



Reflect
**RECONCILIATION
ACTION PLAN**

March 2023 – September 2024



**ASTHMA
AUSTRALIA**



ACKNOWLEDGEMENT OF COUNTRY

Asthma Australia acknowledges the Traditional Custodians of the lands on which we work and pay respect to Elders, past, present and emerging, and Aboriginal and Torres Strait Islander peoples within our community.

We recognise and respect the holistic concept of health for First Nations Peoples which embraces physical, social, emotional, cultural and spiritual wellbeing, for both the individual and the community, and which encompasses the importance of connection to land, water, culture, spirituality and ancestry.

We acknowledge and uphold the intrinsic connections and continuing relationships Aboriginal and Torres Strait Islander peoples have to Country and value the cultural knowledge, strength and resilience in our work to improve the lives of people with asthma.

‘THALDIN NUNDILI’

‘Standing Together’



This artwork represents our individual and collective roles in managing asthma.

By standing together, we can all help close the gap in community health and be part of a holistic journey towards a better future. This piece also represents the relationships between health care providers, organisations and the community. Together we are stronger and together we will find common ground to heal.

This artwork represents people living with asthma, from the physical aspect to the emotional and mental impacts it has on daily life. *THALDIN NUNDILI* represents empowerment, strength and resilience.



The artwork, *Standing Together*, was created by Wulkuraka Designs - Ailsa Walsh (Davidson).

Ailsa is a First Nations Artist - Lardil (Mornington Island, Queensland), Kullilli (Thargominda, Queensland) and Yuggera (Ipswich/Brisbane, Queensland).

ARTWORK SYMBOLISM

The land we stand on, where our food and water is from. The Earth is where you leave your footprints and knowledge. It is where our children will see them and guide them to a good path.

Our universe with the life circle in the middle. Surrounded by the community.

Our guardians. From family members, peers, friends, organisations, asthma educators etc. The people who help others in time of need. Showcasing a holistic care for all people living with asthma.

Children growing up with asthma, with circles of protection of family, friends, organisations and communities. Educating our jarjums (little ones).

Representing you - the person living with asthma. You may feel alone but know you should feel empowered with your survival and be proud of your resilience.



Our ancestors watching over us, guiding us.

The community spirit, we band together to get solutions. Coming together to help others when they are vulnerable.

Representing both Western and traditional health care and the medicines people living with asthma need to take in order to live a functional life.

Our waterways. Our fresh and saltwater are healing properties for our holistic health care.

Seeds growing for the future of our jarjums (little ones) and better education to raise awareness of childhood asthma.

The emotional and mental health aspect of living with asthma. The community coming together to help each other.

Showcasing the triggers that come into a person's life with asthma - from allergies to the seasons/environment we live in. We should not ignore these symptoms, we have to embrace our unique health situations and feel empowered to use an asthma plan.

Bush Tukka - seed pods. To grow our own foods, understanding food and the importance of what we put into our body.

LEADERSHIP STATEMENT

Asthma Australia's vision is a community where no-one is restricted by their asthma. Some 1 in 9 Australians are impacted by asthma, unfortunately some more so than others.

First Nations people are twice as likely to have asthma and more than twice as likely to die from asthma. Asthma Australia is committed to addressing this inequity in health outcomes.

We understand that there are many and varied determinants of health and that the impacts of colonisation and the resultant intergenerational trauma for First Nations people is substantial. This is why we are committed to reconciliation. It is not just the right thing to do to reconcile the wrongs of the past, it is essential to create a foundation for improving health outcomes.

Importantly, First Nations people must be empowered to determine what is needed by way of safe, culturally appropriate and effective approaches to healthcare and healthy communities.

We respect and appreciate the rich cultures and heritage of First Nations people, gathered over 60,000 years. We know there is much wisdom to be gained from their custodianship of our land, air and water over this time.

We are committed to learning from, engaging with and working alongside First Nations individuals, organisations and communities to ensure healthy lives and create healthier communities.



Michele Goldman

*Chief Executive Officer
Asthma Australia*

RECONCILIATION AUSTRALIA CEO STATEMENT

Reconciliation Australia welcomes Asthma Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Asthma Australia joins a network of more than 1,100 corporate, government and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance. It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge and leadership across all sectors of Australian society.

This Reflect RAP enables Asthma Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions.

Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Asthma Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Karen Mundine

*Chief Executive Officer
Reconciliation Australia*

OUR BUSINESS

Asthma Australia Ltd is a relatively new organisation, with a merger of the ACT, NSW, Queensland, South Australian, Tasmanian and Victorian state Asthma Foundations in 2017 and 2018 to create a stronger, united, more efficient and effective national health body.

We operate across Australia, working in partnership with our sister organisations in Western Australia and the Northern Territory. We have six offices located in Sydney, Canberra, Brisbane, Adelaide, Melbourne and Hobart.

At Asthma Australia, we are the voice for the 2.7 million Australians living with asthma and their loved ones. We are here to advocate, educate and empower our community to breathe freely despite their asthma.

Asthma is an unpredictable respiratory condition, which sadly takes a life each day in Australia and affects more of us than anywhere else in the developed world. Whilst there is currently no cure, most are able to control their symptoms and live a life unrestricted by asthma.

Asthma Australia's purpose is to help people to breathe so they can live freely.

We seek to improve the lives of people with asthma and their families by:

- **Partnering with community to act on unmet needs:** Understanding local needs and taking collaborative action to reduce the impact of asthma on communities where the unmet needs are greatest
- **Engaging and empowering consumers:** Expanding insights to adapt and scale our services, achieving deeper engagement and improvements in asthma and wellbeing outcomes
- **Influencing systems change:** Influencing priority policies, systems and service models to drive demonstrable and enduring change

Asthma Australia's highly engaged *Board of Directors* and experienced senior leadership team oversee a team motivated and skilled employees, of which three identify as Aboriginal and/or Torres Strait Islander.

Our work is guided by the expert contributions of Asthma Australia's *Research Advisory Committee (RAC)*, *Professional Advisory Council (PAC)*, and *Consumer Advisory Council (CAC)*. We are committed to increasing Aboriginal and Torres Strait Islander voices across our decision-making mechanisms including the Board, PAC, RAC and CAC.

We work in multiple settings across Australia to develop and implement a range of projects tailored to specific needs of communities and the people who live there. We work with people with asthma, their family and friends, health professionals, researchers and governments as the leading consumer voice for asthma. Every year Asthma Australia helps more than half a million people with asthma across Australia.

Asthma Australia's priorities include:

- 1 Maximising the accessibility of, and adherence to, evidence-based treatments and medications for people living with asthma
- 2 Providing asthma information, education, resources and tools that people need, in the form that they need it
- 3 Mapping and building solutions within the systems that surround people with asthma
- 4 Improving current primary and secondary care asthma systems and protocols
- 5 Addressing environmental triggers that affect asthma health, with air quality being our current area of focus
- 6 Investing in and influencing research that contributes to tangible benefits for people with asthma

OUR RAP

Asthma Australia is proud to be joining the Reconciliation Action Plan program and, in doing so, making a formal commitment to advance reconciliation between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. As an organisation we recognise the impact colonisation has had on Aboriginal and Torres Strait Islander peoples and we seek out opportunities for healing and reconciliation based on listening and truth-telling. Asthma Australia is committed to taking our staff on a journey of reconciliation and sees a RAP as a conscious and first step in this journey. We want to have an impact not only on our staff, but also the wider community including people with asthma and health care professionals.

At Asthma Australia, we endeavour to support all Australians with asthma and our vision of no one experiencing a life restricted by asthma is intrinsically linked to the ongoing journey of reconciliation. We see the *values* of Asthma Australia being brought to life through our reconciliation journey. Addressing health issues for Aboriginal and Torres Strait Islander communities and championing the needs of Aboriginal and Torres Strait Islander peoples with asthma can only be done in a spirit of reconciliation.

We will use this RAP to ensure that reconciliation and the health and wellbeing of First Nations peoples are seen as everyone's business at Asthma Australia.





For Aboriginal and Torres Strait Islander staff, we want Asthma Australia to be considered a safe place that is open and accepting of all cultures. We endeavour for our policies and procedures to reflect our commitment to inclusion and diversity. We aspire to be an organisation where Aboriginal and Torres Strait Islander peoples want to work and be part of. Cultural safety is imperative to this and is a high priority for Asthma Australia.

Asthma Australia acknowledges the importance of understanding the experiences of Aboriginal and Torres Strait Islander peoples with asthma, and co-designing accessible, seamless solutions that are culturally responsive.

We acknowledge that there is a necessary organisational pre-requisite and imperative to recognise that Aboriginal and Torres Strait Islander approaches to health encompass different world views beyond the western medical approach. We are committed to understanding how we can adopt these approaches into all our reconciliation efforts.

We are committed to a just, equitable and reconciled Australia. Asthma Australia is committed to becoming an ally and advocate for calling out racism and developing a more responsive health system.

We are dedicated to increasing our engagement with Aboriginal and Torres Strait Islander peoples, communities and organisations, and developing a RAP that is authentic, impactful and accountable.

For Asthma Australia to achieve our vision, we recognise the work we need to do internally as an organisation to ensure we are supporting the national reconciliation movement. We know we have some listening, learning and unlearning to be done, across all facets of Asthma Australia.

A RAP Working Group has been established since the beginning of 2022 to drive the development, implementation, communication and reporting of Asthma Australia's RAP. The RAP Working Group is supported by the Asthma Australia Board and Leadership Team, and includes Aboriginal and Torres Strait Islander team members and peoples with asthma, as well as representatives from across the organisation (see Appendix A on p19).

An internal RAP project team has also been established from the commencement of 2022 to drive the RAP forward across the organisation, and an Aboriginal cultural consultant has been engaged to provide cultural leadership and guidance. The CEO is proudly the RAP Champion for Asthma Australia and is responsible for leading internal engagement, advocacy and awareness of the RAP. The development of this RAP marks an important milestone for Asthma Australia as it becomes intrinsically part of our organisational footprint.

The development of our RAP aligns with the second strategic pillar of the *Asthma Australia Strategic Plan 2022-2025*, where we seek to understand and take collaborative action to reduce the impact on asthma communities where the unmet needs are greatest. Our RAP also has specific links to key strategic initiatives in Pillar 4, where we seek to build the skills and capabilities of our people to promote an inclusive workplace.

OUR PARTNERSHIPS AND CURRENT ACTIVITIES

Aboriginal and Torres Strait Islander peoples are an important population of peoples with asthma that are not well served by our core and current health services. With Australia's Aboriginal and Torres Strait Islander peoples experiencing approximately double the prevalence and more than twice the risk of death from asthma compared with other Australians, we are committed to improving health outcomes and reducing the burden of disease to First Nations peoples and their communities.

PREVIOUS INITIATIVES

Asthma Australia has had pockets of projects that have had an Aboriginal and Torres Strait Islander focus, and we have made some past efforts to develop relationships with Aboriginal and Torres Strait Islander organisations. For example, we partnered with the Menzies School of Health Research to develop a lung health *app* for Aboriginal people. The app was developed as part of a research grant and provides educational and information resources about asthma and other lung conditions. It is available in English and Aboriginal languages including Tiwi, Murrinh Patha, Yolngu Matha, Kriol, Ptijantatjara, Western Arrente and Warlpiri.

We have facilitated asthma education training to Aboriginal Health Workers in numerous communities across Australia over multiple years, including a *study* to assess the outcomes of Aboriginal Health Workers providing education to Aboriginal children with asthma. More recently Asthma Australia presented at the NAATSIHWP annual symposium in 2021 on asthma education and we plan to continue to foster a relationship with NAATSIHWP to identify future opportunities for collaboration with Aboriginal Health Workers.

In 2019 Asthma Australia collaborated with NACCHO and Aboriginal Community Controlled Health Services in NSW to scope the needs of Aboriginal and Torres Strait Islander respiratory health. The study used qualitative and quantitative approaches to understand needs, issues and perceptions of Aboriginal and Torres Strait Islander peoples with asthma. The study highlighted the need for culturally affirming asthma education practices as well as further research in this area.

Reconciliation has been a priority for Asthma Australia for many years. Upon merging from state-based foundations to a national organisation, we endeavoured to begin a Reflect RAP, some five years ago. However, at the time we were not able to provide the resourcing and strategic alignment required for such an important piece of work. Despite these challenges, there are some lessons learnt from the previous effort towards a RAP, and we are now ready to commit to reconciliation, and have measures in place to ensure our contribution to reconciliation is realised.





CURRENT INITIATIVES

Asthma Australia is committed to develop a RAP that is meaningful and authentic and speaks to the people and communities at the heart of reconciliation. Having learnt from our previous experiences, we have allocated budget and resourcing for our RAP, embedded reconciliation within *our strategy*, and ensured we listen and heard Aboriginal and Torres Strait Islander voices. Our Aboriginal and Torres Strait Islander staff and *Let's Yarn* group (formerly known as the Aboriginal Special Interest Group or ASIG) have been instrumental drivers of our RAP and we have engaged with Aboriginal and Torres Strait Islander peoples with asthma across Australia to better understand their lived experience. In addition, we have the voice of Aboriginal and Torres Strait Islander peoples with asthma on our RAP Working Group and have partnered with an Aboriginal cultural consultant to support and guide us on our reconciliation journey.

Let's Yarn is a network of staff that aims to prioritise First Nations peoples and communities at Asthma Australia in order to contribute to asthma health outcomes. The group meets monthly to discuss, debate and consider any Asthma Australia matters that have (or potentially could have) an impact on Aboriginal and Torres Strait Islander peoples and communities. *Let's Yarn* was instrumental in laying the foundations for a RAP to come to fruition.

Across 2022 and 2023, Asthma Australia has invested in providing a visible, accessible, virtual place for staff to learn about reconciliation and Aboriginal and Torres Strait Islander peoples, histories and cultures. The Reconciliation Hub, which is housed on the Asthma Australia intranet, offers staff an opportunity to promote our reconciliation journey across the organisation and foster a deeper understanding of what reconciliation is all about. The Reconciliation Hub was launched as part of Asthma Australia's 2022 National Reconciliation Week activities.

In 2022, Reconciliation Week and NAIDOC Week were the first events to be organised under our renewed reconciliation focus. We engaged in Reconciliation Week and NAIDOC Week as they offered Asthma Australia an opportunity to understand the meaning of reconciliation. It also allowed us to consider how we can individually and collectively contribute to making Asthma Australia's reconciliation journey ahead meaningful, authentic and sustainable. We hosted multiple internal activities with Aboriginal peoples and Elders to foster positive curiosity about Aboriginal and Torres Strait Islander cultures and build significant strategic intent. Evaluations and feedback were overwhelmingly positive and staff reflected on the collective recognition of the importance of reconciliation and willingness to commit to learning, reflection and action.

Asthma Australia has numerous current initiatives that have an Aboriginal and Torres Strait Islander focus. For example, Asthma Australia and the Djurali Centre at Macquarie University are working in partnership to initiate an Aboriginal People with Asthma Research Collaborative to contribute to asthma research with First Nations peoples in communities.

We have an asthma spacer ordering system for Aboriginal Community Controlled Health Services (ACCHSs), which provides subsidised asthma spacers and masks for Aboriginal and Torres Strait Islander peoples with asthma. Over 27,000 spacers and masks have been ordered across 59 ACCHSs in the last four years, impacting thousands of Aboriginal and Torres Strait Islander peoples with asthma and their communities.

We are committed to developing an Asthma Australia Aboriginal and Torres Strait Islander Strategy, which provides for a longer-term commitment to Aboriginal and Torres Strait Islander outcomes. The five-year Strategy plans to embed Aboriginal and Torres Strait Islander principles and knowledges into all aspects of the business and will provide a whole-of-organisation approach to Aboriginal and Torres Strait Islander outcomes that is long-term, strategic and holistic. We plan to start developing the Strategy in late 2023.



RELATIONSHIPS

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Identify and learn from our relationships with Aboriginal and Torres Strait Islander peoples, communities, stakeholders and organisations within our local area or sphere of influence that we could connect with as part of our reconciliation journey	Sep 2023	Director of Programs and Partnerships Aboriginal and Torres Strait Islander Strategy Lead
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	Mar 2023	Aboriginal and Torres Strait Islander Strategy Lead <i>Let's Yarn</i>
	Explore the possibility of developing opportunities for engaging with the voice of Aboriginal and Torres Strait Islander peoples with asthma, such as a consumer advisory committee and a champions program	Mar 2024	Director of Customer and Marketing Brand and Engagement Lead <i>Let's Yarn</i> Aboriginal and Torres Strait Islander Strategy Lead
2 Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to Asthma Australia staff	May 2023 May 2024	Chair of <i>Let's Yarn</i> Aboriginal and Torres Strait Islander Strategy Lead
	Ensure our RAP Working Group members participates in an external event to recognise and celebrate NRW	27 May–3 Jun 2023 27 May–3 Jun 2024	Chair of <i>Let's Yarn</i> Aboriginal and Torres Strait Islander Strategy Lead
	Encourage and support staff and the Leadership Team to participate in at least one external event to recognise and celebrate NRW	27 May–3 Jun 2023 27 May–3 Jun 2024	Chair of <i>Let's Yarn</i> Aboriginal and Torres Strait Islander Strategy Lead Chief Executive Officer
	Share NRW resources on our social platforms	27 May–3 Jun 2023 27 May–3 Jun 2024	Aboriginal and Torres Strait Islander Strategy Lead Digital Lead



RELATIONSHIPS

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
3 Promote reconciliation through our sphere of influence	Communicate our commitment to reconciliation to all staff by delivering regular presentations highlighting RAP progress and engaging teams in reconciliation activities	Jun 2023	Chief Executive Officer Chair of RAP Working Group Aboriginal and Torres Strait Islander Strategy Lead
	Identify external stakeholders that Asthma Australia can engage with on our reconciliation journey	Nov 2023	Chief Executive Officer Director of Programs and Partnerships
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey	Jul 2023	Director of Programs and Partnerships Aboriginal and Torres Strait Islander Strategy Lead
	Engage our Leadership Team, Board, Consumer Advisory Council, Professional Advisory Council and Research Advisory Council on our reconciliation journey through regular updates and reporting	Jun 2023	Chief Executive Officer Director of Programs and Partnerships Director of Customer and Marketing Senior Manager of Research, Information and Evaluation
	Develop a thoughtful, ongoing way to communicate our commitment to reconciliation to all staff as part of their journey with Asthma Australia	Apr 2023	Director of People and Culture Chair of <i>Let's Yarn</i> Aboriginal and Torres Strait Islander Strategy Lead
4 Promote positive race relations through anti-discrimination strategies relating to Aboriginal and Torres Strait Islander peoples	Research best practice and policies in areas of race relations and anti-discrimination	Apr 2024	Director of People and Culture Chair of <i>Let's Yarn</i> Aboriginal and Torres Strait Islander Strategy Lead
	Conduct a review of HR policies and procedures to identify compliance with existing anti-discrimination provisions, and future needs	Jun 2023	Director of People and Culture Chair of <i>Let's Yarn</i> Aboriginal and Torres Strait Islander Strategy Lead



RESPECT

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	Develop an organisational framework linked to an Aboriginal and Torres Strait Islander Strategy for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation	Oct 2023	Chief Executive Officer Director of Programs and Partnerships Aboriginal and Torres Strait Islander Strategy Lead Director of People and Culture <i>Let's Yarn</i>
	Continue to expand and promote the Reconciliation Hub on Asthma Australia's intranet	Dec 2023	Chair of <i>Let's Yarn</i> Aboriginal and Torres Strait Islander Strategy Lead Digital Lead
	Provide opportunities for staff to learn more about the Uluru Statement from the Heart	Jun 2023	Aboriginal and Torres Strait Islander Strategy Lead Director of People and Culture <i>Let's Yarn</i>
	Conduct a review of cultural learning needs within our organisation	Jun 2023	Aboriginal and Torres Strait Islander Strategy Lead Director of People and Culture Research, Information and Evaluation Coordinator <i>Let's Yarn</i>
	Develop a plan to develop a cultural awareness training program, including bespoke training for local teams	Jul 2023	Aboriginal and Torres Strait Islander Strategy Lead Director of People and Culture <i>Let's Yarn</i>



RESPECT

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
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 areas	Apr 2023	Aboriginal and Torres Strait Islander Strategy Lead <i>Let's Yarn</i>
	Develop a cultural leave policy for Aboriginal and Torres Strait Islander staff to attend cultural obligations and ceremonies, including NAIDOC Week and Sorry Business	Mar 2023	Director of People and Culture <i>Let's Yarn</i>
	Increase staff's understanding of the purpose and significance behind cultural protocols, including the development of guidelines to support Acknowledgement of Country and Welcome to Country protocols	May 2023	Chief Operating Officer Aboriginal and Torres Strait Islander Strategy Lead <i>Let's Yarn</i>
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	Jun 2023	Aboriginal and Torres Strait Islander Strategy Lead <i>Let's Yarn</i>
	Introduce our staff to NAIDOC Week by promoting external events in our local area	Jun 2023	Aboriginal and Torres Strait Islander Strategy Lead <i>Let's Yarn</i>
	RAP Working Group to participate in an external NAIDOC Week event	First week in Jul 2023 First week in Jul 2024	Chair of RAP Working Group Aboriginal and Torres Strait Islander Strategy Lead



OPPORTUNITIES

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	Develop an understanding of the value and importance of Aboriginal and Torres Strait Islander employment within our organisation	May 2024	Director of People and Culture <i>Let's Yarn</i>
	Build an understanding of current Aboriginal and Torres Strait Islander employee experience to inform future employment and professional development opportunities	Oct 2023	Director of People and Culture Aboriginal and Torres Strait Islander Strategy Lead
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	Aug 2024	Chief Operating Officer <i>Let's Yarn</i>
	Investigate Supply Nation membership	Jun 2024	Chief Operating Officer <i>Let's Yarn</i>
10 Build Asthma Australia's understanding of asthma from an Aboriginal and Torres Strait Islander perspective	Develop an understanding of the lived experience of Aboriginal and Torres Strait Islander peoples with asthma	Jun 2024	Customer Experience Lead Research, Information and Evaluation Coordinator Director of Programs and Partnerships Consumer Support Services Coordinator Aboriginal and Torres Strait Islander Strategy Lead
	Consolidate, reflect and learn from the current and previous Asthma Australia projects that have / had an Aboriginal and /or Torres Strait Islander focus	May 2023	Director of Programs and Partnerships Aboriginal and Torres Strait Islander Strategy Lead
	Continue to prioritise research for asthma within an Aboriginal and Torres Strait Islander context	Dec 2023	Senior Manager of Research, Information and Evaluation Director of Programs and Partnerships
	Explore better engagement and communication approaches for Aboriginal and Torres Strait Islander peoples living with asthma	Jun 2024	Director of Customer and Marketing Marketing Operations Lead



“Asthma Australia has taken a brave and bold step to walk down the reconciliation path and is putting real action behind its intent to make real change across the organisation.

As we grow in our cultural consciousness, and our curiosity deepens, the unique perspectives of First Nations peoples will shine. We will also learn more about ourselves.

It’s an exciting dimension to our work and an inspiring personal journey.”

Jess Tyler, Health Projects and Partnerships Coordinator



GOVERNANCE

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
11 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Maintain a RWG to govern RAP implementation	Mar 2023	Director of Programs and Partnerships Aboriginal and Torres Strait Islander Strategy Lead
	Review Terms of Reference for the RWG	May 2023 May 2024	Director of Programs and Partnerships Aboriginal and Torres Strait Islander Strategy Lead
	Maintain Aboriginal and Torres Strait Islander representation on the RWG, including Aboriginal and Torres Strait Islander peoples with asthma	May 2023	Director of Programs and Partnerships Aboriginal and Torres Strait Islander Strategy Lead
12 Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation, including human resources	Mar 2023	Finance Manager, Chief Operating Officer Director of Programs and Partnerships
	Engage the Leadership Team and senior managers in the delivery of RAP commitments	Sep 2023	Chief Executive Officer Director of Programs and Partnerships
	Maintain a senior leader to champion our RAP internally	Mar 2023	Chief Executive Officer Director of Programs and Partnerships
	Define appropriate systems and capability to track, measure and report on RAP commitments	Mar 2023	Chief Operating Officer Research, Information and Evaluation Coordinator Director of Programs and Partnerships



GOVERNANCE

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
13 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	Jun 2023 Jun 2024	Aboriginal and Torres Strait Islander Strategy Lead Director of Programs and Partnerships
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire	1 Aug 2023 1 Aug 2024	Aboriginal and Torres Strait Islander Strategy Lead Director of Programs and Partnerships
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	30 Sep 2023 30 Sep 2024	Aboriginal and Torres Strait Islander Strategy Lead Director of Programs and Partnerships
14 Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's <i>website</i> at to begin developing our next RAP	May 2024	Aboriginal and Torres Strait Islander Strategy Lead Director of Programs and Partnerships

APPENDIX A

Asthma Australia (AA) RAP Working Group members:

- Nigel Cooper – Director of Programs and Partnerships (Project Sponsor, RAP and Chair, RAP Working Group) at AA
- Alex Swain – Aboriginal and Torres Strait Islander Strategy Lead (Secretary, RAP Working Group) at AA
- Jess Tyler* – Programs and Partnerships Representative at AA
- Megan Salmon – People and Culture Representative at AA
- Danielle Edgeworth* – Marketing, Communications and Engagement Representative at AA

- Sammy Kayaleh – Operations Representative at AA
- Dr Tim Senior – Professional Advisory Council (PAC) member at AA
- Kat Sanabria* – Person with asthma
- Ailsa Walsh-Davidson* – Person with asthma
- Jodi Sampson* – Cultural Advisor to AA, Corporate Culcha
- Rael Rivers – Asthma Western Australia

* Person of Aboriginal and/or Torres Strait Islander descent

For RAP enquiries please contact Alex Swain, Programs and Partnerships Manager, at aswain@asthma.org.au



**RECONCILIATION
ACTION PLAN**

REFLECT



**ASTHMA
AUSTRALIA**

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