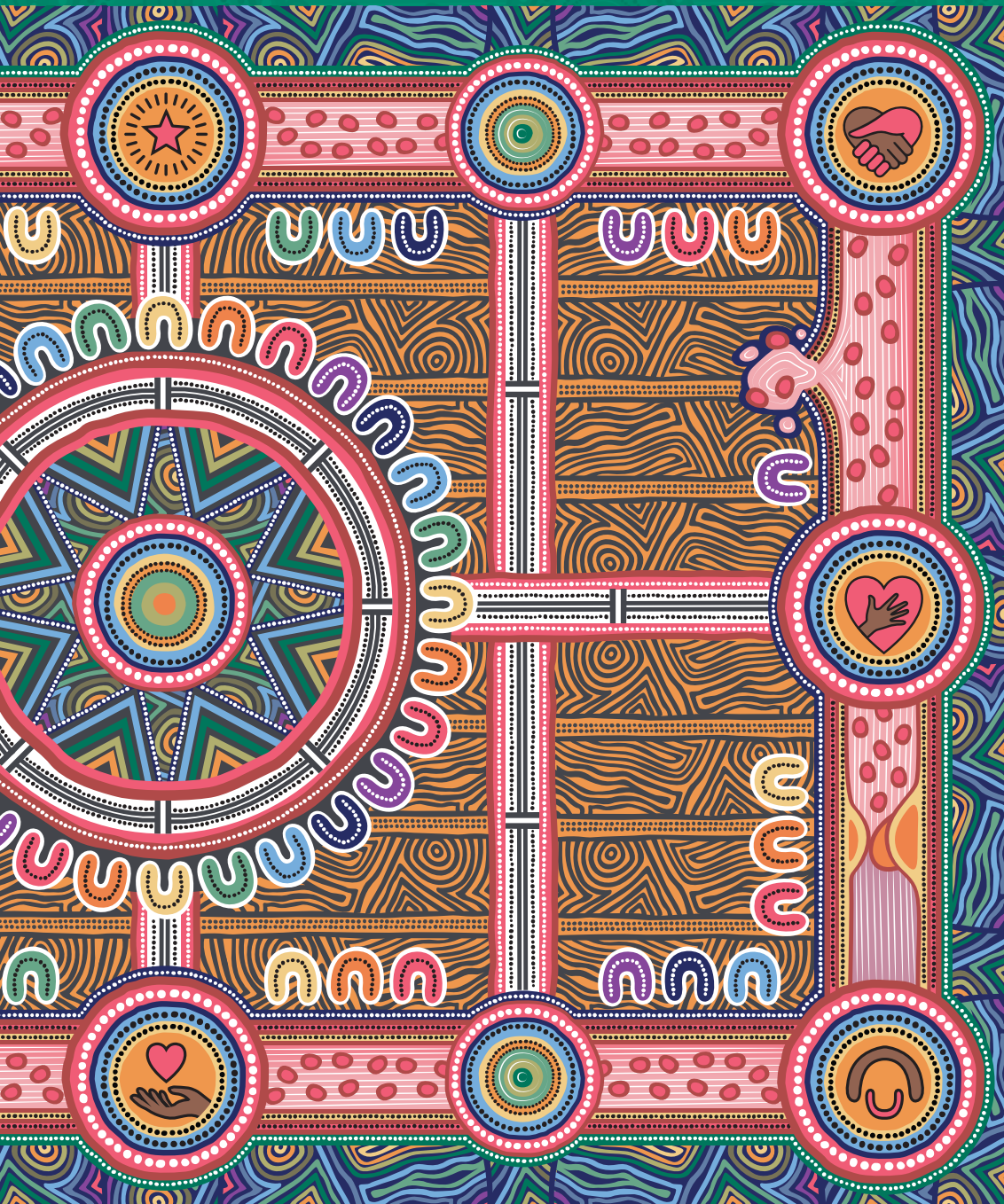


Reflect Reconciliation Action Plan

Oct 2022–Sept 2023



Reflect RAP Joint Statement

Aboriginal and Torres Strait Islander cultures are the oldest in the world and their connection to land, sea and sky in this country is enduring. Stroke Foundation's development of this inaugural Reconciliation Action Plan (RAP) has involved reflection, learning and a commitment to the reconciliation journey ahead.

Our vision is a world free from disability and suffering caused by stroke. Inequity in access to stroke treatment and a lack of culturally safe recovery pathways mean that for many Aboriginal and Torres Strait Islander peoples, disability and suffering caused by stroke is a significant burden. The challenge to close the health gap is confronting but what has become clearer during the development of this RAP is that First Nations communities also possess enormous strengths and resilience that are fundamental to meeting this challenge.

Harnessing the power of Aboriginal and Torres Strait Islander networks through the University of Newcastle's Yarning Up After Stroke project, the engaging capacity of First Nations' storytelling through the *'Our Stroke Journey'* resource, or the generous insights of Aboriginal and Torres Strait Islander stakeholders in sharing the impacts of stroke for First Nations peoples, have informed Stroke Foundation's work in developing

this RAP and will continue to guide the journey ahead.

Joe Miller, proud Kooma man, survivor of stroke and member of Stroke Foundation's RAP Working Group, noted that over the thirteen years he has been working with Stroke Foundation he has seen enormous growth in the organisation's willingness and capacity to work effectively with Aboriginal and Torres Strait Islander peoples. Joe also encouraged everyone just to ask a person who is showing any signs of stroke if they are okay, as this simple action marked the first step in him getting vital help with his stroke.

Gabrielle Ebsworth, a proud Wangkumara and Barkindji woman, is also a member of the Stroke Foundation's Reconciliation Action Plan Committee and stated that she is continuously impressed by the genuine commitment by the Stroke Foundation to Aboriginal and Torres Strait Islander Communities through strong leadership and enthusiasm.

The Reflect RAP marks another important step for Stroke Foundation on our journey to become a more culturally safe and inclusive organisation, to prevent more strokes in Aboriginal and Torres Strait Islander communities and to ensure that best-practice care and recovery is delivered

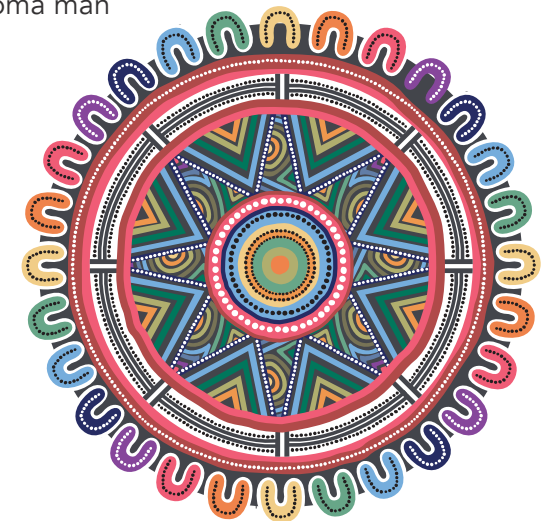
to First Nations stroke survivors, their families, and communities. These aims can only be met when non-Indigenous people listen to and work alongside Aboriginal and Torres Strait Islander peoples to jointly map the way ahead.

We look forward to the journey ahead, to listening and learning, to building on strengths of the world's oldest continuous culture to take us closer to a world free from disability and suffering caused by stroke, for everyone.

Sharon McGowan
CEO Stroke Foundation

Gabrielle Ebsworth
Proud Wangkumara/Barkindji woman

Joe Miller
Proud Kooma man



Reflect RAP CEO Statement

Reconciliation Australia welcomes Stroke Foundation to the RAP program with the formal endorsement of its inaugural Reflect Reconciliation Action Plan.

National Stroke Foundation 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 National Stroke Foundation 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 National Stroke Foundation, 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



Our business

Stroke Foundation is a national charity that partners with the community to prevent, treat and beat stroke. We stand alongside survivors of stroke and their families, healthcare professionals and researchers.

We build community awareness and foster new thinking and innovative treatments.

We support survivors on their journey to live the best possible life after stroke. We are the voice of stroke in Australia, and we work to:

- › Raise awareness of the risk factors, signs of stroke and promote healthy lifestyles.
- › Improve treatment for stroke to save lives and reduce disability.
- › Improve life after stroke for survivors, their families, and carers.
- › Encourage and facilitate stroke research to advance our mission.
- › Advocate for initiatives to prevent stroke, improve treatment and enhance recovery.
- › Raise funds from the community, corporate sector, and government to continue our mission.

We have 85 employees and 270 volunteers in our workforce across Australia. We have three volunteers who identify as Aboriginal and/or Torres Strait Islander people.

We are implementing a consistent recording process, during recruitment for employees and volunteers who wish to voluntarily identify as Aboriginal and/or Torres Strait Islander people.

We are a national organisation with employees and/ or volunteers in most states. We have in total five offices located in Melbourne, Sydney, Brisbane, Perth, and Hobart.

Our RAP

Stroke Foundation have committed to developing our first RAP. We commenced the journey of reconciliation in 2021, with the support of our Board and Executive team and a budget allocation over three years.

We want to build strong relationships between our organisation and First Nations peoples to support self-determination, respect, and recognition. We want our organisation to demonstrate in this RAP, the specific areas, and activities we are actioning with our workforce to develop our cultural awareness, ensure cultural safety and inclusivity in our workplaces.

We have whole of organisation support for our commitments, and our focus on Aboriginal and Torres Strait Islander engagement, participation, and opportunity at Stroke Foundation.

We recognise stroke is overrepresented with Aboriginal and Torres Strait Islander peoples.

Aboriginal and Torres Strait Islander peoples are between 1.5 to 2.3 times more likely to experience a stroke than non-Indigenous Australians with hospitalisation rates 1.3 times higher in remote and very remote areas¹.

Aboriginal and Torres Strait Islander peoples also suffer stroke at a younger age, are twice as likely to be hospitalised for stroke, and almost twice as likely to die from a stroke compared to non-Indigenous Australians. In addition, Aboriginal and Torres Strait Islander peoples experience multiple risk factors for stroke and cardiovascular disease and there are significant challenges around identifying and managing that risk.²

Furthermore, there are issues around access to post-stroke care including in-patient rehabilitation, secondary prevention to

reduce risk of further stroke and community support to aid long-term recovery.

We want our workforce (employees and volunteers) to be culturally aware and our workplaces to be culturally safe and inclusive.

We want our RAP to demonstrate our commitment to working with Aboriginal and Torres Strait Islander peoples in respectful, impactful, and culturally appropriate ways.

Through our organisational commitment, Reflect RAP and our RAP Working Group we hold ourselves accountable for delivering the RAP actions and working towards reducing the impact of stroke.

Our Stroke Foundation policies and procedures will enable Aboriginal and Torres Strait Islander peoples' engagement, participation, partnership, and empowerment.

We commit to the journey of reconciliation and implement this Reflect RAP with the support of our Board, Executive team and workforce.

We have established our RAP Working Group, chaired by our CEO. We have executive, managers, employees, and volunteers as members of our RAP Working Group from across the organisation.

We also have two Aboriginal and Torres Strait Islander members and a clinician member.

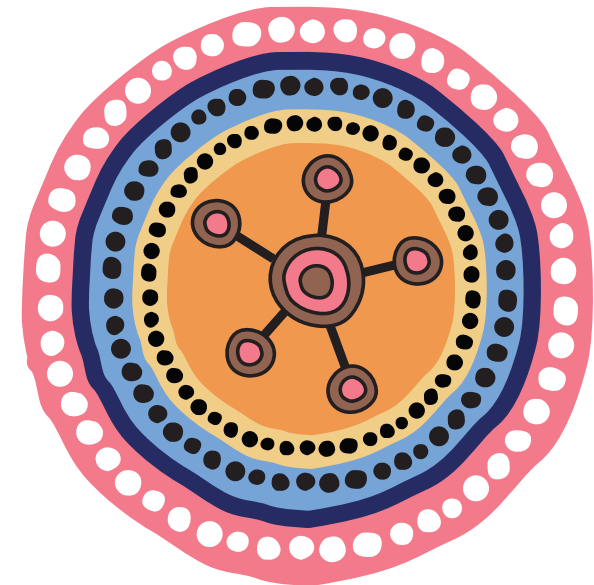
We have allocated a RAP Project Lead who is seconded from within the organisation to support the RAP process and development.

We have developed a business plan and case for support for Aboriginal and Torres Strait Islander Capacity Building.

The organisation has approved the business plan and has provided a dedicated budget for three years to develop and implement a Reflect RAP, deliver cultural awareness training and community engagement.

We registered with Reconciliation Australia in early 2021.

In terms of our reconciliation journey to date, this is our first Stroke Foundation RAP. We have however engaged and developed stroke resources with Aboriginal and Torres Strait Islander communities and organisations.



1 Australian Institute of Health and Welfare (2018). Australia Health 2018

2 Quigley R, Mann J, Robertson J, Bonython-Ericson S. Are we there yet? Exploring the journey to quality stroke care for Aboriginal and Torres Strait Islander peoples in rural and remote Queensland. Rural and Remote Health 2019; 19: 4850

Our Reconciliation Action Plan Working Group Members

Member	Position
Sharon McGowan	CEO (Chair) RAP Champion
Lisa Murphy	Executive Director Stroke Services and Research (RAP Sponsor)
Mark Karlovic	Executive Director People and Culture
Luke Hays	National Manager StrokeConnect Support (RAP Project Lead)
Diana Kerr	Online Community Coordinator
Kristyn Ogwang	Project Officer, My Health for Life QLD
Simone Russell	Engagement Coordinator, StrokeConnect Engagement Manager
Amanda Browne	Community Engagement Coordinator NSW/ACT
Heidi Victoria	Government Relations Advisor
Eamonn O'Toole	State Manager VIC / TAS (RAP Project Lead) (stepped down as member in late June 2022)
Narelle Byatt	Community Engagement Coordinator TAS
Rachel Peake	Clinician Hunter New England
Gabrielle Ebsworth	Proud Wangkumara/ Barkindji woman/ Aboriginal Hospital Liaison Officer
Joe Miller	Proud Kooma man/ Volunteer StrokeSafe Speaker NSW
Henry Ng	Volunteer StrokeSafe Speaker WA
Tony Rolfe	Volunteer and Consumer committee member QLD (stepped down as member in April 2022)
Heidi Li	Living Guidelines Project Officer and Executive Support Officer, RAP Administration support
Divina Naig	Administration Officer (RAP Administration support)

Our partnerships/current activities

Stroke Foundation have been involved in resource and program development with Aboriginal and Torres Strait Islander peoples in recent years. We are committed to developing Aboriginal and Torres Strait Islander stroke resources utilising a co-design model specifically with organisations and communities.

We deliver programs and services with and for Aboriginal and Torres Strait Islander people.

In Queensland we are part of a state-wide alliance with Queensland Aboriginal and Islander Health Council (QAIHC) in the 'My health for life' (MH4L) program.

MH4L is a collective approach to identifying and reducing chronic condition risk factors. Stroke Foundation have Aboriginal and Torres Strait Islander volunteers and advocates who support the work of Stroke Foundation.

We have developed an Aboriginal and Torres Strait Islander resource to support people and their families after stroke. 'Our Stroke Journey' which is a co-developed resource with Aboriginal and Torres Strait Islander people launched in 2021 and is now available nationwide.

It includes stories of Aboriginal and Torres Strait Islander health staff, and people and families impacted by stroke.

We are also partnering on a project lead by Australian General Practice Accreditation Limited (AGPAL) called the Heart and Stroke Recovery Project. This project is developing and implementing a comprehensive suite of educational resources to support care provision for Aboriginal and Torres Strait Islander people during recovery and disease management of heart disease and stroke project.

Stroke Foundation chairs the AGPAL Advisory Board. It is a national (locations yet to be determined) three-year project funded under the funding from the National Strategic Action Plan for Heart Disease and Stroke.


The Aboriginal and Torres Strait Islander people on the Advisory Committee are:

- › **Karl Briscoe** (a Kuku Yalanji man, NAATSIHWP)
- › **Elizabeth Hitchcock** (a Waanyi and Pitta Pitta woman, Royal Darwin Hospital)
- › **Charlotte Porter** (a Wiradjuri woman, Community member – Lived experienced participant)
- › **Eliza Munro** (a Gamilaroi woman, AGPAL Group)

We have an organisational commitment to reconciliation and established our RAP Working Group in November 2021 to develop our first Reflect RAP.

We commence all formal meetings and events with an Acknowledgement of Country. We encourage our people to identify the Traditional Owners of the lands on which they live and work.





We are committed to engaging a First Nations Elder to perform Welcome to Country at major events e.g., Stroke Awards, annual organisation wide employee meetings. We use the Microsoft Teams platform and chat function to share information during NAIDOC week and encourage awareness.

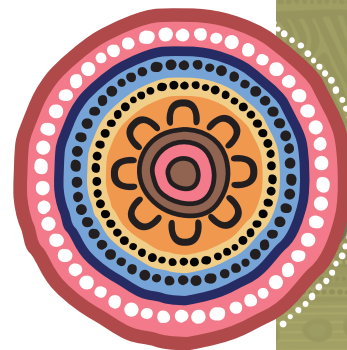
We have a training portal for employees and volunteers, and this includes a module on Aboriginal and Torres Strait Islander peoples and cultures. Completion of this module is mandatory for all employees and volunteers.

As part of our RAP, we will partner with a First Nations organisation to develop and deliver cultural awareness training to our employees and volunteers.

We encourage employees to build knowledge of Aboriginal and Torres Strait Islander cultures through their development plans and engagement with local organisations to gain understanding, and where possible develop culturally appropriate relationships.

We are recognising in our organisational calendar significant dates for Aboriginal and Torres Strait Islander peoples. We are actively promoting Close the Gap Day and holding a national webinar with Aboriginal and Torres Strait Islander research partners and RAP Working Group members.

We are also promoting National Reconciliation Week and NAIDOC Week, encouraging employees and volunteers to increase their awareness, and understanding, as well as participate in events and activities with Aboriginal and Torres Strait Islander networks.



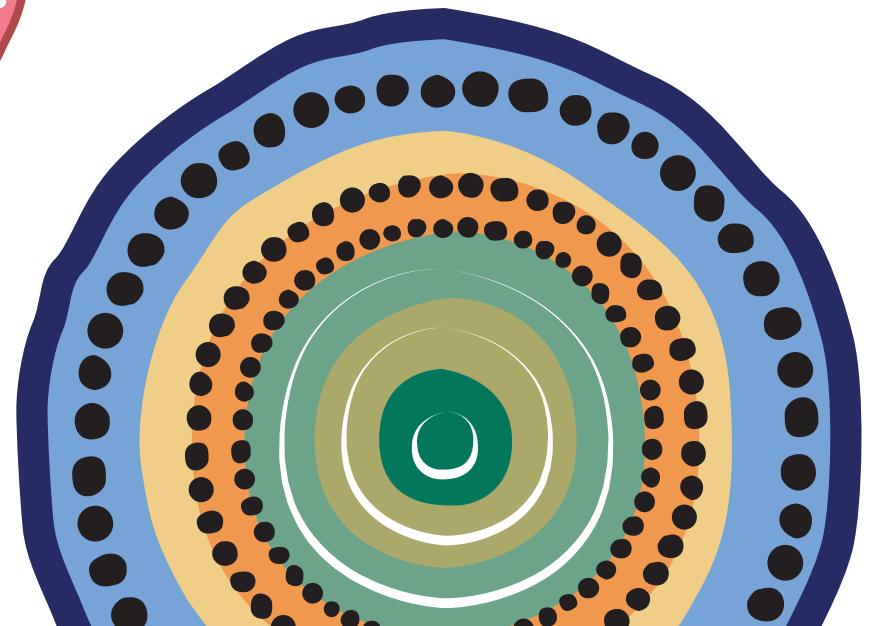
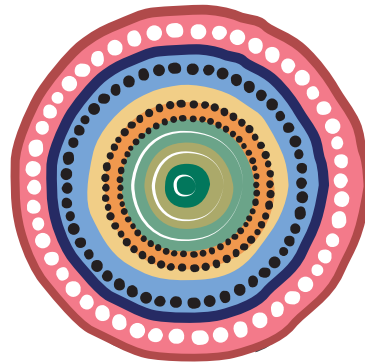
Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	› Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	November 2022	RAP Project Lead
	› Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2022	RAP Project Lead
2. Build relationships through celebrating National Reconciliation Week (NRW).	› Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our employees.	May 2023	Executive Director People and Culture
	› RAP Working Group members to participate in an external NRW event.	27 May– 3 June 2023	RAP Project Lead
	› Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May– 3 June 2023	RAP Champion, Executive Director Stroke Services and Research
3. Promote reconciliation through our sphere of influence.	› Communicate our commitment to reconciliation to all employees and volunteers.	October 2022	Executive Director People and Culture
	› Use all employee and leadership forums to provide updates on our RAP development.	November 2022	RAP Project Lead/ National Manager Public Affairs and Media
	› Identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2022	RAP Project Lead/ National Manager Public Affairs and Media





4. Promote positive race relations through anti-discrimination strategies.	› Research best practice and policies in areas of race relations and anti-discrimination.	February 2023	Executive Director People and Culture
	› Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	March 2023	Executive Director People and Culture
	› Explore leave policy updates for inclusion of cultural considerations for Aboriginal and Torres Strait Islander employees.	March 2023	Executive Director People and Culture



Respect

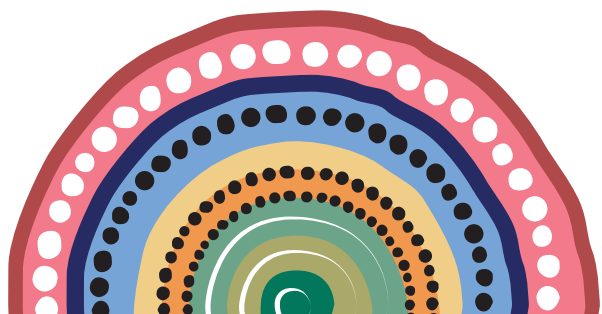
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	<ul style="list-style-type: none"> › Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation. 	March 2023	Executive Director People and Culture
	<ul style="list-style-type: none"> › Conduct a review of cultural learning needs within our organisation. 	March 2023	Executive Director People and Culture
	<ul style="list-style-type: none"> › Develop and deliver cultural awareness training for employees and volunteers in partnership with a First Nations training organisation. <ul style="list-style-type: none"> › Establish on-line cultural training with recognised First Nations provider. › Deliver online cultural awareness training via Learning Management System (LMS) and mandate modules for all employees and volunteers. › Develop and deliver targeted cultural training for leadership, HR, and key roles in RAP implementation. 	June 2023	Executive Director People and Culture





6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	› Develop an understanding with employees and volunteers of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area.	February 2023	RAP Project Lead
	› Develop and implement a First Nations respectful language and terminology guide for all staff to access.	February 2023	RAP Project Lead
	› Increase employee’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2023	Executive Director People and Culture
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	› Raise awareness and share information amongst our employees about the meaning of NAIDOC Week.	June 2023	RAP Project Lead
	› Encourage employees and volunteers to attend a NAIDOC week activity or event within work time.	July 2023	RAP Project Lead
	› Introduce our employees to NAIDOC Week by promoting external events in our local area.	June 2023	National Manager Public Affairs and Media
	› RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2023	RAP Champion/ Executive Director Stroke Services and Research

8. Recognise and commemorate other dates of significance to Aboriginal and Torres Strait Islander peoples.	<ul style="list-style-type: none"> › Promote understanding and awareness of Aboriginal and Torres Strait Islander cultural dates and weeks in our Stroke Foundation calendar. 	February 2023	Digital Marketing Manager / Online Community Coordinator
	<ul style="list-style-type: none"> › Promote significant dates through our social media channels. 	March 2023	Digital Marketing Manager / Online Community Coordinator
	<ul style="list-style-type: none"> › Create relevant email signatures and homepage web tiles through to a page on our website with links to national events websites for more information, e.g., www.antar.org.au/campaigns/national-close-gap-day 	October 2022	Digital Marketing Manager
	<ul style="list-style-type: none"> › Acknowledge the importance of Close the Gap Day on the 17th of March by communicating the health significance and relevance for Stroke Foundation. 	March 2023	RAP Project Lead
	<ul style="list-style-type: none"> › Hold a national Stroke Foundation webinar on National Close the Gap Day to increase understanding of barriers and health gaps for Aboriginal and Torres Strait Islander peoples. 	March 2023	RAP Champion/ Executive Director Stroke Services and Research

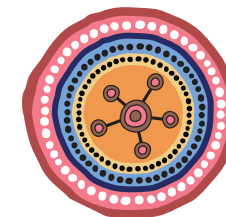


Opportunities

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	› Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	November 2022	People and Culture Business Partner
	› Build understanding of current Aboriginal and Torres Strait Islander employees and volunteers to inform future employment and professional development opportunities.	November 2022	People and Culture Business Partner
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	› Review and update our procurement policy and procedure. Incorporate business procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2023	RAP Project Lead, Chief Financial Officer (CFO)
	› Update Procurement Procedure and forms to incorporate Aboriginal and Torres Strait Islander services and products.	June 2023	RAP Project Lead, CFO
	› Establish organisational approach to Aboriginal and Torres Strait Islander procurement options.	September 2023	CFO
	› Investigate Supply Nation membership.	September 2023	CFO

Governance

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RAPWG) to drive governance of the RAP.	› Form and maintain a RAPWG to govern RAP implementation	October 2022	RAP Sponsor/RAP Project Lead
	› Review and update Terms of Reference for the RAPWG.	November 2022	RAP Champion/ RAP Sponsor
	› Maintain Aboriginal and Torres Strait Islander representation on the RAPWG.	October 2022	RAP Chair/RAP Sponsor
12. Provide appropriate support for effective implementation of RAP commitments.	› Define resource needs for RAP implementation.	October 2022	RAP Project Lead
	› Engage senior leaders in the delivery of RAP commitments.	November 2022	RAP Champion/RAP Sponsor
	› Define appropriate systems and capability to track, measure and report on RAP commitments.	November 2022	RAP Sponsor/RAP Project Lead
14. Continue our reconciliation journey by developing our next RAP.	› Register via Reconciliation Australia’s website to begin developing our next RAP.	August 2023	RAP Project Lead



Meaning behind the artwork

Artist: Carissa Paglino

I have created a little symbol to represent each of Stroke Foundation's Values; Courage, Excellence, Compassion, Integrity, Leadership and messages; Empowering, Supporting, Connecting and these are the overall themes of the artwork.

I have also subtly portrayed the two main types of strokes; ischemic stroke and haemorrhagic stroke. These depictions, as well as healthy arteries, create the borders of the artwork.

The artwork represents the support Stroke Foundation provides to the community to prevent, treat and beat stroke, standing alongside survivors of stroke and their families, healthcare professionals and researchers.

Support networks are so important to survivors on their journey to live the best possible life after stroke. I hope that the artwork helps to build community awareness and encourage new thinking and innovative treatments.

The aim of the artwork is to make Aboriginal and Torres Strait Islander feel safe and comfortable and that it helps to create a culturally appropriate environment for our people.

Contact us

- ☎ 1300 194 196
- 🌐 strokefoundation.org.au
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Enquiries about this RAP should be directed to Luke Hays, RAP Project Lead

- ☎ 08 6558 2500
- ✉ lhays@strokefoundation.org.au

