous component attached, and therefore each Committee should ensure that all facets of the decision-making process include an Indigenous worldview lens that is incorporated into processes. To do this, it is advised that the Council and the Committees that report to Council continue to consider how their work/initiative/program/policy is or could be relevant to and/or impacts Indigenous health and/or workforce outcomes.

The College commissioned an Aboriginal designer (Leigh Harris from www.ingeousstudios.com) to develop artwork, for ongoing use, and utilised in the published version of the RANZCR Statement of Intent for Māori, Aboriginal and Torres Strait Islander Health, RANZCR's Action Plan for Māori, Aboriginal and Torres Strait Islander Health, as well as an Acknowledgement of Country banner, which is now also a permanent feature in staff email signatures. We also sought permission from Indigenous members, patients, and staff to use their images in our Action Plan.

- The artwork is a beautiful representation of the College's intent to improve health equity and depicts healing waterways and the healing process that needs to take place between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australia, focusing on knowledge-sharing and understanding. Further information pertaining to the design is available on our website.
- All Board, Faculty Council, committee, and staff meetings commence with an Acknowledgement of Country. We also include this as a permanent banner on all staff emails and on the website footer.
- We now have a landing page to outline our commitment and approach to Indigenous health and engagement. This page also invites doctors in training and medical students to get in touch to learn more about the professions of clinical radiology and radiation oncology.

- At the 2022 RANZCR Annual Scientific Meeting a panel discussion on Indigenous health provision and workforce took place. Excerpts of this recorded session have been incorporated into the RANZCR Centralised Learning Program, an online lecture series, to introduce the topic to new trainees commencing training.
- RANZCR also has a considerable collection of Aboriginal artworks proudly displayed throughout our offices.
- Staff and members are encouraged to participate in Reconciliation Week, NAIDOC Week and Close the Gap.
- Additionally, planning has commenced for a 'special issue' on Indigenous health of the Journal of Medical Imaging and Radiation Oncology in March 2024. RANZCR's Targeting Cancer campaign and website which aims to increase awareness of radiation therapy as an effective, safe, and sophisticated treatment for cancer has produced videos with indigenous health practitioners and consumers and is an active supporter of the Close the Gap campaign.

Royal Australian College of General Practitioners

The faculty has its own [landing page](#) on the RACGP website. The website hosts faculty position statements, education modules, GP resources and campaign materials that relate to Aboriginal and Torres Strait Islander health. It also promotes key partnerships, with NACCHO, AIDA and IGPRN.

The Faculty provides a regular e-bulletin to its over 12,000 members.

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

Events and related news are regularly featured on the RACGP's social media and newsGP.

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

The Royal College of Pathologists of Australasia

The relevant RCPA landing page is [available publically](#). High visibility is enhanced by artwork commissioned for [this purpose](#).

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

The National Registration and Accreditation Scheme's Aboriginal and Torres Strait Islander Health Strategy Group, in partnership with the National Health Leadership Forum, released a final draft definition of cultural safety in September 2019.

The following principles inform the definition of cultural safety:

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

Definition:

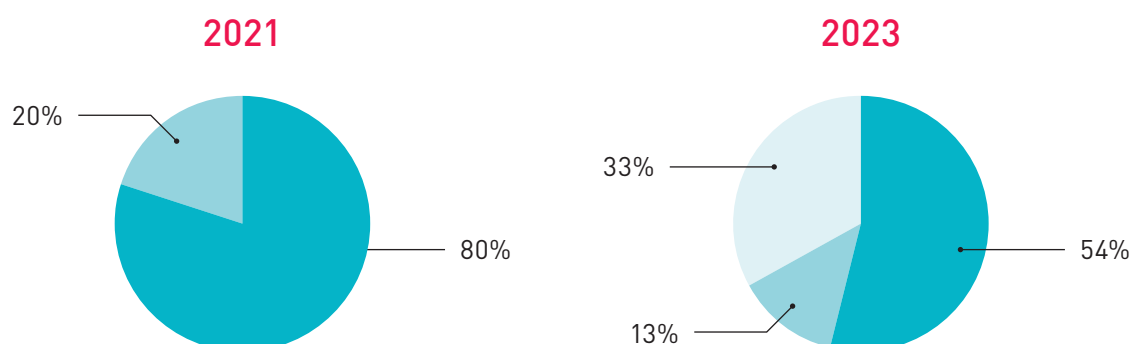
- Cultural safety is determined by Aboriginal and Torres Strait Islander individuals, families and communities.
- Culturally safe practise is the ongoing critical reflection of health practitioner knowledge, skills, attitudes, practising behaviours and power differentials in delivering safe, accessible and responsive healthcare free of racism.

How to:

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

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

Not all colleges reported commitment to using the definition of cultural safety developed and endorsed for the National Registration and Accreditation scheme. Some colleges have developed their own definition.



Australasian College of Dermatologists

In 2022, we launched the new ACD curriculum and this content was developed with advice from the Co-Chairs of the College's Aboriginal and Torres Strait Islander Committee on how best to implement and communicate these principles (further details above).

In 2021, College Fellows and staff attended LIME's Cultural Safety workshops to build understanding of these concepts and consider how to embed these in College educational and member service offerings. AIDA's cultural safety workshops have since been rolled out to Fellows involved in supervision and training and from 2023, will be integrated as part of the series of trainee workshops. How best to embed cultural safety training for members more broadly is currently being considered.

Face to face cultural awareness training has been rolled out to all staff, delivered by Evolve Communities, with opportunities being explored for key staff to undertake more in-depth cultural safety training.

Australasian College of Sport and Exercise Physicians

ACSEP has mandated Cultural Safety training as a part of the College's Training Program and CPD. ACSEP continues to facilitate initiatives to improve its members understanding of Cultural Safety. In addition, training practices are required to reflect on Cultural Safety as part of the accreditation process.

Australian and New Zealand College of Anaesthetists

The college supports the definition of cultural safety developed and endorsed for the National Registration and Accreditation Scheme.

Our professional document PS62: Statement on Cultural Competence is currently being reviewed and will include the definition of cultural safety developed and endorsed for the National Registration and Accreditation Scheme.

Work on updating other college materials is ongoing.

Australian College of Emergency Medicine

ACEM recognises that the provision of culturally safe, acute health care in Australian EDs is not only vital to true reconciliation with First Nations Australians but also necessary to ensure that health care is safe and effective.

One of the responsibilities of ACEM's Indigenous Health Committee is to oversee the process of incorporating the finalised definitions of cultural safety into the revised FACEM Curriculum and other educational material, including continuing professional development (CPD).

Recognising that ACEM is a bi-national College, we are giving consideration to a definition of cultural safety that is applicable for both Australia and Aotearoa New Zealand.

In 2018, ACEM's research team identified a pattern in Australian Institute of Health and Welfare (AIHW) data, where Aboriginal and Torres Strait Islander patients were more likely to leave the ED before their treatment was finalised. This trend was statistically significant and consistent across Australia. There was a lack of published research about the reasons for this pattern, and in particular, very little research which had asked Aboriginal and Torres Strait Islander patients about their experiences of accessing the ED.

To address this paucity, in 2019 ACEM commissioned a research project to study cultural safety in ED settings from the perspectives of both service users and emergency service providers. Developed in partnership with Karabena Consulting and the Lowitja Institute, the project's aims were to: develop a set of recommendations to improve emergency care delivery for Aboriginal and Torres Strait Islander peoples; to identify conceptions of cultural safety from both First Nations Australians and ED staff; and to apply this information to education and training, ED design, and ACEM's research activities.

The project was completed in December 2020, and the final research report is available on the ACEM Website: Traumatology Talks – Black Wounds, White Stitches.

The report provides a comprehensive set of recommendations for ACEM to consider. These include:

- Consideration of a Social Emergency Care discipline.
- Extensive recommendations for cultural safety training.
- Advocacy to increase the recruitment and retention of Aboriginal and Torres Strait Islander clinical and non-clinical roles in the ED.
- Advocacy to increase Aboriginal-led businesses providing support services to the ED.
- Recommendations for improving the culturally safety of the ED built environment.
- Developing an ACEM cultural safety research program based around discrete projects led by Aboriginal researchers.

Following the release of this report a number of activities have been undertaken, including a cultural audit of our Indigenous Health and cultural competency modules and resources; development of an Aboriginal researcher led project looking at the barriers and enablers to progression through and success in the FACEM Training Program for Aboriginal and Torres Strait Islander trainees.

In 2023 we are establishing a Traumatology Talks Working Group to develop a set of deliverables, based on the recommendations in the Traumatology Talks Report; consider how to fund and resource projects that may arise from these deliverables; and devise a cultural safety self-assessment/audit tool for EDs, based on recommendations in the Traumatology Talks Report.

Australian College of Rural and Remote Medicine

The Cultural Safety definition has been incorporated into the College's revised Fellowship curriculum and its associated documentation.

College of Intensive Care Medicine of Australia and New Zealand

The National Scheme's definition is used as part of the CICM graduate outcomes (www.cicm.org.au/CICM_Media/CICMSite/Files/Training/T-42-Training-program-aims-and-graduate-outcomes.pdf) alongside the Te Kaunihera Rata O Aotearoa Medical Council of New Zealand's definition of cultural safety.

The National Scheme's definition is also used with the learning outcomes developed by CICM and Abstarr Consulting which relate to Aboriginal and Torres Strait Islander Health and cultural safety, and in the foundational online learning resource on Aboriginal and Torres Strait Islander Health and cultural safety

Royal Australasian College of Medical Administrators

This issue has been discussed IHPASC and is now a standing Agenda item.

It is a college commitment inside the RAP and is led by the Chief Executive with support from the RACMA Board, IHPASC and the senior management team:

RACMA Reflect 2022-2023

The section is: Relationships

The action is: Promote positive race relations through anti-discrimination strategies

The two deliverables are:

- Research best practice and policies in the areas of race relations and anti-discrimination.
- Conduct a review of HR policies and procedures, to identify and remove any existing anti-discrimination provisions.

It is likely that the next report to Reconciliation Australia acknowledges that RACMA is working towards including the definition of cultural safety developed and endorsed for the National Registration and Accreditation scheme is implemented more broadly across RACMA Policy and Advocacy.

RACMA Innovate (in draft)

IHPASC (the RACMA governance committee of the RAP) has recommended that RACMA Innovate includes a specific reporting activity on how RACMA is working towards including the definition of cultural safety developed and endorsed for the National Registration and Accreditation scheme.

The RACMA Innovate (draft) team is currently considering which of the four sections (Opportunities, Respect, Relationships or Governance) is the best fit for this item. An action will be defined with deliverables once this has been determined.

It is planned that the definition is included in the development of a RACMA Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy once developed.

Royal Australasian College of Physicians

In collaboration with key partners including AIDA, the RACP developed a new Professional Practice Framework domain of cultural safety. This is being used to inform updates to basic and advanced training curricula and as guidance to RACP Fellows of the professional behaviours the RACP expects in the delivery of quality health care to patients.

The College is early on in its journey towards cultural safety and as part of this process, work will be undertaken in partnership with the Aboriginal and Torres Strait Islander Health Committee and Māori Health Committee to develop a definition of cultural safety that is tailored to the RACP.

Royal Australasian College of Surgeons

RACS is currently updating educational materials on cultural safety in accordance with this definition.

The emphasis is about facilitating cultural safety among Fellows, as distinct from the need to have more Aboriginal and Torres Strait Islander specialists. This is distributed across the 9 STBs: cultural safety training among surgical boards is almost complete.

At RACS, cultural safety education corresponds with the four areas of the definition: acknowledging colonisation and systemic racism, with its social, cultural, behavioural and economic factors; acknowledgement of individual racism, biases, assumptions, and prejudice; facilitating a self-determined approach to decision making, partnership and collaboration; fostering a safe working environment through leadership.

Royal Australian and New Zealand College of Obstetricians and Gynaecologists

In late 2022, we convened a Cultural Safety Steering Group (CSSG). Reporting directly to the RANZCOG Board, the CSSG functions to embed cultural safety in RANZCOG training programs, codes of conduct and professional standards and suggest ways in which culturally safe practice can be best included in RANZCOG activities such as through the development of revisions of existing RANZCOG statements, guidelines and other documents that promote and educate on cultural safety and care, including First Nations health care.

This means reviewing the College's approach to Cultural Competency and Safety within the Curriculum Framework and CPD Frameworks and, recommendation of measures to implement cultural safety culture relative to First Nations health within RANZCOG.

Much of this work is informed by the 2021 State of Reconciliation in Australia, the Australian National Closing the Gap agreement July 2020, Ahpra's National Scheme's Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy and NSQHS Standards User Guide for Aboriginal and Torres Strait Islanders Health.

RANZCOG will also continue to seek advice from the Aboriginal and Torres Strait Islander Women's Health Committee. Community elders and our RANZCOG Indigenous Network Group (RING).

RANZCOG is a member of the AIDA Specialist Trainee Support Program (STSP) Cross- College Project Group. The aim of the project group is to build cultural awareness across medical Colleges, improve cultural safety for First Nations trainees and members, and remove barriers that impact the recruitment, selection, and retention of First Nations specialists.

Royal Australian and New Zealand College of Ophthalmologists

This definition is used in our materials.

The Royal Australian and New Zealand College of Psychiatrists

The RANZCP has developed a position statement on Cultural Safety, which uses the definitions of cultural safety endorsed by NRAS. The statement was developed under the guidance of the Aboriginal and Torres Strait Islander Mental Health Committee and Te Kaunihera (the RANZCP's Māori Mental Health Committee). Further, the RANZCP has also promoted various educational initiatives to its members, such as the AIDA Cultural Safety Workshops for Supervisors. In 2021, the RANZCP facilitated an AIDA Cultural Safety Training Workshop for its members at the RANZCP Congress.

Royal Australian and New Zealand College of Radiologists

RANZCR uses the National Registration and Accreditation Scheme definition in the Australian context. This definition has been utilised in RANZCR's Statement of Intent and Action Plan for Māori, Aboriginal and Torres Strait Islander Health as well in our training program handbooks, curriculum materials and website.

RANZCR uses a separate definition of cultural safety in the Aotearoa context by the Medical Council of New Zealand (2019).

Royal Australian College of General Practitioners

The RACGP has not formally adopted a definition of cultural safety, however it uses the following definitions in our training curriculum and guidelines for cultural awareness and safety training:

- www.racgp.org.au/download/Documents/NFATSIH/AH16-Aboriginal-and-Torres-Strait-Islander-health.PDF
- www.racgp.org.au/download/Documents/AHU/NFATSIH-Cultural-awareness-and-safety-training.PDF

Although the RACGP has not adopted a formal definition we consider the Ahpra definition most accurately defines this.

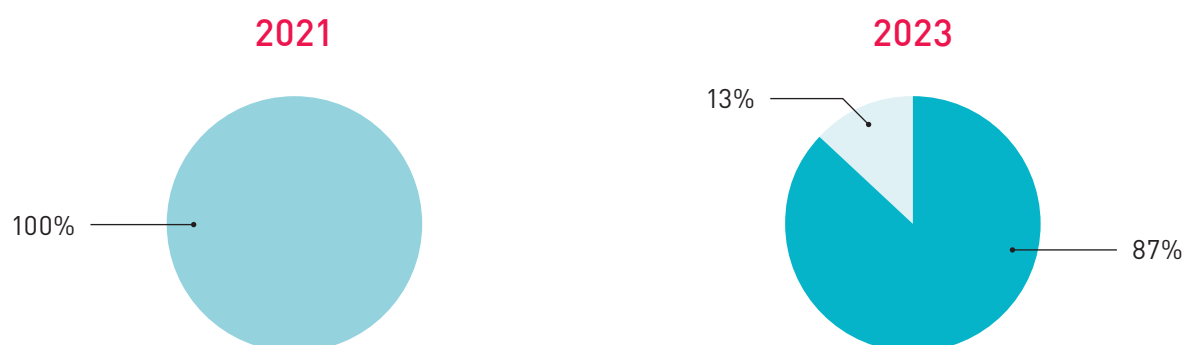
The Royal College of Pathologists of Australasia

The RCPA's modules on Cultural Safety are due to be reviewed to ensure they meet standards and are fit for purpose.

8. Engagement with AIDA

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

The majority of colleges reported progress and/or new initiatives against this standard.



Australasian College of Dermatologists

Three First Nations Fellows on ACD's Aboriginal and Torres Strait Islander Affairs Committee are current or past AIDA directors.

ACD is part of the formal collaboration with AIDA and 12 other speciality medical colleges on the AIDA-led Specialist Training Support Program (STSP), funded through the Federal Government's Flexible Approach to Training in Expanded Settings (FATES) program. Our CEO and Director, Policy, Advocacy and Engagement participate in regular meetings of the STSP Cross-College Project Group.

There is also direct engagement between AIDA and College Fellows, trainees, Executive and staff.

Australasian College of Sport and Exercise Physicians

ACSEP CEO attends AIDA's cross-college working group and welcomes opportunities to collaborate.

ACSEP promotes learning opportunities ran by AIDA, in particularly the Cultural Competency workshop ran at the College 2022 Scientific Conference and planning is underway for the same workshop to be attended by ACSEP Board and National Office staff in May 2023.

Engagement with AIDA will strengthen in 2023 with AIDA's CEO attending the College's Indigenous Health Advisory Committee (IHAC).

Australian and New Zealand College of Anaesthetists

ANZCA enjoys a good working relationship with AIDA. In addition to attendance and support of the AIDA annual conferences, ANZCA is a member of the Specialist Trainee Support Program and engages regularly with the AIDA team through this program. We engage with AIDA at the presidential level through the Council of Presidents of Medical Colleges (CPMC).

Australian College of Emergency Medicine

ACEM and AIDA have a well-established relationship and engage through a number of mechanisms.

- A member of the AIDA Board sits on ACEM's Indigenous Health Committee.
- Formalised regular meetings have been established with staff from AIDA and from ACEM's Indigenous Health Unit and Education Strategy Development Unit
- ACEM and AIDA regularly provide feedback to each other on consultations.
- Facilitation of workshops and/or presentations at AIDA conferences
- Participation of ACEM Deputy CEO and staff in the Specialist Trainee Support Program cross-college project group

Australian College of Rural and Remote Medicine

ACRRM highly values its historic and continuing collaboration with AIDA across a broad range of activities. These include its annual contributions to AIDA conference through sponsorship, participation, and workshops, working together on administering Academic Research Grants. The College has an AIDA representative on our Selection Committee which oversees all decisions with respect to the ACRRM Fellowship Selection process.

College of Intensive Care Medicine of Australia and New Zealand

We are a part of the consortium and hope to see this continue in the future. Working with AIDA through this has been very enlightening and having access to AIDA's Specialist Trainee Support Program team has been very helpful.

More recently, AIDA's Specialist Trainee Support Lead has become a member of the Indigenous Health Committee.

Royal Australasian College of Medical Administrators

RACMA actively collaborates with AIDA and would welcome future opportunities for additional collaboration.

RACMA was honoured to have the current AIDA President attend RACMA's 2022 Conference and present the Langford Oration at Conferment. The AIDA President also chaired a panel discussion on "Diversity and Inclusion in the Healthcare System to Achieve Better Outcomes". An AIDA member was a panel member on the topic of "Accelerating Progress towards equity and access/Medical Leadership in Action."

The Aboriginal representative and Co-Chair of RACMA's Indigenous Health Policy and Advocacy Subcommittee (IHPASC) has strong links to AIDA as a former Board Member.

The FRACMA Co-Chair of RACMA's IHPASC, co-ordinated the 2022 Yarn-Up for RACMA/AIDA which resulted in several Aboriginal and Torres Strait Islander doctors expressing interest in applying for RACMA Fellowship Training at a future point in time. He also contributes to the policy space by undertaking considerable work behind the scenes.

Royal Australasian College of Physicians

Our partnership with the Australian Indigenous Doctors' Association (AIDA) is formalised through a Memorandum of Understanding and representation of AIDA on our Aboriginal and Torres Strait Islander Health Committee (ATSIHC).

The College is working closely with AIDA to build our cultural safety capability and capacity to support the retention and continuing development of our Aboriginal and Torres Strait Islander members.

Recent examples of our engagement with AIDA include:

- Annual sponsorship and participation in AIDA's annual conference Celebrating the Past, Challenging the Future'. This included:
 - a workshop on Burnout facilitated by the College's Marnu Wiru, RACP President, and a paediatric trainee who identifies as Aboriginal.
 - Participation from trainees, RACP President and staff in the 'Growing our Indigenous Fellows' session.
 - A presentation on RACP training pathways and a careers stand to promote the RACP to the doctors and medical students in attendance.
 - The RACP offered all trainees the opportunity to attend the AIDA conference and the post-conference trainee workshop through an EOI. One trainee took up the opportunity.
 - Hosting a table at the AIDA's 25 year Gala anniversary on 4 June 2022. An EOI to cover travel, accommodation and attendance was distributed to all of our Aboriginal and Torres Strait Islander members to encourage attendance. The Gala was well-attended and RACP attendees included a mix of RACP members, including former ATSIHC representatives, RACP staff responsible for progressing initiatives under the Indigenous Strategic Framework and RACP President.
 - Adding details of AIDA and the advocacy and support services available through AIDA on to the welcome letter that the RACP sends to all of our new Basic Trainees who identify as Aboriginal and / or Torres Strait Islander.
 - Consulting with AIDA on the development of the College's Professional Practice Domain of Cultural Safety.
 - Continuing work with AIDA on their cross-medical college initiative, the Specialist Trainee Support Program (STSP). Through the STSP, work is continuing to develop on-going culturally safe options to provide support for the selection, recruitment and retention of RACP trainees. The STSP provides access to a range of supportive resources and webinars that are promoted by the RACP to the relevant audiences. Examples of opportunities on offer in 2022 and promoted by the RACP included:
 - Trainee webinars to support CV writing and interview preparation.
 - Trainee workshops to support trainee well-being and performance.
 - 'Yarn Up' on RACP pathways. The RACP referred interested Fellows to AIDA to assist in the facilitation of this session with AIDA's Specialist Trainee Support Lead.
 - One-on-one coaching with AIDA's Specialist Trainee Support Officer.

Supervisor webinars for supervisors to support culturally safe supervision and addressing racism.

Royal Australasian College of Surgeons

In addition to attendance at the 2022 AIDA conference as a gold sponsor, RACS participates in the AIDA cross-college Specialist Trainee Support Program and has attended several meetings to date.

This is a 12-college consortium that augments the recruitment and retention of Aboriginal and Torres Strait Islander doctors who wish to commence or are undertaking non-GP specialist training.

Royal Australian and New Zealand College of Obstetricians and Gynaecologists

RANZCOG CEO Vase Jovanoska met with previous AIDA CEO, Monica Barolits-McCabe and meetings are scheduled fortnightly between Vase and current CEO, Donna Burns to discuss ongoing matters of mutual interest.

In 2023, RANZCOG signed an MoU with AIDA.

The MoU further strengthens RANZCOG's partnership with AIDA and commitment to academic collaboration in the areas of research, education, and faculty development and capacity building for First Nations people.

Royal Australian and New Zealand College of Ophthalmologists

- RANZCO has maintained the AIDA membership.
- RANZCO and AIDA have signed an MOU in August 2021 on agreed mutual guiding values and principles. The President and CEO of both organisations meet regularly to keep each other updated.
- AIDA has a staff representative on the RANZCO trainee selection panel to provide advice as required.
- AIDA has a dedicated Eye Health Project Officer to provide mentorship support to RANZCO Indigenous trainees.
- RANZCO is partnering with AIDA on the Specialist Trainee Support Program.
- 22 RANZCO Australian-based first-year VTP trainees participated in the AIDA Cultural Safety Training, Aboriginal and Torres Strait Islander Health in Clinical Practice (ATSIHiCP) on 10 September 2022.
- RANZCO has been engaging interested Indigenous medical students and junior doctors with support from AIDA, and provided financial support to enable them to attend conference and events related to eye health. Through collaboration between AIDA and RANZCO, Dr Gabby Perry, an incoming RANZCO trainee, was granted the AIDA RANZCO Congress Scholarship to attend the 2022 RANZCO Congress.

The Royal Australian and New Zealand College of Psychiatrists

Throughout 2021 to 2023 the RANZCP has maintained a strong relationship with AIDA. In 2021, funded through the Specialist Training Program (STP) the RANZCP engaged AIDA to deliver an AIDA Cultural Safety Training Workshop for RANZCP Members at the RANZCP Congress 2021 in Hobart, Tasmania. The Workshop was highly valued by its attendees, and the RANZCP planned to run additional workshops later in the year however was unable to deliver this due to COVID-19.

In addition, the RANZCP continues to work with AIDA to promote and award the annual RANZCP AIDA Congress Scholarships. The Scholarships provide the opportunity for AIDA members to attend the RANZCP Congress to gain an understanding of psychiatry as well as meet key RANZCP members and staff. Four scholarships were offered to Congress in 2022, with four planned to be offered for 2023.

The RANZCP President was pleased to meet with the AIDA President and CEO at the RANZCP Congress in 2022 to discuss and commit to the Cross-Colleges Specialist Trainee Support Program.

Throughout the reporting period, the RANZCP maintained a strong relationship with AIDA through meetings with the AIDA Specialist Trainee Support Officer and other key AIDA staff. The RANZCP is a member of the Cross-Colleges Specialist Trainee Support Program (STSP) and attends meetings of the group to discuss ways to better support the Aboriginal and Torres Strait Islander workforce.

Royal Australian and New Zealand College of Radiologists

RANZCR highly values its relationship and engagement with AIDA. In 2021, RANZCR and AIDA developed a Memorandum of Understanding (MOU). The MOU outlines a range of activities in which RANZCR, and AIDA will collaborate, such as the sharing of advice and perspective on policy and advocacy matters and ensuring effective support is in place as we work to encourage more Aboriginal and Torres Strait Islander trainees into the clinical radiology and radiation oncology training programs.

RANZCR appreciates being able to participate in AIDA's online 'Yarn Ups' and the opportunities this provides to connect with Aboriginal and Torres Strait Islander doctors and medical students. In 2022, separate Yarn Ups for clinical radiology and radiation oncology were held for the first time, which enabled sufficient time to be dedicated to RANZCR's two distinct specialties.

AIDA and RANZCR collaborated to secure Department of Health and Aged Care Flexible Approach to Training in Expanded Settings (FATES) funding to establish a Non-GP Specialist Trainee Support Program (STSP) for Aboriginal and Torres Strait Islander specialist trainees. AIDA and RANZCR established an STSP Cross College Project. RANZCR values the AIDA's efforts to develop this robust program and the support this program provides to Aboriginal and Torres Strait Islander trainees, particularly as RANZCR has minimal capacity amongst its own membership to provide comprehensive cultural support and mentorship of Indigenous doctors.

RANZCR considers AIDA a key stakeholder and will consult with AIDA on the development of new policies and positions of relevance.

Royal Australian College of General Practitioners

The RACGP Aboriginal and Torres Strait Islander Health (the Faculty) Council has a dedicated AIDA representative position on its Council, in addition to other AIDA members. The Faculty's Education Committee also has a number GP members that are also AIDA members.

In addition, the RACGP's Yagila Wadamba program funds a number of AIDA GP members to attend this workshop which supports Indigenous GP registrars working towards Fellowship.

RACGP and AIDA policy/education staff did once have regular meetings to discuss and collaboratively work on priorities and relevant projects, however this seems to have ceased. The Faculty would be open to reviving this connection again in the future.

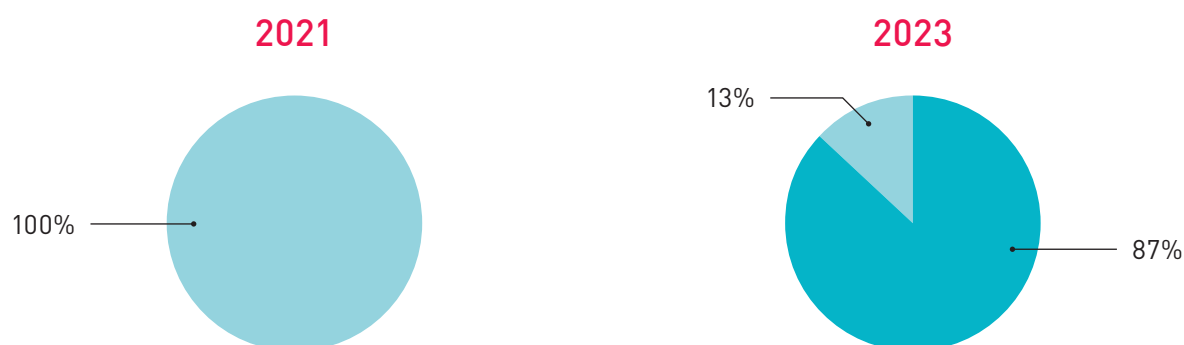
The Royal College of Pathologists of Australasia

The RCPA maintains engagement with AIDA through participation at their conference and observation of the Specialist Trainee Support Program – Cross College Project.

9. Engagement with AIDA's annual conference

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

The majority of colleges reported progress and/or new initiatives against this standard.



Australasian College of Dermatologists

For several years at the annual AIDA conferences, ACD has been pleased to be a sponsor and to lead skin suturing workshops and participate in the Growing our Fellows workshops. Multiple ACD Fellows, trainees and a College staff member attended the 2022 Conference, and Specialist Trainee Support Program trainee workshop held in conjunction with the conference and this opportunity continues to be highly valued.

Australasian College of Sport and Exercise Physicians

ACSEP President and CEO attended the AIDA conference in 2022.

Australian and New Zealand College of Anaesthetists

The college has attended and supported AIDA's annual conference since 2011 through a number of areas including a trade booth, sponsorship and participating in workshops including Growing our Fellows. We were a sponsor of the AIDA Conference 2022 and participated in the Growing our Fellows workshop.

Australian College of Emergency Medicine

The ACEM Foundation has sponsored the AIDA conference since 2014 and Indigenous Health is one of the three pillars of ACEM's philanthropic Foundation. ACEM has been involved in the Growing our Fellows Workshop since its establishment, and ACEM's Indigenous Health Committee has delivered at least one workshop at each conference since 2014, at times in collaboration with other medical specialist colleges. ACEM staff and members highly value the opportunity to attend and contribute to AIDA's conference and look forward to continuing this collaboration.

As in previous years, for the 2022 conference the ACEM Foundation sponsored a medical student and intern to attend. ACEM conducted an ED ultrasound workshop, which was well attended.

Australian College of Rural and Remote Medicine

The College has been a sponsor and participant in AIDA Conference for every year since their inception usually also contributing a workshop or presentation. It looks forward to continuing this strong partnership approach and particularly to continuing to participate in the annual Growing our Fellows Workshop.

College of Intensive Care Medicine of Australia and New Zealand

The 2022 AIDA conference was attended by seven CICM members and staff. CICM members and staff presented a workshop on Rapid Cycle Deliberate Practice for Advanced Life Support, which was well received. Members also represented CICM at the “Growing our Fellows” workshop.

Royal Australasian College of Medical Administrators

RACMA are sponsors and exhibitors at the AIDA annual conference with both staff and Fellows attending. One of the College’s Fellows represented RACMA at the 2022 AIDA Conference and attended the Growing our Fellows Workshop among other events. The RACMA First Nations advisor also attends the conference to network and participate in all the sessions.

Royal Australasian College of Physicians

RACP sponsored and participated in AIDA’s annual conference Celebrating the Past, Challenging the Future’. This included:

- a workshop on Burnout facilitated by Wendy Edmondson, the College’s Marnu Wiru, RACP President, Dr Jackie Small and a paediatric trainee who identifies as Aboriginal. The purpose of the workshop was to improve understanding of strategies to address burnout amongst trainees. The workshop provided participants (approx. 40) with the opportunity to discuss and deepen their understanding of tools and initiatives to prevent burnout and improve the health, well-being and culture of doctors in training
- participation, led by the RACP President and support by RACP trainees and staff in promoting the RACP and training pathways in the ‘Growing our Indigenous Fellows’ session.
- a presentation by Lee Bradfield, Manager, Indigenous Strategy on RACP training pathways and initiatives available to support the trainee journey.
- a careers stand to promote the RACP to the doctors and medical students in attendance. This included promotional brochures and collateral for attendees and the chance to win a lucky door prize (a physician’s briefcase). An e-brochure was developed for the conference.
- in the lead up to the event, all trainees identifying as Aboriginal and Torres Strait Islander were offered the opportunity to attend the AIDA conference and the post-conference trainee workshop through an EOI. 1 trainee took up the opportunity.
- survey data was collected from trainees who attended our careers stand at the event to get more of an idea about whether the information being provided by the RACP was useful or whether there was key information missing.

Royal Australasian College of Surgeons

RACS attended the 2022 AIDA Conference at the RACV Royal Pines Resort, Gold Coast as a gold sponsor. This included an exhibition stand, and high-level participation at the Growing our Fellows workshop. These were attended by the current Vice President, a former President of RACS and Brisbane-based surgeons. They also conducted a Surgical Skills workshop for attendees.

RACS welcomes consultation by AIDA on matters relating to the College’s remit and is open to sharing knowledge and expertise on matters relating to the surgery.

Royal Australian and New Zealand College of Obstetricians and Gynaecologists

RANZCOG was a major sponsorship for the 2022 AIDA Conference in the Yugambeh region of the Gold Coast as well as a major sponsor for AIDA's 25th Anniversary Gala in 2022 and we intend to maintain sponsorship for the 2023 season.

Over the past few years, RANZCOG has also facilitated a Surgical Skills training workshop as well as participation in the Growing our Fellows workshops at which our College President, CEO and various Indigenous trainee and members of the Aboriginal and Torres Strait Islander Women's Health Committee also attend and are regular participants in the workshops.

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

We are planning to run an AIDA cultural Safety workshop at our Perth ASM later this year (2023).

Royal Australian and New Zealand College of Ophthalmologists

- RANZCO was the silver sponsor for AIDA 2022 Conference, and had a trade table.
- RANZCO hosted the Ophthalmology Workshop (aka 'Eye School') and participating in the 'Growing our Fellows' session.
- ANZEF, the philanthropic arm of RANZCO sponsored two participants to attend the AIDA conference

The Royal Australian and New Zealand College of Psychiatrists

The RANZCP continues its strong partnership and engagement with AIDA through a presence at the annual AIDA Conference.

The RANZCP had aimed to host an Insights into psychiatry workshop at the AIDA Conference in 2021, however the conference was unable to go ahead due to COVID-19. The RANZCP pivoted the workshop and hosted it virtually, with assistance from AIDA to promote the opportunity to its members.

With funding from the STP, and the PIF, the RANZCP was proud to support the AIDA Conference 2022 as a Silver Partner and sponsor 10 AIDA Members (8 medical students and 2 junior medical officers) to attend. An STP initiative was the delivery of the Insights into Psychiatry workshop. The RANZCP President also participated in the Growing our Fellows Workshop in 2022.

In addition, the Aboriginal and Torres Strait Islander Mental Health Committee attended the AIDA Conference 2022 and presented an abstract 'Caring for your own 'powerful voice': Yarning about doctor and trainee burnout'.

Royal Australian and New Zealand College of Radiologists

RANZCR sponsored AIDA's 2022 annual conference and participated in AIDA's 'Growing our Fellows' event. RANZCR's President, a clinical radiology trainee who identifies as Aboriginal and a Radiation Oncology Trainee Committee Representative (now Chair) represented the two specialties. Also in attendance was the Chair of the RANZCR Māori, Aboriginal and Torres Strait Islander Executive Committee as well as two RANZCR staff members.

Royal Australian College of General Practitioners

The RACGP is a major sponsor of AIDA's annual conference and continues to have a strong presence with our college booth and workshops.

In 2022 the College was represented at the Growing our Fellows workshop by our CEO and RACGP Aboriginal and Torres Strait Islander Health Council members.

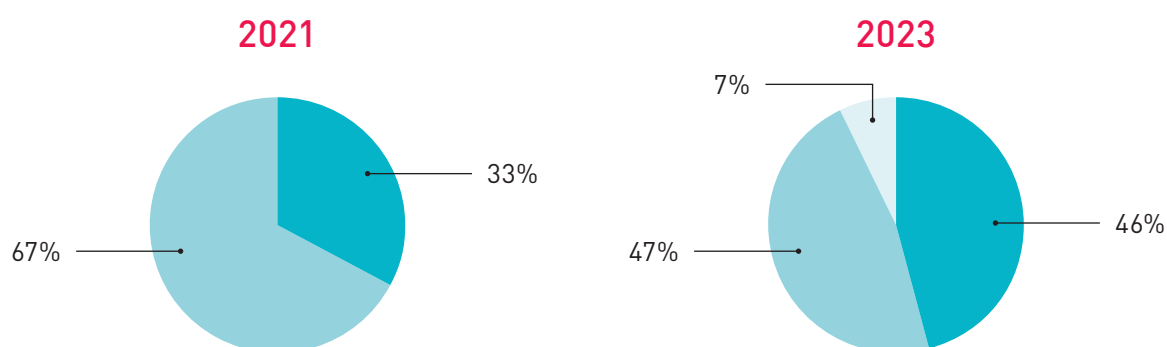
The Royal College of Pathologists of Australasia

Relevant personnel of the RCPA will be attending the conference.

Best practice standards

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

Almost half of colleges reported progress and/or new initiatives against this standard. Just over half of colleges had continuing established activities but had not reported progress since the last report.



Australasian College of Dermatologists

We offer an award for Aboriginal and Torres Strait Islander medical students and junior doctors to attend the ACD Annual Scientific Meeting. This opportunity is advertised through our website, social media, through AIDA, Leaders in Indigenous Medicine (LIME) Network, university medical schools and via the Aboriginal and Torres Strait Islander Affairs Committee members' networks.

We provide financial support for Aboriginal and Torres Strait Islander dermatology trainees, and Fellows representing College, to attend the AIDA Conference. Sponsorship and attendance at the AIDA Conference, and through other AIDA channels, provides a valuable opportunity for raising awareness and understanding of the ACD training program, entry requirements and supports available.

Our Aboriginal and Torres Strait Islander Affairs Committee provides guidance and support to potential applicants on ways to meet the criteria for selection into the training program. Details of committee members and a contact link are published on our website to make it easier for medical students to access this advice early on when considering whether to apply.

Australasian College of Sport and Exercise Physicians

In 2022, ACSEP has offered an Aboriginal and Torres Strait Islander Annual Conference Scholarship to allow a junior doctor or medical student to attend the ACSEP conference. The scholarship includes flights and accommodation.

In 2023, ACSEP will offer two Aboriginal and Torres Strait Islander Annual Conference Scholarships. ACSEP offers a Year 1 Training Grant to an Aboriginal trainee which provided financial support for training costs, attendance at the AIDA conference and cultural well-being needs identified by the trainee (i.e. visit home to maintain connection to community and country).

Australian and New Zealand College of Anaesthetists

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

In 2023 we launched an Aboriginal and Torres Strait Islander education grant available to all Aboriginal and Torres Strait Islander trainees to help with the costs of training and exam fees.

The college also has a prevocational advice service to provide Aboriginal, Torres Strait Islander and Māori prevocational doctors with advice and tips about a career in anaesthesia or pain medicine.

Australian College of Emergency Medicine

The ACEM Foundation provides a range of funds to support honours, grants, awards and scholarships aimed at encouraging and supporting Australian and Aotearoa New Zealand Indigenous doctors to become emergency medicine physicians.

The ACEM Foundation Conference Grant is awarded annually to Aboriginal, Torres Strait Islander and Māori trainees, medical practitioners, medical students or health professionals who are actual or potential leaders in the development of emergency medicine. The Grant funds attendance at the ACEM Annual Scientific Meeting (ASM) or Winter Symposium either in person or virtually.

The Joseph Epstein Scholarship is to encourage and support Aboriginal, Torres Strait Islander and Māori doctors undertaking Advanced Training in the FACEM Training Program. The Scholarship comprises annual training fees for Indigenous Advanced Emergency Medicine Trainees and the cost of one attempt at each of the of the Fellowship Written Examination and the Fellowship Written Examination.

The Emergency Medicine Certificate (EMC) Grant consists of a monetary grant available to a registered medical practitioner who identifies as Aboriginal and/or Torres Strait Islander or Māori. The amount of the grant is equal to the value of the EMC Training Program enrolment fee paid by the recipient when they enrolled in that program.

The ACEM Foundation also provides sponsorship for a medical student and intern to attend each AIDA conference and for Indigenous Fellows and FACEM Trainees to attend other conferences, including the Pacific Region Indigenous Doctors Congress (PRIDoC) and Lowitja Institute Conference.

In recognition of the importance of a culturally safe working environment for trainees and Fellows as well as for patients and their families, the ACEM Foundation also sponsors the annual Al Spilman Award for Culturally Safe Emergency Departments.

Australian College of Rural and Remote Medicine

The College has introduced a President's Prize category which is for a medical student who is an Aboriginal and/or Torres Strait Islander person. The Prize is formally awarded at RMA Gala Night and recipients have their expenses paid to attend conference and conference events.

The College has an annual program to support ACRRM Aboriginal and Torres Strait Islander registrars to attend College Conference together each year. This enables them to attend the series of registrar training workshops and networking events as well as to attend the Aboriginal and Torres Strait Islander Members Group Breakfast and other events.

College of Intensive Care Medicine of Australia and New Zealand

CICM has set aside funding for scholarships and bursaries for Aboriginal and Torres Strait Islander trainees. How this funding is applied for and distributed is currently under consideration by the CICM IHC.

Royal Australasian College of Medical Administrators

Leadership for Clinicians Program Scholarships

RACMA offer scholarships for Aboriginal and Torres Strait Islander and Māori participants in the RACMA Leadership for Clinicians Program. The RACMA scholarships again cover 100% of the program fees. RACMA works collaboratively with AIDA and Te ORA to promote the scholarships and select the scholarship recipients. Scholarship applicants who are unsuccessful and still undertake the program will receive a 50% reduction of the program fees.

Fellowship Training Program Fees

Candidates who identify as an Aboriginal and/or Torres Strait Islander and/or Māori person receive a 50% reduction on their annual training fees.

In addition to the reduction on annual training fees, there are reductions on other training related fees:

- Fellowship Training Program application fee: 50% reduction
- Annual Candidate workshops: 50% reduction
- Oral Examination fee: 50% reduction

RACMA Conference

RACMA has introduced a concession rate for the Conference registration. The concession fee is a 50% discount on the applicable registration category fee. The concession rate will be made available to Indigenous Doctors.

Royal Australasian College of Physicians

The RACP offers the following support to reduce the financial burden of the RACP training pathway on our Aboriginal and Torres Strait Islander physicians:

- The RACP's Fee Reimbursement Initiative can be used by eligible Aboriginal and / or Torres Strait Islander, Māori and / or Pasifika trainees in non-District Health Board training settings in Aotearoa NZ, to cover the cost of annual training and / or exam fees (first attempt only).
 - In 2022, there were 4 participants. In 2023, there are currently 4 participants in the program.
- An equipment fund was established in 2022 to provide Aboriginal, Torres Strait Islander and Māori trainees with a physician briefcase in preparation for the Divisional Clinical Exam (DCE) or other relevant clinical assessments for trainees.
- The RACP Indigenous Scholarship Program which aims to support medical graduates and current RACP trainees, who identify as Aboriginal, Torres Strait Islander, Māori, or Pasifika who are on their chosen career path to becoming a Physician. The Scholarships provide a funded pathway through Basic, Advanced, Faculty or Chapter training in Australia and/or Aotearoa New Zealand. These include:
 - new Skilled Medical Scholarships, which have funded, training and exam fees,
 - attendance to Congress and other relevant Annual Scientific Meetings attendance to specialty events like training days,
 - purchases of new laptops, printers, and mobile phones, assistance with university course fees,
 - support for research Fellowship, overseas training to fulfill RACP training requirements,
 - Specialty Society fees and Relocation assistance,
 - the Chapter of Addiction Medicine going forward will offer their Indigenous Prize annually rather than on a biennial basis.

- New prizes and scholarships include:
 - two new annual Scholarships of \$5,000 sponsored by Skilled Medical for the advancement of Indigenous Health through RACP Foundation Study Grants.
 - annual prizes from the Australasian Chapters of Addiction Medicine and Sexual Health Medicine for medical students, junior doctors or registrars who identify as Aboriginal and/or Torres Strait Islander or Māori to attend Annual Scientific Meetings in their specialty.

There are 4 recipients of these scholarships that identify as Aboriginal and / Torres Strait Islander in 2023.

- Sponsorship was provided for two of our Indigenous members to attend the Pacific Region Indigenous Doctors Congress (PRIDoC) in Canada in 2022. Sponsorship included travel and accommodation plus conference registration costs.

Royal Australasian College of Surgeons

RACS has a suite of scholarships available to prevocational doctors and trainees including ASC awards and the Peer Mentor Prize for attendance of the Annual Scientific Congress; Career Enhancement Scholarships; the Davison Family Scholarship and the Johnson & Johnson MedTech SET trainee one year scholarship, which is being extended for another 3 years, and extended to prevocational doctors as well as trainees to enhance the prospect of surgical training to prevocational Aboriginal and Torres Strait Islander doctors.

Royal Australian and New Zealand College of Obstetricians and Gynaecologists

In 2022/2023, RANZCOG was able to award ten Professional Development Scholarships to Aboriginal and Torres Strait Islander specialist trainees in obstetrics and gynaecology, prevocational doctors, and medical students.

Successful applicants who met the eligibility criteria were awarded \$2,500 to go towards attending educational and networking events hosted by RANZCOG. We hope to be able to provide further support like this in the future.

Scholarships were funded through the Specialist Training Program (STP), an Australian Government initiative to increase the number of training posts available for specialists-in-training outside traditional public teaching hospitals.

Private online group to support doctors who are undertaking the FRANZCOG training selection interview process is offered to prospective trainees and the College also has confidential counselling via our EAP; and access to a dedicated First Nations helpline, with experienced consultants who are either First Nations people themselves, or have undertaken specialist training in cultural awareness.

The College commenced the RANZCOG Indigenous Network Group (RING) in 2022, which is an Indigenous only space, for community to share knowledge and yarn in a cultural safe space.

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

We also provide financial support for Aboriginal and Torres Strait Islander trainees where possible such as through reduced selection, exam, training and membership fees.

Royal Australian and New Zealand College of Ophthalmologists

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

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

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

The Royal Australian and New Zealand College of Psychiatrists

The RANZCP provides a number of scholarships and resources for Aboriginal, and Torres Strait Islander medical students, trainees and early career Psychiatrists as follows:

- The Aboriginal, Torres Strait Islander and Māori Financial Support Initiative: the RANZCP provides up to \$6,000 per year for each trainee who identifies as Aboriginal and/or Torres Strait Islander to assist with the costs of specialist training (training fees, educational materials, Conference attendance, etc).
- RANZCP AIDA Congress Scholarships: Scholarships of up to \$4,000 are available for AIDA members (medical students or junior medical officers) to attend the RANZCP Congress. During the Congress, the scholarship recipients meet with the RANZCP President, CEO, and members of the Committee to discuss pathways to psychiatry and other RANZCP initiatives.
- The RANZCP Sved Williams Scholarship for Aboriginal and Torres Strait Islander Perinatal and Infant Mental Health. The purpose of the scholarship is to contribute to achieving better outcomes for Aboriginal and Torres Strait Islander parents and their children in the first 1000 days of their children's lives, and to expand current knowledge and build capacity in Aboriginal and Torres Strait Islander perinatal and infant psychiatry.
- Gamadji nanggit Scholarship - The gamadji nanggit (Emerging Leader) Scholarship is designed to support the next generation of Aboriginal and/or Torres Strait Islander early career psychiatrists and trainees to increase their medical leadership skills. The Scholarship includes the costs of an endorsed external leadership, management or career development training opportunity, as selected by the RANZCP Foundation.
- The nanggit ngarrgu Academic Research Award (Leaders of knowledge) recognises the best original academic research in the field of Aboriginal and/or Torres Strait Islander social and emotional wellbeing research in the last five years.
- Exam Preparation Grants funded through the STP were awarded in 2021, to Aboriginal and/or Torres Strait Islander trainees. The grants were available to trainees to participate in an approved exam preparation course to assist with progression through the fellowship program.

Royal Australian and New Zealand College of Radiologists

RANZCR offers six Annual Indigenous Scholarships of AU\$5 000 prize to attract doctors who identify as being Aboriginal and/or Torres Strait Islander or Māori to one of the RANZCR training programs and to support these trainees during their studies in either clinical radiology or radiation oncology. The scholarship can be used towards a RANZCR Indigenous trainee's expenses for educational activities such as training fees, exam sitting fees, training workshop or conference attendances, research projects or other professional development activities deemed appropriate by RANZCR, or for an Indigenous doctor who has applied to and been accepted onto the training program. No publicity requirements are attached to the receipt of this Scholarship and if there are fewer than six applications, all applications share the total bursary of the scholarship if they meet all the criteria. RANZCR individually informs all its Indigenous trainees when applications open to encourage our trainees to apply.

In 2021, RANZCR introduced an ASM Sponsor Grant for Indigenous Medical Students and Doctors in Training which provides free registration and funding to attend the RANZCR ASM to extend their knowledge and encourage interest in the professions of clinical radiology and radiation oncology. A suggested program was provided to each recipient including the option of meeting with RANZCR Office Bearers, clinicians, and senior staff. The Grant was established to provide an immersive experience to learn more about the professions of clinical radiology and radiation oncology and provide insight into recent advances and the latest research. It also provides networking opportunities to connect with College Fellows and RANZCR hopes to foster their interest over time.

In 2022:

- Five grants of AU\$3,500 were offered to support costs associated with registration, travel, and accommodation at the 2022 ASM in Adelaide.
- In total, 10 eligible applications were received.
- Six recipients received the grants (two local South Australian applicants shared one of the \$3,500 grants).
- The unsuccessful applicants were offered a complimentary virtual registration.

RANZCR also encourages Indigenous medical students and Doctors in Training to contact the College anytime they wish and has Indigenous Fellows committed and willing to providing one-on-one support to answer any questions they may have about the professions as well as providing insight into RANZCR's selection process. RANZCR will also assist individuals by investigating ways to connect them to their local clinical radiology and radiation oncology departments.

Each Faculty at RANZCR also has an Indigenous Health Research Prize (AU\$2 000 prize) for Fellows and trainees and will be awarded in the case of high-quality research in Indigenous Health being published in a peer-reviewed journal.

Royal Australian College of General Practitioners

Every year, we provide the following awards:

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

The Aboriginal and Torres Strait Islander health faculty fully funds Yagila Wadamba, an annual 2-day, face to face, GP registrar training and exam preparation workshop. This workshop focuses on supporting Aboriginal and Torres Strait Islander GP registrars working towards fellowship and works closely with both AIDA and the Indigenous GP Registrars Network representatives.

The Censor for the Aboriginal and Torres Strait Islander health faculty provides post exam support including exam feedback to unsuccessful candidates.

We are also a key partner of Leaders in Indigenous Medical Education (LIME), sponsor their conferences and regularly engage with LIME in key activities.

The Royal College of Pathologists of Australasia

From our website:

Medical Students, PGY1 & PGY2 Doctors Grants to attend RCPA's Annual Scientific Meeting Pathology Update

This is an annual Grant open to Aboriginal, Torres Strait Islander and Māori medical students and PGY1 & PGY2 doctors. Several sponsorships are available, which includes return airfares, accommodation and conference registration for the three-day event.

Medical Students, PGY1 and PGY2 Doctors Sponsorships to attend RCPA's New Zealand Annual Scientific Meeting

This Grant is offered annually to Māori medical/science students and PGY1 and PGY2 doctors to attend our New Zealand Annual Scientific Meeting. The Grant includes return airfares, accommodation and conference registration.

Medical Students Scholarship for a project in Pathology

There is an annual scholarship open to one Aboriginal, Torres Strait Islander and Māori medical student. Valued at \$2,000, it is offered to a student undertaking the Bachelor of Medicine (or equivalent) degree course for a project associated with pathology.

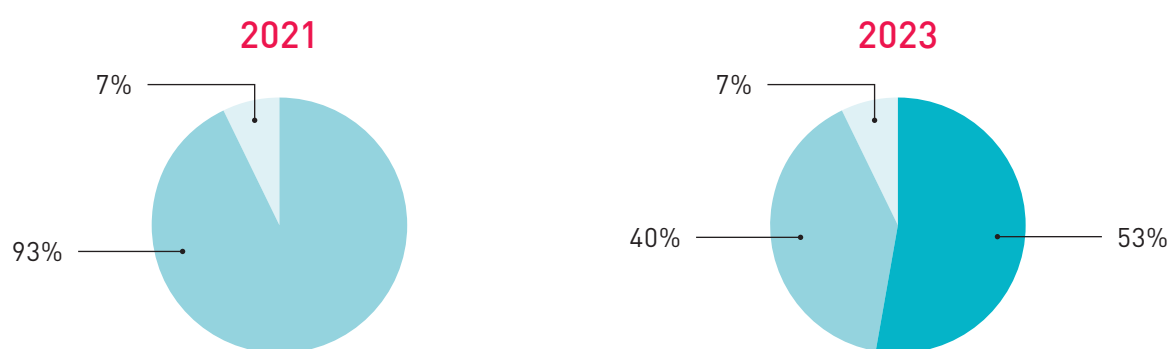
Supporting Trainees - Mentoring Grant

This Grant is open to Fellows solely to assist the education and training of an Aboriginal and Torres Strait Islander or Māori Trainee. It provides funding to ensure that trainees have access to two mentors. If you are a trainee, RCPA can work with AIDA or TE Ora and you to identify a professional mentor to assist you throughout your training.

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

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

Over half of the colleges reported progress and/or new initiative against this standard. Nearly half of the other colleges had continued work towards implementing this standard but not reported progress from their last report.



Australasian College of Dermatologists

- We offer a designated Aboriginal and Torres Strait Islander dermatology training position for an applicant who meets the requirements of selection into the training program. Funded through the Specialist Training Program (STP), the position opens up opportunities for Aboriginal and Torres Strait Islander doctors with a strong commitment to Aboriginal and Torres Strait Islander health. A policy is in place in relation to this training position. The position is advertised on the ACD website and publicised via AIDA and the National Indigenous Times.
- We publish regular articles in publications such as the LIME Network newsletter discussing the ACD training program and support available to Aboriginal and Torres Strait Islander medical students and doctors considering this pathway to specialisation.
- We have also increased the flexibility of training for all trainees, to allow post-training candidates to hold part-time training positions prior to an examination re-sit, and to allow the Aboriginal and/or Torres Strait Islander STP-funded trainee to remain at one site for the first two years of training. In addition, we have some flexibility to move the designated position across STP-funded sites, to better suit the location of the trainee.
- We have Aboriginal and Torres Strait Islander representation on the Trainee Selection Committee.

Australasian College of Sport and Exercise Physicians

ACSEP's selection process includes positive weighting for applicants who identify as Aboriginal and Torres Strait Islander. The College will attend medical career events in 2023 and will encourage indigenous students to consider Sports and Exercise Medicine as a career path.

The two Aboriginal and Torres Strait Islander Annual Conference Scholarships will also expose more junior doctors to Sport and Exercise Medicine.

Australian and New Zealand College of Anaesthetists

While recognising that the selection of trainees is undertaken by employers and jurisdictional committees, supporting the recruitment and retention of Aboriginal and Torres Strait Islander people within a culturally safe training environment is a key initiative of our 2023-2025 strategic plan.

The college has initiated a trainee selection project which aims to review the trainee selection process for the anaesthesia and pain medicine training programs, and make recommendations for future changes, including a systematic approach to the recruitment and selection of Aboriginal and Torres Strait Islander trainees. The project working group and education governance committees will consider the recommendations and plan for phase 2 of the project, which is to implement the recommendations.

In 2022, the CICM Board approved a proposal for an alternative entry process and supported training pathway for trainees who identified as Aboriginal and/or Torres Strait Islander, or Māori.

Australian College of Emergency Medicine

Our process for Selection into the FACEM Training Program includes Indigeneity as a key consideration. Indigenous applicants are considered in a dedicated Selection Committee session that includes Indigenous representation. Prospective applicants also have the opportunity to meet with staff members from the Training team to discuss the training program and entry requirements.

Along with a targeted selection process, ACEM is committed to providing individualised support to Aboriginal and Torres Strait Islander trainees along their pathway to specialisation in emergency medicine.

Australian College of Rural and Remote Medicine

The College has a unique merit-based selection process that selects applicants based on their assessed likelihood to become doctors competent in the ACRRM Fellowship skill set for working in rural and remote communities. It is recognised that capacity to work affectively with Aboriginal and Torres Strait Islander patients and communities is relevant to these considerations. Statistical analysis has supported the validity of the process as predictive of capacity to succeed in the Fellowship program.

As outlined above, the College Selection Committee which oversees all selection decisions includes a representative from AIDA.

Since the program's introduction in 2018 the College has significantly increased its enrolments of doctors identifying as Aboriginal and/or Torres Strait Islander peoples, to now having a registrar cohort representing 4% of our total enrolments. This is above national population parity. We consider this especially important for our College noting that the rural and remote sub-populations in which our doctors typically work have above average populations of Aboriginal and Torres Strait Islander peoples.

College of Intensive Care Medicine of Australia and New Zealand

As part of a 2021 review of the CICM trainee selection policy, trainees who identified as Indigenous obtained a substantial number of points as part of a CV scoring process.

In 2022, the CICM Board approved a proposal for an alternative entry process and supported training pathway for trainees who identified as Aboriginal and/or Torres Strait Islander, or Māori.

The development of the educational and operational details of this process and pathway are in progress.

Royal Australasian College of Medical Administrators

As part of its activities under the STSP (Specialist Trainee Support Program), RACMA is investigating the creation of a designated Aboriginal and Torres Strait Islander training position using STP funds, based on a successful model that was implemented by the Australasian College of Dermatology. As RACMA does not have formalised rotations or allocate trainees to training positions, careful consideration will be required to ensure that any such proposal is logistically feasible.

At present RACMA has minimum eligibility requirements for entry onto its training program, rather than selection standards. Consideration may be given to positive weighting of Aboriginal and Torres Strait Islander applicants should selection standards be introduced in future.

A 50% saving is offered to Aboriginal and Torres Strait Islander trainees on training program fees, as well as on Workshop and Examination fees. Scholarships are also available for selected Aboriginal and Torres Strait Islander participants in the Leadership for Clinicians (LFC) program, with a 50% saving provided to unsuccessful scholarship applicants.

Royal Australasian College of Physicians

Selection into Training Policy review

A review of our Selection into Training policy commenced in 2022. The review is an opportunity to consider how the policy can support progress against the RACP's strategic goals to Indigenous equity, gender equity, and the goals of the Australian National Medical Workforce Strategy and Te Pae Tata | Interim New Zealand Health Plan.

In scope for the review is a new policy and implementation and monitoring plan. Out of scope for the review is changes to governance of selection decisions, specialty-specific selection criteria and development of selection methods.

In-depth consultation and co-design with RACP's Indigenous advisors has contributed to the review at all stages.

A draft revised policy has been prepared and is currently under consultation with the RACP's education committees and other key internal stakeholder groups. The draft policy will be updated based on feedback from the first consultation phase, and a wider consultation with groups external to the RACP, including AIDA and Te ORA, will subsequently occur.

Following approval of the revised policy by key RACP committees, and implementation plan will be enacted which will include a suite of supporting resources.

Pilot of an online assessment of professional attributes for selection into training

The College collaborated with Basic Paediatric Physician Networks and settings across five jurisdictions in Australia to pilot the use of an assessment of professional attributes in the context of selection into Basic Training.

The College procured an external vendor to design and implement the assessment in consultation with specialised College Working Groups that included consumer, Indigenous and trainee representation. Between June and August 2022, 278 (75%) applicants to first-year Paediatrics and Child Health Basic Training programs voluntarily completed one of three forms of the SJT.

Evaluation work is underway and will be disseminated in quarter three 2023. Key training and education committees of the College will consider and contribute to the evaluation findings and recommendations in quarter two of 2023. The recommendations will be used to determine the College's next steps regarding activities to improve Entry into Basic Training.

Royal Australasian College of Surgeons

RACS acknowledges systemic biases that exist in selection processes that lead to barriers for non-Indigenous people to entering SET and is working towards equitable entry processes into the training program. Our objective is to eliminate bias and disadvantage with entry into surgical training.

In practical terms, RACS implemented the Aboriginal and Torres Strait Islander Selection Initiative that enables each of the 9 surgical training boards to allocate either 10% of training posts, or 1 training post, to Aboriginal and Torres Strait Islander trainees. Currently the number of applicants is less than this benchmark.

Royal Australian and New Zealand College of Obstetricians and Gynaecologists

During the application process for the FRANZCOG Training Program, the applicant may indicate if they are of Aboriginal or Torres Strait Islander descent; OR identifies as a person of such heritage and is accepted as such by the relevant Indigenous community. This will give them points which contributes to their cv score and therefore provides positive weighting for Aboriginal and Torres Strait Islander applicants during the selection process.

Royal Australian and New Zealand College of Ophthalmologists

RANZCO has positive weighting in our selection system for Aboriginal and Torres Strait Islander doctors, who receive 8 additional points not available to other applicants. In addition, RANZCO interviews all Aboriginal and Torres Strait Islander applicants.

The Australian and New Zealand Eye Foundation (ANZEF), the philanthropic arm of RANZCO, is providing financial support for all current Aboriginal and Torres Strait Islander trainees for up to six years of training. RANZCO's Vocational Training Program takes a minimum of five years to complete and in recognition that it may take longer for a trainee to complete the program, ANZEF is providing a one year funding buffer.

The Royal Australian and New Zealand College of Psychiatrists

The RANZCP, through STP, supports one Integrated Rural Training Pipeline (IRTP) post, in the Northern Territory, that must be filled by a trainee who identifies as Aboriginal and/or Torres Strait Islander.

The RANZCP through the Rural Psychiatry Training Pathways (RPTP) Project and the implementation of the Rural Psychiatry Roadmap 2021-2031, will develop recommendations to amend selection regulations to prioritise eligible Aboriginal and Torres Strait Islander applicants into the training program. The Aboriginal and Torres Strait Islander Mental Health Committee has endorsed this strategy and the RANZCP Education Committees will consider the recommendations to amend the selection regulations.

Royal Australian and New Zealand College of Radiologists

As reported in an above Standard, the College is dedicated to increasing the selection of Aboriginal and Torres Strait Islander and Māori trainees and trainee selection is being reviewed. Selection is currently undertaken at the jurisdictional level, via training networks, and from 2024, the College will introduce a centralised selection process so as the College can introduce mechanisms and supporting processes to ensure a transparent, equitable and fair selection process.

The Trainee Selection Working Group have recently determined that all applicants who identify as Māori, Aboriginal and/or Torres Strait Islander will go straight to interview with no minimum cut-offs; and that formal self-identification is not required. This will be implemented in 2024. RANZCR centralised application process enable the College to report on applicant data.

Royal Australian College of General Practitioners

RACGP selection intake % of Aboriginal and Torres Strait Islander target is: Intake >1% moving to 3%

- Currently for the 2023 intake we are at 1.7%

RACGP policy states all Aboriginal and Torres Strait Islander candidates who meet the selection criteria will be offered a place in training and they will be prioritised for their placement of location of choice for their social and cultural needs.

The Royal College of Pathologists of Australasia

The RCPA [selection guideline](#) state that all applicants meeting registration and clinical experience criteria who self-identify as Aboriginal, Torres Strait Islander or Māori will proceed directly to the interview stage.

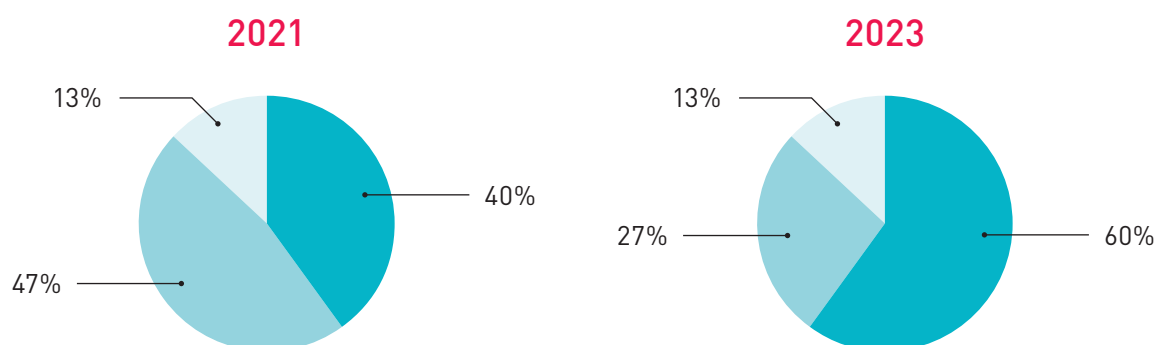
12. Specialist medical colleges are responsible for ensuring access to mentoring and support for Aboriginal and Torres Strait Islander trainees

Colleges ensure mentors are culturally safe.

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

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

Almost two thirds of colleges had made progress against the standard and/or begun new work towards implementing the standard. A cohort of colleges had continuing work towards implementing standard but had not reported progress from last year. A small cohort of colleges had made no progress, had not started and/or had not reported any previously promised progression.



Australasian College of Dermatologists

Drawing on the recent experiences of First Nations Fellows, a suite of orientation resources for Aboriginal and Torres Strait Islander doctors joining the training program was developed in 2022 as using STP project funds.

This project also included development of a set of recommendations, currently under consideration by our Selection Committee, on strengthening selection processes to ensure Aboriginal and/or Torres Strait Islander candidates are identified during the application process and that processes are in place to ensure they are supported to navigate the process and that the process is equitable and culturally safe at every stage along the selection process.

New Aboriginal and Torres Strait Islander trainees are also invited to become a member of College's Aboriginal and Torres Strait Islander Affairs Committee which is made up of First Nations Fellows and non-Indigenous allies and acts as an additional source of support throughout training.

Australasian College of Sport and Exercise Physicians

ACSEP currently has one Aboriginal trainee. This trainee has selected a mentor within the college who is a member of the Indigenous Health Advisory Committee. They provide support in navigating the Sport and Exercise Medicine landscape. The mentor is required to undertake regular cultural safety education as part of their CPD requirements.

Australian and New Zealand College of Anaesthetists

All Aboriginal and Torres Strait Islander trainees are welcomed to the college by the Indigenous Health Committee and one of its members, and advised of support systems in place, including trainee networks, the college doctors support program through Converge International and an option to reach out to committee members for direct support and mentoring or links to culturally safe support and mentoring, including through networks such as AIDA. Trainees are further reminded of these supports once a year in a letter from the committee.

Australian College of Emergency Medicine

ACEM has established a network of Aboriginal and Torres Strait Islander Fellows and trainees to facilitate opportunities to connect and yarn. Through this network, members and trainees have the opportunity to meet quarterly online and ACEM will be funding in person dinners during 2023 for those attending major ACEM events as well as the AIDA Conference.

ACEM launched the mentoring program, Mentor Connect, in 2021, which offers members and trainees the opportunity for mentoring outside of their place of employment. It will be made available to Aboriginal, Torres Strait Islander and Māori trainees later in 2023, with the delay being to ensure it is culturally safe for mentees and mentors. ACEM recognises the importance of the appropriate selection and training of mentors, both Indigenous and non-Indigenous. Regular feedback from our Aboriginal and Torres Strait Islander trainees will continue to ensure that mentoring is appropriate for their specific needs.

Dedicated ACEM staff support is also available for Aboriginal and Torres Strait Islander trainees, with two staff members, one Indigenous, available to provide training related and cultural support.

Australian College of Rural and Remote Medicine

The Aboriginal and Torres Strait Islander Members Group provides a source of mentoring for our Aboriginal and Torres Strait Islander members in an informal capacity. It holds regular zoom meetings and undertakes ongoing group discussions on issues of interest. Group Members share their contact details, so they can keep in connect with each other independently of the formal activities. The Group is also able to represent its members issues through College governance.

All ACRRM registrars, in addition to their supervisor and practice team, are supported by a training team which includes a training officer, medical educator as well as a Registrar Liaison Officer. Cultural mentoring for general practice training is provided for our registrars in association with the national Cultural Educational and Mentors Network through the Joint College Training Services. Through these arrangements, there is a national network of paid cultural educators, cultural consultants and cultural mentors across the country which work with ACRRM staff and supervisors to ensure registrars receive the support they need.

The College is also pleased to support the work of AIDA and the Indigenous General Practice Registrars Network as important sources of networking and peer support for our Aboriginal and Torres Strait Islander Registrars.

College of Intensive Care Medicine of Australia and New Zealand

As per above regarding the alternate pathway.

In addition, CICM was just successful in securing FATES funding for a project that is titled "Mentoring without Borders". Although this is not specifically for Aboriginal and Torres Strait Islander trainees, learnings from this project could be applied here.

Royal Australasian College of Medical Administrators

RACMA does not currently have any Candidates who have identified as being of Aboriginal and Torres Strait Islander origin but is committed to the cultural safety of all its Candidates.

Mentoring and support is provided by the Candidate's Preceptor who is a designated Fellow assigned to each Candidate at the commencement of their Fellowship training. Their role involves contributing to the development of the Candidate's training plan, having regular contact to discuss, review and reflect on learning experiences, and providing support to Candidates about wellbeing issues and training program requirements. The Preceptor is not responsible for the day-to-day supervision of the Candidate nor employed at the same training location as the Candidate.

The RACMA First Nations Advisor also maintains a connection with any First Nations members and will provide support and guidance as needed. Their role is separate to the Education Division of RACMA and would offer a voice to any Aboriginal and Torres Strait Islander Candidates.

Royal Australasian College of Physicians

Mentoring/ support initiatives in place to support our Aboriginal and Torres Strait Islander trainees includes:

- Development and launch of the Deadly Doctor RACP Online Community (ROC) in November 2022 to support engagement between our Aboriginal and Torres Strait Islander cohort. The ROC includes a range of resources to support members on their training journey.
- A welcome event was held in July 2022 for our Aboriginal and Torres Strait Islander trainees. This was an opportunity for these members to connect and share training experiences with a focus on well-being and cultural safety.
- A welcome letter is sent to all of our new Basic Trainees who identify as Aboriginal and / or Torres Strait Islander. This outlines some introductory information about the College, some of the initiatives that may be of interest to these trainees and contact information for RACP staff working to support our members who identify as Aboriginal and / or Torres Strait Islander people. Welcome letters are followed up with a phone call from Wendy Edmondson.
- Letters to our existing Basic and Advanced Trainees to promote some of the existing initiatives and upcoming opportunities at the College that may be of interest to them. This includes the range of resources on offer through the STSP.
- Engaging with a coaching provider to deliver a program to support the well-being and performance of trainees. This will include group yarning sessions, along with the option for one-on-one coaching that is tailored to the RACP training pathway.
- Developing a video series with Aboriginal and Torres Strait Islander trainees and Fellows to provide education on the role and value of Indigenous physicians in health care, and to inspire Aboriginal and Torres Strait Islander junior doctors to consider a career in physician training.

Royal Australasian College of Surgeons

Surgical workforce development is critical to long-term Indigenous Health outcomes. RACS continues to develop the First Nations Australians Surgical Pathways (FNASP) program, which includes mentoring. At present mentoring continues on an informal basis and is being reviewed.

Mentorship training supports non-Aboriginal & Torres Strait Islander surgeons who have expressed a desire to mentor Aboriginal & Torres Strait Islander trainees and contribute to creating a culturally safe environment. It also secures retention with the provision of support to ensure Aboriginal and Torres Strait Islander trainees progress to fellowship.

Royal Australian and New Zealand College of Obstetricians and Gynaecologists

The Aboriginal and Torres Strait Islander Professional Development Scholarships supports Aboriginal and Torres Strait Islander specialist trainees in obstetrics and gynaecology, prevocational doctors, and medical students to attend educational and networking events with opportunities to meet trainees and Fellows.

Professional development scholarships to the value of \$2,500 were awarded to scholarship recipients to attend either the RANZCOG Annual Scientific Meeting (ASM), Regional Scientific Meeting (RSM) or State/Territory Scientific Meetings (SSMs) over the 2022/2023 period.

The College has also rolled out a mentoring program, as a limited pilot, for Fellows and advanced trainees. The program is available from an online platform and the findings from the pilot will help RANZCOG further expand the program to support for First Nations Mentors and trainees.

The existing Mentoring eLearning module and supporting resources will also be updated to reflect the findings from this pilot.

The College's RAP is focused on recruitment and retention of First Nations workforce and is therefore committed to the continuity of support systems and equitable access for trainees.

Royal Australian and New Zealand College of Ophthalmologists

All current trainees have mentors.

The Royal Australian and New Zealand College of Psychiatrists

A mentoring program was delivered to support Aboriginal and Torres Strait Islander RANZCP trainees and provide opportunities for professional inclusion. Mentors were matched with a Mentee that identified as Aboriginal and/or Torres Strait Islander.

In addition to the mentoring program, funded by the STP the RANZCP holds an annual trainee forum for all trainees who identify as Aboriginal and/or Torres Strait Islander. The Trainee Forums provide the opportunity for trainees to connect, network and provide recommendations for the RANZCP to better support the Aboriginal and Torres Strait Islander workforce. A trainee Forum was held virtually in 2021, and two trainee Forums were held in 2022, one virtually and one in-person. The Trainee Forums remain essential for the RANZCP in supporting Aboriginal and/or Torres Strait Islander trainees on their journey to Fellowship.

In 2022, funded through the STP, the RANZCP provided a Transition into Consultancy Workshop for Aboriginal and/or Torres Strait Islander trainees. The Workshop was delivered virtually and provided trainees with support and the leadership skills to feel empowered as a new Fellow.

Royal Australian and New Zealand College of Radiologists

RANZCR does not have a specific mentoring program in place for Indigenous trainees. However, one of the four pillars of the RANZCR Action Plan is 'Mentorship' which includes a range of initiatives that will better support Indigenous trainees and members. The College considers that this is essential to ensuring that the work carried out by the College results in positive structural change. As the number of RANZCR trainees who identify as Aboriginal and/or Torres Strait Islander is so small, the College is currently taking an individual approach and relies on the support provided by AIDA via the Specialist Trainee Support Project.

RANZCR has a focus of trainee wellbeing. The College has identified a fellow to oversee trainee wellbeing as well as the Trainee Liaison Officer (TLO). The TLO is responsible for supporting trainees and providing access to internal and external support programs. RANZCR is considering the introduction of an Aboriginal and Torres Strait Islander TLO in future.

RANZCR intends to increase opportunities to support Directors of Training to become more culturally safe in their supervision and practice and is investigating learning opportunities to support this.

Royal Australian College of General Practitioners

The faculty Censor—who is an Aboriginal and Torres Strait Islander GP and medical educator—has been appointed since 2020, dedicated to providing professional mentoring and support for Aboriginal and Torres Strait Islander GPs in-training, inclusive of assessment support.

The Yagila Wadamba, an annual 2-day GP registrar training and exam preparation workshop, also aims to provide mentoring and networking opportunity for Aboriginal and Torres Strait Islander GPs in training.

RACGP collaborates with the Indigenous GP Registrar Network (IGPRN), providing assessment and people resources to be utilised in the IGPRN space to contribute to their Aboriginal and Torres Strait Islander lead education and mentoring program.

With training returning to RACGP, we are working on ensuring that the updated policy and procedures embed Aboriginal and Torres Strait Islander GP in-training support through selection, upon commencement of training and throughout training and assessment.

The Royal College of Pathologists of Australasia

A mentoring grant is available as necessary. This Grant is open to Fellows solely to assist the education and training of an Aboriginal and Torres Strait Islander or Māori Trainee. It provides funding to ensure that trainees have access to two mentors. The RCPA can work with AIDA or TE Ora to identify a professional mentor to assist throughout training.

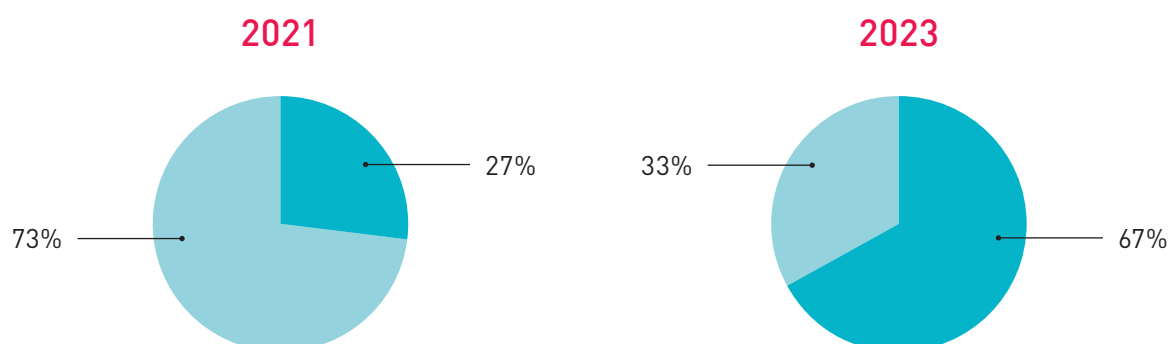
Our Education Advisors are fully aware of the need to support our Aboriginal and Torres Strait Islander trainees.

13. All members of specialist medical colleges undergo ongoing and accredited cultural safety training as part of professional development activities. Specialist medical colleges provide cultural safety training for their staff

This standard is underpinned by the following principles:

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

Two thirds of colleges had made progress against the standard and/or begun new work towards implementing the standard.



Australasian College of Dermatologists

More than 50 Fellows involved in supervision and training attended cultural safety workshops delivered by AIDA in May and November 2022. Further workshops for Fellows and trainees are funded over the next four years.

In the standards for site accreditation under Standard 2: Supervision and Coordination, we state that the Head of Department, Supervisor of Training and Clinical Supervisors are required to complete a course or workshop in cultural safety training.

The College is currently looking at ways to encourage and support continuing training and professional development of the wider membership and will work with the Aboriginal and Torres Strait Islander Affairs Committee on this.

ACD staff have undertaken face-to-face cultural awareness training. We are looking at future options for cultural safety training. Some staff members have previously attended the online cultural safety workshops run by LIME.

Australasian College of Sport and Exercise Physicians

ACSEP has mandatory cultural competency education requirements as part of its training program and CPD activities – the Aboriginal Health and Cultural Safety module. In addition, the College offered a cultural education session run by AIDA at the ACSEP 2022 annual conference. The College continues to explore ways of ensuring the accreditation standards for training sites reflect culturally safe practice.

Australian and New Zealand College of Anaesthetists

Advocating for anaesthesia and pain medicine departments to be culturally and clinically safe environments for Aboriginal and Torres Strait Islander staff and patients is a key action to be met by 2024 in our Reconciliation Action Plan. Initial scoping work has begun to investigate how college hospital training and accreditation policies and processes can advocate for cultural safety and anti-discrimination strategies within anaesthesia and pain medicine departments.

The CPD program was reviewed in 2022 and under the new CPD framework, completion of one cultural safety activity per year is mandatory for fellows and other CPD participants (from 2023).

The CPD team has established relationships with Aboriginal, Torres Strait Islander and Māori consultants and will work in collaboration with the consultants to embed cultural safety and a focus on health equity across the CPD program. This work will consider creating criteria for appropriate cultural safety activities.

Two cultural safety modules designed to help doctors in Australia provide a culturally safe environment for Aboriginal and Torres Strait Islander people are available on the college learning management system.

In 2023, a plan to ensure all staff complete online cultural competency training by March 2023 and face-to-face safety training in 2024 was approved.

Australian College of Emergency Medicine

ACEM is committed to making cultural safety training for Fellows a learning journey, rather than a “tick box” exercise. All Fellows, trainees and members of Council of Education entities, including examiners, are required to complete the ACEM ‘Assessing Cultural Competency’ modules and as part of our new FACEM Training Program, which commenced in 2022, all trainees are required to complete the Indigenous Health and Cultural Competency modules.

Trainees undertaking the Emergency Medicine Certificate, Diploma or Advanced Diploma are also required to complete the Indigenous Health and Cultural Competency modules.

The ACEM CPD team actively investigates and promulgates additional cultural safety activities and resources to Fellows and as previously mentioned, ACEM undertook a cultural audit of our suite of Indigenous Health and cultural competency modules and resources and a working group has been established to review the recommendations from the audit and propose changes.

ACEM provides regular Aboriginal and Torres Strait Islander cultural safety training to all staff. This training is mandatory, and forms part of staff performance reviews. Staff commemorate National Reconciliation Week and NAIDOC week each year.

Australian College of Rural and Remote Medicine

The College provides cultural awareness training and resources for its members and awards completion of these and other appropriate cultural safety training activities toward members' continuing professional development requirements. As outlined above, ACRRM has developed a cultural safety module which is currently under review by AIDA. It is hoped that subject to further guidance from AIDA, this resource will be finalised and able to form the basis for a range of resources and activities for Registrars and Fellows.

All staff undertake cultural safety training predominantly through an ongoing arrangement with James Cook University. Additionally, the College is committed to promoting cultural awareness and has regular staff events and promotions to commemorate Aboriginal and Torres Strait Islander events such as NAIDOC week and Sorry Day. It has held a number of events in which Aboriginal and Torres Strait Islander peoples have spoken at staff forums on cultural safety and cultural awareness.

College of Intensive Care Medicine of Australia and New Zealand

In 2022 the CICM Board approved a proposal to embed cultural safety as a component of the CICM CPD program. The foundational online learning resource in Aboriginal and Torres Strait Islander Health and Cultural Safety will be available to all CICM members when finalised.

Royal Australasian College of Medical Administrators

The RACMA Board has undertaken cultural safety training through AIDA in 2022 and RACMA staff have all participated in cultural safety training "Building Aboriginal Cultural Competency" in August 2022 through the Koorie Heritage Trust in Melbourne.

The appointment of the First Nations Advisor position on RACMA staff in 2022 has been of significant benefit to progressing RACMA's reconciliation journey for both staff and the organisation as a whole and will allow RACMA to develop a co-ordinated and pro-active approach to addressing and responding to indigenous health issues.

RACMA is currently exploring how we may mandate Cultural Safety Training within the CPD framework in the coming years.

Royal Australasian College of Physicians

As outlined in the RACP Strategic Plan and Indigenous Strategic Framework (ISF) advancement of Indigenous health and education are core business of the College. Fostering a culturally safe and competent College is a critical enabler for progressing that objective. As such, there are a range of cultural capability training requirements that are mandatory for RACP staff and members. These include:

- for staff: completion of online training via the NSW Public Service Commission's cultural capability training package, Everyone's Business for all Basic Trainees, and all Advanced Trainees commencing from 2023: completion of the RACP's online cultural safety training The Australian Aboriginal, Torres Strait Islander and Māori Cultural Competence and Cultural Safety Training
- for all RACP trainees and Overseas Trained Physicians: completion of the Cultural Safety training online resource.

The cultural safety education of our members, including those on RACP committees is further supported through the provision of a number of resources relating to cultural safety and issues of health equity. This includes:

- The MyCPD Framework has been modified for 2023 to strongly encourage Fellows to undertake CPD activities relating to cultural safety and issues of health equity to support culturally safe practice.
- The Aboriginal, Torres Strait Islander and Māori Cultural Safety Curated Collection has been designed to support physicians in Australia and Aotearoa New Zealand to provide more effective, meaningful, culturally safe care for Indigenous patients, their families, whānau and communities. The Collection presents a detailed library of resources that can help physicians understand and implement culturally safe practices
- The Medical Specialist Access Framework was developed by the Aboriginal and Torres Strait Islander Health Committee. It provides a guide for health sector stakeholders to promote and support equitable access to specialist care for Australia's Indigenous peoples.
- Online courses on [Specialist Care for Aboriginal & Torres Strait Islander People](#) (Figure 1) as well as [Genomics for Aboriginal & Torres Strait Islander People](#) online course are also available to all RACP members.

A bespoke cultural safety training program

The RACP has commenced planning for a cultural safety training program tailored for staff and other college stakeholder groups including the Board and associated committees. This work supports priority 4 of the Indigenous Strategic Framework and will support AMC reporting on cultural safety training for committee members. This work is being led by a small working group.

Overseas trained physicians (OTPs)

A range of activities are under consideration to support the integration of knowledge and understanding of cultural safety and issues of health equity into the application process and various stages of the OTP assessment process including work-based assessment requirements.

A working group has been convened to progress development of the bespoke cultural safety training program for staff.

Royal Australasian College of Surgeons

RACS has developed a cultural eLearning course for Cultural Competence and Cultural Safety – 10th competency. This is mandatory for all SET, ensuring cultural safety across the surgical profession. The 3rd and final module to be made available soon. Cultural safety has now been incorporated into CDP.

Cultural safety training is available to RACS staff via the eLearning course but is not yet mandatory.

Royal Australian and New Zealand College of Obstetricians and Gynaecologists

Continuing professional development (CPD) modules are currently available but currently not compulsory for Fellows.

The College runs speakers and information sessions for staff on First Nations Culture. We held National Reconciliation Week and NAIDOC Week experiences and events. Natarsha Napanagka Bamblett, a prominent Indigenous leader, storyteller, and advocate for her people, took College staff through a moving session about everyone's connection to land and country as well as a session about the inequities of First Nations healthcare.

The College also hosted a dynamic and thought-provoking panel discussion with prominent Aboriginal women and leaders in our community, to the 2022 theme 'Be brave. Make Change

In collaboration with the Cultural Safety Steering Group, the College has developed a Cultural Safety web page with guidance and information for members to engage in activities for CPD. The revised CPD Accreditation Standards for Australia include expectations for cultural safety education and training. The CPD team is now looking at opportunities to externally approve cultural safety education programs for the CPD program and schedule programs for RANZCOG members. From January 2024, CPD participants will be able to track their progress on completion of cultural safety and education activities.

Royal Australian and New Zealand College of Ophthalmologists

All RANZCO staff have completed cultural safety training. All incoming trainees from 2022 complete cultural safety training. RANZCO is currently reviewing its CPD program and offerings to members and will adhere to the AMC requirements for CPD Homes regarding cultural safety.

The Royal Australian and New Zealand College of Psychiatrists

The RANZCP maintains its Aboriginal and Torres Strait Islander mental health modules as a compulsory part of the training curriculum for all trainees and these resources are available to Fellows as a part of their Continuing Professional Development (CPD).

The RANZCP CPD program is a self-directed program where individuals identify their learning needs and desired outcomes. Guidance on how cultural safety can be incorporated into a program is being developed.

Work is being undertaken to the RANZCP My CPD online portfolio to enable participants to record if a CPD activity includes a cultural safety or health equity element.

All RANZCP staff participate in online training on cultural awareness, which must be completed in their first six months of employment.

Royal Australian and New Zealand College of Radiologists

It is now mandatory for all College staff, Board members, IMGs and trainees to complete the Royal Australasian College of Physicians (RACP) Australian Aboriginal, Torres Strait Islander and Māori Cultural Competence and Cultural Safety online course.

Faculty Council members and senior managers undertook a half-day of day medically focused cultural safety face-to-face training in 2022. Training was provided by AJ Williams Tchen, of Girraway Ganyi Consultancy.

There is no compulsory training yet within RANZCR's Continuing Professional Development programs. RANZCR's implementation of the Action Plan will ensure the RANZCR further considers how to incorporate cultural safety into Fellows' CPD cycle as well as investigate new areas for CPD engagement and boost learning opportunities to further Fellows' understanding of Aboriginal and Torres Strait Islander health, history and cultures in Australia.

Royal Australian College of General Practitioners

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

Introduction to Aboriginal and Torres Strait Islander cultural awareness online module is available to all members (and non-members upon application) via the gplearning platform. Cultural safety training is mandatory CPD as part of the 2023-25 triennium.

The Royal College of Pathologists of Australasia

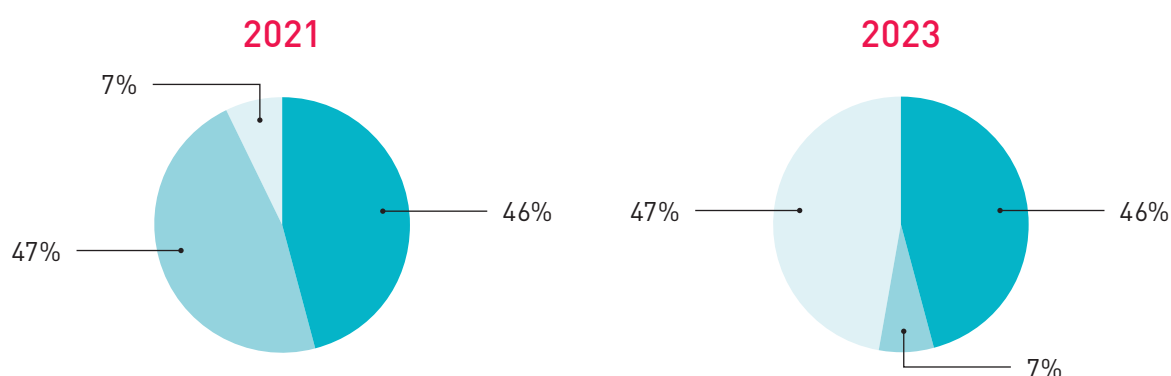
A face-to-face workshop is currently being organised for the second half of 2023. Key personnel at the RCPA will take part in the first workshop, remaining staff at the second.

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

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

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

Nearly a half of colleges had either made progress and/or reported begun new work towards implementing the standard. Almost another half had not made no progress, had not started and/or had not reported any previously promised progression.



Australasian College of Dermatologists

ACD's program of work on Aboriginal and Torres Strait Islander health and workforce is articulated in Aboriginal and Torres Strait Islander Health and Workforce Strategy, our Innovate RAP and the Aboriginal and Torres Strait Islander Committee workplan (not publicly available).

The Strategy articulates how ACD will work with Aboriginal and Torres Strait Islander peoples to create equality of opportunity to lead, deliver and experience the highest standard of skin health and dermatology care.

Many College Fellows are involved in delivery of services and outreach to Aboriginal and Torres Strait Islander communities and we are actively exploring opportunities to expand training in community controlled health settings in a way that is a sustainable and positive experience for the health service and trainee.

Projects being implemented under College's broader workforce strategy are also providing opportunities for trainees and members to strengthen connections with local Aboriginal and Torres Strait Islander communities. For example, ACD's Federally-funded Flexible Approach to Training in Expanded Settings (FATES) project in Darwin and the Top End has added up to 0.5 FTE consultant capacity to Royal Darwin Hospital enabling an expansion in trainee-accompanied local and outreach services to many Aboriginal communities as well as providing the local First Nations workforce and medical students with valuable exposure to dermatology and the dermatologist career pathway.

Australasian College of Sport and Exercise Physicians

The ACSEP 2022-2025 Strategic Plan outlines the commitment of the College to develop an Aboriginal and Torres Strait Islander health strategy:

'The ACSEP 2022-2025 Strategic Plan recognises specific focus is needed to progress optimal health outcomes for First Nations People, and that there are specific actions the ACSEP, and its members, can take to eliminate institutional racism and bias within the health sector. This includes addressing the cultural safety of the ACSEP itself. The ACSEP and its members will have the greatest influence and potential for transformative action by examining the cultural safety of their own environments and actions that can be taken to redress structural barriers to health equity.

IHAC will lead the development of an Aboriginal and Torres Strait Islander health strategy within the College.

Australian and New Zealand College of Anaesthetists

We launched a college-wide Indigenous Health Strategy in 2018. As a bi-national college, the strategy targets health inequity between Indigenous and non-Indigenous people in both Australia and Aotearoa New Zealand.

We have considered where we are best placed to influence health equity and the principles of Australia's commitment to Close the Gap and New Zealand's Te Tiriti o Waitangi. From this, we identified four pillars—governance, partnerships, workforce and advocacy—to frame our work towards health equity for Aboriginal and Torres Strait Islander people in Australia, and Māori in New Zealand. This strategy links in with the work the college is progressing through our Innovate Reconciliation Action Plan and development of Te Tiriti o Waitangi plan.

Australian College of Emergency Medicine

ACEM's Indigenous Health Strategy for Australia is embodied in our RAP, which focuses on three key aspects,

- Engagement and collaboration with Aboriginal and Torres Strait Islander peoples and organisations
- Supporting and continuing to build the Aboriginal and Torres Strait Islander workforce in emergency departments
- Promoting best practice emergency care service delivery for Aboriginal and Torres Strait Islander peoples, which includes disrupting racism
- We envisage a future where Aboriginal and Torres Strait Islander peoples experience culturally safe emergency care that is self-determined, free from bias and racism, and enhances opportunities for quality health outcomes. We believe achieving this will lead to flourishing health and improved wellbeing for all Australian communities.

Australian College of Rural and Remote Medicine

The College's Strategic Framework document, Advancing Aboriginal and Torres Strait Islander Health operates in tandem with the RAP to guide College work in these areas. This work is also reinforced through Outcome targets in the College's Annual Evaluation Framework which includes measures of progress on enrolment and Fellowship of Aboriginal and Torres Strait Islander doctors.

The Strategic Framework is currently under review by the Aboriginal and Torres Strait Islander Members Group.

College of Intensive Care Medicine of Australia and New Zealand

We are a bit behind in the area. We are still working on implementing the curriculum and resources and feel that we need some help developing a strategy.

Royal Australasian College of Medical Administrators

While RACMA continues to progress its core activities as reflected in the RAP and outlined in its agreement with Reconciliation Australia, the IHPASC recognises that a RACMA strategy is also needed.

This project will be driven by IHPASC in collaboration with and input from the three other Policy and Advocacy Subcommittees with a recommendation on a project plan going forward.

Royal Australasian College of Physicians

The College's commitment to advancing Indigenous health equity is outlined in the RACP's Indigenous Strategic Framework (ISF) 2018–2028. This includes actions in the following identified priority areas:

- Contributing to addressing Indigenous health inequities
- Growing the Indigenous physician workforce
- Educating and equipping the physician workforce on Indigenous health and culturally safe clinical practice
- Fostering a culturally safe and competent College
- Meeting the regulatory standards and requirements of the Australian Medical Council (AMC) and the Medical Council of New Zealand (MCNZ)

A recent review of progress on the Indigenous Strategic Framework proposed some recommendations for successful implementation going forward. These included developing and implementing:

- an Indigenous Employment Strategy to offer employment across the College in all departments and the ongoing hiring of staff who possess the skill sets that add value to our organisations mission and values. The College would benefit from developing an Aboriginal and Torres Strait Island Health Unit for Australia and similar a Māori Health Unit in Aotearoa New Zealand.
- bespoke cultural awareness training modules. This suite of modules will be tailored for staff and other college stakeholder groups including the Board and associated committees.
- a First Nations Health Impact Statement to apply a 'First Nations health lens' to programs, policy, and advocacy at an early stage to improve the health and wellbeing of First Nations people by ensuring the health needs of First Nations people are carefully considered.
- Consideration to co-design initiatives that align to AoNZ health reforms focus on Tiriti-based, pro-equity, culturally safe systems change.

Royal Australasian College of Surgeons

RACS has endorsed an Aboriginal & Torres Strait Islander health position paper, stipulating there should be no health discrepancy between Aboriginal and Torres Strait Islander Australians and non-Aboriginal Australians.

The position paper is complimented by the Reconciliation Action Plan. The previous RAP, RACS' first "Innovate" RAP, expired in May 2022. Presently RACS' next "Innovate" RAP is being developed for an expected launch in May-June 2023, and establishes the structure for strategic planning to follow that.

RACS is developing the First Nations Australians Surgical Pathway to be followed by a comprehensive strategy for surgery in Indigenous Health.

Royal Australian and New Zealand College of Obstetricians and Gynaecologists

Our program of work on Aboriginal and Torres Strait Islander health and workforce is articulated in our College Strategic Plan, and our Reconciliation Action Plan (RAP) (Innovate RAP in draft).

Royal Australian and New Zealand College of Ophthalmologists

RANZCO launched a strategic document – Vision 2030 and beyond – in October 2022. Aboriginal and Torres Strait Islander Eye health is one of the six pillars included in the plan.

RANZCO has launched an Outreach Portal, which is an online facility to map out the current outreach services, to improve information sharing amongst RANZCO members, and to facilitate engagement of interested trainees and fellows, who are interested in providing outreach services, particularly to Aboriginal and Torres Strait Islander patients.

RANZCO is in the process of developing and piloting three models which provide trainees with the opportunity to provide ophthalmology services in Aboriginal and Torres Straits Islander controlled health services and learn about providing culturally safe care.

The Royal Australian and New Zealand College of Psychiatrists

The RANZCP currently does not have a formalised Aboriginal and Torres Strait Islander health strategy.

The RANZCP maintains its commitment to advocating for improved health for Aboriginal and Torres Strait Islander Peoples and Māori in the RANZCP Strategic Plan, and the RANZCP's RAP. The RANZCP's involvement in the AIDA Specialist Trainee Support Program also affirms this commitment and assists in the development of resources and activities.

Royal Australian and New Zealand College of Radiologists

As reported above, RANZCR began implementation of its three-year Action Plan for Māori, Aboriginal and Torres Strait Islander Health in 2022.

The Action Plan represents a series of considered and targeted activities. It has been divided into 'foundational actions' and those associated with four pillars that RANZCR has identified as essential to the change process.

The four pillars are:

1. Education

Education on cultural safety is life-long and reflective in nature so must be tailored across the training continuum, via the curriculum and CPD. An example of an action is the revision of training site accreditation standards to ensure they are culturally safe environments.

2. Networking, collaboration and advocacy

The College will seek opportunities to take a leadership and advocacy role in this area. Building relationships and partnering with Indigenous health organisations can assist RANZCR in developing long-term strategies. An example of an action is the development resources to assist all training sites, hospitals and practices in their engagement with local communities.

3. Selection of trainees

The College needs to increase the number of Māori, Aboriginal and Torres Strait Islander trainees. Improving Cultural safety at the College and training sites should be understood as essential to the success of this pillar as it increases Indigenous trainees' likelihood of success and retention. An example of an action is the implementation of criteria for candidates to demonstrate an understanding of Māori, Aboriginal and Torres Strait Islander health and equity.

4. Mentorship

This pillar is essential to ensuring that the work carried out by the College results in positive structural change. An example would be formalising links with AIDA and Te Ora to support trainees and Fellows who are Māori, Aboriginal, and Torres Strait Islander.

The Action Plan is ambitious and RANZCR acknowledges that change at this scale requires coordinated and integrated efforts. The Action Plan has the potential to realise real and meaningful change for the professions, Indigenous clinical radiology and radiation oncology workforces and Indigenous communities. Working towards more equitable health outcomes for Māori, Aboriginal and Torres Strait Islander Peoples takes a whole-of-College response and is a shared responsibility of the Board, our governance, all members, trainees and staff. Leadership from the Board, Faculty Councils and Committees is critical to success and the Board has embedded the Action Plan within its Strategic Plan under Organisational Resilience.

Royal Australian College of General Practitioners

The RACGP has a position statement on Aboriginal and Torres Strait Islander Health (www.racgp.org.au/the-racgp/faculties/atsi/position-statements/aboriginal-and-torres-strait-islander-health) and is committed to developing and supporting a culturally safe and reflective GP workforce that can work effectively with Aboriginal and Torres Strait Islander patients and communities.

The Royal College of Pathologists of Australasia

The RCPA's overall Aboriginal and Torres Strait Islander health strategy is included in our Strategic Plan under Priority 3: Supporting Fellows and Trainees. To this end, policies, guidelines and documents relevant to Aboriginal and Torres Strait Islanders include:

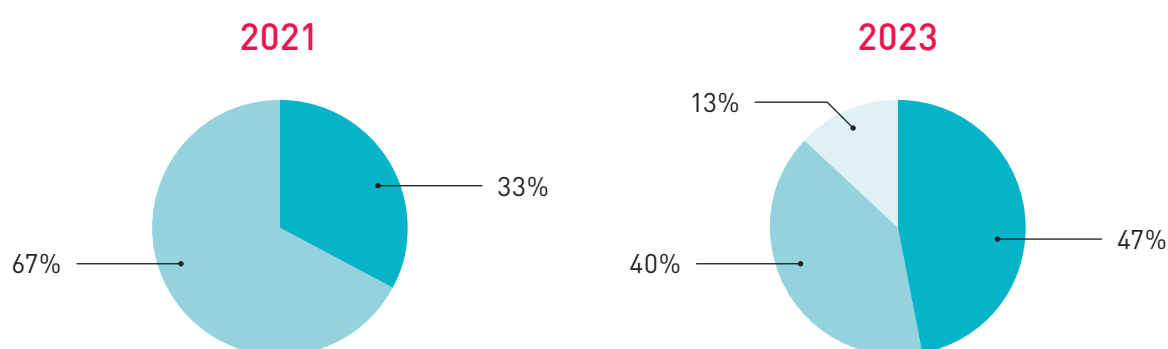
- Reconciliation Action Plan
- Protocol on engaging and communicating with Aboriginal and Torres Strait Islander
- Guideline on Acknowledgement of Country and a Welcome to Country
- Best practice and policies in areas of race relations and antidiscrimination

Best practice and principles that support partnerships between the RCPA and Aboriginal and Torres Strait Islander stakeholders and organisations

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

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

Nearly half of colleges had made progress against the standard and/or begun new work towards implementing the standard. Over a third of colleges had continued work towards implementing standard but had not reported progress from last year. A small cohort of colleges had not started and/or had not reported any previously promised progression.



Australasian College of Dermatologists

ACD's Aboriginal and Torres Strait Islander Health and Workforce Strategy is publicly available on our website and was developed in consultation with and approved by College's Aboriginal and Torres Strait Islander Affairs Committee.

College's White paper, *Accessible and quality dermatology care for all Australians* has recently been published on our website (available [here](#)). The White paper describes the work College is undertaking to improve access to care, and highlights solutions and key actions that require collaborative effort and investment from Federal, state and territory governments, health services, and other stakeholders. The White Paper includes a specific chapter on our work to grow the Aboriginal and Torres Strait Islander health workforce and improve equity and access to culturally safe care.

The College seeks input from our Aboriginal and Torres Strait Islander Affairs Committee on policy positions and

submissions of particular importance to Aboriginal and Torres Strait Islander Health and Wellbeing. Examples include NACCHO's 2022 consultation on the Aboriginal and Torres Strait Islander Cancer Plan.

Australasian College of Sport and Exercise Physicians

The ACSEP Board publicly endorsed the Uluru Statement from the Heart and this is promoted via the College's website. ACSEP supports AIDA position statements and promote these in the College Newsletter.

Australian and New Zealand College of Anaesthetists

ANZCA recognises that inequities in health outcomes for First Nations People in Australia and Aotearoa New Zealand is a safety and quality issue and represents an urgent health priority. Our Indigenous Health Strategy publicly states the college's position on First Nations health and workforce issues.

We are committed to Close the Gap and will continue to publicly support this and other Aboriginal and Torres Strait Islander health and workforce issues.

Australian College of Emergency Medicine

ACEM has a commitment to advocating and providing a position on issues relevant to Aboriginal and Torres Strait Islander health and workforce. ACEM has actively acknowledged the National Close the Gap Day since 2014 by donating to this initiative through the ACEM Foundation, promoting the day through our communication channels, and encouraging emergency departments to run teaching sessions on providing culturally safe care to Aboriginal and Torres Strait Islander patients and this continues in 2023.

In December 2018, we joined public calls for the Closing the Gap Health Strategy to be rebuilt. In 2020, ACEM was honoured to be accepted as a member of the Close the Gap Campaign Steering Committee, with staff and a FACEM representative from our Indigenous Health Committee regularly attending Steering Committee meetings.

In April 2021, in consultation with our Indigenous Health Committee, ACEM provided a submission to the Indigenous Voice to Parliament consultation, with ACEM strongly supporting the proposal put forward by the Senior Advisory Group for a Local and Regional Voice, and a National Voice to Parliament. At the time, we urged the Government to take this a step further, by enshrining the Voice to Parliament in the Constitution. ACEM supports the Uluru Statement from the Heart and the recommendations of the Referendum Council established to consider constitutional recognition for First Australians. Following the Australian Government's commitment to holding a referendum on the Voice to Parliament in the second half of 2023, ACEM acknowledges that the campaign in support of the Voice to Parliament must be led by Aboriginal and Torres Strait Islander communities and organisations and that ACEM's role will be to amplify those messages and add our voice, as part of demonstrating that the Voice has strong support across the Australian community.

ACEM is unlikely to be a major voice in the public debate. While we will be public in our support, our impact will be larger if we focus on advocating within our existing spheres of influence. In particular we want to influence our members and trainees on the benefits of the Voice to self-determination and health.

We will also offer to take on a coordinating role with the other medical colleges. This will involve being a central point of communication for the Yes Campaign to distribute materials and to seek feedback on relevant activities. This will be an information sharing role and we will not be seeking to restrict other College's in developing their own nuanced positions.

Australian College of Rural and Remote Medicine

The College regularly provides press releases and other public statements in support of the Aboriginal and Torres Strait Islander health issues. It supports positive initiatives such as Sorry Day and NAIDOC week and responds to specific issues as they arise. The College is a member of the Close the Gap Campaign Steering Committee and publicises its support for the Committee's positions. The College has officially endorsed the Uluru Statement. The College seeks input from its Aboriginal and Torres Strait Islander Members Group on all policy positions of particular importance to Aboriginal and Torres Strait Islander health and wellbeing.

College of Intensive Care Medicine of Australia and New Zealand

In 2021, CICM published a statement on racism in the healthcare system (www.cicm.org.au/CICM_Media/CICMSite/CICM-Website/About/IC-34-Statement-on-Racism-in-the-Healthcare-System.pdf).

Royal Australasian College of Medical Administrators

As RACMA is still in the early stages of our reconciliation journey, no position statements have yet been developed, but support is consistently provided to key causes such as Closing the Gap, NAIDOC Week and Reconciliation Week through social media posts and news items on our website. This occurs in consultation with our First Nations Advisor who collaborates with key organisations such as AIDA, Reconciliation Australia, NACCHO and the Lowitja Institute.

Royal Australasian College of Physicians

Policy and Advocacy has been advocating to governments for better awareness of and a stronger commitment to addressing Indigenous-specific issues, as well as for improvement in access to medical specialist care by Indigenous peoples as a key part of the College's Government-facing documents, including the pre-Budget and pre-Election statements.

These key documents argue for bolstering the Aboriginal and Torres Strait Islander health workforce by:

- Developing an appropriately funded national workforce development strategy led by the National Aboriginal Community Controlled Health Organisation (NACCHO) to boost the employment of Aboriginal and Torres Strait Islander allied health professionals and other health workers, including general practitioners, non-GP medical specialists, nurses, midwives and visiting specialists, supported through existing employment and training programs and strategies.
- Investing in health workforce development to equip everyone in the health system to implement the new approach set out in the National Agreement on Closing the Gap.
- Supporting the prioritisation, expansion, and provision of sustained and long-term funding to Aboriginal Community Controlled Health Services (ACCHS) for the delivery of primary healthcare services for Aboriginal and Torres Strait Islander people.
- Contributing to the Close the Gap Campaign, promoted National Close the Gap Day and the Campaign Report launched that day, supported the Campaign's Indigenous leadership in assuming a larger role within the Campaign. Advocating for the increased support of Indigenous self-determination and leadership to close the gap on Aboriginal and Torres Strait Islander health by:
- Committing to implement the Uluru Statement from the Heart recommendations which includes the Constitutional recognition of Aboriginal and Torres Strait Islander people and the development of a Treaty.
- Committing to fully fund the effective implementation of the newly released National Aboriginal and Torres Strait Islander Health Plan 2021–2031.
- Continuing to fund and promote MBS Item 715 for Indigenous health check. This is a comprehensive preventative health assessment designed specifically to support the health needs of Aboriginal and Torres Strait Islander people to help identify risk factors for chronic disease to manage the good health of the patient.
- Ongoing advocacy on telehealth, in particular for the reinstatement of phone consultations.

- Other advocacy work to increase the health outcomes of the Aboriginal and Torres Strait Islander population has included:
 - Raising the age of criminal responsibility to 14 years. This is crucial to Close the Gap and ensure better health outcomes for Aboriginal and Torres Strait Islander people.
 - Advocacy to address identified sexual health issues and health inequities for Aboriginal and Torres Strait Islander peoples.
 - Constitutional reform to embed Indigenous knowledge, leadership and values in the RACP constitution.
 - Development of the RACP Kids COVID Catch UP (KCCU) Campaign which calls on the Government to address the health and wellbeing of children and young people and support their recovery from the setbacks of the COVID-19 pandemic through a national COVID-19 recovery plan.
 - Current proposal for the RACP to sign up to the Racism. It stops with me. campaign.

Royal Australasian College of Surgeons

The RACS Anti-Racism Working Party is developing a position on racism, consisting of two sections: a definition on racism and guidance on recognising and responding to racism. The IHC and Mina Advisory Group have provided feedback, passed from the committees' members in summarised form, which is being collated for the official RACS position which is expected to be endorsed soon.

The IHC is also organising representation on the Managing Bias Working Party.

Advocacy is included in the competencies that are expected of Fellows; it is also a component of the Reconciliation Action Plan, our second "Innovate" RAP, which specifies as a deliverable to identify and pursue advocacy in Indigenous Health where needed.

Royal Australian and New Zealand College of Obstetricians and Gynaecologists

RANZCOG signed an MoU with AIDA in the pursuit of shared and mutual areas of importance and interest relevant to First Nations healthcare from a broader sense.

One of the key aims of RANZCOG's Mapping Maternal Health and Gynaecological Services in Rural, Regional and Remote Australia: Uptake, Barriers and Recommendations - Research Project (Mapping Project) is to explore the barriers that affect women's health service provision and access in rural, regional and remote Australia, and how service delivery can be made more effective and consumer focussed. To achieve this, RANZCOG conducted yarning circles with Aboriginal and non-Aboriginal women in Western Australia and South Australia in partnership with Murdoch University's Ngangk Yira Institute for Change and Flinders University, respectively.

Preliminary findings from the 2022 qualitative research of over 80 Aboriginal and non-Aboriginal women highlighted a desire for choice and anonymity when accessing services, limited availability of appropriate care, and cost and travel implications when travelling to access specialist services. Initial findings from Aboriginal women highlighted a lack of cultural understanding from health professionals, and prejudice against Aboriginal women. RANZCOG is now consolidating findings from the research and will make recommendations to the Australian Federal Government Department of Health and Aged Care, to support future service and workforce planning, and facilitate steps towards achieving equitable access for all women.

RANZCOG is also a member of the AIDA Specialist Trainee Support Program (STSP) Cross-College Project Group. The aim of the project group is to build cultural awareness across medical Colleges, improve cultural safety for First Nations trainees and members, and remove barriers that impact the recruitment, selection, and retention of First Nations specialists.

Royal Australian and New Zealand College of Ophthalmologists

Aboriginal and Torres Strait Islander health and workforce issues are always an advocacy focus for RANZCO in our engagement with Federal and State governments, and are always included in RANZCO's pre-budget submission, briefing paper to ministers, bureaucrats, and government agencies etc.

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

- Ongoing support and involvement in the National Aboriginal and Torres Strait Islander Eye Health conference, through sponsorship, and facilitating workshops, etc
- Being a member of the Vision 2020 Australia Aboriginal and Torres Strait Islander Committee, which leads advocacy across the Indigenous eye health sector
- Ongoing engagement with State based Aboriginal and Torres Strait Islander eye health organisation, or working groups etc.

The Royal Australian and New Zealand College of Psychiatrists

The RANZCP maintains a number of key policy and advocacy positions including on Constitutional Recognition, Aboriginal and Torres Strait Islander Mental Health Workers and the Stolen Generations.

All position statements are reviewed and updated regularly in partnership with the Committee.

In the 2021-22 Commonwealth Pre-Budget submission, the RANZCP advocated for additional resources to address issues relevant to Aboriginal and Torres Strait Islander health and workforce.

The RANZCP also provided feedback in a number of submissions including the Victorian Royal Commission and Productivity Commission, Royal Commission into Aged Care and Productivity Commission Inquiry into Mental Health.

Royal Australian and New Zealand College of Radiologists

RANZCR's position is encapsulated by our Statement of Intent for Māori, Aboriginal and Torres Strait Islander Health which outlines our purpose, vision, objectives and values in relation to our work to contribute to more equitable health and workforce outcomes for Māori, Aboriginal and Torres Strait Islander Peoples.

Our overarching objectives are to:

- Increase the number of Māori, Aboriginal and Torres Strait Islander Peoples in the clinical radiology and radiation oncology workforce
- Ensure that cultural safety is an essential component of clinical safety, and aligns with best practice and the accreditation standards of the Australian Medical Council (AMC) and Medical Council of New Zealand (MCNZ)
- Build and maintain sustainable relationships with the Indigenous health sector
- Ensure the College governance and strategic plans address Māori, Aboriginal and Torres Strait Islander Peoples' health priorities.

RANZCR has undertaken a great degree of internal advocacy amongst its membership via its communication and social media channels with the Board encouraging members to embrace learning and change in this area, including the discomfort of confronting and understanding the potential for one's own unconscious biases, racism or discrimination.

RANZCR acknowledges that it has a leadership role in this space and will consider its capacity to undertake a more externally focussed advocacy in the future.

Royal Australian College of General Practitioners

The RACGP has a position statement on Aboriginal and Torres Strait Islander Health and a range of additional position statements relating to Aboriginal and Torres Strait Islander health, including on Racism in the Healthcare System are available at www.racgp.org.au/the-racgp/faculties/atsi/position-statements.

The faculty is active in advocacy and regularly contributes to broader RACGP policy statements and submissions to government inquires on issues related to Aboriginal and Torres Strait Islander health. We feature in a number of articles in the RACGP's online publication newsgp. Examples of these publications are available at www.racgp.org.au/the-racgp/faculties/atsi/news-and-submissions.

The RACGP supports a number of campaigns, including Close the Gap. The RACGP has also officially supported the Redfern Statement and the Uluru Statement from the Heart and will be supporting the yes campaign for the Voice to Parliament.

The Royal College of Pathologists of Australasia

As noted above, the RCPA has developed its policies and guidelines in consultation with appropriate bodies.

