

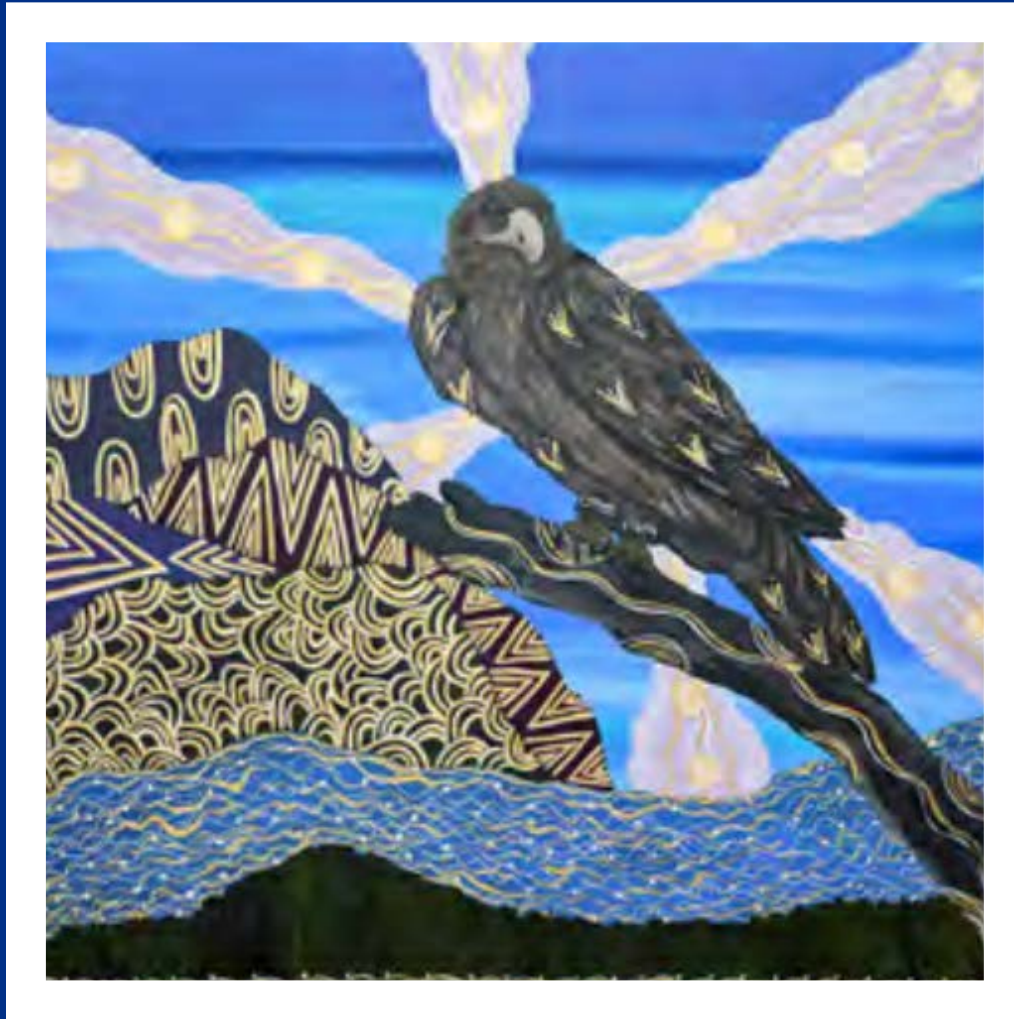


Eastern Health 

**Innovate
Reconciliation Action
Plan Progress Report**

December 2022 - December 2023

Story behind the artwork



Kaberring Yirramboi – Beyond Tomorrow **by Simone Thomson**

Kaberring Yirramboi – Beyond Tomorrow was painted by local Woiwurrung and Yorta Yorta artist, Simone Thomson. We are incredibly grateful for her contribution to our Reconciliation Action Plan.

Bunjil the Creator Spirit proudly perches on a branch overlooking country. His majestic presence reflects Eastern Health's organisational values – Kindness, Respect, Excellence, Agility and Humility. The breadth of his powerful wingspan signifies Eastern Health's far reaching presence in the community. His eyes capture the vast and diverse landscape of the mountainous ranges, bushland, sacred waterways and the districts in Eastern Health's range.

The sturdy branch he sits atop represents the Aboriginal and Torres Strait Islander Community, and the earth deep strength and resilience of our people. Like the branch that is firmly embedded into the earth, so too are Aboriginal and Torres Strait Islander Communities connected to country like the roots of ancient trees. Bunjil firmly grips this branch as a representation of Eastern Health's continued commitment of connection to Community with the respectful reflection of their vision to provide 'great care, everywhere, every time'.

The sky is the window to the past; it is the acknowledgement of ancestral pain of both land and blood. These reminders ripple through from every corner of the sky to the land and the waters; that is where our spirit is. Eastern Health's recognition of these wrongs is signified by every point Bunjil is touched by our Ancestors' Sky Dreaming.

The Birrarung is a sacred healing river. It flows with spiritual freedom touching the soil of the past, moving forwards in tides of journey and trust beyond tomorrow – '*Kaberring Yirramboi*'.

Highlights

- **The launch of the:**
 - Aboriginal Workforce Plan 2023–2026
 - Cultural Safety Plan – Healthier Together Towards 2024
 - Aboriginal Staff Network
- **The review and launch of a new Aboriginal Health policy suite.**
- **The naming of murrenda Residential Aged Care Services.**
- **The establishment of the Aboriginal Health Advisory Committee.**
- **Eastern Health has become a member of Supply Nation.**
- **Key positions have been created to improve Cultural Safety and Cultural Learning.**
- **Cultural Safety training has been provided for key staff groups in partnership with external organisations.**
- **Two in-depth reviews of Cultural Safety at Eastern Health have been conducted.**





- An Acknowledgement of Country card has been produced and displayed in all meeting room.
- Five Reconciliation Action Plan Committee meetings have been held.
- A Welcome to Country has been requested and performed by Senior Wurundjeri Elder Aunty Joy Murphy at a number of Eastern Health events.
- Eastern Health has developed an Annual Consultation Plan for engagement with the Aboriginal Community in our region.
- The establishment of the Aboriginal Communications and Events Sub-Committee.



Key learnings and challenges

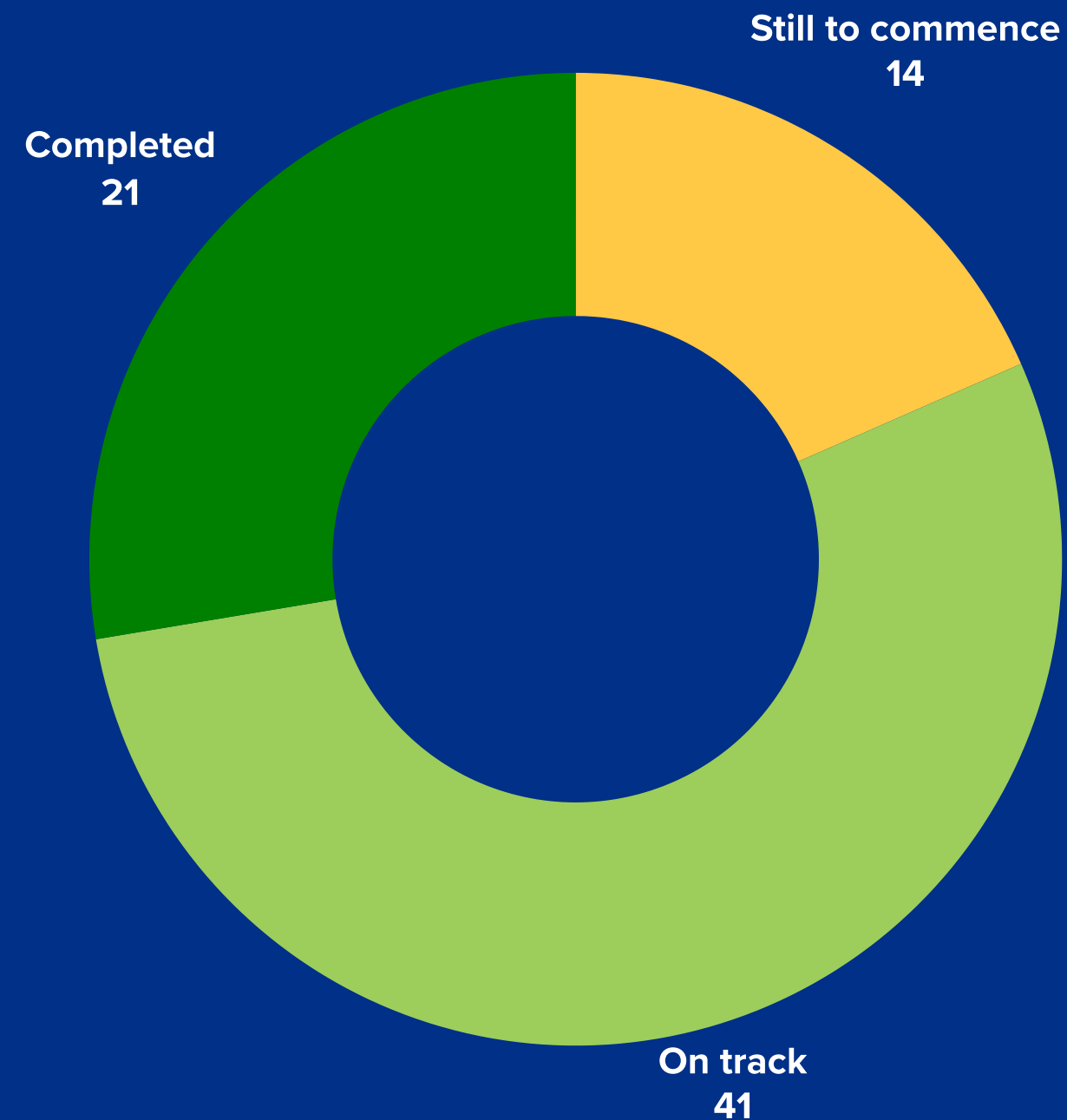
Improving Cultural Understanding

Eastern Health continues to focus on improving the cultural understanding of all staff to enhance Cultural Safety and support cultural recognition in matters such as sorry business. Below are some actions that are planned to address these areas:

- A review of our mandatory Cultural Awareness training in iLearn.
- A comprehensive review of the Cultural Learning needs of the organisation.
- Development of a Cultural Learning strategy.
- Cultural Competency Assessment and Training for the Executive and Board as part of our Aboriginal Cultural Safety Plan – Healthier Together Towards 2024.
- Continuing to work with external organisations to provide Cultural Safety training that is tailored to program needs.



Overview



The Eastern Health Innovate RAP outlines 76 deliverables under 16 high level actions.

Of the 76 deliverables, 62 are complete or on track.

