Acknowledgement

- Indigenous Allied Health Australia acknowledges the traditional owners of the lands on which we meet today and pays respect to elders past, present and future and we thank them for their continued custodianship and care for country.
Who am I

- Chair person of Indigenous allied health Australia
- One of five qualified Indigenous Nutritionist in Australia
- Adjunct Professor of Nutrition and Dietetics at University of Canberra
My presentation today

- Life expectancy rates and health stats
- Who is IAHA and what do we do
- Let's talk about cultural responsiveness and educating the system
- IAHA's cultural responsiveness framework
- Growing our own Aboriginal and Torres Strait Islander Allied Health workforce
- Where to from here – 2019 IAHA conference in Darwin


Comparison to other countries

% of Population Expected to Live to Age 65

Ref: UN Human Development Report 2003 & Australian Institute of Health & Welfare
Aboriginal and Torres Strait Islander health and wellbeing must improve

Aboriginal and Torres Strait Islander health and wellbeing must improve

With high burden of disease - 64% for Indigenous Australians is due to chronic disease.

We are 2.8% of Australia's population, and growing...

Indigenous Australians live on average 10 years less than other Australians...
IAHA – Who we are

Our Vision
All Aboriginal and Torres Strait Islander people, and future generations, are healthy, strong, thriving and self-determined.

Our Purpose
We will collectively transform the allied health sector, led by the Aboriginal and Torres Strait Islander workforce to improve health and wellbeing outcomes.
IAHA Approach to Allied Health

• A collective term used to refer to a variety of healthcare disciplines that contribute to a person’s physical, sensory, psychological, cognitive, social, emotional and cultural wellbeing.

• Allied health functions include but are not limited to, services related to the identification, evaluation, management and prevention of disease and disorders; dietary and nutritional services; and rehabilitation services.

*Keeping individuals healthy, active, connected and improving quality of life.*
Support an engaged membership – professional development, career development, engagement, connection and collectiveness

Grow & develop the Indigenous workforce – build, advocate for, invest in, leadership, career promotion and pathways

Transform the health sector – culturally safe and responsive health care and services, partnerships, education and curricula

National leadership in Indigenous health and wellbeing – governance, policy, advocacy, research, evidence
IAHA Membership

- Members in 24 Allied Health Disciplines
- Students in 29 Universities
- 1500+ allied health courses in Universities across Australia - challenge

Registered professions are highlighted in ORANGE
Self-Regulated professions are highlighted in PURPLE
IAHA professional Membership

35% Registered
65% Self Regulated

The allied health sector has roughly **250,000 health professionals** and Aboriginal and Torres Strait Islander people make up around **1%** across the registered and self regulated professions.
Aboriginal & Torres Strait Islander Health

• Is defined as

“not just the physical well-being of a person but refers to the social, emotional and cultural well-being of the whole community in which each individual is able to achieve their full potential as a human being, thereby bringing about the total well-being of their community. It is a whole-of-life view and includes the cyclical concept of life-death-life. Health care services should strive to achieve the state where every individual is able to achieve their full potential as a human being and this brings about the total well-being of their community”

National Aboriginal Health Strategy, 1989
Strengths of an Aboriginal and Torres Strait Islander workforce

• unique cultural knowledges, perspectives and strengths in addition to professional skills
• holistic views of health and community - physical, spiritual, emotional, social and cultural wellbeing
• leading transformation to a culturally safe and responsive health system with innovation and cultural models of care
• working with and empowering our families and communities to determine their own health and wellbeing needs
Health Workforce Responsibilities

- Aboriginal and Torres Strait Islander health and medical professionals must grow & be supported
- every health professional has a duty of care to be cultural capable and responsive
Should we all be treated the same?

In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.

In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.
Who do we need to be?
Cultural determinants of health and well-being, include:

- Self determination
- Connection to land and country; custodianship; utilisation of country
- Freedom from discrimination;
- Individual and collective rights;
- Freedom from assimilation and destruction of culture;
- Always think about Availability, Affordability, Accessibility and appropriate services
Cultural safety is not culture.
Our culture is not the problem.
- Gregory Phillips
How do we do it?

Cultural responsiveness is an holistic journey that creates relationships and partnerships where Aboriginal and Torres Strait Islander people feel heard, seen, valued and included.
Why does IAHA support cultural responsiveness?

**Action to cultural safety:**

- Involves behaviour change and lifelong learning for individuals and organisations
- Encourages innovation and flexibility led by First peoples
- More holistic approaches
- More effective Australian Health Systems
- Eliminate Racism

**Don't Stand By. Stand Up!**
What is Cultural Responsiveness?

It is a strengths-based, action-oriented approach to achieving cultural safety that involves individuals, organisations, institutions and governments to engage in behaviour change and reflective practice that respects the centrality of cultures to respond to the health and wellbeing needs of Australia’s First peoples.
Being Culturally Responsive leads to cultural safety...

What do we need to know, be and do in order to be culturally Responsive?

Are you culturally competent? What does it mean?
Cultural Responsiveness:

- holds culture as central to Aboriginal and Torres Strait Islander health and wellbeing
- involves ongoing reflective practice and life-long learning
- is relationship focussed
- is person and community centred
- appreciates and responds to diversity between groups, families and communities
- Is strengths based - where culture is the strength
- requires knowledge of and respect for Aboriginal and Torres Strait Islander histories, peoples and cultures.
Cultural Responsiveness in Action

- Strengths-based and action-orientated approach to building cultural safety to improve the health and wellbeing of Aboriginal and Torres Strait Islander peoples.

- Promotes the importance and centrality of Culture.
IAHAs Six key capabilities of being culturally responsive

1. Respect for centrality of culture
2. Self-awareness
3. Proactivity
4. Inclusive engagement
5. Leadership
6. Responsibility and accountability
1. Respect for the centrality of cultures

Identifies and values cultures, both group and individual, as central to Aboriginal and Torres Strait Islander health, wellbeing and prosperity.
2. Self-awareness

Refers to continuous development of self knowledge, including understanding personal beliefs, assumptions, values, perceptions, attitudes and expectations, and how they impact relationships with Aboriginal and Torres Strait Islanders peoples.
3. Proactivity

Anticipates issues and initiates change to create the best possible outcomes. Act in advance of possible situations, rather than reacting or adjusting.

Solution focussed
Personal Initiative
Impact of personal actions
Proactivity – what does mean for organisations

- Utilise mentoring opportunities, particularly from those experienced in working with Aboriginal and Torres Strait Islander communities.
- Develop and implements an action plan for delivering culturally responsive services to Aboriginal and Torres Strait Islander individuals, families and communities.
- Identifies and takes opportunities to change practices and processes that are not culturally responsive.
- Leads discussions about cultural responsiveness, anti-racism strategies and person centred care that has centrality of Culture.
- Recognises and addresses personal and institutional racism in the workplace.
- Puts in place culturally safe and responsive supports and career development strategies with Aboriginal and Torres Strait Islander staff.
4. Inclusive Engagement

Provides Aboriginal and Torres Strait Islander people with opportunities to participate by reducing barriers and engaging in meaningful and supportive ways.
5. Leadership

Inspires others and influences change in contributing to the transformation of the health and well-being of Aboriginal and Torres Strait Islander individuals, families and communities.

Leadership is a practice not a position.
6. Responsibility and Accountability

Own your role, and monitor progress, in addressing inequities between Aboriginal and Torres Strait Islander peoples and other Australians.
Self-Reflective Practice

Self-reflection means that you do the following:
• Be willing to take a candid look at yourself.
• Recognize your strengths.
• Identify your areas for improvement.
• Learn how to experience your full range of emotions.
• Find ways to identify and heal your deepest hurts.
• Stop doing things that don't work.
• Think, feel and behave consciously and positively.
• Move from being reactive to proactive.
• Be willing to learn, grow and change.
• Be open to new experiences.
Real self-awareness begins with self-reflection, the process of examining and understanding what you think, feel and do.
Reflective exercise

• What does ACTION look like for this program or project?
• What is our shared vision for sustainable long term success?
• What are the key enablers for success?
• What are the key challenges for this program or project?
• Where are opportunities for success?
For more information on our Cultural Responsiveness Training
Please visit our website www.iaha.com.au/find-out-more
Northern Territory Aboriginal Health Academy
Key points of Initiative

- Working with students from year 7 – 12
- Leadership capabilities embedded in Career planning
- Culture (knowing, being, doing) is the strength and supported
- Wrap around supports
- School based traineeships in Cert III in Allied Health Assistance
- Aboriginal role models and mentors actively engaged
- Diverse sector approach
- Group learning and simulated work environments with workplace experiences with flexible delivery in blocks
- Cultural navigator role
- Inter-professional and transferrable model
Health Academy model

Multiple entry and exit points dependent on the needs of the community, the aspirations of the individual students

Grow
Our Aboriginal & Torres Strait Islander Health Workforce

Educate
Our students in a culturally safe and responsive environment

Support
Our students in further education, training and employment

Retain
Our workforce in Health and Related Sectors
Academy Students 2018
How do we do it?

Workforce Development factors:

- Placed based need
- Innovative and blended workforce models considered
- Clear workforce pathways and career development supported and embedded
- Community involvement in ongoing dialogue and decision making
- Culture at the centre of strategies and solutions
- Social, cultural and environmental determinants included
- Culturally responsive workforce support embedded with accountability – recognition, value and remuneration
- Equal importance of clinical and cultural knowledges and capabilities recognised
DATES RELEASED

INDIGENOUS ALLIED HEALTH AUSTRALIA

10 YEARS MAKING A DIFFERENCE

2019 NATIONAL CONFERENCE

23-25 SEPTEMBER, 2019 | DARWIN

1 March 2019
1 April 2019
1 May 2019
31 May 2019
20 September 2019
23 September 2019
24 September 2019
25 September 2019
26 September 2019

Abstract submissions OPEN
Registrations, Scholarship Applications and Award Nominations OPEN
HFTC Applications OPEN
Scholarship Applications and Award Nominations CLOSED
HFTC commences
Pre Conference Workshops and Welcome Event
Conference and Gala Dinner
Conference
Members Forum and AGM
IAHA Secretariat
Postal address:
PO Box 323
Deakin West, ACT 2600
AUSTRALIA
Phone: (+61) 26285 1010  Fax: (+61) 26260 5581
Email: admin@iaha.com.au
Web: www.iaha.com.au
“[Dadirri] is in everyone. It is not just an Aboriginal thing”

“In our Aboriginal way, we learnt to listen from our earliest days. We could not live good and useful lives unless we listened......We learnt by watching and listening, waiting and then acting.”

Miriam-Rose Ungunmerr-Baumann

https://www.youtube.com/watch?v=pkY1dGk-LyE