



Reflect Reconciliation Action Plan

April 2022 - October 2023



RECONCILIATION
ACTION PLAN

REFLECT

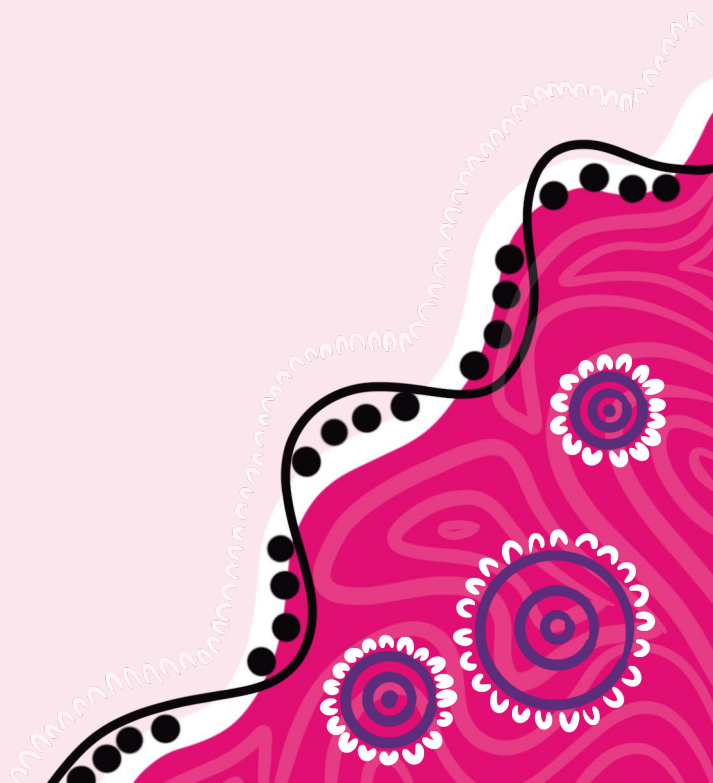
Our Business

We fund McGrath Breast Care Nurses who support individuals and their families experiencing breast cancer.

McGrath Breast Care Nurses are at the heart of our Foundation. From the time of diagnosis, and throughout treatment, they provide information, support and care to all people with breast cancer and their families.

A McGrath Breast Care Nurse builds an important relationship with each person they support. They become a trusted, consistent and knowledgeable point of contact. As professional and qualified nurses they care for people with both early and metastatic breast cancer, across both public and private health services. They are available for free and without a referral.

Our McGrath Foundation family is made up of 51 team members (employees) and 177 McGrath Breast Care Nurses (not employees) across Australia, within rural, regional and metro settings. Our team works in a hybrid way, meaning we sometimes work together in our head office at North Sydney, we sometimes work from home and we sometimes work in hospitals to be closer to our nurses and their patients. No members of our team identify as an Aboriginal or Torres Strait Islander person.



The Artwork

Jane is the centre (central with wings) with her 4 warriors Glenn, James, Holly and Tracy sitting with her, surrounding the McGrath Foundation.

They are connected through journey lines to the 185 current Breast Care Nurses who support their respective communities.

In the top right is the administrative and supportive services of the Nurses with 65 people waiting on the sides to become a breast care nurse fulfilling the mission of 250 by 2025.

In the purple background is a traditional weaving pattern. The pattern represents the disease that weaves its way into the McGrath Foundation and joins peoples lives and the hills we travel together.

Those journeys are different for everyone. Sometimes the Dreaming calls people back home to the stars.

Nikki McKenzie a Wadawurrung artist living on Wadawurrung Country.

I am a proud mum to my two beautiful children and 3 more beautiful children from my partner Norm.

My family have a connection with the breast cancer journey, my grandmother bravely fought breast cancer twice, ultimately taking her back to the dreaming.

When I met with the nurses of McGrath Foundation I felt a connection to my story and to their work. I have loved developing the piece reflected here and look forward to seeing the ongoing RAP process over the years.

Finally is the community of my people and the wider community coming together in hopes of a solid unified future together.



Our Reconciliation Action Plan

We are developing a RAP to ensure the Foundation meaningfully supports First Nations Australians across our community.

Our McGrath Breast Care Nurses are for everyone who needs one. We want to make sure Aboriginal and Torres Strait Islander peoples feel safe and supported when accessing our care.

Likewise, our organisation is for everyone who wants to help us make a difference. We want to make sure Aboriginal and Torres Strait Islander peoples feel welcome and inspired to work at and with the Foundation.

We have created a RAP working group (The Inclusion Collective) to support us in delivering this work at the Foundation. The Inclusion Collective will be responsible for driving our RAP commitments, delivering and / or coordinating RAP commitments and holding us accountable. This is our first RAP, our Reflect RAP, and we are planning to deliver this work over the next twelve months. However, we recognise our reconciliation commitments will be ongoing.

Inclusion Collective members include:

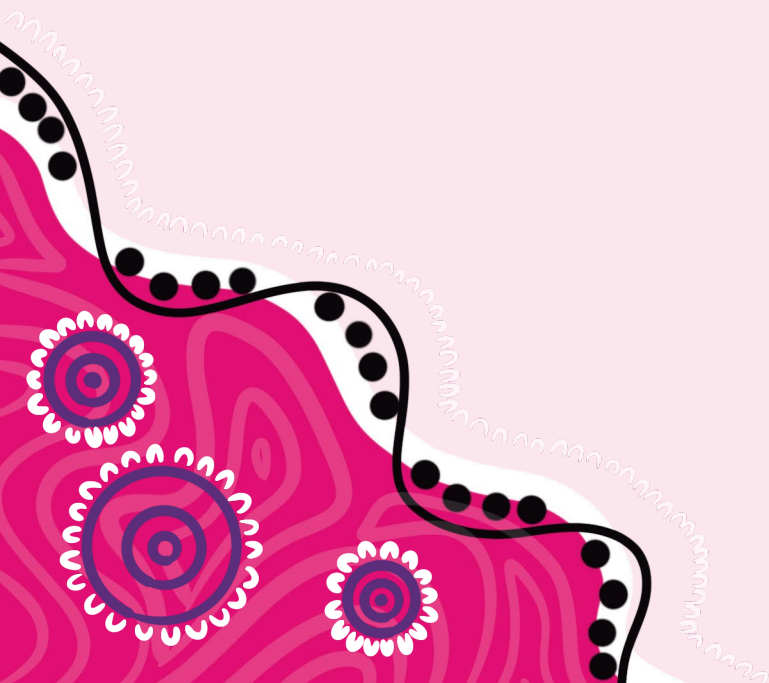
- Chief Nurse
- Chief Marketing and Revenue Officer (RAP Champion)
- Education Senior Manager
- Engagement Manager (Gift in Wills)
- Fundraising Relationship Specialist
- Nursing Program Senior Lead
- People and Culture Business Partner
- Revenue and Accounting Senior Officer



Our Partnerships/Current Activities

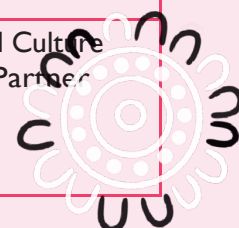
Our engagement with reconciliation and Aboriginal and Torres Strait Islander peoples has been limited to date and has been largely focused on education of nurses in relation to supportive care screening for Aboriginal and Torres Strait Islander patients, overarching considerations in our model of care, and the establishment of a new partnership and pilot project with the National Aboriginal Community Controlled Health Organisation (NACCHO) and the Waminda Aboriginal Community Controlled Health Organisation (ACCHO). Details below:

- **Supportive Care Screening for Aboriginal and Torres Strait Islander peoples:** We partnered with Menzies School of Health Research to deliver training to all McGrath nurses on the use of the Supportive Care Needs Assessment Tool for Indigenous peoples (SCNAT-IP) and how to incorporate into the care of Aboriginal and Torres Strait Islander peoples with breast cancer.
- **Overarching considerations for Aboriginal and Torres Strait Islander peoples in our model of care:** within the McGrath Model of Care overarching considerations and resources are provided for the care of Aboriginal and Torres Strait Islander People diagnosed with breast cancer including the Optimal Care Pathway and Cancer Council resources for Aboriginal and Torres Strait Islander People.
- **Establishment of a new partnership and pilot project with the NACCHO and the Waminda ACCHO:** this partnership and project are in the establishment phase and aim to create a reciprocal training program where Aboriginal Health workers are upskilled in breast cancer care and MBCNs are upskilled to provide culturally safe care to Aboriginal and Torres Strait Islander peoples with breast cancer.



Relationships

Action	Deliverable	Timeline	Responsibility
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.	February 2023	Education Senior Manager Nursing Program Senior Lead
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2023	Education Senior Manager Nursing Program Senior Lead
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Revenue and Accounting Senior Officer
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2023	Revenue and Accounting Senior Officer Engagement manager, Gift in Wills
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	27 May - 3 June 2023	Revenue and Accounting Senior Officer Engagement Manager, Gift in Wills
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	May 2023	Engagement Manager, Gift in Wills Chief Nurse
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2023	Chief Nurse
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	April 2023	Chief Nurse
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	May 2023	People and Culture Business Partner
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2023	People and Culture Business Partner



Respect

Action	Deliverable	Timeline	Responsibility
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.	May 2023	People and Culture Business Partner
	Conduct a review of cultural learning needs within our organisation.	November 2022	People and Culture Business Partner
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.	October 2023	Revenue and Accounting Senior Officer Chief Nurse
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October 2023	Revenue and Accounting Senior Officer Chief Nurse
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 2023	Chief Nurse
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2023	Chief Nurse, Engagement Manager, Gift in Wills Chief Clinical Lead
	RAP Working Group to participate in an external NAIDOC Week event.	July 2023	Chief Marketing and Revenue Officer

Opportunities

Action	Deliverable	Timeline	Responsibility
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.	September 2023	People and Culture Business Partner
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2023	People and Culture Business Partner
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.	June 2023	Education Senior Manager Engagement Manager (Gift in Wills)
	Investigate Supply Nation membership.	June 2023	Education Senior Manager Engagement Manager (Gift in Wills)



Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	September 2023 (Review)	People and Culture Business Partner
	Review Terms of Reference for the RWG.	September 2023 (Review)	People and Culture Business Partner
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	September 2023 (Review)	People and Culture Business Partner
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2022	Chief Marketing and Revenue Officer
	Engage senior leaders in the delivery of RAP commitments.	April 2022	Chief Marketing and Revenue Officer
	Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2022	Education Senior Manager
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.	September 2023	People and Culture Business Partner
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September 2023	People and Culture Business Partner

Contact Details

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