

Reflect Reconciliation Action Plan

AUSTRALIAN DIABETES
EDUCATORS ASSOCIATION

June, 2021-June, 2022



Your trusted partner in diabetes care



**RECONCILIATION
ACTION PLAN**

REFLECT

A Statement from the President

I am honoured to present the Australian Diabetes Educators Association (ADEA) Reflect Reconciliation Action Plan (RAP). This is the first step in articulating our dedication to reconciliation and demonstrates the ADEA's deep commitment to fostering reconciliation between Australia's First Peoples and the broader community.

The ADEA is the peak representative organisation of Credentialed Diabetes Educators (CDEs) in Australia with over 2,200 members. CDEs provide expert diabetes care to people living with diabetes, their families, and their carers in communities throughout Australia. Our RAP will enable our organisation to more effectively serve Aboriginal and Torres Strait Islander clients and develop a pipeline of Aboriginal and Torres Strait Islander CDEs through facilitating education and credentialing scholarships.

We embark on this journey together and I encourage each ADEA stakeholder to reflect, as individuals, as members of ADEA, and as ADEA staff to play their part as we take this first step in our reconciliation journey.



Tracey Tellam, CDE
President
Australian Diabetes Educators Association

A Statement from the Chief Executive Officer

I am proud to present ADEA's Reflect Reconciliation Action Plan (RAP). This RAP marks the first formal step on our reconciliation journey, but it is the culmination of years working to foster reconciliation with Aboriginal and Torres Strait Islander peoples and the broader Australian Community.

Since our inception 40 years ago, the ADEA and its members have dedicated ourselves to improving health outcomes in First Peoples communities. We have worked toward this goal both as an organisation and as individual Credentialed Diabetes Educators (CDEs). We are delighted to be able to build upon this foundation and embark on a new stage of our reconciliation journey.

We are excited and eager to fulfil the commitments articulated in this RAP. We are proud to be part of the RAP network and to contribute to the reconciliation of our nation. I am personally committed to advancing reconciliation and leading our organisation as we each commit to the implementation of the ADEA Reflect RAP.



Susan Davidson
Chief Executive Officer
Australian Diabetes Educators Association

Our Business

The Australian Diabetes Education Association (ADEA) was formed in 1981. The ADEA is the leader in diabetes education and care in Australia, and provides excellence in diabetes education for health professionals. ADEA is the national organisation in Australia that certifies diabetes educators. Educators certified by ADEA are called Credentialed Diabetes Educators (CDEs). CDEs are healthcare professionals who are committed to providing evidence-based best practice diabetes education to ensure optimal health and wellbeing for all people affected by, and at risk of, diabetes.

Any health care professional with an interest in diabetes education is welcome to become a member of ADEA. ADEA has a number of types of membership including full CDE members, associate members, student members and honorary life members. Many health professionals training to become a CDE are associate or student members of ADEA.

Diabetes education is a specialty field of health care practice.

CDEs are health care professionals who have completed an additional postgraduate qualification in diabetes education. Professions that are eligible to train to become a CDE are:

- Registered Medical Practitioners
- Registered Nurses
- Registered Midwives
- Accredited Practising Dietitians
- Accredited Exercise Physiologists
- Registered Pharmacists
- Registered Podiatrists
- Registered Physiotherapists

ADEA sets professional standards for how CDEs provide diabetes education and care. It also identifies the key skills and capabilities that CDEs must have. ADEA also provides members and other health professionals with education in the management of diabetes.

THE VISION OF ADEA IS:

‘Transforming lives through excellence in diabetes education’ and our mission is to ‘support, promote and empower members, and to lead and advocate for best practice, person-centred diabetes education and care’.

Moreover, one of the ADEA's seven strategic pillars for 2020-2023 is to collaborate with consumers and other key stakeholders to improve outcomes for people with diabetes, and an element of this pillar is to develop and implement a diabetes education strategy for, and in consultation with, Indigenous Australians.

ADEA employs 17 people across Australia with one national office based in Canberra. A number of our staff work remotely from other locations in Australia. ADEA currently has no staff that identify as Aboriginal and/or Torres Strait Islander people.

Our RAP

ADEA is proud and excited to be beginning our reconciliation journey. In 2020 ADEA's first ever RAP, the Reflect RAP, began its development. The development of a RAP was championed by ADEA's Senior Policy Officer and was supported by the ADEA Board, CEO and National Office staff.

This is an important step for ADEA in developing our knowledge and respect for Aboriginal and Torres Strait Islander cultures, and ensuring we are supporting cultural diversity, recognition and reconciliation in our daily functions.

Diabetes is experienced by Aboriginal and Torres Strait Islander peoples at disproportionate rates compared to non-Indigenous Australians. Several of ADEA's previous and current projects concern the diabetes education and care provided to Australia's First Peoples. ADEA is committed to improving the diabetes education and care provided by and to Aboriginal and Torres Strait Islander peoples across Australia, toward closing the gap in the rates of diabetes, diabetes related hospitalisations and mortality.



ADEA is developing a RAP to demonstrate and formalise our commitment to the First Peoples of Australia and guide our organisation in building meaningful and collaborative relationships, strategies and activities.

ADEA has formed an initial RAP Working Group, made up of staff from each ADEA team including Policy, Advocacy and Communications, National Diabetes Services Scheme Program, and Professional Services and Education. None of the existing members of the RAP Working Group identify as Aboriginal or Torres Strait Islander people. The RAP working group will be expanded to include Aboriginal and Torres Strait Islander members from ADEA's current membership and partner organisations. ADEA has appointed a RAP Champion, the ADEA Senior Policy Officer.

Through our Reflect RAP, we look forward to strengthening and sharing our cultural awareness and reconciliation journey within our organisation, among our membership and the population we serve.

Our partnerships/current activities

ADEA is committed to developing and maintaining strong and respectful partnerships to support our journey towards reconciliation. ADEA has several existing partnerships and projects underway.

In partnership with the Australasian Diabetes Society, ADEA hosted the Australasian Diabetes Congress virtually in November 2020. The congress was opened with a moving pre-recorded Welcome to Country from Tribal Experiences. ADEA is committed to having a Welcome to Country at large events and an Acknowledgement of Country at all meetings and smaller events.

ADEA is a proud funding partner of the new *Infomedix & ADEA Research Indigenous Scholarship for Diabetes Education and Management*. This scholarship was established in recognition of the need to increase the number of Aboriginal and Torres Strait Islander peoples working in diabetes education and management.

Nova Peris OAM, the official patron of the scholarship, launched the scholarship during ADEA's 2020 World Diabetes Day celebrations. In 2022 ADEA will launch an additional Research Indigenous Scholarship for Diabetes Education and Management in partnership with Sanofi and the University of Technology Sydney.

On World Diabetes Day 2020, ADEA announced our first ambassador, Steve Renouf. Steve is a Gunggari and Gubbi Gubbi man living with type 1 diabetes. Steve also has five children with type 1 diabetes. Steve is a strong advocate for diabetes educators and says *'Diabetes Educators have been the number one support system that our family have relied on'*.

ADEA has been trialing an Indigenous and Aboriginal Health Credentialing Pathway since September 2017. The pathway is available for Indigenous Allied Health Practitioners, Indigenous Enrolled Nurses, Aboriginal Health Workers and



Aboriginal Health Practitioners. It is a partnership with Indigenous Allied Health Australia and the National Aboriginal and Torres Strait Islander Women's Alliance.


ADEA provides members with the means to identify as Aboriginal and Torres Strait Islander on their membership application. As of January 2021, 12 members have chosen to identify as Aboriginal and Torres Strait Islander.

Celebrated NAIDOC week 2020 using various social media strategies and invited our members to share their NAIDOC celebrations via the member newsletter.

As a Health Professional Agent of the National Diabetes Services Scheme, ADEA undertakes projects that will benefit diabetes health professionals and people living with diabetes. In the 2020/21 annual plan, a research project examining diabetes education and Aboriginal and Torres Strait Islander Health Workers and Practitioners was proposed and

approved. This project is the starting point for relationship building and understanding needs, in preparation for more work in this space.

In 2020, ADEA released the NDSS funded National Diabetes Nursing Education Framework. The framework contains a section titled 'Cultural Safety for Aboriginal and Torres Strait Islander People'. The section outlines knowledge and skills nurses at all levels of diabetes care should have to enable them to work in a culturally safe way with Aboriginal and Torres Strait Islander peoples. The section is supported by an online learning module designed to support nurses develop foundation level knowledge and skills. Both the framework section and learning module were reviewed by the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM), and the learning module is endorsed by CATSINaM.




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.	July 2021	Education Project Officer
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2021	Education Project Officer
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022	NDSS Projects Team Leader
	RAP Working Group members to participate in an external NRW event.	May 27-June 3 2022	NDSS Projects Team Leader

	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 27-June 3 2022	NDSS Projects Team Leader
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	June 2021	Senior Policy Officer
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	July 2021	Senior Policy Officer
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	September 2021	Senior Policy Officer
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination	October 2021	Senior Policy Officer
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	April 2022	Senior Policy Officer

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.	December 2021	Senior Policy Officer
	Conduct a review of cultural learning needs within our organisation.	September 2021	Education Project Officer
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 2021	Education Project Officer
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	January 2022	Senior Policy Officer



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 2021	NDSS Projects Team Leader
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2021	NDSS Projects Team Leader
	RAP Working Group to participate in an external NAIDOC Week event.	July 2021	NDSS Projects Team Leader

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.	January 2022	Senior Policy Officer
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2022	Senior Policy Officer
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.	December 2021	Senior Policy Officer
	Investigate Supply Nation membership.	February 2022	Senior Policy Officer

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.	June 2021	Education Project Officer
	Draft a Terms of Reference for the RWG.	July 2021	Education Project Officer
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	February 2022	Senior Policy Officer
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	August 2021	Senior Policy Officer
	Engage senior leaders in the delivery of RAP commitments.	June 2021	Senior Policy Officer
	Define appropriate systems and capability to track, measure and report on RAP commitments.	September 2021	Senior Policy Officer

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 2021	Senior Policy Officer
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2021	Senior Policy Officer



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