



HEALTH  
ACCESS

# Diversity & Inclusion PLAN





# Introduction

The purpose of this document is to outline the commitment of RARMS and HealthAccess to the principles of diversity and inclusion across all of our activities to build enduring and widespread cultural change.

Diversity refers to the visible and invisible differences that exist between people including (but not limited to) disability, sex, sexual orientation, gender identity and intersex status, age, race, ethnicity, religion, culture and parental status, marital status and geographic location.

Diversity encompasses the ways people differ in terms of their educational background, life and working experiences, carer responsibilities, socio-economic background and geographic location.

At RARMS and HealthAccess we deal every day with the impact of inequity on rural and remote people, Aboriginal and/or Torres Strait Islander people, LGBTQI+ people, people with disabilities, the young and the elderly.

We don't want to see the same discrimination and inequities we experience as rural and remote communities every day imposed on others.

Our goal is to ensure that everyone in our workplace and in our communities are treated fairly according to their individual circumstances and needs, and to adopt practices that provide everyone with equal opportunities to succeed at work and in life.

Our commitment to diversity and inclusion is intrinsic to who we are as an organisation and we aim to make this commitment real by building diversity and equity into everything we do. This includes our workplace practices, the services we offer and the partnerships we advance.

These pages outline our Diversity and Inclusion Strategy.

The strategy affirms the notion that we are one community whose success and well-being are interdependent and mutually reinforcing. It reflects our way of thinking about who we are, why we exist and what we do. Through this approach we will create a fairer and more equitable society, and ensure all Australians can access the right to health regardless of where they live and their unique circumstances



Mark Burdack  
CEO



Dr Kim Webber  
Deputy Chair



Dr Freddy Chafots  
Chief Medical Officer

# STRATEGY: DIVERSITY & INCLUSION

WORKING TOGETHER RESPECTFULLY TO MAKE A DIFFERENCE TO EACH OTHER AND IN THE COMMUNITIES IN WHICH WE WORK

	Stages	Elements	Monitoring
	<b>Leadership</b> We are a trusted leader of diversity and inclusion in our communities	We make our commitments public and measure our progress Our leaders are informed, accountable, transparent and 'walk the talk' Compliant policies and procedures are consistently and transparently applied Unsafe, discriminatory and inappropriate behaviour is neither tolerated nor overlooked	Complaints & compliance with legislation
	<b>Diversity</b> We reflect the diversity of our society	Staffing reflects the diversity of our local communities Services are available to everyone equally We embrace diversity of thought, skills and experience	Workforce Composition Services Scope
	<b>Belonging</b> Everyone is welcome, safe and can belong	Everyone is treated with dignity and respect Our communications promote a culture of inclusion and belonging All members of our community are welcome and safe (psychologically, culturally and physically) We make reasonable adjustments to support the success of our staff and clients	Cultural & Individual Safety
	<b>Change</b> Diversity and inclusion is embedded in all our systems, processes and work	Managers understand and apply inclusive practices Staff have the knowledge, skills and capacity to support diversity and inclusion A diversity and inclusion lens is incorporated into all aspects of our work Universal access and design principles are foundational to the development of all services and technology	Staff and Client Satisfaction

# PRIORITIES FOR 2022/23

Priority	Actions	Progress	Compliance
<b>Aboriginal and/or Torres Strait Islander People</b>	100% Increase in Aboriginal employees Identified Aboriginal Board Director position Aboriginal Reconciliation Plan	200% Director Recruitment Commences 2022 Plan submitted to Reconciliation Aust	✓
<b>Gender</b>	All position statements gender neutral Remuneration assessment based on skills, experience, qualification and role responsibility Women =>50% of directors	Ongoing Female Directors >50% of Board	✓
<b>LGBTQI+ People</b>	Pride in Health & Wellbeing Staff Survey conducted LGBTQI+ Training commenced Establish LGBTQI health service	Survey conducted Staff training commenced LGBTQI+ Health Service program design commenced	✓
<b>People with Disabilities</b>	Increase partnerships to address needs of rural and remote people with disabilities Conduct staff survey to identify opportunities to improve support for staff with disabilities 100% frontline staff trained in Mental Health First Aid Rural & Remote Suicide Prevention	Partnered with Kinephonics on children with autism and speech development Partnered with Uni of Sydney to deliver Foetal Alcohol Diagnostic Service 100% of frontline staff completed Mental Health First Aid Training Rural & Remote Suicide Prevention Service	✓
<b>Older People</b>	Establish Aged Care service for older Australians	HealthAccess aged care rolled out to 500 older Australians	✓
<b>Young People</b>	Collarenebri Community Youth and Health Hub established	Stage One completed. Stage Two to be completed by July 2022	✓
<b>Rural &amp; Remote People</b>	Geographic Opportunity Commitment - preference for non-frontline positions to work from any rural and regional location	Implemented	✓
<b>Culturally &amp; Linguistically Diverse</b>	Recruitment of overseas-origin GPs, nurses and health staff	Implemented	✓



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