



Our Vision,
Purpose,
Values &
Priorities

.....

2026-2030



AIDA

AUSTRALIAN INDIGENOUS
DOCTORS' ASSOCIATION

OUR CULTURES.
OUR PEOPLES. OUR DOCTORS.

Our Vision

Aboriginal and Torres Strait Islander Peoples living long, healthy and thriving lives grounded in our sovereignty, cultures and Country.





Our Purpose

Uphold and strengthen a skilled, dynamic, sustainable Aboriginal and Torres Strait Islander medical workforce, grounded in our cultures.

Enable ethical and safe health systems and drive optimal outcomes for all Peoples through Aboriginal and Torres Strait Islander medical leadership and effective partnerships.

Values in Action

At AIDA, our values and behaviours guide everything we do.

They shape how we work with and for our members, how we represent Aboriginal and Torres Strait Islander voices, and how we embody the culture that sustains and grounds us.

Values in Action

Sovereignty and Cultural Integrity

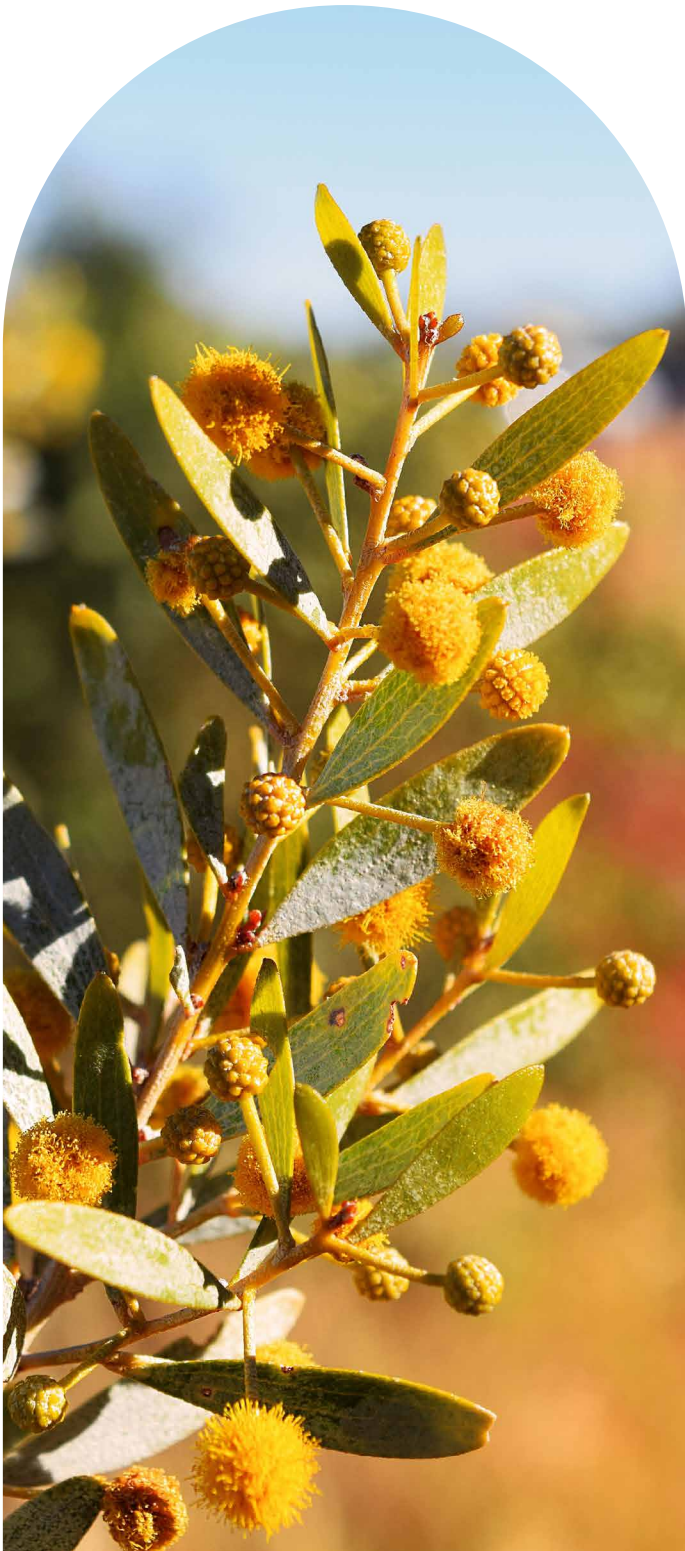
- Cultural integrity is maintained, grounded in connections to the past, present and future.
- Aboriginal and Torres Strait Islander cultures, voices and wisdoms are centred in all that is carried out.
- Aboriginal and Torres Strait Islander wisdoms, teachings and practices in caring for Country are respected.

Reciprocity and Accountability

- Genuine relationships and connections with members, colleagues and communities based on mutual respect and benefit.
- Space is held for cultural authority and deep listening where intergenerational learnings are carried forward.
- Ethical practice and accountability are upheld, with trust built through reciprocity that honours cultural obligations.

Equity and Inclusion

- Honour and celebrate the unique strengths and diversity of Aboriginal and Torres Strait Islander communities and membership.
- Inclusion is fostered by creating spaces of care, connection and belonging where all are welcomed and able to flourish.
- Equity is upheld through just access, shared opportunities and practices that value and respect the many voices within communities.





Self-Determination and Leadership

- Leadership is guided by cultural and clinical responsibility amplifying the unique medico-cultural perspective of the Aboriginal and Torres Strait Islander medical workforce.
- Inspiring and supporting future generations of self-determined Aboriginal and Torres Strait Islander doctors.
- Advocate for and champion systems that reflect, respect and value Aboriginal and Torres Strait Islander cultures and communities.



Justice and Courage

- Cultural safety is advanced, racism is challenged, and advocacy stands firmly against structural harm and injustice.
- Truth-telling is the foundation for meaningful change in the health of members, Peoples, communities and Country.
- Justice and courage are shown by advancing cultural safety, confronting racism and actions that dismantle inequities.

Values in Action

2026-2030 Goals

1

CULTURALLY GROUNDED
MEMBERSHIP IS AT OUR CORE

2

THRIVING ABORIGINAL AND TORRES STRAIT
ISLANDER MEDICAL WORKFORCE

3

HEALTH SYSTEM REFORMS FOR ABORIGINAL
AND TORRES STRAIT ISLANDER PEOPLES

4

STEADFAST AND SOVEREIGN THROUGH
RELATIONSHIPS, RESPECT, ACCOUNTABILITY
AND CULTURAL GOVERNANCE

5

SUSTAINABLE SYSTEMS,
TECHNOLOGY AND FUNDING

Culturally grounded membership is at our core

GOAL : ONE

Provide a culturally safe, inclusive, and celebratory home where all members belong and contribute where Aboriginal and Torres Strait Islander members voices, cultural authority, and leadership are elevated.

1. Develop and implement a clear membership strategy that articulates membership types, value propositions, and pathways for engagement across students, doctors, associates, and partners.
2. Embed culturally grounded mechanisms for meaningful member feedback and participation, guided by Cultural Governance approaches
3. Celebrate Aboriginal and Torres Strait Islander students' and doctors' milestones, leadership, and achievements across communications and events

STRENGTHEN
CULTURALLY SAFE
OPPORTUNITIES FOR
CONNECTION



4. Strengthen culturally safe opportunities for connection and peer support, including local networking, yarning circles, and mentoring.
5. Support member wellbeing through initiatives that nurture social, emotional, and cultural wellbeing across career stages.
6. Build members' professional and cultural leadership capability through leadership development, mentoring and advocacy.

Thriving Aboriginal and Torres Strait Islander medical workforce

GOAL : TWO

Aboriginal and Torres Strait Islander values and leadership are embedded in culturally responsive, safe and equitable medical education and training systems to ensure Aboriginal and Torres Strait Islander doctors and medical students are supported to thrive, lead, and transform systems from within.

1. Advocate for culturally safe, racism-free education and health systems that uphold Aboriginal and Torres Strait Islander leadership, educational and clinical excellence
2. Develop and promote clear pathways to success, including scholarships, awards, mentoring, and professional development initiatives.
3. Set clear expectations and reciprocal responsibilities with medical schools, specialist colleges, and health organisations through partnership agreements.

AMPLIFY THE
LEADERSHIP,
EXPERTISE,
VISIBILITY, AND
INFLUENCE



4. Partner with research organisations to generate evidence on experiences, outcomes, and needs, using findings to inform advocacy and system reform.
5. Prioritise and deepen partnerships with institutions demonstrating genuine commitment to cultural safety and sustainable workforce change.
6. Amplify the leadership, expertise, visibility, and influence of the Aboriginal and Torres Strait Islander medical workforce across sectors.

Health system reforms for Aboriginal and Torres Strait Islander Peoples

GOAL : THREE

Through courageous advocacy, leadership and strategic partnership, AIDA drives health system reform that upholds the rights of Aboriginal and Torres Strait Islander Peoples to self-determine culturally safe and just health care.

1. Develop a member-informed advocacy strategy that balances proactive leadership with responsive action on priority health system issues.
2. Build strategic, reciprocal partnerships across government, health, and education sectors to drive structural and policy reform and strengthen accountability for cultural safety, equity, and rights-based commitments across the health system.
3. Increase AIDA's visibility and influence through thought leadership, media engagement, and national policy discourse.

BALANCE PROACTIVE
LEADERSHIP WITH
RESPONSIVE ACTION



4. Lead and contribute to national health and human rights conversations, including broader determinants such as justice health, mental health, environmental and climate health
5. Grow the reach and impact of AIDA's Cultural Safety Training Program to support system-wide change.
6. Strengthen and formalise strategic partnerships with communities Aboriginal and Torres Strait Islander organisations and leaders through shared advocacy and joint initiatives.
7. Strengthen global First Nations solidarity and knowledge exchange through partnerships with PRIDoC and its members organisations.

Steadfast and sovereign through relationships, respect, accountability and cultural governance

GOAL : FOUR

Aboriginal and Torres Strait Islander sovereignty, integrity, knowledges and AIDA's values are embodied across our governance and operations ensuring a connected, respectful, accountable and culturally grounded organisation.

1. Develop and embed culturally aligned ways of working across governance, leadership, operations, and project delivery.
2. Establish clear cultural governance protocols, guidelines, and decision-making approaches grounded in Aboriginal and Torres Strait Islander authority.
3. Enable Elders to provide ongoing cultural guidance and accountability across AIDA's work.
4. Strengthen the collaborative partnership between the Board and Leadership Team through culturally safe and respectful, ways of working and effective change management.
5. Implement ongoing Board development and succession planning to sustain leadership capability and cultural continuity.



ENABLE ELDERS
TO PROVIDE
ONGOING CULTURAL
GUIDANCE



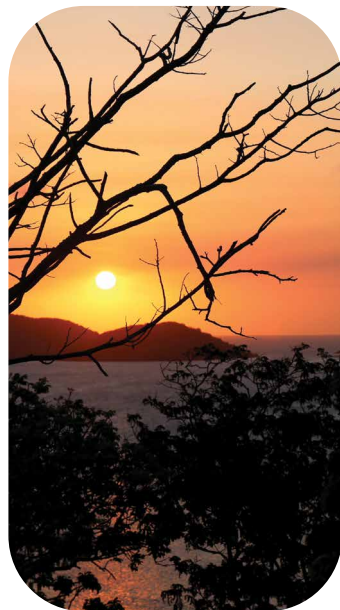
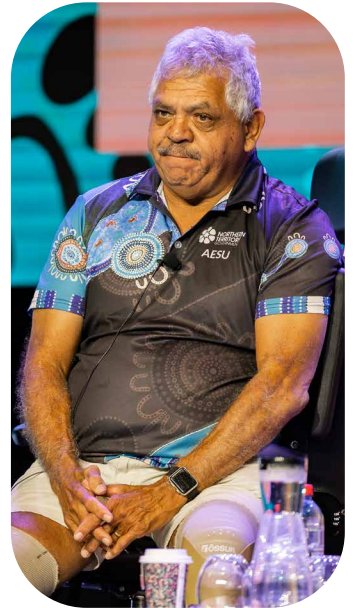
Sustainable systems, technology and funding

GOAL FIVE

Refine AIDA's systems, technology, and funding to ensure our organisation is sustainable, agile, and capable of supporting our long-term aspirations.

1. Invest in fit-for-purpose, scalable, and culturally safe IT infrastructure that supports governance, operations, membership, wellbeing, and engagement.
2. Ensure digital systems reflect AIDA's identity and values whilst upholding principles of Indigenous Data Sovereignty.
3. Strengthen financial governance and transparency to ensure long-term organisational sustainability.

AMPLIFY
ADVOCACY IMPACT,
STORYTELLING,
AND MEMBER
ENGAGEMENT



4. Reduce funding vulnerability by diversifying income through partnerships, services, philanthropy, and innovative revenue streams, that align with AIDA's values and strategic priorities.
5. Embed program logic and evaluation frameworks across projects and the organisation to align with AIDA's strategic goals.
6. Strengthen communications and media capability to amplify advocacy impact, storytelling, and member engagement.
7. Maintain robust risk management, compliance, and business continuity frameworks to support organisational resilience.

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