



Artist's Acknowledgement

As a proud Tubba-gah Wiradjuri man, I respectfully acknowledge all nations which Western NSW Primary Health Network operates on. I acknowledge this artwork will be viewed off my home country of the Tubba-gah people of the Wiradjuri Nation and therefore ask you accept this artwork on behalf of my family which I wish to share with you.

I would also like to pay respect to the traditional custodians of the country whose ancestral lands we all share. I thank the Elders for their wisdom, courage, and sacrifice and pledge my commitment to preserving their legacy for future generations.

This artwork depicts a gathering of people in camp (dhandha) along a river (bila or ghi). The camp shelter was made from gathering leaves which were thrown over a temporary frame made of branches. They are on a journey (birrang) to find a new home. They have travelled a long way, crossing many different tribal lands. They hope to find a place that is better resourced to ensure the survival of the tribe. The centre dreaming trails (yarrudhang murruway) represent where they came from, where they are, and where they want to be.

Metaphorical interpretation: This piece represents the journey the WNSW PHN is undertaking with its Reconciliation Action Plan. The aim of the journey is to reach a place where the WNSW PHN and its partners have successfully contributed to a unified understanding and commitment to reconciliation across the nation. It speaks to the continuing evolution of the organisation in this space through recognising the past, understanding the present, and celebrating the future.

Maradhal-Yandhul-Giriya
(Wiradjuri: Past-Present-Future)

Nathan Peckham
2021





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Acknowledgement of Country

Wiradjuri

Yuwin-Dhu The Western NSW Primary Health Network (WNSW PHN) Ngadhu banhi-gu gulbarra Aboriginal and Torres Strait Islander mayny-galang ngan.gu Ngurambang-ga ganhambarra and commit to building relationships, yindyamarra and opportunities with all Aboriginal mayny-galang in our footprint.

English

The Western NSW Primary Health Network (WNSW PHN) respectfully acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the nations and countries on which we work, and commit to building relationships, respect and opportunities with all Aboriginal and Torres Strait Islander Peoples in our footprint.

We pay respect to Elders past and present and extend recognition to all Aboriginal and Torres Strait Islander Peoples reading this message.

We respectfully acknowledge the following Aboriginal nations Barindji, Barkandji/Paakantji, Barranbinya, Barundji, Gunu, Kamilaroi, Muruwari, Muthi, Ngemba, Nyampa, Wailwan, Wilyakali, Wiradjuri and Wongaibon.

We gulbarra (acknowledge) Elders who are the knowledge holders, teachers, and pioneers, the

youth who are the hope for a brighter future and who will be the future leaders.

We gulbarra (acknowledge) and pay our respect to Aboriginal and Torres Strait Islander Peoples who have gone before us and recognise their contribution to First Nation's people and community.

In acknowledging and celebrating the diverse cultures of the First Nation's peoples across our footprint, we have incorporated traditional language from some of these nations.

Aboriginal language in this document

We would like start by saying, Yiradhu Murung, Wiradjuri for "Good day" or "Hi". An appropriate welcome in an Indigenous language that is striving to be spoken and shared.

Use and revival of Aboriginal languages is vital for strengthening people's Aboriginality, connection to culture and continuation of language. Language is an important factor in developing positive health and wellbeing. Our RAP is striving to be inclusive of

languages that exist across the WNSW PHN footprint.

The challenges to our thoroughness and inclusivity of language have been colonisation and the various policies and practices to disconnect Australia's First people to language and culture. With consideration of these factors, we appreciate the understanding of Aboriginal and Torres Strait Islander Peoples within the communities and Nations we engage with and work alongside.

Robert Salt, language consultant

Robert Salt was born in Brewarrina, a small town in North Western NSW. His mother was Evelyn Barker and he comes from a family with a long association with culture and social justice. He has cultural connections to the Kunja, Morowori and Wiradjuri Nations. Roberts's family has strong connections to Language and he was inspired to start his journey as a young man.

Robert is a member of the Aboriginal Advisory Council for the Western NSW Primary Health Network and volunteered his knowledge to include the language content within this RAP.

Our Region

Our operational footprint includes communities from the Three Rivers Regional Assembly (TRRA) and Murdi Paaki Regional Assembly (MPRA).

We acknowledge Regional Assemblies as the governing bodies that represent the interests of Aboriginal and Torres Strait Islander Peoples in communities across Western and Far Western NSW.

The TRRA region extends from Lithgow in the east of NSW through to Nyngan in the west. It represents the interests of First Nation's people across the communities of Bathurst, Dubbo, Gilgandra, Mudgee, Narromine, Nyngan, Orange, Parkes, Peak Hill, Trangie, Warren, and Wellington. The MPRA region extends to people in 16 communities across Western NSW including Tibooburra, Broken Hill, White Cliffs, Wilcannia, Menindee, Wentworth, Balranald, Ivanhoe, Cobar, Bourke, Enngonia, Brewarrina, Lightning Ridge, Walgett, and Coonamble.

We acknowledge that we work on the traditional lands of many Aboriginal clan groups and nations. We commit to working in collaboration with our region's Aboriginal Communities and peoples to improve their health, social and emotional wellbeing in the spirit of partnership.

Aboriginal nations within our region include:

- Barindji
- Barkindji/Paakantji
- Barranbinya
- Barundji
- Guru
- Kamlaroi
- Muruwari
- Muthi Muthi
- Ngemba
- Ngiyampaa
- Nyampa
- Wailwan
- Wilyakali
- Wiradjuri
- Wongaibon



Poem about Country

By Elle Daly, WNSWPHN Working party member

This Aussie land, my country
I love to walk and roam
Beneath the trees and in the fields
This country is my home

Looking at a shelter rock
I couldn't help but wonder
Is this where they'd sit in storms
And listen to the thunder

Out here in the Aussie bush
Beneath the trees so old
I think of all my people then
Who sadly lived on gold

Gold they didn't think much of
A sweetly simple life
Finding joy in such small things
And living free of strife

They lived each day with purpose
Each day a job, no orders
Making women, making men
Of their sons and all their daughters

Bathing by the riverbank
Cousins swam and played
Aunties weaved and yarned with mums
While eyes on kids still stayed

Yarning in their true language
A rich, complex, raw sound
Talking women's business
While the men were not around

Sitting by the waterhole
The fathers are so proud
Sons now men, the pain still fresh
Their singing voices loud

Freely they would work each day
To gather fruit and seed
Hunting kangaroo to share
They knew nothing of greed

Then at night under the stars
And in each other's arms
'Round the fire, sang and danced
The people far from harm

Talking of the ancient tales
Passed through generations
Teaching young ones hard lessons
And building strong foundations

Did they know how rare it was
That people be at peace
Living in the luscious bush
All healthy, no disease

I guess you'd say and wealthy too
They had all that they'd need
To live here in abundant bliss
The land an endless feed

In this thinning Aussie bush
My heart is quietly breaking
For the many more like me
Whose land it is they're taking

So cold of them, destroying land
Land that they don't own
Digging holes for shiny rocks
Their hearts are made of stone

But as I sit here sadly
Beneath the gumtree shade
I'll visualise the countryside
The way it should have stayed



Board Chair, Dr Robin Williams



Deputy Chair, Melina Saunders



CEO, Andrew Coe

A Message from our Board Chair, Deputy Chair and CEO

Improving health outcomes for Aboriginal and Torres Strait Islander Peoples is our highest priority.

Reconciliation is necessary for us to make meaningful gains in the health of First Nation's Peoples. Our first Reconciliation Action Plan (RAP) demonstrates our united commitment to reconciliation and to closing the gap.

It is our pledge to take action to build and nurture relationships, to demonstrate respect for and increase awareness of Aboriginal and Torres Strait Islander cultures and provide opportunities for Aboriginal and Torres Strait Islander people, organisations and communities to work in true partnership with us.

We also promise to nurture and grow workforce opportunities for First Nation's Peoples within our sphere of influence.

We know that reconciliation is hard work and there will be many learnings along the way. We are ready for the challenge and very proud to present our Reflect RAP which will continue to guide, support, and hold us accountable as we embody our values and make reconciliation a reality.

Our Business

Western Health Alliance Limited, which operates as the WNSW PHN believes in better health for all and acknowledges the significant health disparities between First Nation's and non-indigenous people in our footprint. We aim to make a difference, and to build meaningful, sustainable initiatives in partnership with Aboriginal communities, to close this gap.

Our role as a Primary Health Network can best be characterised as one of helping General Practice (GP) and primary health care services to work better in meeting the population's needs. There are various ways we might do that. We can seek to remove barriers that make it hard for people to access those services. We can offer support to providers which helps them tackle unmet needs. We can work with our hospitals and other health services to better co-ordinate and link their services with those offered by GP and primary health care services. We can assist with enabling the emergence of new providers or encourage the establishment of new services where gaps currently exist. In some instances, we may deliver services ourselves if we identify a genuine need which no-one else is willing or able to address.

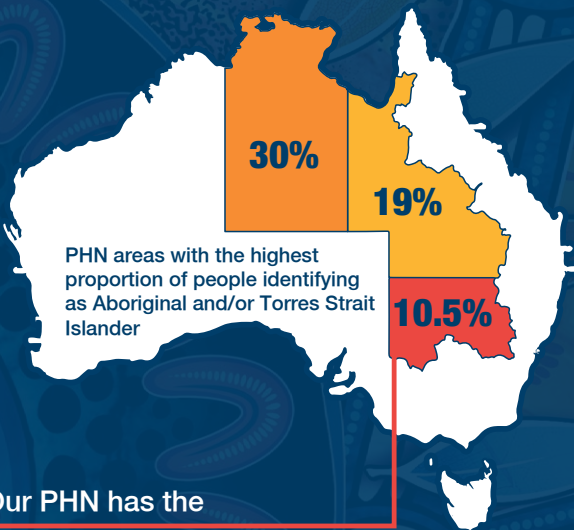
Our strategic goal is to improve the health of Aboriginal and Torres Strait Islander Peoples and to support access to the right care, in the right way, at the right time, and right place.

WNSW PHN funds a range of services focused on the needs of First Nations people including:

- Integrated Team Care (Marrabinya)
- Social and Emotional Wellbeing (SEWB)
- Drug and Alcohol
- Suicide Prevention

We employ 75 staff, and we are committed to an Aboriginal Employment Strategy to support the employment of Aboriginal and Torres Strait Islander Peoples and we currently have 7 identified roles across the organisation. We have offices located in Bathurst, Orange, Dubbo, Bourke and Broken Hill and our footprint covers a vast geographical area across Western and Far Western NSW.

In the 2016 ABS Census, 31,455 people living in the WNSW PHN region, identified as Aboriginal and/or Torres Strait Islander – the third highest of all PHNs, nationally.



Our PHN has the

3rd highest proportion of the total population identifying as Aboriginal behind Northern Territory and Western Queensland PHNs



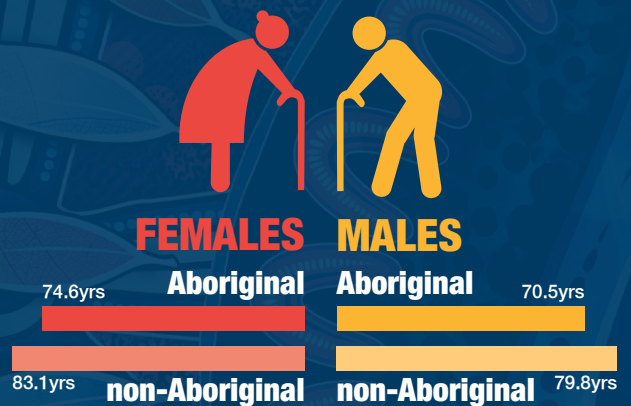
10.5% or just over **1 in 10** people in our region identify as Aboriginal and/or Torres Strait Islander compared to **2.8%** Nationally.

Our RAP

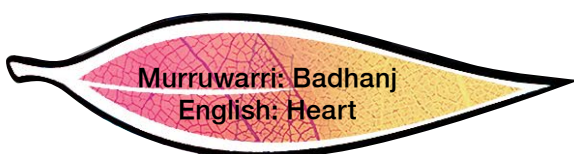
The Western NSW Primary Health Network Health Needs Assessment 2019-2022 reports the significant disparity between health outcomes for First Nation's Peoples compared to non-Indigenous people across the footprint.

As a commissioner of primary health care services, we have a responsibility to improving health outcomes for Aboriginal and Torres Strait Islander Peoples in our footprint. In fact, our priority strategic goal is to improve the health outcomes of Aboriginal & Torres Strait Islander People. We know that to support any improvement that we must reflect on how we work with Aboriginal and Torres Strait Islander Peoples in our footprint, to support local decision making within communities, and empower self-determination of the future of health outcomes. We understand that reconciliation is critical to closing the gap and achieving this goal.

The life expectancy of Aboriginal People born in NSW is on average **9 years lower** than non-Aboriginal people



Local Government Areas with the highest total proportion of Aboriginal people include



Our Vision for Reconciliation

By acknowledging, listening, accepting, and learning to support one another together, we will improve health outcomes for First Nation's Peoples in the Western NSW Primary Health Network footprint.



Our Aboriginal Health and Wellbeing Team Allinta Riley, Nikki Trudgett and Josh Costa

In alignment with our strategic goals and vision for reconciliation, the WHAL Board is committed to the priority focus areas outlined in the 2020 National Agreement on Closing the Gap. The Board is guided by an appointed Aboriginal Health Council with members representing Aboriginal Community Controlled Health Organisations (ACCHOs), peak bodies and community. The Aboriginal Health Council has supported WNSW PHN on its reconciliation journey by identifying key areas for reflection and growth. These have resulted in the development of a Reconciliation Working Group (RWG) in January 2020 including staff and First Nation's community members, the appointment of a General Manager for a new portfolio for Aboriginal Health and Wellbeing, and reviews of Aboriginal and Torres Strait Islander engagement and employment.

Since its inception, the RWG has met bi-monthly to reflect on how the organisation can support reconciliation with staff and in its operations with stakeholders and has supported the development of this Reconciliation Action Plan. The RWG will be maintained throughout the life of this RAP and to support the development of future RAPs. The RAP Champion for the WNSW PHN is the CEO.

The actions and deliverables identified in this RAP are embedded in our operational plans and will be monitored and tracked by each relevant Portfolio Lead and outcomes reported to the RWG at the end of the RAPs timeline.

Our Partnerships and Activities

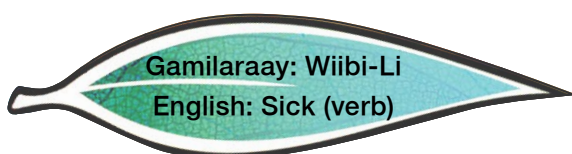
Our staff, especially those who support the commissioning of services work closely with our Aboriginal Health Council for guidance on cultural safety and how to engage in the proper way with Aboriginal and Torres Strait Islander communities in our footprint. With the support of the Aboriginal Health Council, we are developing partnerships with Aboriginal and Torres Strait Islander representative bodies including the Regional Assemblies, as identified by the NSW Government Ochre Accord. In our footprint, these include Three Rivers Regional Assembly (TRRA) and Murdi Paaki Regional Assembly (MPRA). We have been working with these bodies to understand the priority issues for their representative communities.

We have also been working to identify the proper way of engaging with First Nation's people at the local community and individual level. We have a partnership with Bila Muuji Aboriginal Corporation Health Services Incorporated which is very active in addressing the health inequality in of local communities, and their membership comprises several Aboriginal Community Controlled Medical Services including Brewarrina, Bourke, Coomealla, Coonamble, Dubbo, Forbes, Orange and Walgett. We are also working on building our relationships with the other Aboriginal Medical Services across our footprint. We are also working on identifying Traditional Custodians and local protocols for engaging in local community and becoming more involved in partnerships and initiatives.

Our RWG identifies and regularly reports on upcoming opportunities for staff to be involved in reconciliation activities and significant events including NAIDOC and National Reconciliation Week and Sorry Day.



Members of the Bathurst WNSW PHN Team coming together in recognition of National Reconciliation Week.



Case study one



Ray and Denise, clients of the Marrabinya Program in Coonamble with Senior Care Link worker, Kym Lees.

Marrabinya Program, Maari Ma Health Aboriginal Corporation Marrabinya – Saving Lives

(The interviewees provided written approval to be interviewed, recorded, and photographed)

Ray (AKA Bark) and Denise from Coonamble say they owe their lives to the Marrabinya Program, managed by Maari Ma Health Aboriginal Corporation, and funded by WNSW PHN.

Kym Lees is a senior Care Link worker for the program, based in Coonamble. There are Aboriginal Marrabinya Care Link workers situated in Coonamble, Bourke, Dubbo, Bathurst (2), Cowra (senior worker), Forbes and two recently advertised for Balranald and one additional position to cover Brewarrina, Walgett, or Nyngan. The WNSW PHN funds the program which also supports an Aboriginal workforce.

The Marrabinya Program has been running since 2016 and is supporting up to 3000 Aboriginal and Torres Strait Islander people across the WNSW PHNs footprint with chronic disease. These include cardiovascular, chronic respiratory, chronic kidney, liver disease and cancer. The program supports clients with getting to their appointments, including transport, accommodation, and support aids.

Denise, 65, and who has asthma and recently diagnosed with breast cancer, found out about the service through their local Aboriginal Medical Service. Her partner, Ray, 70, suffers multiple chronic conditions including cardiac, diabetes, kidney disease and sleep apnoea. The couple have been supported by the program to get to specialist appointments and treatment in Dubbo and Sydney. Care that they say they would not have been able to access without Kym and the Marrabinya Program. With a great sense of humour, the couple candidly talk about their experience in the program.

All jokes aside, with all the problems we have had, we wouldn't have been able to get our care without this girl and the program.

The cultural safety is very good. "We'd be up the creek without a paddle if we didn't have the program or the AMS. We wouldn't be here without them."

You can read more about how the program is partnering with Aboriginal and Torres Strait Islander Peoples to deliver care in:

'What works' in partnering to deliver effective Aboriginal health services. The Western New South Wales Primary Health Network experience.

Orana Haven Aboriginal Corporation Drug and Alcohol Rehabilitation Centre Detoxification Pilot

Case study two

Drug and alcohol issues affect Aboriginal and non-Aboriginal people across our footprint and there are limited resources to provide support to people seeking to detox and commence their journey to recovery.

Orana Haven Aboriginal Corporation Drug and Alcohol Centre, on the outskirts of Brewarrina is facing the challenge head-on. In 2020, Orana Haven commenced a detoxification pilot including six detoxification beds on-site and a supported at-home model.

It is a compulsory requirement for clients to do up to seven days detox before starting a rehabilitation program, so they can go through the worst of the symptoms associated with withdrawals. The program is supported by a Registered Withdrawal Nurse, a local Aboriginal worker, and local GPs.

When this document was being written, the pilot program had seen 14 clients in six weeks, with 11 of them continuing to rehabilitation programs, either at Orana Haven, or elsewhere.

Orana Haven CEO, Alan Bennett has a vision to expand the service in the future, with the potential of supporting entire families together in the one location.

“It’s so important for clients to come for care on country as they’re close to family. The cultural input into the program is critical – Aboriginal people designing and delivering the program.”

Alan believes this model of care brings the best of all worlds for Aboriginal people with drug and alcohol issues.

“It combines the things they’re looking for, the things that mainstream health requires for safety, for example, and delivered in such a culturally safe manner.”

They want to work closely with WNSW PHN to develop a new approach that combines the best of both sides and is something that suits Aboriginal people and clients.

“We’ve started the engagement process with the PHN, and we look forward to it and are hopeful of a fruitful relationship.”

WNSW PHN is also funding Orana Haven to deliver an outreach drug and alcohol program, the Hub Worker program across Western NSW communities including Bourke, Brewarrina, Nyngan, Walgett, Peak Hill and Parkes.



Pictured are Bourke based Community Drug and Alcohol Outreach workers, Elizabeth Kerr and Joseph Clarke.

Case study three

Workforce Capacity Building Project – Recognised as Best Practice

Fifteen graduates celebrated their achievements in completing Certificate IV in Community Services in 2020 through scholarships provided by the Western NSW Primary Health Network's (WNSW PHN) Workforce Capacity Building Project.

As part of the Commonwealth Government's National Suicide Prevention trial, and delivered in conjunction with Western Plains Regional Development Centre (WPRD) and VERTO, the project was initiated by WNSW PHN to address the workforce shortage of people with skills and qualifications to undertake suicide prevention roles in our region's rural and remote communities.

The first of its type, this project has also been selected as a Best Practice Case Example to be included in an upcoming manual on suicide prevention in Aboriginal and Torres Strait Islander communities being developed by the Centre for Best Practice in Aboriginal and Torres Strait Islander Suicide Prevention at the University of Western Australia.

In addition to 2020's 15 Certificate IV Graduates, a further 7 have enrolled for the next Certificate IV course, while 13 others will move into the new Diploma of Community Services. This means that residents from each of the program's 6 Suicide Prevention Trial sites of Cobar, Condobolin, Bourke, Brewarrina, Walgett and Lightning Ridge, and Grenfell will be participating in the training.

The Class of 2020 is the second set of graduates under the WNSW PHN's Workforce Capacity Building Project.

Of the 13 students that graduated with Certificate IV in 2019, seven were Aboriginal people, while nine of the graduates found immediate work in the community services sector. Nine of this year's 15 Graduates identify as Aboriginal people.

Led by WPRD, under contract to WNSW PHN, and delivered by VERTO, WNSW PHN is now investigating how funding can be secured to ensure that the Workforce Capacity Building Program becomes an ongoing initiative.

Training opportunities are vital for the continued development of a local workforce with qualifications and a passion for improving the mental health and wellbeing of the communities in which they live.

The inclusion of this project by the Centre for Best Practice in Aboriginal and Torres Strait Islander Suicide Prevention at the University of Western Australia for inclusion in its Best Practice



Cobar Graduates Photo: (from left) Braith Good, Charmaine Arnold, Gina Martin



Manual is testament to its effectiveness and symbolic of WNSW PHN's drive to deliver real improvements for our region.

Kelsie Lovett, a Cert IV Graduate from Brewarrina, says she is looking forward to putting her training into practice.

“Completing the Certificate IV in Community Services has provided me with great skills and knowledge and opened up more employment opportunities in roles that will enable me to make a difference in my community.”

Jody McCabe, graduating from Cobar, says the support has been exceptional.

“As I worked fulltime while also studying, VERTO were more than accommodating in working around my work commitments and I was lucky to receive an Award for Excellence in commitment to my studies. I have also been lucky in successfully gaining another scholarship under the WNSW PHN program to complete my Diploma in Community Services. This will give me greater skills to apply in a case management role in my community.”

Group Photo: (Back row, from left) Ros Patton, Melvyn Samuelsson, Marcia Barker, Svetlana Findlay, Sue Taber, Bruce Moore, Kelsie Lovett, Donna Johnson, Isabel Coe.

(Front row, from left) Rob Morgan Megan Kelly, Gina Martin, Charmaine Arnold, Braith Good.



Relationships



Action	Deliverables	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> In consultation with Aboriginal Health Council, Regional Assemblies, ACCHOs and appropriate Community representatives identify Aboriginal and Torres Strait Islander stakeholders within our footprint. 	December 2021	General Manager, Strategy, Engagement & Performance
	<ul style="list-style-type: none"> In consultation with Aboriginal Health Council, Regional Assemblies, ACCHOs and Aboriginal and Torres Strait Islander stakeholders research best practice in developing partnerships and develop guiding principles for engaging with Aboriginal and Torres Strait Islander stakeholders. 	December 2021	General Manager Strategy, Engagement & Performance
	<ul style="list-style-type: none"> Promote the role and the work of Aboriginal Health Council to local communities. 	December 2021	General Manager, Aboriginal Health & Wellbeing
	<ul style="list-style-type: none"> Seek feedback from Aboriginal and Torres Strait Islander stakeholders to ensure the relationship with WNSW PHN is mutually beneficial. 	December 2021	General Manager, Strategy, Engagement & Performance
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2021	Communications Coordinator
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May- 3 June, 2021	RAP Working Group Chair
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May- 3 June, 2021	CEO
	<ul style="list-style-type: none"> Organise at least one NRW event each year in partnership with local Aboriginal organisations and community to celebrate NRW 	April, 2022	General Manager, Strategy, Engagement & Performance
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	July 2021	CEO

Action	Deliverables	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence, both internally and externally.	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	September 2021	General Manager, Aboriginal Health & Wellbeing
	<ul style="list-style-type: none"> Identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	September 2021	General Manager, Aboriginal Health & Wellbeing
	<ul style="list-style-type: none"> Engage our staff in our reconciliation journey. 	July 2021	Manager, People & Culture
	<ul style="list-style-type: none"> Develop a communication strategy to promote our RAP, including access to it on WNSW PHN website 	July 2021	Communications Coordinator
	<ul style="list-style-type: none"> Support commissioned service providers to develop a RAP 	July 2022	General Manager, Commissioned Services
	<ul style="list-style-type: none"> Support primary Healthcare partners to engage in a reconciliation journey 	December 2021	General Manager, Primary HealthCare, and Integration
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	December 2021	General Manager, Strategy, Engagement & Performance
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	September 2021	Manager, People & Culture
	<ul style="list-style-type: none"> Acknowledge the work being undertaken by our commissioned service providers to promote positive race relations and reconciliation. 	December 2021	General Manager, Commissioned Services



Action	Deliverables	Timeline	Responsibility
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation. 	December 2021	General Manager, Aboriginal Health & Wellbeing
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	December 2021	Manager, People & Culture
	<ul style="list-style-type: none"> Ensure a cultural education opportunity is provided to RWG members at every RWG meeting 	December 2021	RAP Working Group Chair
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands within our organisation's operational footprint. 	July 2022	General Manager, Aboriginal Health & Wellbeing
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	July 2021	General Manager, Aboriginal Health & Wellbeing
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	July 2021	Communications Coordinator
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	July 2021	Communications Coordinator
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2021	RAP Working Group Chair

Action	Deliverables	Timeline	Responsibility
4. Create culturally safe and respectful environments	<ul style="list-style-type: none"> Ensure Aboriginal and Torres Strait Islander flags are on display in the appropriate locations. 	July 2022	Communications Coordinator
	<ul style="list-style-type: none"> Research opportunities for engaging local Aboriginal photographers and artists for development of the artwork in the RAP and other PHN publications and corporate merchandise. 	July 2022	Communications Coordinator
	<ul style="list-style-type: none"> Display and appropriately acknowledge local Aboriginal artwork and other culturally significant items within the PHN offices and corporate publications. 	July 2022	Communications Coordinator
	<ul style="list-style-type: none"> Develop a method of assessing the cultural safety of commissioned services, based on the experiences of Aboriginal and Torres Strait Islander people using the services. 	June 2022	General Manager Aboriginal Health & Wellbeing and General Manager, Commissioned Services

Murrawarri: Gubi
English: Doctor

Opportunities



Action	Deliverables	Timeline	Responsibility
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation. 	July 2022	General Manager, Aboriginal Health & Wellbeing
	<ul style="list-style-type: none"> By engaging with Aboriginal and Torres Strait Islander staff, build understanding to inform future employment and professional development opportunities. 	July 2022	Manager, People & Culture
	<ul style="list-style-type: none"> Review strategies to advertise job vacancies to effectively reach Aboriginal stakeholders. 	September 2021	RAP Working Group Chair
	<ul style="list-style-type: none"> Survey commissioned service providers to determine their awareness of how to support and promote Aboriginal employment. 	November 2021	General Manager, Commissioned Services
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a strategy for procurement from Aboriginal and Torres Strait Islander owned businesses. 	December 2021	General Manager, Corporate Services and Governance
	<ul style="list-style-type: none"> Promote registration on WNSW PHN TenderLink to Aboriginal and Torres Strait Islander businesses. 	December 2021	General Manager, Aboriginal Health & Wellbeing
3. Improve access to grant opportunities for Aboriginal and Torres Strait Islander applicants	<ul style="list-style-type: none"> In consultation with the Aboriginal Health Council review the criteria and processes for Aboriginal and Torres Strait Islander people when applying for grants and tenders. 	November 2021	General Manager, Corporate Services and Governance
	<ul style="list-style-type: none"> Promote that Aboriginal identified funds are spent on Aboriginal led programs 	November 2021	General Manager Aboriginal Health & Wellbeing



Governance

Action	Deliverables	Timeline	Responsibility
1. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain a RWG to govern RAP implementation. Draft a Terms of Reference for the RWG. Establish Aboriginal and Torres Strait Islander representation on the RWG. Hold bi-monthly meetings to monitor and report on the RAP progress Establish RWG sub-committees to progress key areas of the RAP and report back to RWG Invite Aboriginal and Torres Strait Islander people to participate and contribute to RAP activities, sharing knowledge and RAP action review and development 	July 2021 July 2021 August 2021 July 2022 August 2021 July 2022	CEO RAP Working Group Chair RAP Working Group Chair RAP Working Group Chair RAP Working Group Chair RAP Working Group Chair
2. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. Engage senior leaders in the delivery of RAP commitments. Define appropriate systems and capability to track, measure and report on RAP commitments. 	July 2021 July 2021 September 2021	CEO General Manager, Aboriginal Health & Wellbeing CEO
3. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September 2021	General Manager Strategy, Engagement & Performance
4. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	March 2022	CEO

Lists of Aboriginal Words

Below are some lists of Aboriginal words from different language groups and nations within the Western NSW Primary Health Network footprint that relate to the holistic understanding of health and wellbeing. Some of these words have been incorporated into this document.

Wiradjuri	English
Gabuga	Brain
Binbin	Belly
Miil	Eye
Dhabal	Bone
Giyang	Lungs
Yirang	Teeth
Dugul	Wounds
Gulbarra	Acknowledge
Yindyamarra	Respect
Ganhambarra	Work
Mayny-galang	People
Numbers	
Ngumbaay	One
Bula	Two
Bula ngumbaay	Three
Bula bula	Four
Marra	Five
Marra ngumbaay	Six
Marra bula	Seven
Marra bula ngumbaay	Eight
Marra bula bula	Nine
Marra marra	Ten

Muruwari	English
Pampurriyiyu	I have got a headache
Marriyiyu ngathu	I am feeling sick
Badhanj	Heart
Manu	Food
Binadhina	Hear
Gubi	Doctor
Bina	Ear
Mill	Eye
Mambu	Head
Dugu	Stomach

Gamilaraay	English
Mubal	Belly
Bura	Bone
Wurur	Arm
Biri	Chest
Dhali	Eat
Wamu	Fat
Dhina	Foot
Wiringin	Doctor
Bina	Ear
Mil	Eye
Dhinbirr	Knee
Wiibi-Li	Sick (verb)
Mubul	Stomach
Garay Guwaa-Li	Talk
Gali	Water

Paakantji	English
Pirinha	Bone
Murti	Chin
Karka	Cry
Miikika	Doctor
Manga	Ear
Miiki	Eye
Mara	Hand
Mikatja	Sick
Kuntu	Stomach
Nganti	Teeth
Kulpa	Talk
Nguku	Water
Garay Guwaa-Li	Talk
Gali	Water



Language Resources

The following are resources that you can access to learn more about Aboriginal language and culture.

In addition to these, engaging with Aboriginal people in your community is also an approach you can take to develop your learning, understanding and appreciation.

The NSW AECG Languages Learning App currently contains the languages of Bundjalung, Gamilaraay, Gumbaynggirr, Paakantji and Wiradjuri with Murrawarri. Download the app from:

Wiradjuri

Wiradjuri Language. A collaborative tool for Language Teaching. The University of New South Wales.

Visit the WCC Language Program website or download the app from:

Muruwari

The Muruwari Language. Oates, L. F.

For more information about our Reconciliation Action Plan contact:

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More information

Find out more at: www.wnswphn.org.au

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