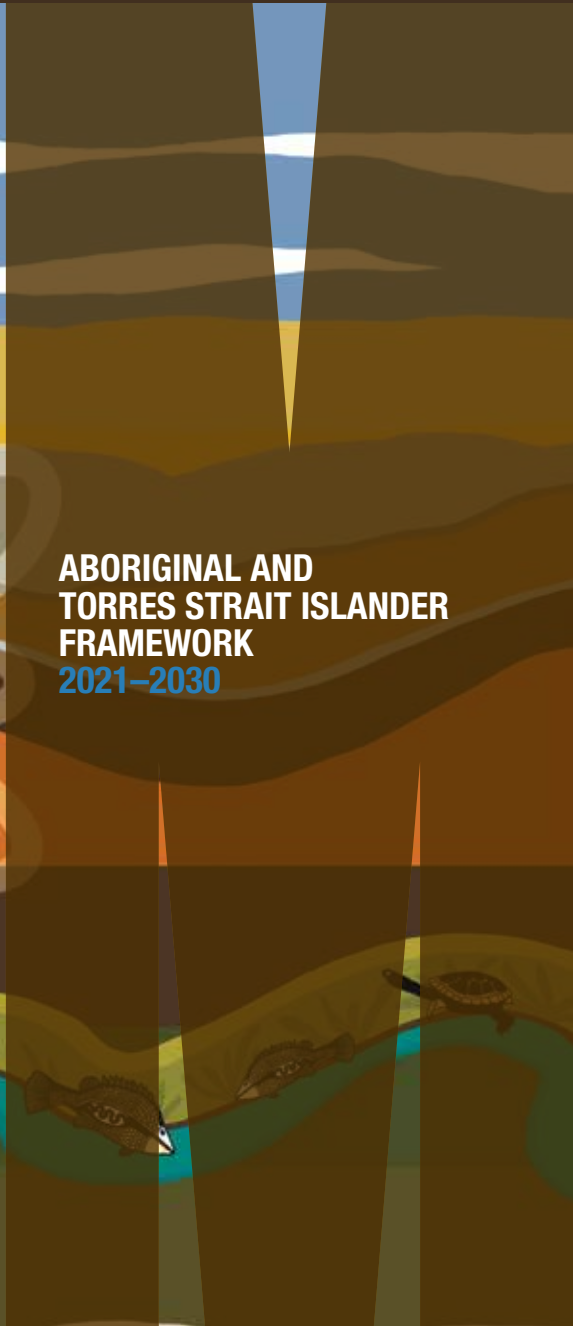


**ABORIGINAL AND
TORRES STRAIT ISLANDER
FRAMEWORK**
2021–2030





MONASH UNIVERSITY acknowledges the Traditional Owners of the unceded lands on which our teaching sites are located. We pay respect to their Elders, past and present.

FOREWORD

Aboriginal and Torres Strait Islander equity and engagement are the responsibility of the whole of Monash University and should be usual business throughout.

Crucial to this is Aboriginal and Torres Strait Islander leadership and ensuring Aboriginal and Torres Strait Islander communities' localised needs inform equity and engagement activities.

The Monash Rural Health Aboriginal and Torres Strait Islander Framework will be implemented by Monash University's School of Rural Health in collaboration with the William Cooper Institute and the Gukwonderuk Indigenous Health Unit and relevant stakeholders.

Importantly the Aboriginal Community Engagement Lead in the School of Rural Health will take a lead role in implementing the Framework.

We look forward to seeing the Framework's implementation, and importantly, the reporting on its progression.

Professor Karen Adams

Associate Dean (Indigenous)
Director, Gukwonderuk Indigenous Health Unit

David Byrnes

Aboriginal Communities Lead
Monash Rural Health

Jamil Tye

Director
William Cooper Institute

Aunty Doris Paton

Senior Lecturer
Gukwonderuk Indigenous Health Unit
and Monash Rural Health



OUR VISION

Monash Rural Health has a clear vision and goal that all staff and students will demonstrate cultural safety. We consider it imperative that graduating healthcare professionals who have studied in our School are well-equipped to exhibit appropriate cultural safety in their everyday practice.

As a School, we are committed to the Monash Aboriginal and Torres Strait Islander Framework and we are focused on its **four framing pillars:**

- Upholding Aboriginal and Torres Strait Islander knowledge and respecting students, staff and community.
- Increasing the participation and supporting success of Aboriginal and Torres Strait Islander students.
- Embedding Aboriginal and Torres Strait Islander perspectives and content into curriculum.
- Growing research contributions to address and serve the needs of Aboriginal and Torres Strait Islander people and communities.

Informing this are four themes developed at the Monash Rural Health world café in Mildura 2020, led by the Faculty of Medicine, Nursing and Health Sciences' Gukwonderuk Indigenous Health Unit. **These are:**

- Recognition
- Knowledge Sharing
- Knowledge Gathering
- Local Communities

We proudly support Aboriginal and Torres Strait Islander leadership in developing and implementing the strategies of the Monash Rural Health Aboriginal and Torres Strait Islander Framework.

I look forward to the implementation of this framework and for the strengthening of the relationships with, and our support to, the diverse Aboriginal communities across our footprint.

Professor Shane Bullock

Head of School
Monash Rural Health



Aboriginal and Torres Strait Islander medical graduates in 2021 – Keisha Nash, Kate McAuley, Elijah Martin, Satya Hallewas and Lilly Backshell.

UPHOLDING ABORIGINAL AND TORRES STRAIT ISLANDER KNOWLEDGE AND RESPECTING STUDENTS, STAFF AND COMMUNITY

Creating culturally safe environments and equipping our staff with cultural safety is key to developing strong relationships with Aboriginal students, staff and local communities. Aboriginal and Torres Strait Islander peoples' knowledges are rich and diverse and we are committed to fostering a society that recognises, respects and celebrates this.

OUR STRATEGIC PRIORITIES

- Appoint an Aboriginal Communities Engagement Lead who will work in collaboration with Monash Rural Health staff, the William Cooper Institute and the Gukwonderuk Indigenous Health Unit.
- Establish an advisory group to support and guide implementation of this framework.
- Ensure cultural safety training forms part of Monash Rural Health staff professional development plans.
- Provide Aboriginal and Torres Strait Islander representation in our buildings and landscapes.
- Ensure that Monash Rural Health student accommodation is culturally safe.
- Actively promote and engage with Aboriginal and Torres Strait Islander events.
- Acknowledge and develop partnerships with local Aboriginal stakeholders in the Monash Rural Health footprint.

OUR MEASURES

- Aboriginal Communities Engagement Lead is appointed.
- An advisory group to implement the strategy is established.
- All meetings include an Acknowledgement of Country and all formal meetings with external attendees include a Welcome to Country.
- Aboriginal and Torres Strait Islander guest speakers are engaged at both internal and external events.
- Aboriginal and Torres Strait Islander representation on Monash Rural Health committees.
- All staff and students complete the Allies in Indigenous Health online modules, as well as cultural safety training.
- Monash Rural Health spaces (such as conference rooms and gardens) are named in consultation with local Aboriginal groups and gardens incorporate local Aboriginal plants and landscaping techniques.
- Supporting Aboriginal and Torres Strait Islander owned businesses through purchasing goods and services.
- Ensure each accommodation building has relevant local Aboriginal and Torres Strait Islander information, such as, acknowledgement plaques, local Aboriginal tourism information, artworks and books.
- Monash Rural Health's communications calendar includes Aboriginal and Torres Strait Islander significant dates and events on social media.
- Each Monash Rural Health site is involved in National Reconciliation Week, NAIDOC Week and other cultural events.
- Formalised partnership agreements with local Aboriginal stakeholders that identify local Aboriginal priorities.

INCREASING THE PARTICIPATION AND SUPPORTING SUCCESS OF ABORIGINAL AND TORRES STRAIT ISLANDER STUDENTS

We recognise the critical role that Aboriginal health care professionals play in improving access to health services and culturally safe care for local communities. We are dedicated to active participation in recruiting future Aboriginal health professionals within Monash Rural Health's regional footprint and supporting their success.

OUR STRATEGIC PRIORITIES

- Increase the number of Aboriginal and Torres Strait Islander students from rural communities in Monash University health courses.
- Collaborate with the William Cooper Institute and the Gukwonderuk Indigenous Health Unit to promote health careers and provide pathways to Monash health courses for rural Aboriginal and Torres Strait Islander peoples.
- Identify and promote scholarships for Aboriginal and Torres Strait Islander students from rural communities.
- Improve cultural safety within Monash Rural Health.
- Work with the William Cooper Institute, Gukwonderuk Indigenous Health Unit and the Aboriginal Communities Engagement Lead to support Aboriginal and Torres Strait Islander students during their studies.

OUR MEASURES

- Increase the number of Aboriginal and Torres Strait Islander students from rural communities enrolled in health courses.
- Events, processes and resources to promote health careers and provide pathways to Monash health courses for rural Aboriginal and Torres Strait Islander peoples.
- Number of Monash Rural Health staff completing cultural safety professional development training.
- Monash Rural Health teaching staff complete the Indigenous Engagement Committee's educator training on teaching Indigenous health equity.
- Increase the number of Aboriginal and Torres Strait Islander students.
- Support is provided for Aboriginal and Torres Strait Islander students.
- Participation of Monash Rural Health staff in Aboriginal and Torres Strait Islander-led networks and events where appropriate.



EMBEDDING ABORIGINAL AND TORRES STRAIT ISLANDER PERSPECTIVES AND CONTENT INTO CURRICULUM

Providing cultural safety improves health care and wellbeing, the Aboriginal and Torres Strait Islander Health Curriculum Framework outlines a set of learning objectives that have been adopted by Monash health courses. We are committed to teaching students to engage in the five learning domains of respect, reflection, communication, advocacy and safety and quality to improve healthcare delivery.

OUR STRATEGIC PRIORITIES

- Monash Rural Health is represented at the Faculty Aboriginal Engagement Committee to assist in implement the Aboriginal and Torres Strait Islander Curriculum Framework.
- Monash Rural Health has a curriculum map to implement the Aboriginal and Torres Strait Islander Curriculum Framework into the curriculum it delivers.

OUR MEASURES

- Monash Rural Health attendance at the Faculty Aboriginal Engagement Committee.
- A curriculum map is developed and delivered by Monash Rural Health to implement the Aboriginal and Torres Strait Islander Curriculum Framework.

GROWING RESEARCH CONTRIBUTIONS TO ADDRESS AND SERVE THE NEEDS OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE AND COMMUNITIES

Monash Rural Health is committed to working in respectful research partnerships with Aboriginal communities.

OUR STRATEGIC PRIORITIES

- Provide Monash Rural Health staff with training in Aboriginal research methodologies, research design and ethical principles.
- Establish relationships with local Aboriginal organisations and stakeholders to identify Aboriginal research priorities and develop formalised plans.
- Translate research findings into practice with wider rural community and health services.

OUR MEASURES

- Number of staff attending training in Aboriginal research methodologies, research design and ethical principles.
- Number of relationships with local Aboriginal partners with formalised research plans.
- Annual reporting on translational activities undertaken.



GLOSSARY

ACKNOWLEDGEMENT OF COUNTRY

An Acknowledgement of Country is an opportunity for anyone to show respect for Traditional Owners and the continuing connection of Aboriginal and Torres Strait Islander peoples to Country.

CULTURAL SAFETY

Cultural safety is determined by Aboriginal and Torres Strait Islander individuals, families and communities. Culturally safe practise is the ongoing critical reflection of health practitioner knowledge, skills, attitudes, practising behaviours and power differentials in delivering safe, accessible and responsive healthcare free of racism (AHPRA, 2020).

GUKWONDERUK

Gukwonderuk is a Wotjoboluk word for an important south east Australian medicine plant known in English as 'old man weed' or 'wise old plant'. The Gukwonderuk Indigenous Health Unit at Monash University is committed to: a human rights approach to health equity for Aboriginal people; quality education in Aboriginal health equity; and developing more Aboriginal people to become healthcare providers, educators, researchers and leaders.

PARTNERSHIP

Monash Rural Health commits to respectful partnerships with Aboriginal and Torres Strait people and their communities on shared goals to create benefits for all partners.

WELCOME TO COUNTRY

A Welcome to Country is delivered by Traditional Owners, or Aboriginal and Torres Strait Islander peoples who have been given permission from Traditional Owners, to welcome visitors to their Country.

WILLIAM COOPER INSTITUTE

The William Cooper Institute is a hub for Aboriginal and Torres Strait Islander research, learning and engagement – promoting Aboriginal leadership and advancement across Monash University.

'KOOOTE WURRIN'

(ONE DAY IN GUNAIKURNAI LANGUAGE)

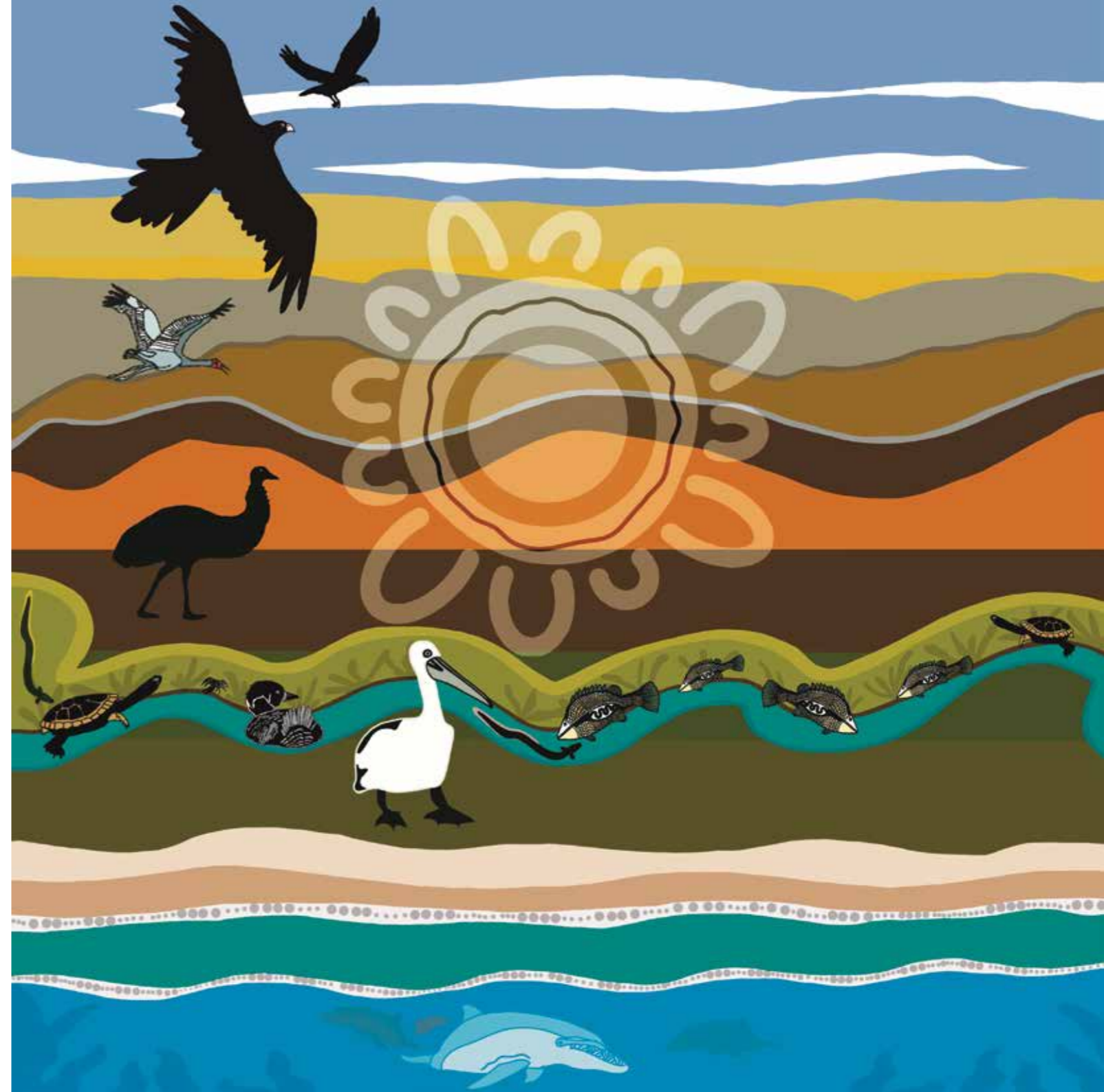
Long ago, there was nothing, so the creators created light. Then, one day, they saw there was land, hills, and mountains, oceans, and water. This gave new insight and meaning to the Creator Beings, so they created lore, learning and strong culture, and so this was the way of the land.

My artwork was inspired by the creators Bunjil and Waa, Emu and Brolga and Borun and Tuk. My artwork reflects the colours of the sky, the landscape, the waters and the sea, and each First Nations group; Dja Dja Wurrung, Latji Latji, Ngintait, Gunakurnai and Bunurong/Boonwurrung of the south east Kulin Nation and the relationship with Monash Rural Health, which all are connected.

TRACY WISE is an artist proudly representing the Barkindji Ngayampaa Maligundidj heritage. Based in Mildura on Latji Latji Country, Tracy specialises in acrylic paintings, digital art, and the creation of jewellery and traditional bags via weaving using natural fibres. Tracy embarked on her artistic journey in 2015, alongside her mother Mary Wise, using art as a means of healing, cultural exploration, and sharing their knowledge and experiences with others. Her artwork beautifully captures the essence of her cultural identity and serves as a medium to express and preserve Indigenous traditions. Tracy's creations invite viewers to engage with and appreciate Indigenous culture while honouring its rich legacy.

Photograph by Christian Capurro

'KOOOTE WURRIN'



CONTACT US

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'KOOTIE WURRIN (ONE DAY)', ARTWORK BY TRACY WISE