

Reconciliation Action Plan

May 2022 – May 2023



Acknowledgement of Country

The Australian Dental Council (ADC) acknowledges the Wurundjeri peoples of the Kulin Nations as the Traditional Owners of the land on which our administration and examination centre sits.

We also acknowledge that our business operates across Australia, on the unceded lands of the oldest continuing cultures in the world. We pay our respects to each of the Clans, Language Groups and Nations of Aboriginal and Torres Strait Islander Australia.

We acknowledge and pay respect to their Elders, ancestors, cultures, and heritage and recognise their ongoing connection to culture, land, and community.



Contents

Our vision for reconciliation	2	Our people and partnerships	12
Introduction	4	Reconciliation Action Plan:	14
Statement from the CEO, Reconciliation Australia	4	Stakeholder matrix	
Statement from the CEO, Australian Dental Council	6	Our RAP	16
Statement from the Chair, Australian Dental Council	7	Delivering our RAP	16
		Our reconciliation journey to date	18
		The ADC's approach to developing the RAP	20
Our business	8	Pillars for action	22
Our values	10	Further information	32
Our strategy	11		

Our vision for reconciliation

We aspire to expand our sphere of influence as leaders in the National Registration and Accreditation Scheme, to promote culturally safe healthcare through genuine partnership with Aboriginal and Torres Strait Islander peoples and, as a corporate citizen ensuring Aboriginal and Torres Strait Islander voices are heard and embedded in decision making.

We will encourage those we interact with to improve their own focus on reconciliation and cultural safety.

Our vision for reconciliation is healthcare that is free of racism, where Aboriginal and Torres Strait Islander peoples and cultures are respected, and where Aboriginal and Torres Strait Islander knowledges are embedded in the education and assessment of dental practitioners in Australia.

As a leader in accreditation, our vision is a health workforce who understand what they need to do to improve health outcomes for Aboriginal and Torres Strait Islander peoples and translate that understanding into action starting with self-reflection.

We work with dental stakeholders to set standards for dental education and newly qualified practitioners that are ethically and culturally safe.

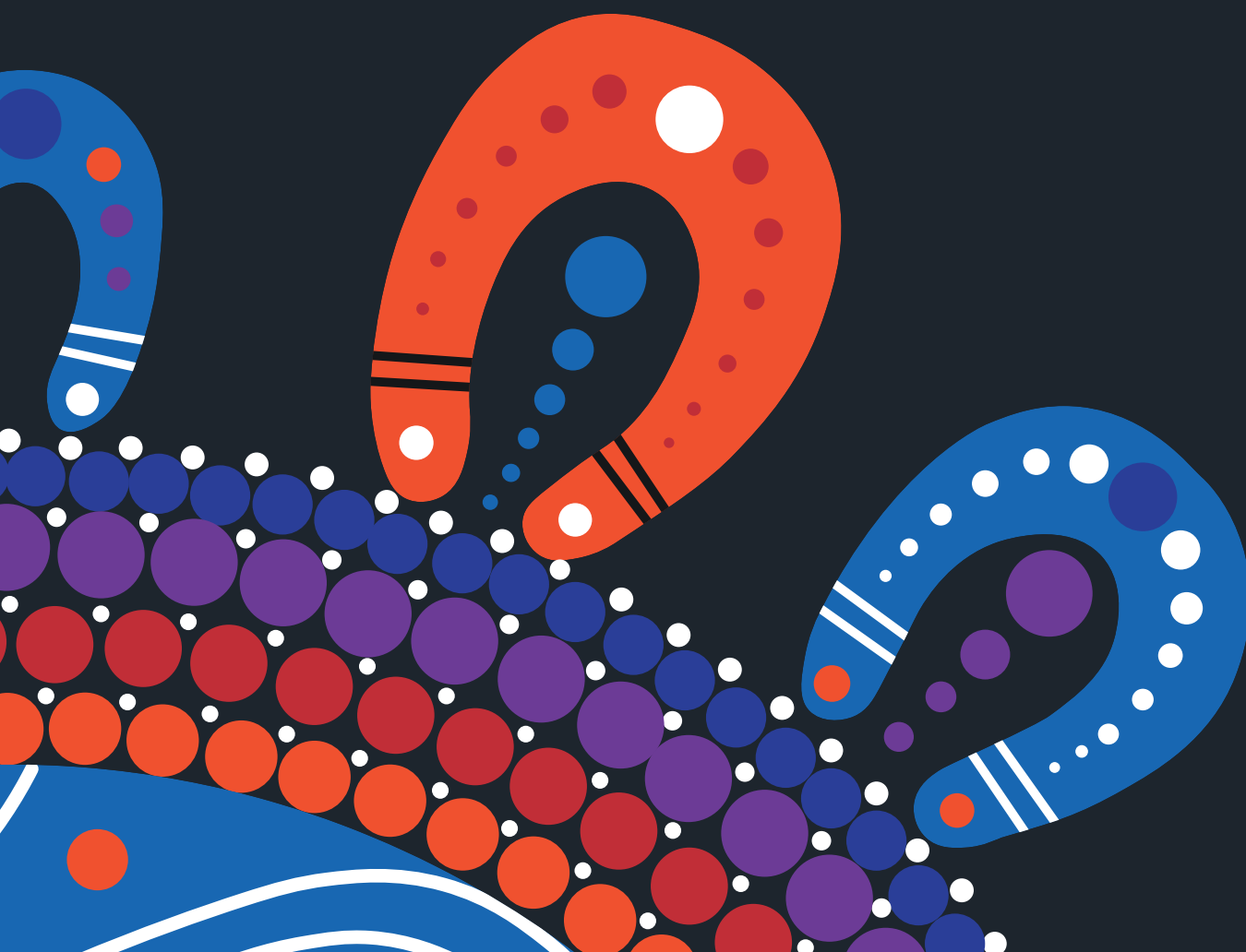
We ensure that dental practitioner education programs in Australia consider cultural safety as a fundamental competency of the newly qualified dental practitioner. We work with education providers to consciously embed cultural safety into dental practitioner program curricula to produce graduate practitioners who are informed and committed to providing culturally safe healthcare to Aboriginal and Torres Strait Islander peoples.

Our Standards will ensure that ADC assessments and examinations test the cultural safety of overseas qualified practitioners. This will ensure that every practitioner completing our examinations meet the minimum standards of competence in cultural safety required to practise in Australia.

We will work with our candidates to build awareness, capability and commitment to culturally safe practice. Our examination questions, structures and processes will be culturally safe and will reinforce the criticality of cultural safety in the oral health professions. There will be no graduate of an ADC accredited program, assessment or examination who cannot demonstrate and implement culturally safe practice.

Assessors and examiners contributing to our accreditation functions will demonstrate commitment to assessing dental education programs and overseas qualified dental practitioners in a culturally safe way, and to the expected standard needed to contribute to healthcare free from racism.

We strive to be an employer of choice for Aboriginal and Torres Strait Islander peoples, and an organisation where all of our partners are culturally safe. Our value proposition is centred on embedding cultural safety in our processes, policies, research, work environment and our organisational culture.



Introduction

Statement from the CEO, Reconciliation Australia

Reconciliation Australia welcomes the Australian Dental Council to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

The Australian Dental Council joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

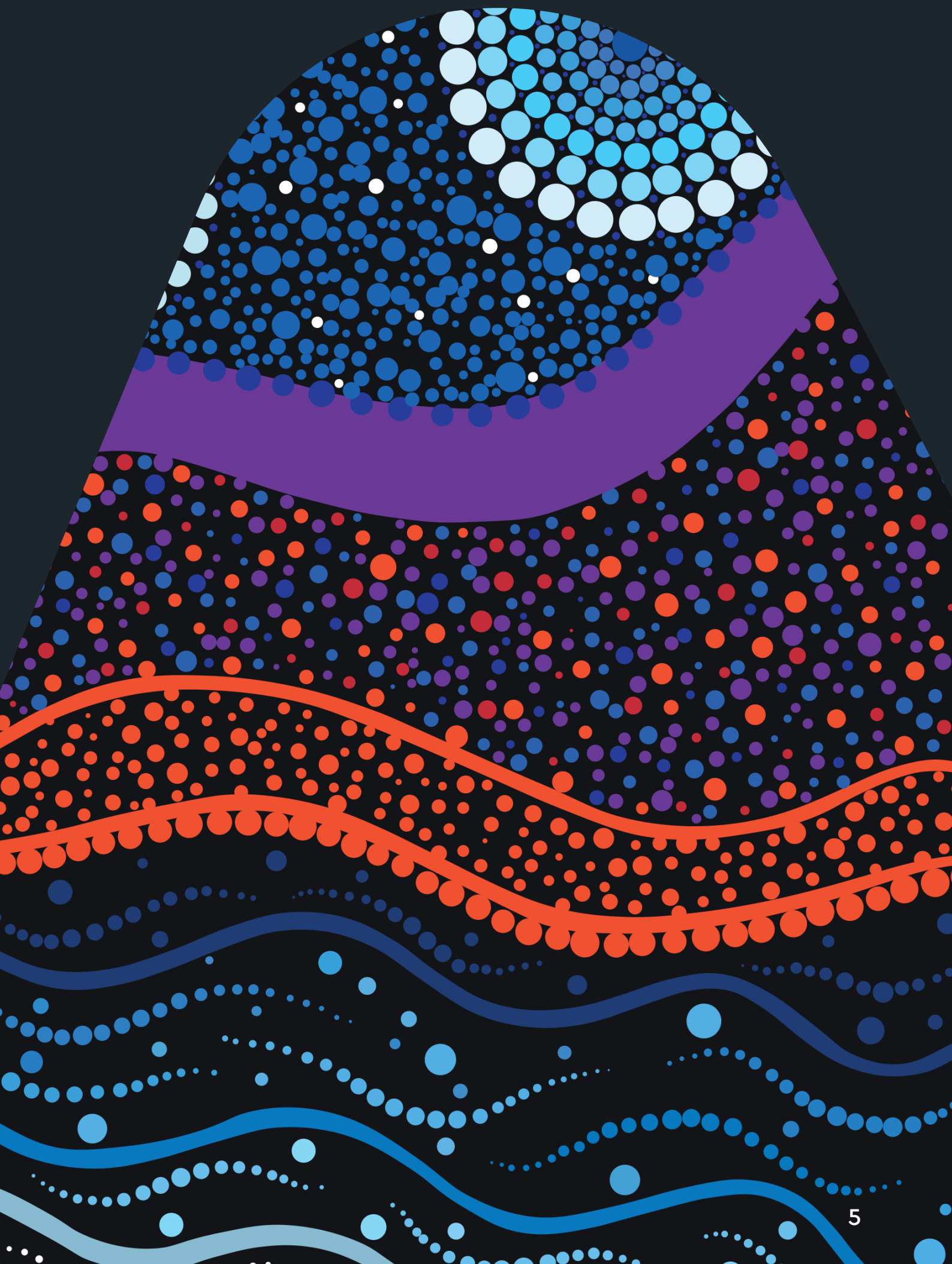
This Reflect RAP enables the Australian Dental Council to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations to the Australian Dental Council, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Karen Mundine

Chief Executive Officer
Reconciliation Australia



Statement from the CEO, Australian Dental Council

I am proud to present the Australian Dental Council's (ADC) Reflect Reconciliation Action Plan (RAP). This RAP is the first formal step in our reconciliation journey and articulates our commitment to a just, equitable, and reconciled nation.

Accreditation authorities are responsible for protecting the health and safety of the public by ensuring health practitioners meet the high standards expected of Australians. However, we can't ensure public safety unless health practitioners have the knowledge, skills and attributes to provide culturally safe healthcare for Aboriginal and Torres Strait Islander peoples. The two are unequivocally linked and accreditation authorities need to demonstrate leadership to drive reconciliation and improve health outcomes for Aboriginal and Torres Strait Islander peoples.

Reconciliation in the context of the Australian healthcare sector has long been a passion of mine. I have been a member of the Australian Health Practitioner Regulation Agency Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy Group (the Strategy Group) as an accreditation representative since 2017. I aspire to actively listen and learn from the Aboriginal and Torres Strait Islander health leaders on the Strategy Group and take action where I can, to contribute to reconciliation.

In addition, I have led the Accreditation role in improving Aboriginal and Torres Strait Islander Health Outcomes Working Group as part of my membership of the Health Professions Accreditation Collaborative Forum (HPAC Forum). The HPAC Forum published a report titled [*The role of accreditation in improving Aboriginal and Torres Strait Islander health outcomes*](#) which is a seminal piece of work confirming that accreditation authorities have a significant influence on the education of new health practitioners to be culturally safe for Aboriginal and Torres Strait Islander peoples. My own reconciliation journey has highlighted how important it is for the ADC to take its own steps to reconciliation.

Our role in reconciliation in the Australian healthcare sector is small, but significant. The ADC has started this journey through our revision of the [*ADC/Dental Council \(New Zealand\) \(DC\(NZ\)\) Accreditation standards for dental practitioner programs*](#) and the [*Professional competencies of the newly qualified dental practitioner*](#).

These documents are central to our work in dental practitioner assessments and program accreditation. I am pleased to see the ADC build on these foundations and embark on this new stage of our reconciliation journey.

From the outset of this work, we have been committed to developing a RAP that is meaningful, mutually beneficial, and sustainable.

This RAP works to promote reconciliation, build respect, and raise cultural awareness. From the outset of this work, we have been committed to developing a RAP that is meaningful, mutually beneficial, and sustainable. To achieve this, we established a Working Group to lead the RAP's development. Made up of representatives from inside and outside the ADC, the group was tasked with the development, implementation, and reporting of this RAP. It is co-chaired by Goreng Goreng, Gangulu and Biri Gubba man and President of the Indigenous Dentist's Association of Australia Dr Gari Watson, and the ADC's Director, People and Culture, Tara Waller. I would like to thank the Working Group for their efforts in establishing this important piece of work for the ADC.

Commitment to reconciliation is continuous and I look forward to working with the ADC team, committee members, Board, Aboriginal and Torres Strait Islander representatives, and our stakeholders on the implementation of our Reflect RAP.



Narelle Mills

Chief Executive Officer
Australian Dental Council

Statement from the Chair, Australian Dental Council

I am honoured to present the Australian Dental Council's (ADC) Reflect Reconciliation Action Plan (RAP). This RAP details and reinforces the ADC's deep commitment to fostering reconciliation through its work.

As an accreditation authority, the ADC plays an essential role in shaping the competence and delivery of care provided by dental professionals across Australia. We work to protect the health and safety of all peoples, and our Pillars for Action in our RAP are essential for us to achieve this with Aboriginal and Torres Strait Islander peoples. Our involvement in the National Registration and Accreditation Scheme means our contribution to reconciliation goes beyond oral health and contributes to addressing the disparities in health outcomes more broadly.

As the accreditation authority for the Australian dental professions, we are dedicated to using our position to pursue our vision to improve health outcomes for Australia's First Peoples. Recognising self-determination of Aboriginal and Torres Strait Islander peoples, building strong working relationships with Aboriginal and Torres Strait Islander peoples and the wider Australian healthcare community, and embedding Aboriginal and Torres Strait Islander knowledges and decision making, is central to the success of our work.

Reconciliation is also an essential part of our commitment to diversity and inclusion. We know that diversity of cultures, thoughts, and backgrounds is a strength at the ADC. We aim to ensure people of all backgrounds, cultures, genders, orientations, and abilities have a voice at the ADC – as an employer, an organisation and as a leader in setting standards for health practitioners. The development of our first RAP is an important way for the ADC to turn our commitment into tangible action. Our value proposition is centred on embedding cultural safety into our policies, processes, research, work environment and organisational culture.

The development of our first RAP is an important way for the ADC to turn our commitment into tangible action.

The pillars and associated activities in this RAP support our journey to achieving this value proposition. This work is not limited to the ADC Board, Committees, and team. Any stakeholder involved in the delivery of the ADC's day-to-day activities has a responsibility to work in pursuit of the activities highlighted in this RAP.

I encourage each ADC stakeholder to reflect on their contribution to this RAP as we embark on the first formal steps in our reconciliation journey. Our RAP journey is something we embark on together because we know that when we work together in partnership, it benefits all of us. I look forward to seeing the realisation of the goals in this RAP in the year to come.



Professor Chris Peck

Chair
Australian Dental Council

Our business

The ADC is the authority assigned the accreditation functions for the dental professions in Australia.

We work to protect the health and safety of the public by ensuring dental practitioners meet the high standards expected by the Australian public. We do this through:

- Accrediting education and training programs leading to registration as a dentist, dental specialist, dental hygienist, dental therapist, oral health therapist and dental prosthetist.
- Developing accreditation standards, policies, and procedures for Australian based dental practitioner programs.
- Developing standards, policies, and procedures for the assessment of qualities and skills of overseas trained dental practitioners (excluding dental specialists) seeking registration to practise in Australia.
- Assessing the professional qualities, knowledge, judgement, and clinical skills of overseas trained dental practitioners (excluding dental specialists) to determine their ability to apply for registration to practise in Australia.

The ADC is a not-for-profit company, limited by guarantee under the *Corporations Act 2001* (Cth), registered with the Australian Securities and Investments Commission (ASIC) and is a registered charity with the Australian Charities and Not-for-profits Commission (ACNC). The ADC has 35 employees. In addition to our core staff, the ADC has 10 Directors on our Board and a further 16 members of our standing Committees. The ADC works with 138 examiners who ensure the smooth running of our examinations for overseas qualified practitioners, and 150 Assessors responsible for the accreditation of dental education programs.

The ADC office and examination centre is based in Naarm (Melbourne), on the unceded lands of the Wurundjeri peoples of the Kulin Nations, but our reach as an organisation is national and, increasingly international.

At the time of writing, the ADC does not have any staff identifying as Aboriginal and/or Torres Strait Islander people and we are unable to determine how many of our assessors, items writers and examiners identify as Aboriginal and/or Torres Strait Islander people. We know that having a better understanding of our workforce and increasing representation of each of these groups is a priority in our reconciliation journey.

The ADC's staff live and work on Wurundjeri, Wadawurrung, Boon Wurrung, and Taungurong and Djadjawurung lands. Board and Committee members are located across Australia on the lands of the Kurna, Gadigal, Darkinjung, Gumbaynggirr, Turrbal, Ngunnawal, Noongar, Wadawurrung and Wurundjeri peoples.



Our Values

The ADC is a values-driven organisation. Our eight corporate values drive our day-to-day interactions with our stakeholders, and with each other.

The ADC corporate values are:



Ethical

Our behaviour, interactions, and decision making are consistently of a high moral standard. We drive a culture where our staff and stakeholders feel safe to speak up if they see a behaviour that does not meet our high standards.



Respectful

We value the rich and complex life experiences, orientations and backgrounds of our staff and our stakeholders and are committed to building culturally safe, respectful, and productive relationships.



Fair

We recognise and support the unique needs of our staff, candidates, and stakeholders and apply principles of equity and inclusion to everything we do. We regularly review our policies, procedures, and processes to ensure they are free of conscious and unconscious biases that exclude or disadvantage anyone we interact with.



Transparent

We are honest and open in our decision making and communication, including communicating the reasons behind decisions.



Independent

We focus on excellence in governance to ensure that we act in the best interests of the ADC and our stakeholders, free from undue influence and maintaining focus on key priorities and deliverables.



Supportive

Our people are supported to develop and grow, professionally and personally. We provide regular feedback and recognition and focus on the physical, psychological, and cultural wellbeing of our staff, and the people we interact with.



Collaborative

We proactively identify opportunities to work across organisational and professional boundaries to support increased knowledge, quality research, and better professional outcomes in accreditation and assessment.



Innovative

We champion original and creative thinking to continually challenge the status quo to identify better ways of working. We implement new approaches and solutions that add value and meet the needs of our stakeholders and staff.

Our Strategy

The [ADC Strategic Plan 2022–2024](#) (Strategic Plan) recognises our place as leaders in accreditation and assessment. It establishes the key result areas that will set us up for success as we diversify our business, and drive best practice, evidence-based innovations in the fields of accreditation and assessment.

Embedding cultural safety into the accreditation, assessment, and examinations functions of our organisation is a priority of our corporate strategy. It is fundamental in ensuring that the ADC continues to take meaningful action towards reconciliation.

Key result areas of the Strategic Plan



Leadership

We seek out activities and initiatives that demonstrate and confirm our leadership.



Quality

We drive activities and initiatives that continuously improve the quality of our services.



Innovation

We are curious and actively seek new opportunities through innovation.



Social responsibility

We make decisions that are ethical, safe, and sustainable.

Aboriginal and Torres Strait Islander Strategy

Through our *Aboriginal and Torres Strait Islander Strategy* (the Strategy), the ADC has committed to acknowledging the strength and knowledge of Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia and the Traditional Owners of the lands on which we work and live. We recognise the value Aboriginal and Torres Strait Islander cultures and voices bring to the organisation and actively seek First Nations representation across all areas.

The Strategy creates pathways to integrate Aboriginal and Torres Strait Islander voices and leadership in ADC decision making and will strengthen relationships with Aboriginal and Torres Strait Islander communities.

The Strategy identifies three core focus areas:

1. Cultural integrity.
2. Pathways for engaging Aboriginal and Torres Strait Islander leadership.
3. Value proposition and opportunities to strengthen relationships.

The implementation of actions contained within the Strategy will be a significant contributor to our RAP.

Our people and partnerships

Accreditation authorities play a pivotal role in the Australian health system.

It is our responsibility to ensure future health practitioners have the knowledge, skills, and capabilities to practise in a manner which is culturally safe. Cultural safety for Aboriginal and Torres Strait Islander peoples is intrinsically linked to public safety, which sits at the core of everything we do.

For this reason, it is essential that Aboriginal and Torres Strait Islander voices are involved at all levels of our decision-making process. This goes beyond the ADC team and senior leadership. We strive to ensure Aboriginal and Torres Strait Islander representation within our Board and Committees to incorporate Aboriginal and Torres Strait Islander ways of knowing, being, and doing in our decision making.

Dr Chis Bourke, a Gamillaroi man and the first Aboriginal dentist in Australia is Deputy Chair of our Board of Directors, a member of the Accreditation Committee and a member of the Professional Competencies Review Advisory Committee. At the time of writing, Chris is the only Aboriginal and Torres Strait Islander person appointed to the ADC Board or a Committee of the Board. We acknowledge the importance of increasing the representation of Aboriginal and Torres Strait Islander peoples across our Board and committees to strengthen decision making.

The ADC also works to ensure Aboriginal and Torres Strait Islander representation into our advisory committees and working groups.

Jacqui Gibson-Roos, a Wonthaga woman is a member of the Professional Competencies Review Advisory Committee. She was also a member of the Assessment Committee throughout 2018, contributing her expertise to the group. Professor Roianne West, a Kalkadunga and Djaku-nde woman participated in the organisation's Accreditation Standards Review Working Party between 2019 and 2020.

Their knowledge and lived experience helped shape the proposed revisions to the ADC/Dental Council (New Zealand) (DC(NZ)) Accreditation standards for dental practitioner programs (the Standards) and Professional competencies of the newly qualified dental practitioner (the Competencies). Both documents are essential to the work of the ADC across program accreditation and assessments and examinations.

In the most recent review of the Standards, the ADC introduced a new domain focusing on cultural safety. Throughout the consultation for the Standards, this new domain was strongly supported by multiple stakeholders including the Indigenous Dentists' Association of Australia. Cultural safety was also a key focus area in the review of the Competencies. The Competencies are reference points for the dental professions and underpin program accreditation, assessments and examinations decisions. The revisions to the competencies are due to be released in 2022.

Our organisational vision is to remain a leader in accreditation and assessment nationally and internationally. This extends to our commitment as a leader in embedding cultural safety and principles of reconciliation into every aspect of our work. We are signatories to the National Scheme Aboriginal and Torres Strait Islander Statement of Intent which highlights our commitment to achieving equity in health outcomes between Aboriginal and Torres Strait Islander peoples and other Australians by 2031.



Stakeholder matrix

This stakeholder matrix provides an overview of the groups which potentially have an interest in the development and implementation of the ADC's RAP. Stakeholders are categorised in line with the [IAP2 Spectrum of Public Participation](#) (the Spectrum). The Spectrum is designed to assist with the selection of the level of participation that defines the public's role in any community engagement program. Stakeholders may move between levels throughout the engagement process.

ENGAGEMENT LEVEL			
	Empower We will implement what you decide	Collaborate We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	Involve We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.
STAKEHOLDERS	• ADC Reconciliation Action Plan Working Group • ADC Senior Leadership Team • ADC Board of Directors • Reconciliation Australia • Ahpra Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy Group	• ADC staff • Accreditation Committee • Assessment Committee • People and Culture Committee • Finance Audit and Risk Management Committee • Aboriginal and Torres Strait Islander dental practitioners • National Aboriginal Community Controlled Health Organisation (NACCHO) • Victorian Aboriginal Community • Controlled Health Organisation Inc. (VACCHO) • Victorian Aboriginal Health Service (VAHS) • Indigenous Dentists Association of Australia (IDAA) • Indigenous Allied Health Australia (IAHA)	• Aboriginal and Torres Strait Islander health consumers • Assessors • Examiners • ADC Individual Members • Health Professions Accreditation Collaborative Forum (HPAC Forum) • Dental Board of Australia (DBA) • Australian Dental Association (ADA) • Dental Hygienists Association of Australia (DHAA) • Australian Dental and Oral Health Therapists Association (ADOTHA) • Australian Dental Prosthetists Association (ADPA) • Australasian Council of Dental Schools (ACODS) • Specialist societies/academies



Consult

We will keep you informed, listen to, and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.



Inform

We will keep you informed.

- Current students of dental practitioner programs
- Australian Dental Students' Association
- Health consumers
- Accredited education providers
- Ahpra and other national boards
- State and territory dental directors
- External researchers
- Department of Education, Skills and Employment (Cth)
- Department of Health (Cth)
- Department of Home Affairs (Cth)
- Health Chief Executives Forum (formerly Australian Health Ministers Advisory Council)

- Candidates – skills assessments
- Candidates – dental practitioner assessment
- Authorities to Act
- Council on Licensure, Enforcement, and Regulation (CLEAR)
- Dental Assistants Professional Association
- Tertiary Education Quality and Standards Agency (TEQSA)
- Australian Skills Quality Authority (ASQA)
- Commission on Dental Accreditation of Canada
- Dental Council (New Zealand)

Our RAP

As an accreditation authority, we play a pivotal role in shaping the competencies and levels of care provided by dental professionals across Australia. Our goal is to drive reconciliation and improve health outcomes for Aboriginal and Torres Strait Islander peoples. This RAP is a formal statement of our commitment to reconciliation and to progressing principles of cultural safety and self-determination across everything we do.

The ADC aims to use its role to ensure that cultural safety and the health outcomes of Aboriginal and Torres Strait Islander peoples are at the forefront of institutions delivering education and training programs in Australia. The revision of the Standards and the Competencies is a key role of the ADC and has involved a comprehensive consultation process, including the development of the cultural safety domain with guidance from Aboriginal and Torres Strait Islander health leaders.

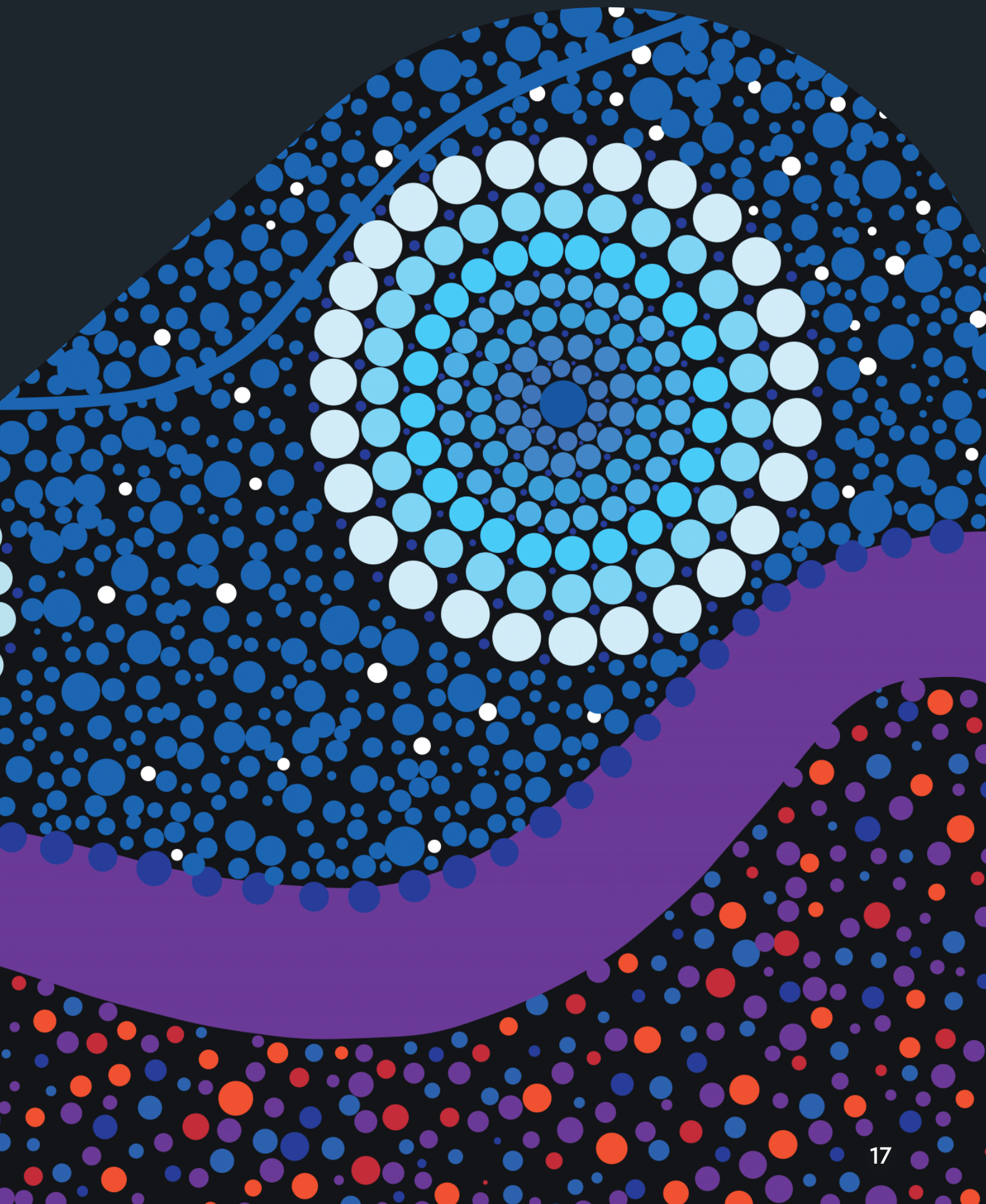
It is also important that the ADC adopts an approach to improving health outcomes for Aboriginal and Torres Strait Islander peoples that is consistent with the National Scheme. The ADC is proposing to incorporate the definition of cultural safety as outlined in The National Scheme's Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy 2020-2025 (the Strategy) into the competencies as part of their review. These are due for release in 2022.

The Competencies are used across our program accreditation and assessments and examinations functions. The incorporation of this definition ensures that cultural safety sits at the forefront of all parts of the organisation and those passing through it.

Delivering our RAP

The ADC has established a RAP Working Group who hold joint accountability with the Senior Leadership Team (SLT) and Board for the implementation of our RAP.

Our Reflect RAP is largely internally facing and will set the ADC up with the knowledge, networks, frameworks, and capability we need to continue our reconciliation journey. All actions identified within the RAP will be owned by one of our SLT members and all SLT members will have RAP implementation identified as one of their KPIs for the life of this RAP.



Our reconciliation journey to date

JUNE 2017

The ADC's CEO, Narelle Mills commences work as Chair HPAC Forum Working Group dedicated to Aboriginal and Torres Strait Islander health outcomes.



AUGUST 2017

The ADC's CEO, Narelle Mills appointed to membership of Ahpra Aboriginal and Torres Strait Islander Health Strategy group.

JUNE 2018

Wurundjeri elder, Uncle Bill Nicholson officially welcomes the ADC to country as part of the opening of our administration and examination centre.



JULY 2018

The ADC signs the National Registration and Accreditation Scheme Statement of Intent, formally committing the organisation to working towards equal health outcomes between Aboriginal and Torres Strait Islander peoples and other Australians by 2031.

The ADC's CEO, Narelle Mills provides an accreditation response to the signing of the National Registration and Accreditation Scheme Statement of Intent.

JANUARY 2020

Cultural safety is identified by the ADC as a focus area for the review of the Standards, aimed at ensuring programs produce graduates who are able to provide culturally safe care to Aboriginal and Torres Strait Islander peoples.



NOVEMBER 2019

The ADC Board complete cultural safety training with Arrilla Indigenous Consulting.

OCTOBER 2019

The ADC and the HPAC Forum release a research paper: *The role of accreditation in improving Aboriginal and Torres Strait Islander Health Outcomes*.



JUNE 2019

The ADC's staff complete cultural safety training with Arrilla Indigenous Consulting.

NOVEMBER 2018

The ADC's CEO, Narelle Mills is appointed to procurement panel for the development of cultural safety training for the National Registration and Accreditation Scheme.

OCTOBER 2018

HPAC Forum releases its preliminary findings to the ADC led thematic review on the *Role of accreditation in improving Aboriginal and Torres Strait Islander health outcomes*.

FEBRUARY 2020

The ADC endorses National Registration and Accreditation Scheme Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy and definition of cultural safety.

MAY 2020

The ADC team mark National Reconciliation Week with a virtual screening of Reconciliation Australia's 20 years on: *Crossing Bridges for reconciliation*.

NOVEMBER 2020

The ADC launches its first Aboriginal and Torres Strait Islander Strategy.

JANUARY 2021

New accreditation standards include a dedicated domain for cultural safety.

FEBRUARY 2021

Cultural safety is identified by the ADC as a focus area for the review of the Competencies, reinforcing the ADC's recent revisions to the Standards to ensure newly qualified practitioners are able to provide culturally safe care to Aboriginal and Torres Strait Islander peoples.

MAY 2021

The ADC team mark National Reconciliation Week with a viewing of 'In my blood it runs' followed by facilitated discussion.

The ADC submits formal RAP Expression of interest.

The ADC formally registers its commitment to develop its inaugural Refelct RAP.



MAY 2022

RAP Artwork unveiled.
The ADC's first RAP is launched.

DECEMBER 2021

ADC sponsors the *Commitment to Indigenous Health* award at the Indigenous Allied Health Australia conference.

NOVEMBER 2021

Cultural safety definition embedded in the professional competencies of the newly qualified practitioner.

JULY 2021

The ADC team mark NAIDOC Week with a cultural walking tour hosted by the Koorie Heritage Trust and lunch provided by Pawa Catering.



RAP Working Group officially convened.

JUNE 2021

Gari Watson and Tara Waller appointed as RAP Working Group co-Chairs.

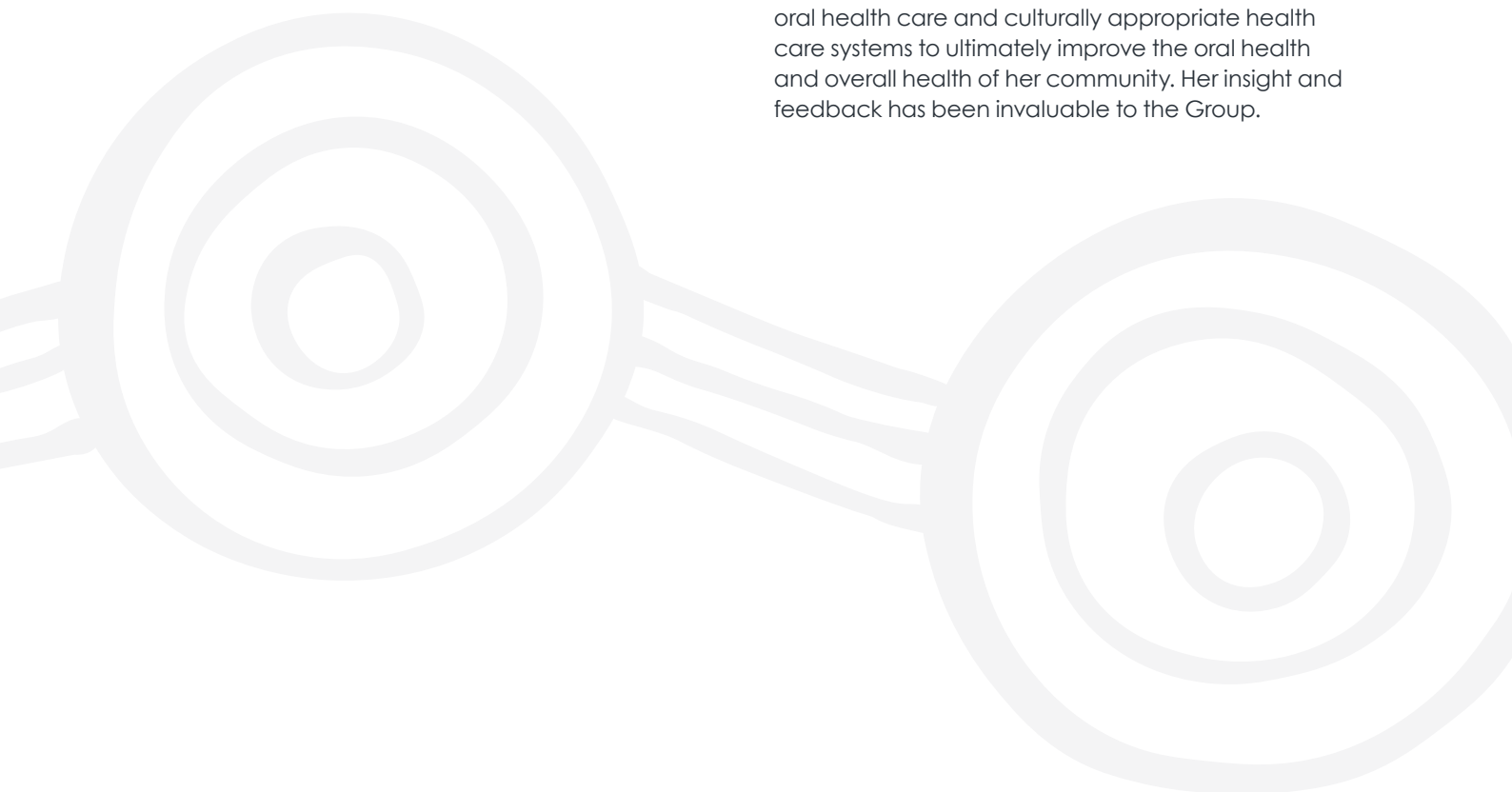
The ADC's approach to developing the RAP

Our RAP Working Group (the Group) was established with the purpose of driving the development and implementation of our Reflect RAP. The Group's objectives are to:

- Develop a RAP that reflects the ADC's role in improving the health and well-being of Aboriginal and Torres Strait Islander peoples through accreditation of programs for the dental professions and through a focus on building capability of all practitioners who practice in Australia.
- Ensure the ADC RAP reinforces our commitment to cultural safety and cultural integrity and translates this commitment into action.
- Champion reconciliation and cultural safety within the ADC and externally where appropriate.
- Engage relevant internal and external stakeholders in the development of the RAP, including a commitment to ensuring the voices of Aboriginal and Torres Strait Islander peoples are represented in actions and commitments.
- Implement the RAP and report on progress.

The ADC was delighted to have Gari Watson co-chair the ADC Group and bring his expertise and insights. Gari is a Gurang Gurang man with connections to Gangulu and Birri Gubba nations. Gari is a general practicing dentist and the current president of the Indigenous Dentists' Association Australia. Gari has practiced extensively in community and private practice including rural and remote areas across Australia. Gari is committed to improving the access to oral health services and cultural safety for Aboriginal and Torres Strait Islander peoples. Gari is motivated to contribute to reconciling Australia and closing the gap for Aboriginal and Torres Strait Islander peoples and has made a significant difference to the Group, and to the reconciliation journey for the ADC.

Kirrily Phillips also joined as a valued member of the Group. Kirrily is a proud Gumbaynggirr woman who has spent much of her life in Brisbane. She has a strong passion for improving the health and wellbeing of young Aboriginal and Torres Strait Islander children. Kirrily has worked as an Oral Health Therapist with some of the largest Aboriginal and Torres Strait Islander community-controlled health organisations in south-east Queensland. She is committed to delivering fresh perspectives to ensure stronger links between oral health care and culturally appropriate health care systems to ultimately improve the oral health and overall health of her community. Her insight and feedback has been invaluable to the Group.



The ADC's inaugural RAP Working Group includes the following members:



**Gari
Watson**

Co-Chair,
President Indigenous
Dentists' Association
of Australia



**Tara
Waller**

Co-Chair,
Director People
and Culture



**Andrea
Watt**

Secretariat,
Policy and Research
Coordinator



**Kirrily
Phillips**

External
Representative,
Oral Health
Therapist



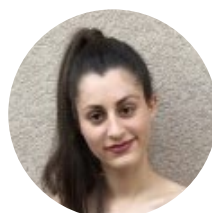
**Karen
Escobar**

Clinic Venue
Coordinator



**Luke
Fabris**

Technology
coordinator



**Sandra
Milutinovic**

Receptionist/
Administration
Assistant



**Tasbeeh
Raza**

Executive Assistant
to the CEO



**Anne
Szadura**

Manager,
Accreditation



**Samara
Williams**

Manager,
Communications



**Narelle
Mills**

Chief Executive
Officer (Ex Officio
member)

Pillars for action

Our Reflect RAP sets out our commitments to fully prepare us for reconciliation initiatives in successive RAPs.

Our key deliverables outlined in this section will provide the roadmap to further developing our relationships with Aboriginal and Torres Strait Islander stakeholders in the communities in which we operate and consolidate our existing initiatives.

This process will help to produce future RAPs that are meaningful, mutually beneficial and sustainable.







Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Identify and engage five Aboriginal and Torres Strait Islander stakeholders and/or organisations within our local area or sphere of influence.	February 2023	Director, Accreditation, Policy and Research
	1.2 Research best practice and introduce principles and measures for success that support an increase in partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2022	Director, Accreditation, Policy and Research
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff one month prior to NRW.	27 May – 3 June 2022	Manager, Communications
	2.2 RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2022	RAP Working Group
	2.3 Encourage and support all ADC staff and senior leaders to participate in at least one external event to recognise and celebrate NRW annually.	27 May – 3 June 2022	Director, People and Culture

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	3.1 Develop strategies to embed our commitment to reconciliation in all ADC communications.	June 2022	Manager, Communication
	3.2 Identify external stakeholders, and other organisations committed to reconciliation that the ADC can engage with on our reconciliation journey.	October 2022	Director, Accreditation, Policy and Research
	3.3 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	October 2022	Director, Accreditation, Policy and Research
	3.4 Develop and provide culturally safe guides and training for assessors/examiners/education and training providers.	October 2022	Director, Accreditation, Policy and Research
	3.5 Investigate ways to assess cultural safety of overseas qualified practitioners.	October 2022	Director, Assessments and Examinations
4. Promote positive race relations through anti-discrimination strategies.	4.1 Research best practice and implement new anti-discrimination and race relations policies.	November 2022	Manager, Human Resources
	4.2 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2022	Manager, Human Resources

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	5.1 Develop a business case to increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation by 20 percent.	August 2022	Director, Accreditation, Policy and Research
	5.2 Conduct a review of learning needs at the ADC to build cultural safety and competence.	August 2022	Manager, Human Resources
	5.3 Incorporate recommendations from the learning needs review into capability development planning	February 2023	Manager, Human Resources
	5.4 Source and rollout online and face to face cultural awareness and cultural safety training for all ADC staff, Board, Committee members, and other identified key stakeholders	December 2022	Director, People and Culture
	5.5 Explore options for ensuring assessors are competent in evaluating dental practitioner programs in a culturally safe way.	March 2023	Director, Accreditation, Policy and Research
	5.6 Build cultural awareness in to onboarding and induction processes.	September 2022	Manager, Human Resources
	5.7 Compile a working list of resources for the ADC that can provide useful links and information to support the ADC's staff to build stronger partnerships and increased cultural safety. Everyone can add to this list as resources are used or discovered. This will include: list of events; cultural walks; communities, stakeholders, organisations, and contacts within local spheres of influence; video links; podcasts; culturally safe curriculum and program development links for our providers; TV programs; and research articles and papers.	June 2022	Policy and Research Coordinator

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	September 2022	Director, People and Culture
	6.2 Increase the understanding among the ADC's staff of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2022, and ongoing	Director, People and Culture
	6.3 Build Acknowledgement of Country and of Traditional Owners into ADC branding, including website, PowerPoints, and letterhead.	April 2022	Communications team
	6.4 Build Acknowledgement of Country into all ADC meetings – internal and external.	July 2022	Manager, Communications
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 Raise awareness about the significance of NAIDOC Week by 30 percent through information sharing among the ADC's staff.	July 2022	Manager, Communications
	7.2 RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2022	RAP Working Group events lead
	7.3 Promote participation of the ADC's staff in an externally hosted event to celebrate NAIDOC Week in our local area.	First week in July, 2022	RAP Working Group events lead

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	8.1 Build understanding of current Aboriginal and Torres Strait Islander representation at the ADC to inform future employment and professional development opportunities.	September 2022	Director, People and Culture
	8.2 Develop a business case and plan for Aboriginal and Torres Strait Islander employment within the ADC.	October 2022	Director, People and Culture
	8.3 Develop an Employee Value Proposition for Aboriginal and Torres Strait Islander employment.	December 2022	Director, People and Culture
	8.4 Advertise all employment opportunities on Aboriginal and Torres Strait Islander job boards.	June 2022	Director, People and Culture
	8.5 Investigate possibility of co-sponsoring a scholarship (e.g., with Indigenous Dentist's Association of Australia) for an Aboriginal and Torres Strait Islander dental practitioner student.	December 2022	Director Accreditation, Policy and Research
	8.6 Explore feasibility of creating further identified positions on Boards and Committees.	November 2022	Board Chair and Chief Executive Officer
	8.7 Strengthen networks with Indigenous Dentist's Association of Australia and/or Aboriginal controlled health organisations to build talent pipelines into Board and Committee membership.	December 2022	Chief Executive Officer

Action	Deliverable	Timeline	Responsibility
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	9.1 Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	September 2022	Director, Corporate Services
	9.2 Investigate Supply Nation membership.	September 2022	Director, Corporate Services
	9.3 Investigate procurement partnerships with Aboriginal and Torres Strait Islander owned companies (e.g. stationary, catering, branded collateral).	January 2023	Director, Corporate Services
	9.4 Develop a social procurement policy focused on procuring from Aboriginal and Torres Strait Islander businesses.	February 2023	Director, Corporate Services

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	10.1 Maintain a RWG to govern RAP implementation.	June 2022	Director, People and Culture
	10.2 Review and update Terms of Reference for the RWG.	June 2022	Director, People and Culture
	10.3 Maintain Aboriginal and Torres Strait Islander representation on the RWG.	June 2022	Director, People and Culture
11. Measure existing capabilities that support RAP development.	11.1 Undertake a baseline survey to determine current levels of cultural awareness and safety among the ADC's staff, Board, and Committee Members to enable an assessment of impact of our RAP.	May 2022	RAP Working Group
	11.2 Identify existing endeavours that enable cultural impact in the organisation.	August 2022	RAP Working Group
12. Actively develop, report, and monitor the RAP.	12.1 Provide quarterly reports to senior leaders and management on the progress of RAP development and implementation.	July 2022, and ongoing	RAP Working Group Chair
	12.2 Establish a KPI for each SLT member outlining their responsibility for delivery of the RAP over the course of 2022/23	June 2022	Chief Executive Officer

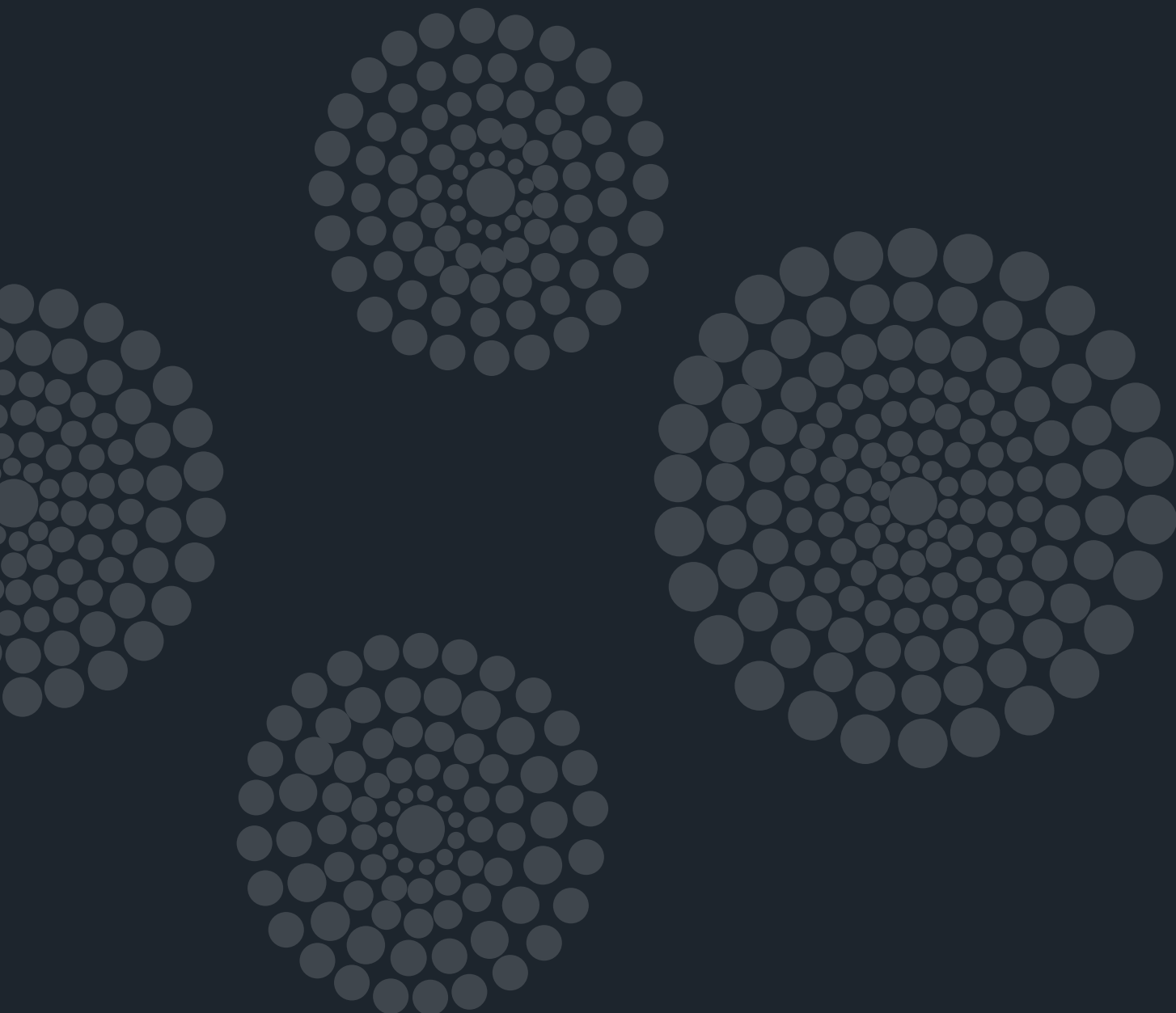
Action	Deliverable	Timeline	Responsibility
13. Provide appropriate support for effective implementation of RAP commitments.	13.1 Define resource needs for RAP implementation.	June 2022	Director, People and Culture
	13.2 Engage senior leaders in the delivery of RAP commitments.	September 2022	RAP Working Group Chair
	13.3 Consult with and engage Aboriginal and Torres Strait Islander representatives on Boards and Committees to validate the RAP and engender commitment.	June 2022	RAP Working Group Chair
	13.4 Define and implement appropriate systems and capability to track, measure, and report on RAP commitments, including quarterly reporting to People and Culture Committee and Board and monthly RWG updates to the CEO and SLT.	June 2022	RAP Working Group Chair
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	14.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2022	RAP Working Group Chair
	14.2 Conduct a staff survey once RAP deliverables have been achieved to measure the impact on cultural awareness.	April 2023	RAP working Group Chair
15. Continue our reconciliation journey by developing our next RAP.	15.1 Register via Reconciliation Australia's website to begin developing our next RAP.	January 2023	Director, People and Culture

Further information

For further information on the ADC's Reflect RAP
or to provide feedback, please contact:

Tara Waller

Director, People and Culture
Email: tara.waller@adc.org.au





Lani Balzan, 2021, *Commitment to reconciliation*, Acrylic on canvas and digital artwork, Commissioned by The Australian Dental Council.

About the artwork

This artwork represents the ADC's role in improving the health and wellbeing of Aboriginal and Torres Strait Islander Peoples. When creating this artwork, I wanted it to symbolise the importance of reconciliation and how the ADC is proud of its journey towards its future – just as I was proud in having the opportunity to create this piece.

The centre of the artwork represents the ADC's connection and commitment to its reconciliation journey. The symbols surrounding the centre signify the coming together of people and the organisation. I've included the colours of the ADC throughout the piece.

The bottom section represents the land with the orange reminiscent of Australia's dusty red dirt. The symbols and tracks show the connection to the land.

The top section represents the sky. The blue dots and eight dotted areas symbolise the ADC's eight corporate values: ethical, respectful, fair, transparent, independent, supportive, collaborative, and innovative. Like the sky we look up to, these are values that everyone can look up to.

The white circle pathways are a symbol of the ADC's acknowledgement of Aboriginal and Torres Strait Islander peoples' values and voices.

The two water sides in the middle represent the connection to water. There are many different connections to water from international travel for training and education to the significance of water to everyone, as well as Aboriginal and Torres Strait Islander peoples.

The reconciliation journey is reflected throughout the piece. The pathways signify the establishment and connection with Aboriginal and Torres Strait Islander peoples and the commitment to actively promote awareness of their peoples and cultures.

About the artist

Lani Balzan is a proud Aboriginal woman from the Wiradjuri people of the three-river tribe. Her family originates from Mudgee but she grew up all over Australia and lived in many different towns. She now calls the Illawarra home.

Lani is a nationally recognised Aboriginal Artist, and has been creating art for over 6 years and has had continued success across the country.

One of her biggest goals and inspirations with creating her artwork is to develop a better connection to her culture and to continue to work towards reconciliation; bringing people and communities together to learn about what amazing culture we have here in Australia.

www.lanibart.com.au

-  lanibart
-  lanibart
-  art_by_lani_
-  Lani Balzan

www.adc.org.au

Phone: +61(0) 3 9657 1777

Fax: +61 (0) 3 9657 1766

Email: enquiries@adc.org.au

PO Box 13278

Law Courts Victoria 8010

Australia

