



Australian and New Zealand College of Anaesthetists

Innovate Reconciliation Action Plan
August 2025–August 2027






Acknowledgement

Country is the land and water, sky and cosmos, and all the living things that occupy those spaces. It also refers to the spiritual connections that exist between all those things. Country nurtures us and we have a responsibility to Country. We are Country. We pay our respect to all Elders past and present, and to their knowledge embedded forever within Country.


We acknowledge the Traditional Custodians of the lands on which our staff, trainees and fellows live, work and train. In particular, the college has a physical presence on the lands of the Eora, Kurna, Kulin, Ngunnawal, Nyoongar, Palawa and Turrbal nations.





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A message from Reconciliation Australia

Reconciliation Australia commends Australian and New Zealand College of Anaesthetists on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Australian and New Zealand College of Anaesthetists continues to be part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that the college will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Australian and New Zealand College of Anaesthetists using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for the college to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Australian and New Zealand College of Anaesthetists will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Australian and New Zealand College of Anaesthetists' future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Australian and New Zealand College of Anaesthetists on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



A message from our president

I am really pleased to present ANZCA's second Reconciliation Action Plan (RAP) 2025–2027.

Having recently returned from the Royal Darwin Hospital and meeting with Aboriginal advisors to ANZCA research, I was struck by the desperate need to close the health gap between our First Nations peoples and the broader population and the importance of increasing the number of Aboriginal and Torres Strait Islander ANZCA fellows.

Our second Reconciliation Action Plan is part of our reconciliation journey, which is both a professional and personal commitment enshrined in our constitution and driven by our vision of equity, healing and respect. This second RAP builds on the foundations of our first RAP that embedded reconciliation in the way we train, practise, govern and connect.

As anaesthetists, specialist pain medicine physicians and now perioperative medicine practitioners, we have an opportunity and obligation to help shape a healthcare system that is equitable, culturally safe, and free from racism.

This means building a culture where Aboriginal and Torres Strait Islander patients receive respectful, safe, high-quality care and where Aboriginal and Torres Strait Islander doctors feel welcome, supported and valued. An important part of this is listening and learning from Aboriginal and Torres Strait Islander communities. It complements our commitments under Te Tiriti o Waitangi for Māori.

We value the knowledge, experiences and expertise of our Aboriginal and Torres Strait Islander fellows and trainees, and all they bring to this important work. I also thank our Indigenous Health Committee, whose leadership has been instrumental in advancing reconciliation within our college.

This RAP reflects our commitment to drive reconciliation outcomes and create meaningful and lasting change through Closing The Gap. It has tangible, measurable equity actions – from cultural safety in training and continuing professional development, to support for career pathways, and stronger partnerships and procurement practices.

There is still much to do, requiring continued effort, reflection and accountability. Reconciliation is not a project with a finish line; it is a long-term commitment that informs everything we do.

On behalf of ANZCA, I encourage you to join us on the journey.

Professor Dave Story
ANZCA President





Our vision for reconciliation

Our commitment to reconciliation and achieving health equity for Aboriginal and Torres Strait Islander peoples is enshrined in our constitution.

Our vision for reconciliation is an Australian nation where:

- Our shared history is accepted, allowing for a process of recognition and healing.
- All Australians value Aboriginal and Torres Strait Islander cultures and heritage as a proud part of our national identity.
- Equity exists between Aboriginal and Torres Strait Islander peoples and other Australians in all areas, including training, employment and career opportunities, health and wellbeing.

In the context of our organisation, this represents:

- High quality patient care and training in anaesthesia, pain medicine and perioperative medicine that values our shared history and is equitable, culturally safe and free from racism.
- Providing culturally safe and tailored career support that aims to ensure Aboriginal and Torres Strait Islander trainees and peoples interested in a career in anaesthesia, pain medicine and perioperative medicine receive the guidance, mentorship, and resources needed to succeed.
- A workplace that values our shared history and is equitable, culturally safe and free from racism.

Our business

The Australian and New Zealand College of Anaesthetists (ANZCA), including the Faculty of Pain Medicine (FPM) and the Chapter of Perioperative Medicine (ChPOM), is one of the largest specialist medical colleges in Australia and Aotearoa New Zealand.

Our core business is training, assessing, and setting standards for all specialist anaesthetists and specialist pain medicine physicians wishing to practice in Australia and Aotearoa New Zealand and to oversee the educational offerings in perioperative medicine. We offer training, research, and lifelong learning programs and work closely with governments, healthcare services, and communities on a wide range of issues.

We're governed by the ANZCA Council which, with the support of the FPM Board, the New Zealand National Committee, Australian regional committees, and several specialist committees, sets our strategic direction and ensures we achieve our objectives.

Our people

The college comprises staff and members – the latter are our trainees and fellows. We have:

- A staff of approximately 180, with no known Aboriginal and/or Torres Strait Islander staff.
- An Australian fellowship of more than 5800 specialist anaesthetists and 430 specialist pain medicine physicians, including 10 Aboriginal and/or Torres Strait Islander fellows.
- Over 2100 doctors training towards anaesthesia or pain medicine fellowship at accredited training sites across Australia, including 10 Aboriginal and/or Torres Strait Islander trainees.

Our sphere of influence

We’re privileged to influence a wide range of internal and external stakeholders through:

- Internal employment policy and recruitment.
- Suppliers for routine goods and for ANZCA and FPM events.
- Training unit accreditation – we set and review the standards for units where our trainees learn and develop professionally.
- Supervisors of training – access to resources in cultural competency and Aboriginal and Torres Strait Islander health.
- Trainees – the curricula, training, and assessment shape their knowledge, skills, and professionalism.
- Fellows – setting the continuing professional development standard.
- The next generations of school students, undergraduates, and junior doctors – in partnership with the Australian Indigenous Doctors Association (AIDA), and ANZCA and/or FPM Aboriginal and Torres Strait Islander fellows, we can encourage young Aboriginal and Torres Strait Islander people to consider careers in anaesthesia, perioperative medicine, and pain medicine.
- Consultative input to government and regulators.
- Advocacy on issues within the scope of our mission.
- Membership and representation on external committees and organisations nationally and internationally.

Our offices

We have seven offices across Australia

OFFICE	COUNTRY
Melbourne/Naarm	Boonwurrung Country
Adelaide/Tarntanya	Kaurna Country
Brisbane/Meanjin	Turrbal Country
Canberra	Ngunnawal Country
Perth/Boorloo	Nyoongar Country
Sydney/Warrane	Cammeraigal Country
Hobart/Nipaluna	Nipaluna Country

Our RAP

This 2025–2027 Reconciliation Action Plan (RAP) formalises the college’s ongoing and renewed commitment to our reconciliation vision, supporting Aboriginal and Torres Strait Islander education, employment and health. It is intended to innovatively drive reconciliation outcomes both inside and outside our institution. Our first Innovate RAP 2023–2025 became a key part of the college’s overall strategic goals. This new RAP requires us to further embed reconciliation initiatives into our ‘business as usual’ across the organisation and expand this work to grow change within our sphere of influence.

The RAP working group comprises two Aboriginal fellows, two non-Indigenous fellows, the CEO, three members of the senior leadership team, two Australian regional staff members and two other staff members.

RAP Champion

Nigel Fidgeon
Chief Executive Officer, ANZCA

Working Group Chair

Susie Lord
FANZCA, FFPMANZCA, FPM Board Member

Working Group Members

Angus McNally
FANZCA, Indigenous Health Committee Member

Sharon McGregor
ANZCA, Indigenous Health Committee Member

Matt Bryant
FANZCA, FFPMANZCA

Kate Davis
Senior Policy Officer, Health Equity, ANZCA

Laura Foley
Operations Manager, Knowledge Resources, ANZCA

Ineke Krom
Administrative Officer (WA), ANZCA

Natalie Lockwood
TAS Regional Coordinator, ANZCA

Helen Radford
People Experience Manager, ANZCA

Shari Serjeant
Head of Education Development and Governance

Siobhan Spence
Senior Communications Advisor, ANZCA



The working group diversity ensures that all aspects of the college are considered throughout the actions and deliverables, and that a whole-of-college approach to the RAP is taken. To help ensure reconciliation remains a priority for the college, the ANZCA Chief Executive Officer is our RAP champion.

Our RAP is further supported and receives advice from our Indigenous Health Committee. Established in 2010, the committee has more than 80 percent First Nations membership and has been a major lever for change within the college. Among broader roles, this committee considers how our organisation might support Aboriginal and Torres Strait Islander career opportunities and ensure cultural safety for both patients and doctors.

In developing our 2025–2027 RAP, we reviewed key learnings from our earlier Indigenous Health Strategy and the progress and challenges experienced during implementation of our first Reconciliation Action Plan 2023–2025. Gaps have been identified in both working group membership and deliverables and have been addressed in the development of this RAP. A wider consultation in its development of this RAP has further ensured investment from the whole college including its committees.

Key achievements – 2023–25 RAP journey

During our 2023–25 RAP implementation, several initiatives were introduced to build understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, knowledge and histories within our organisation and our sphere of influence. Relationships have continued to build and our work to support and grow the Aboriginal and Torres Strait Islander health workforce has expanded.

Some of the key achievements around these areas are outlined below.

Growing and supporting the Aboriginal and Torres Strait Islander medical workforce

A key component of ensuring Aboriginal and Torres Strait Islander health equity is to support and increase the number of Aboriginal and Torres Strait Islander health practitioners in the health workforce. Achievements and initiatives in this area include:

We have seen an increase in interest in anaesthesia as a career, evidenced by communication received via email and Annual Scientific Meeting scholarship applications received. Through these initiatives, the college has built relationships with prospective Aboriginal and Torres Strait Islander trainees and connected them with appropriate external support.

Establishment of an Australia-wide career navigator network that aims to provide culturally safe career support to Aboriginal and/or Torres Strait Islander medical students and prevocational doctors interested in a career in anaesthesia, pain medicine or perioperative medicine.

Scholarships to Aboriginal and Torres Strait Islander medical students and prevocational doctors to attend the ANZCA and FPM Annual Scientific Meeting have proven highly successful. More than 50 percent of past recipients have gone on to join the anaesthesia or pain medicine training program. Work is underway to enhance the program further to maximise its cultural safety and value to participants.

The college now offers financial support to Aboriginal and Torres Strait Islander trainees helping cover college fees, and support to attend First Nations conferences.

Work has begun to implement an Aboriginal and Torres Strait Islander selection pathway into the anaesthesia training program.

Building relationships

Over our reconciliation journey, the college has continued to maintain its strong relationships with the Australian Indigenous Doctors Association and Leaders in Indigenous Medical Education and has recently become an associate member of the Lowitja Institute. In the development and delivery of several projects, the college has and continues to engage Aboriginal and Torres Strait Islander owned and operated consultants and consultancy organisations. The college continues to work on ensuring engagement is sought before projects begin to allow for genuine collaboration.

Our relationships with Aboriginal and Torres Strait Islander fellows, trainees and prevocational doctors continues to progress, through the implementation of a recruitment and retention strategy and through the building of support networks.

Cultural learning

ANZCA's cultural learning journey has accelerated considerably over the life of our first RAP, with several new and developing strategies and activities put in place to not only progress cultural learning for our staff, but also for ANZCA fellows and trainees.

On average 78 percent of our staff have completed Aboriginal and Torres Strait Islander cultural competency training using a blended learning strategy, online via Your Mob learning and face to face with Koorie Heritage Trust.

Staff have further participated in initiatives arranged by the RAP working group that build on their cultural learning such as cultural walks, attending smoking ceremonies and storytelling, and listening to guest speakers.

A cultural safety activity is now a mandated requirement of the ANZCA and FPM Continuing Professional Development (CPD) program, and cultural safety workshops have been embedded into the ANZCA Annual Scientific Meeting, state-based continuing medical education (CME) meetings and the Faculty of Pain Medicine annual Spring Meeting. Cultural safety training has also been introduced as a mandatory requirement for the pain medicine training program.

Efforts to embed cultural safety across the CPD program rather than as a separate activity are underway and will be a significant step in progressing patient and workforce cultural safety. To support this work, a cultural safety toolkit is in development.



Respect

Along our reconciliation journey we continue to reflect and build on ways to respect, celebrate and value Aboriginal and Torres Strait Islander peoples, cultures, histories and knowledges.

All Australian offices now prominently display an Acknowledgement of Country at their reception area and have a flag set at the reception desk depicting the Aboriginal flag and Torres Strait Islander flag along with the Australian flag. Some offices have also worked with Traditional Custodians to dedicate local language names to meeting rooms.

Throughout the two-year RAP period, local elders have been invited to offer a Welcome to Country at various college events, providing participants with the opportunity to celebrate Aboriginal cultures and gain a deeper understanding of the land on which they meet.

All college meetings begin with an Acknowledgement of Country and the use of yarning circles as a way for teams to share and collaborate has been adopted by some. The use of cultural practices and protocols are recognised as a privilege and their use is guided by Aboriginal and Torres Strait Islander peoples and resources.



Relationships

Building and maintaining strong relationships with Aboriginal and Torres Strait Islander peoples and organisations is fundamental to our ability to deliver safe, equitable and high-quality care across the specialties of anaesthesia, perioperative medicine, and pain medicine.

To do this meaningfully, we must engage with and be guided by the voices, expertise and priorities of Aboriginal and Torres Strait Islander communities.

These relationships enhance our governance, inform our decision-making and strengthen our capacity to connect with and serve Aboriginal and Torres Strait Islander peoples.

Focus area

ANZCA Strategic Plan 2023–2025, Priority 2: *Engage (Workforce, wellbeing, equity and diversity)* refers to continuing to improve health and wellbeing, equity, inclusion and diversity, and working with diverse communities, particularly Aboriginal and Torres Strait Islander peoples.



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	September 2025 & 2026	Chair, RAP working group
	Update and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2025 & 2026	Executive Director Policy and Communications
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2026 & 2027	Executive Director Policy and Communications
	RAP Working Group members to participate in an external NRW event.	27 May-3 June 2026 & 2027	Chair, RAP working group
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June 2026 & 2027	RAP champion
	Organise at least one NRW event each year.	27 May-3 June 2026 & 2027	Executive Director Policy and Communications
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2026 & 2027	Executive Director Policy and Communications
	Encourage college fellows, trainees and specialist international medical graduates to organise and/or participate in local events to celebrate NRW	27 May-3 June 2026 & 2027	Executive Director Policy and Communications
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	September 2025	Executive Director Policy and Communications

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
	Communicate our commitment to reconciliation publicly.	September 2025 & 2026	Executive Director Policy and Communications
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	December 2025 & 2026	Executive Director Fellowship affairs and Executive Direct Policy and Communications
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	November 2025 & July 2026	Chair, RAP working group
	Include our RAP vision and information in the committee member and chair induction process.	September 2025	Corporate office
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs, in consultation with First Nations consultants	December 2025	Executive Director People & Corporate Services
	Review, update as required and continue to communicate the anti-discrimination policy for our organisation, in consultation with First Nations consultants	December 2025	Executive Director People & Corporate Services
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	December 2025	Executive Director People & Corporate Services
	Continue to educate senior leaders on the effects of racism.	December 2025	Executive Director People & Corporate Services



Respect

Respect for Aboriginal and Torres Strait Islander peoples, cultures, histories, knowledges and rights is central to our organisation’s purpose and long-term vision for reconciliation. It strengthens our ability to engage meaningfully with Aboriginal and Torres Strait Islander stakeholders, support culturally safe and responsive healthcare, and equip our staff and members with the confidence and knowledge to contribute to a more equitable health system.

Focus area

ANZCA Strategic Plan 2023–2025 Priority 1: *Lead (Anaesthesia, pain medicine and perioperative medicine)* refers to leading anaesthesia, pain medicine and perioperative patient care through continuing education. The college continuing professional development program talks to developing and maintaining knowledge, skills, and professional attributes, including in providing culturally safe and responsive healthcare.



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
5. Increase staff understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Continue to review cultural learning needs within our organisation.	December 2025	Executive Director People & Corporate Services
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy	December 2025	Executive Director People & Corporate Services
	Review and communicate our cultural learning strategy to our staff	December 2025	Executive Director People & Corporate Services
	Continue to provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	May 2026	Executive Director People & Corporate Services
6. Increase member understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Provide face-to-face cultural safety workshops at ANZCA’s Annual Scientific Meeting	May 2026 & May 2027	Executive Director, Fellowship Affairs
	Embed cultural safety and the importance of culturally safe workplaces within the ANZCA’s full program of works.	March 2027	Executive Director, Fellowship Affairs
	Develop and launch a Cultural Safety LibGuide, through consultation and co-design from Aboriginal and Torres Strait Islander health professionals, patients, and community representatives.	November 2025	Executive Director, Fellowship Affairs
	Review and refresh the ANZCA Indigenous Health LibGuide resources, in relation to the new Cultural Safety LibGuide.	August 2026	Executive Director, Fellowship Affairs

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
	Implement participant-facing guidance, program enhancements and communications strategy to embed cultural safety and a focus on health equity into the Continuing Professional Development program.	December 2025	Executive Director, Education & Research
	Embed cultural safety within the anaesthesia and pain medicine training curricula.	December 2025	Executive Directors, Education & Research and Faculty of Pain Medicine
	Plan for a comprehensive and values-based review of the anaesthesia and pain medicine curricula, with input from Aboriginal and Torres Strait Islander fellows, community members and consultants.	December 2026	Executive Directors, Education & Research and Faculty of Pain Medicine
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Continue to increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2025 & 2026	Executive Director Policy and Communications
	Continue to implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	November 2025	Executive Director Policy and Communications
	Continue to invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	March 2027	Executive Director, Fellowship Affairs

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
	Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	March 2027	Executive Director, Fellowship Affairs
	Informed by Aboriginal people, develop and communicate a Yarning Circle protocol for use by staff.	December 2025	Executive Director Policy and Communications
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2026 & 2027	Chair, RAP Working Group
	Continue to ensure HR policies and procedures remove barriers to staff participating in NAIDOC Week through regular review.	September 2025 & 2026	Executive Director People & Corporate Services
	Promote and encourage participation in external NAIDOC events to all staff and members.	First week in July 2026 & 2027	Executive Director Policy and Communications





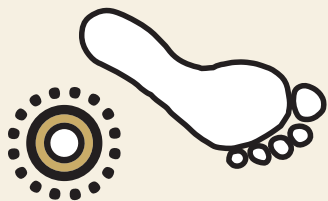
Opportunities

To ensure the anaesthesia, perioperative, and pain medicine workforce is reflective of the community it serves, the college is committed to leveraging its sphere of influence to encourage recruitment and retention of and provide continuous career support to the Aboriginal and Torres Strait Islander medical workforce. We recognise that Aboriginal and Torres Strait Islander specialists will be key to leading future improvements in Aboriginal and Torres Strait Islander health in our specialty fields. We value diversity and the strength it brings to our organisation and our healthcare sector.

Focus area

ANZCA Strategic Plan 2023–2025, Priority 3: *Support (Fellows, trainees and specialist medical graduates’ experience)* outlines an objective to support recruitment and retention of Aboriginal and Torres Strait Islander people within a culturally safe training environment.

Priority 4 *Sustain: (Leading specialist medical college)*, includes an objective to create pathways and practices that embed diversity, inclusiveness, and equity across all facets of the organisation and our culture – from governance through to operations.



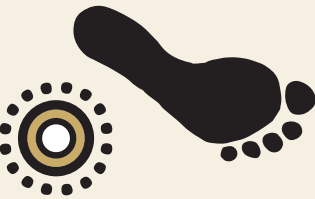
ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander staff recruitment, retention, and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2025	Executive Director People & Corporate Services
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	May 2026	Executive Director People & Corporate Services
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	December 2025	Executive Director People & Corporate Services
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	September 2025	Executive Director People & Corporate Services
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	September 2025	Executive Director People & Corporate Services
	Explore higher education work-experience opportunities as a means of creating opportunities for Aboriginal and Torres Strait Islander people to develop skills and learn about our organisation with a view to future recruitment.	December 2025	Executive Director Policy and Communications

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander trainee recruitment, retention and success across all our specialist training programs.	Establish and maintain an Australian-wide network of Aboriginal and/or Torres Strait Islander fellows and allies to support prospective and current Aboriginal and/or Torres Strait Islander anaesthesia and pain medicine trainees.	August 2025	Executive Director Policy and Communications
	Provide opportunities for Aboriginal and/or Torres Strait Islander medical students and prevocational doctors to learn about careers in anaesthesia and pain medicine.	December 2025 & 2026	Executive Director Policy and Communications
	Support cultural connection through offers of financial support to Aboriginal and Torres Strait Islander trainees to attend First Nations medical conferences.	September 2025 & 2026	Executive Director Policy and Communications
	Offer annual education grants to all Aboriginal and Torres Strait Islander trainees to relieve some financial burden and support their anaesthesia or pain medicine training.	February 2026 & 2027	Executive Director Policy and Communications
	Continue to collect data on the number of trainees and fellows identifying as Aboriginal and/or Torres Strait Islander people.	February 2026 & 2027	Executive Director Policy and Communications

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
	Adopt the Australian Medical Council model standards and procedures for college accreditation of training sites which address providing quality and culturally safe care to Aboriginal and Torres Strait Islander people and addressing risks to the cultural safety of Aboriginal and Torres Strait Islander trainees.	December 2025	Executive Directors, Education & Research and Faculty of Pain Medicine
	In consultation with the Australian Medical Council and Aboriginal and Torres Strait Islander stakeholders, determine the evidence and standards required to assess the Australian Medical Council model accreditation standards relating to cultural safety.	December 2025	Executive Director, Education & Research and Faculty of Pain Medicine
	Upskill accreditation inspectors to assess cultural safety when accrediting training sites.	June 2026	Executive Directors, Education & Research and Faculty of Pain Medicine
	Progress the Trainee Selection Project recommendation to “co-design an attractive Aboriginal, Torres Strait Islander and Māori Pathway”.	December 2025	Executive Directors, Education & Research and Faculty of Pain Medicine
	Explore a project to consult Aboriginal and Torres Strait Islander staff, members and consultants to inform a review and improve the cultural safety of our assessment processes, including exam processes.	June 2026	Executive Directors, Education & Research and Faculty of Pain Medicine

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
11. Improve employment outcomes by increasing and improving Aboriginal and Torres Strait Islander trainee and fellow professional development.	Continue to provide leadership development opportunities for Aboriginal and Torres Strait Islander fellows through attendance at the Emerging Leaders Conference.	May 2026 & May 2027	Executive Director, Fellowship Affairs
	Implement and communicate an updated Research Policy, inclusive of Aboriginal and Torres Strait Islander peak research institution priorities.	November 2025	Executive Director, Fellowship Affairs
	Continue, increase and promote ANZCA and FPM event components led by Aboriginal and Torres Strait Islander people, including invited Aboriginal and Torres Strait Islander speakers, education workshops and socio-cultural events.	March 2027	Executive Director, Fellowship Affairs
	Advocate for Aboriginal and Torres Strait Islander fellows and trainees to receive leave to attend cultural events and conferences.	December 2026	Executive Director Policy and Communications
	Investigate and implement strategies to increase Aboriginal and Torres Strait Islander representation, expertise and influence on ANZCA and FPM committees and working groups.	January 2027	Chair, Indigenous Health Committee
	Promote the Health Equity Projects Fund widely to encourage grant applications for projects led by or in partnership with Aboriginal and Torres Strait Islander researchers and peoples.	July 2026 & July 2027	Executive Director Policy and Communications

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
12. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Update and implement an Aboriginal and Torres Strait Islander procurement strategy.	November 2025	Executive Director People & Corporate Services
	Investigate Supply Nation membership.	September 2025	Executive Director People & Corporate Services
	Continue to develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	November 2025 & 2026	Executive Director People & Corporate Services
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	July 2026	Executive Director People & Corporate Services
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	September 2026	Executive Director People & Corporate Services





Governance

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
13. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	September 2025 & 2026	Chair, RAP working group
	Update and apply a Terms of Reference for the RWG.	September 2025	Chair, RAP working group
	Meet at least four times per year to drive and monitor RAP implementation.	Nov 2025, Feb, May, Aug, Nov 2026 & Feb, May, Aug 2027	Chair, RAP working group
14. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	August 2025 & 2026	Executive directors
	Engage our senior leaders and other staff in the delivery of RAP commitments.	October 2025 & 2026	RAP Champion
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	August 2025 & 2026	Executive Director Policy and Communications
	Appoint and maintain an internal RAP Champion from senior management.	September 2025	Chair, RAP working group
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Executive Director Policy and Communications
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Executive Director Policy and Communications

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September annually	Executive Director Policy and Communications
	Report RAP progress to all staff and senior leaders quarterly.	Nov 2025, Feb, May, Aug, Nov 2026 & Feb, May, Aug 2027	Executive Director Policy and Communications
	Report RAP progress to ANZCA and FPM committees	Twice yearly 2025, 2026 & 2027	Executive Director Policy and Communications
	Publicly report our RAP achievements, challenges and learnings, annually.	March 2026 & March 2027	Executive Director Policy and Communications
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2026	Executive Director Policy and Communications
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	August 2027	Chair RAP Working Group
	Continue to measure fellows' perceptions of the importance of First Nations health as a role for the college within the ANZCA biennial fellowship survey, and explore better measures for tracking staff and members' attitudes toward reconciliation.	October 2026	Executive Director, Fellowship Affairs
16. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	February 2027	Executive Director Policy and Communications

About the art

The art honours the importance of stillness and to deep listen to our breathing. Mother earth provides everything in perfect balance so that life is possible through our ability to breathe. Stillness gives us the opportunity to sit in reflection, to listen to our thoughts; allowing us to take in the good and release the bad.

It also honours anaesthetists and pain medicine specialists and their role in our healing journeys. Whenever society needs operations and surgical procedures, an anaesthetist's duty is to keep us alive and to monitor our breathing.

The centre circle and 'U' symbols represent the Australian and New Zealand College of Anaesthetists (ANZCA) coming together to learn about First Nations cultures and our collective values and wisdoms influencing their journey in connecting to our communities on a deeper level.

The river (blue path) represents cleansing and ones journey. The earth (red ochre path) represents being grounded and still. Both elements work symbiotically together and are the reason we can live, survive and thrive.

The patterns in the river and earth pathways represent breathing in and out, our heart rate going up and down and the electrocardiogram patterns.

The black and white footprints and handprints represents ANZCA's reconciliation journey.

The gum leaves represent being welcome and growth.

The stones represent healing.

The outer 'U' shape symbols represent the wisdom holders, our old people (elders and ancestors).

Artist: Bitja (Dixon Patten)
 Tribes: Gunnai, Yorta Yorta, Gunditjmara, Dhudhuroa, Yuin, Djab Wurrung, Wemba Wemba, Wadi Wadi, Yuin, Gweagal, Waywurru and Monero.
 Bayila Creative





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