

RACDS

2022-2023

Reflect Reconciliation Action Plan



About the Artwork

The Royal Australasian College of Dental Surgeons (RACDS) is the learning home for dentists throughout their career, and this artwork centres on the themes of journey and learning. The artwork is framed within a large weaving pathway, which symbolises the ever present quest to grow and increase knowledge.

The U-symbols represent collegiality, gathering and networking. The centre circle represents oral health, which underpins everything the RACDS stands for. Radiating lines outward show how good oral health has far reaching consequences and impacts on a person's health and wellbeing.

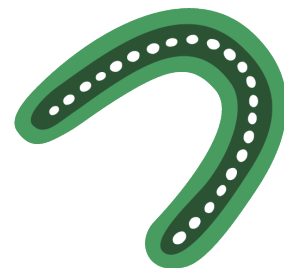
Different circles throughout the artwork represent the diversity of people and communities who are brought together through the pursuit of knowledge at the RACDS.

Organic lines and shapes represent the natural environment. The night sky references the international communities within which the RACDS operates.

About the Artist

Charmaine Mumbulla is a Kaurna and Narungga woman from the Yorke Peninsula, with family ties to the Gumbaynggirr people of the NSW Mid-North Coast. Together with her partner she runs an Aboriginal creative agency called Mumbulla Creative. Charmaine is passionate about working on projects that support social justice. She works closely with organisations to tell their stories through her art.





Our Business

The Royal Australasian College of Dental Surgeons (The College) is the professional college of general dental practitioners (GDP), specialist dental practitioners (SDP), and oral and maxillofacial surgeons (OMS). The College provides the opportunity for advanced dental study, training and qualifications, and continuing professional development.

The College has membership and qualifications in general and specialist dental practice based on successfully completing a structured educational program and assessments. The College awards a fellowship qualification in oral and maxillofacial surgery after satisfactory completion of an accredited specialist training program.

As of October 2021, there are 2,190 members based in Australia and 924 members based overseas. Of the 924 members based overseas, 351 members are in Hong Kong, 268 in New Zealand, 82 in Singapore, 63 in Malaysia, 48 in the United Kingdom, and the remaining are in other parts of Asia and Europe. There are seventeen (17) staff members employed in the Sydney office. None of the members and employees identify as Aboriginal and Torres Strait Islander people. There are no regional offices in Australia or overseas.

The College acknowledges and pays respect to the Aboriginal and Torres Strait Islander people who are the traditional owners of the land and we pay respect to the elders past, present and emerging. We recognise and respect their cultural heritage, beliefs and deep relationships with the land which continues to be important to this day and acknowledge it is upon these ancestral lands that the College is built.



Our Reconciliation Action Plan (RAP)

The College supports the intent of the Uluru Statement from the Heart, in recognising Aboriginal and Torres Strait Islander peoples in the Constitution of Australia, which would allow Indigenous representation in the laws and policies affecting them. We acknowledge that many initiatives attempting to improve the health and wellbeing of Aboriginal and Torres Strait Islander peoples have not worked to date.

The College acknowledges that reconciliation is an ongoing journey reminding us that while generations of Australians have fought hard for meaningful change, future gains entail more time and effort. In an equitable and reconciled Australia, Aboriginal and Torres Strait Islander children will have the same life chances and choices as non-Indigenous children, and their racial background will not determine the length and quality of a person's life. Our vision of reconciliation is based and measured on five interrelated dimensions: historical acceptance, race relations, equality, institutional integrity, and unity.

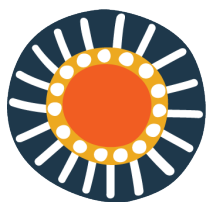
The College is developing a Reconciliation Action Plan to support the national reconciliation movement. In 2020, the College published a Statement of Intent to reinstate its commitment to strengthening the engagement of Aboriginal and Torres Strait Islander peoples of Australia and Māori peoples of New Zealand within our education programs. The College has since developed a new governance structure and strategic plan to ensure increased participation of Aboriginal and Torres Strait Islander and Māori organisations. The College recognises that purposeful collaboration and partnership takes time and will require a phased approach but is committed to increasing Aboriginal and Torres Strait Islander and Māori participation within the College at many levels. In developing and committing to this Reconciliation Action Plan, the College is working to better understand its own prejudices and biases, and makes a commitment to ensure its policies and practices are free from racism in all its forms.



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.	January 2022	CEO Director of Education
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2022	CEO Director of Education
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	March 2022	CEO Communications Manager
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2022	CEO Communications Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2022	CEO Director of Education
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	March 2022	CEO Communications Manager
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2022	CEO Director of Education
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	April 2022	CEO Director of Education
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	May 2022	CEO Director of Corporate Services
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2022	CEO Director of Corporate Services



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.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2022	CEO Director of Education
	Conduct a review of cultural learning needs within our organisation.	June 2022	CEO Director of Education
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	July 2022	CEO Communications Manager
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2022	CEO Communications Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2022	CEO Communications Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2022	CEO Communications Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2022	CEO Communications Manager



Opportunities



Action	Deliverable	Timeline	Responsibility
8. 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.	August 2022	CEO Director of Corporate Services
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2022	CEO Director of Corporate Services
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	September 2022	CEO Director of Corporate Services
	Investigate Supply Nation membership.	September 2022	CEO Director of Corporate Services



Governance



Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	October 2022	CEO Director of Education
	Draft a Terms of Reference for the RWG.	October 2022	CEO Director of Education
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	October 2022	CEO Director of Education
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	November 2022	CEO Director of Education
	Engage senior leaders in the delivery of RAP commitments.	November 2022	CEO Director of Education
	Define appropriate systems and capability to track, measure and report on RAP commitments.	November 2022	CEO Director of Education
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022	Education Manager (OMS)
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September 2022	Education Manager (OMS)



Royal Australasian College
of Dental Surgeons
Let knowledge conquer disease



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