



# Innovate Reconciliation Action Plan

July 2022 — July 2024

**Artwork title**

'bunyabuk wannik': 'Join the journey'  
(Gunnai Language)

**Artist acknowledgement**

Dixon Patten (Bitja)  
Bayila Creative  
Tribes: Gunnai, Yorta Yorta, Gunditjmarra, Dhudhuroa, Yuin, Wiradjuri



Optometry Australia respectfully acknowledges Aboriginal and Torres Strait Islander peoples and communities across Australia. We acknowledge the Traditional Custodians of the lands on which we work and we pay our respects to their Elders – past, present and emerging. Optometry Australia is committed to honouring First Nations peoples’ unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

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# About the artwork

- 2
- This artwork represents Optometry Australia’s commitment to Reconciliation.
- 3
- The ‘U’ shaped symbols represent people coming together in a circle as equals to share, listen and reflect.
- 4
- Those yarns inform actions, accountability and understanding cultural needs.
- 5
- The outer circle shapes represent healing stones. There are many steps to a healed community and hopefully this encourages connection to self, to country, to each other.
- 6
- The dot patterns next to people sitting represent knowledge exchange and a spiritual tether that connects our collective knowledge to each other and to past, present, and future.
- 9
- The gum leaves signify growth and connection to Country. First Nations cultural principles teach us to deep-listen to our environments; mother earth always provides what we need.
- 11
- Message sticks are passed between different peoples, language groups and even within clans to establish information and transmit messages. They were often used to invite neighboring groups to corroborees, marriages, burials, declarations of war and ball games.
- 12
- In this instance it is about holding space to communicate and with that comes understanding.
- 13
- The footprints represent walking together towards healing.
- 11
- The Kangaroo and Emu tracks represents the broader Australian community and moving forward; as these animals can’t walk backwards.



# Statement from Reconciliation Australia

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 over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Optometry Australia continues to be part of a strong network of more than 1,100 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 Optometry Australia will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Optometry Australia 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 Optometry Australia 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, Optometry Australia will ensure shared and cooperative success in the long-term.

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

Congratulations Optometry Australia on your first Innovate RAP and I look forward to following your ongoing reconciliation journey.



**Katherine Mundine**  
CEO, Reconciliation Australia



# Message from our President

Australian healthcare providers have a responsibility to eliminate inequity and systemic racism in health outcomes. Within optometry, this means committing to improve eye health and vision outcomes for Aboriginal and Torres Strait Islander peoples who suffer six times the rate of blindness and three times the rates of vision loss as non-Indigenous Australians. While these statistics have improved over the last 10-15 years, too many First Nations peoples still experience avoidable vision loss and blindness as a result of barriers to accessing primary eye health care.

Addressing this reality requires a holistic approach that involves not just improved access to optometric clinical care, but active partnership with First Nations peoples, communities and organisations, combined with ensuring cultural safety and respect is embedded across our profession. This is what Optometry Australia strives to achieve.

We see opportunities to increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights. We have a responsibility to improve employment outcomes for First Nations peoples within the optometry profession, including our own organisation, whilst simultaneously supporting First Nations peoples' commercial ventures.

By presenting this, our first Reconciliation Action Plan, Optometry Australia details the commitment we are making to achieve better eye health outcomes for Aboriginal and Torres Strait Islander peoples. As the peak professional body for optometrists, we must lead by example, and with its clear goals, our 2022-2023 Innovate Reconciliation Action Plan holds us accountable for our actions.

In meeting our goals, Optometry Australia commits to: seeking guidance from our Aboriginal and Torres Strait Islander Eye Health Advisory Group; strongly advocating for greater funding to support critical Aboriginal and Torres Strait Islander eye health programs and services including greater access within culturally safe settings; and working closely with organisations such as the National Aboriginal Community Controlled Health Organisation (NACCHO) and Indigenous Allied Health Australia (IAHA) to ensure eye health is firmly part of the national agenda.

We are excited about meeting the goals we have set in our Reconciliation Action Plan and about continuing Optometry Australia's – and indeed leading the optometry sector's – reconciliation journey.



**Margaret Lam**  
National President, Optometry Australia



# Message from our CEO

Since our foundation in 1918, Optometry Australia has led, engaged and promoted optometry, optometrists and community eye health. We are pleased that there is a substantial groundswell for reconciliation and improving Aboriginal and Torres Strait Islander peoples' access to eye health and vision care in order to reduce the prevalence of avoidable blindness and eye disease.

To achieve these aims, Optometry Australia seeks support and guidance from our member-led Aboriginal and Torres Strait Islander Eye Health Advisory Group as well as from NACCHO and IAHA. We participate on the Indigenous Eye Health Data Report Advisory Group which provides advice to the Australian Institute of Health and Welfare regarding development of a report on Aboriginal and Torres Strait Islander people's eye health and work closely with non-Indigenous peak health organisations such as Vision 2020 Australia and the National Rural Health Alliance which contribute to the development of health policy and advice around First Nations peoples.

The development of this, our first Reconciliation Action Plan, was driven by our staff, Board directors and Advisory Group seeking for Optometry Australia to make a firmer commitment to reconciliation and the eradication of inequities in eye health access amongst First Nations peoples.

We see this 2022-2024 Innovate Reconciliation Action Plan as providing the necessary and transparent framework to guide our journey. Underpinning our Reconciliation Action Plan is the need for our organisation and our members to strengthen their understanding of First Nation's peoples and cultures through cultural safety education, which is now offered to all staff and interested members. All Board, Committee and staff meetings now commence with an Acknowledgement of Country; and our staff are encouraged to participate in National Reconciliation Week and NAIDOC Week celebrations, and to acknowledge the Traditional Custodians and Owners of the lands where they live and work. We also encourage our staff optometrists and members to connect with their local Aboriginal and Torres Strait Islander-led health services, including Aboriginal Community Controlled Health Services.

We are committed to learning from First Nations peoples and we welcome taking this evolving journey together as we deliver the goals we have committed to achieving in our Reconciliation Action Plan, becoming a more culturally safe and respectful organisation and sector as a result.



**Lyn Brodie**  
CEO, Optometry Australia



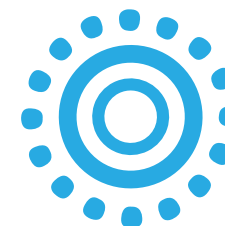
# About Optometry Australia

Established in 1918, Optometry Australia's vision is excellence in eye and vision care. Our mission is to lead, engage and promote optometry and optometrists to ensure the sustainability and continuous evolution of this important sector for improved community eye health.

We are the member-based professional organisation that actively advances, strengthens, supports and promotes the profession of optometry and eye health on behalf of all optometrists. In 2019/20, there were 6,043 optometrists registered with the Australian Health Practitioner Regulation Agency (Ahpra). As the national peak body, Optometry Australia represents over 85 per cent of the Australian optometry community, and is committed to providing maximum membership value through its sharpened focus on the eye-health and vision care sector.

For the first time, our 2021-2024 Strategic Plan outlines a goal specific to First Nations peoples, committing us under our Lead pillar to supporting timely access to culturally safe care across the country, including for Aboriginal and Torres Strait Islander peoples.

Optometry Australia employs 25 people operating across Victoria, New South Wales, Australian Capital Territory and South Australia. Currently, no Optometry Australia employees have self-identified as Aboriginal and/or Torres Strait Islander peoples. As part of the implementation of this RAP, Optometry Australia will seek to capture data on how many current or new staff members identify as Aboriginal and/or Torres Strait Islander.



Our 2021-2024 Shared Strategic Plan, developed collaboratively with our five state divisions; Optometry New South Wales/Australian Capital Territory; Optometry Queensland/Northern Territory; Optometry Tasmania; Optometry Victoria/South Australia and Optometry Western Australia; commits us to concentrating on four key areas:

- **Evolving scope of practice**

We will strongly advocate for our highly-skilled optometry workforce to be utilised at their maximum scope across the health system, and for the profession's scope of practice to evolve to meet community need.

- **Continuing professional education**

We will continue to provide the right education and tools accessible to all members so that they are placed in the best position to meet community eye health expectations, emergent eye health conditions and evolving scope of practice.

- **Structure optimisation**

As a federated organisation, we will ensure that we are generating greater efficiencies and more consistency in our member services in order to deliver exceptional member value.

- **Sustainability**

We will continue to have a thorough understanding of the conditions that are moulding our sector – and organisation's – future by having the foresight to innovate through the adoption of new services, new technologies, new skills and new ways of doing business.



## Our vision for reconciliation:

Optometry Australia envisions an Australia where Aboriginal and Torres Strait Islander peoples and communities experience equity in health outcomes, including in eye care.

## Our RAP

To realise our vision for reconciliation, Optometry Australia acknowledges our role in leading the profession to embed the principles of cultural safety, respect and self-determination across optometry, optometrists and community eye health.

### Optometry and optometrists

As a vital part of the eye health and vision care pathway, it is imperative that the optometry profession adopts culturally safe ways of engaging with Aboriginal and Torres Strait Islander peoples and organisations. To Optometry Australia, this means developing and enhancing engagement with Aboriginal and Torres Strait Islander peoples, communities and organisations.

In 2019/20, Aphra and the Optometry Board of Australia indicated that only 0.2% registered optometrists in Australia identified as Aboriginal and/or Torres Strait Islander peoples. A core component of Optometry Australia's reconciliation journey is increasing the representation of Aboriginal and/or Torres Strait Islander optometrists in Australia, as well as amongst our membership, and ensuring culturally safe pathways exist for Aboriginal and/or Torres Strait Islander peoples to participate in and contribute to both Optometry Australia and the optometry sector at all levels.

Further, Optometry Australia is committed to strengthening our partnerships with organisations led by Aboriginal and/or Torres Strait Islander peoples, including NACCHO, NACCHO affiliates and IAHA.

### Community eye health

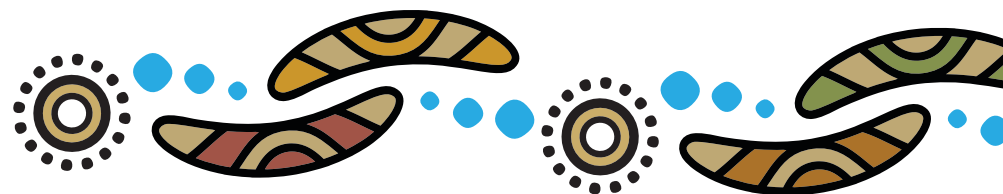
Optometry Australia is committed to supporting timely access to culturally safe care across the country for all Aboriginal and/or Torres Strait Islander peoples. This endeavour is multi-faceted, involving supporting all optometrists to undertake continual cultural safety education and self-reflection as well as ensuring Aboriginal and/or Torres Strait Islander peoples, communities and organisations

have the opportunity to shape the systems in place to enable access to care. In optometry and for Optometry Australia, this involves ensuring the voice of Aboriginal and/or Torres Strait Islander peoples is privileged in our policy development.

### Our organisation

We intend that this Reconciliation Action Plan will hold Optometry Australia accountable to both promoting development and growth for our team, through strengthening cultural safety and responsiveness in the organisation; and building on existing platforms of engagement with Aboriginal and/or Torres Strait Islander peoples, communities and organisations. We are committed to ensuring our internal and external communication and engagement practices are culturally safe and to ensuring equity of opportunity for Aboriginal and/or Torres Strait Islander peoples and businesses through our employment and supply chain/procurement practices.

Optometry Australia's RAP champion will be the National CEO, supported by the Company Board. Our Reconciliation Action Plan Working Group (RAPWG) comprises of Optometry Australia staff representatives from all Departments, a member representative (who identifies as Aboriginal), and a representative of the Optometry Australia Board. Input to the RAP has also been invited from the Optometry Australia Aboriginal and/or Torres Strait Islander eye health Advisory Group, which has informed our policy development in Aboriginal and/or Torres Strait Islander peoples eye health since 2008.



## Our RAP

Optometry Australia’s Reconciliation Action Plan outlines specific activity to be taken within our organisation, and we acknowledge the potential for further work in our spheres of influence. We commit to using the RAP framework to advance reconciliation within these spheres of influence, including through our state divisions, our membership and their businesses, and our eye care sector partners. Together, we have the desire and capacity to turn good intentions into action.



## Our RAP Working Group



**Sarah Davies**  
Policy and Advocacy Manager  
(Chair)



**Fiona Moore**  
Director



**Sophie Koh**  
Professional Services Advisor



**Rosy Dolan-Murphy**  
Executive Administrator  
(Temporary Chair)



**Catherine Roubos**  
CFO & General Manager, HR



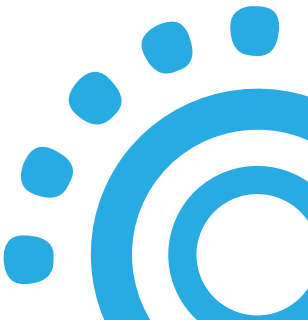
**Kerry Hart**  
Policy & Standards Advisor & Clinical  
Editor of *Optometry Connection*



**Nicole Ostrognay**  
Events Manager & Advertising  
Coordinator



**Lauren Hutchinson**  
Optometrist, Member of the Optometry Australia Aboriginal  
and/or Torres Strait Islander eye health Advisory Group



## Our RAP

### Partnerships and current activities

Optometry Australia's commitment to reconciliation has been demonstrated to date through mutually respectful relationships with Aboriginal and/or Torres Strait Islander peoples and organisations through joint policy development, aligned advocacy campaigns and problem solving on complex issues. Optometry Australia has a deep respect for the unique contribution of Aboriginal and/or Torres Strait Islander peoples to Australia and the health system landscape.

Since 2008, Optometry Australia has convened an Aboriginal and/or Torres Strait Islander Eye Health Advisory Group. The Advisory Group is comprised of member optometrists with expertise delivering eye care services to Aboriginal and/or Torres Strait Islander peoples and communities, and currently has one member who self-identifies as an Aboriginal person. The Advisory Group's purpose is to advise Optometry Australia on current and emerging matters in Aboriginal and/or Torres Strait Islander peoples eye health. Members support Optometry Australia in identifying and understanding key priority areas; informing Optometry Australia's overall policy and advocacy direction; and supporting the development of documentation (including position statements and responses to varying consultations).

Optometry Australia has also established long-term mutually respectful partnerships with NACCHO and its state-based affiliates, developing collaborative position statements on relevant issues, including efforts to ensure Aboriginal and/or Torres Strait Islander peoples have optimal access to subsidised spectacle schemes and visiting optometry services since 2008. Further, we have worked on a number of distinct projects with IAHA, including the provision of a webinar overviewing their cultural responsiveness framework to our members; and became Corporate Members in early 2021.

These partnerships have enabled two-way communication and provision of advice regarding Optometry Australia's policy development as it relates to Aboriginal and/or Torres Strait Islander peoples. Optometry Australia is committed to strengthening these relationships through establishing formal mechanisms for privileging the voice of these organisations and their members in our work.



## Our RAP

### Relationships

Strong relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians equal greater connection, improved partnerships and the ability to share experiences. Optometry Australia is committed to establishing, maintaining and strengthening relationships with Aboriginal and Torres Strait Islander peoples and organisations. We believe strong, respectful relationships are the bedrock of breaking down barriers and ensuring the honest information sharing which is critical to ensuring representation of Aboriginal and Torres Strait Islander peoples in optometry, and improving eye health outcomes for Aboriginal and/or Torres Strait Islander peoples and communities across Australia.



Action	Deliverable	Timeline	Responsibility
<b>1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	1.1 Meet with identified local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	July 2022	RAP Committee Chairperson
	1.2 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2022	GM - Policy
	1.3 Establish formal agreements with NACCHO and IAHA to enable provision of the perspective of Aboriginal and Torres Strait Islander peoples, in support of policy development.	June 2023	GM - Policy
	1.4 Ensure that the perspectives of Aboriginal and/or Torres Strait Islander peoples is privileged in key aspects of policy development.	December 2023	GM - Policy
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	2.1 Ensure the circulation of Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to all Optometry Australia staff, Board representatives, divisional offices and members.	May 2023, 2024	National CEO
	2.2 Ensure RAP Working Group members participate in an external National Reconciliation Week event.	27 May - 3 June 2023, 2024	RAP Committee Chairperson
	2.3 Support and encourage participation in external National Reconciliation Week events to all Optometry Australia staff, Board representatives, divisional offices and members to recognise and celebrate National Reconciliation Week.	27 May - 3 June 2023, 2024	National CEO
	2.4 Organise at least one internal National Reconciliation Week event at Optometry Australia each year.	27 May - 3 June 2023, 2024	OA Social Club Chairperson
	2.5 Register all Optometry Australia NRW events on Reconciliation Australia's NRW website.	May 2023, 2024	OA Social Club Chairperson

## Our RAP

### Relationships (continued)

Action	Deliverable	Timeline	Responsibility
<b>3. Promote reconciliation through our sphere of influence.</b>	3.1 Identify and implement strategies to engage all Optometry Australia staff in reconciliation.	March 2023	RAP Committee Chairperson
	3.2 Communicate our commitment to reconciliation publicly through the publication of RAP and establishment of a dedicated and up-to-date web presence.	January 2023	GM – Marketing Comms
	3.3 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	July 2022	National CEO
	3.4 Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	July 2022	National CEO
	3.5 Identify key Aboriginal and Torres Strait Islander stakeholders and organisations to support the delivery of Optometry Australia's RAP commitments.	February 2023	RAP Committee Chairperson
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	4.1 Conduct a review of HR policies and procedures to ensure existing anti-discrimination provisions are up to date and cognisant of future needs.	July 2022 and 2023	GM - HR
	4.2 Promote relevant anti discrimination policies and procedures to all staff.	July 2022 and 2023	GM - HR
	4.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our Bullying, Harassment and Discrimination policy.	July 2022 and 2023	GM - HR
	4.4 Ensure all Optometry Australia staff and Board representatives receive formal education on the impacts and effects of racism.	December 2022	National CEO
	4.5 Develop, implement and communicate an anti-discrimination policy for our organisation.	December 2022	GM - HR



## Our RAP

### Respect

Optometry Australia aims to keep integrity and respect at the heart of all we do. For us, this means that we aim to conduct our business according to the highest professional and ethical standards and practices, we operate with values of fairness, honesty, openness and trustworthiness, we value diversity and treat everyone with respect and dignity and as industry leaders, we do not take our role for granted and understand that we are judged by how we act. We acknowledge that in order to achieve our vision for reconciliation, of equity in eye care for Aboriginal and Torres Strait Islander peoples and communities, respect for First Nations ways of knowing, being and doing must shape our approach.



Action	Deliverable	Timeline	Responsibility
<b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	5.1 Conduct a review of cultural learning needs within our organisation.	March 2023	GM - HR
	5.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	June 2022	GM - HR
	5.3 Develop, implement and communicate a cultural learning strategy for our staff.	December 2022	GM - HR
	5.4 Provide opportunities for all Optometry Australia staff and Board representatives and RAP Working Group to participate in and complete relevant formal and structured cultural learning.	December 2023	GM - HR
<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	6.1 Increase understanding across all Optometry Australia staff and Board representatives of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2022	National CEO
	6.2 Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	July 2022	GM - HR
	6.3 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at all significant Optometry Australia events.	July 2022 and 2023	National CEO
	6.4 Include an Acknowledgement of Country or other appropriate protocols at the commencement of all meetings and on the Optometry Australia website and email signatures of all staff	July 2022 and 2023	National CEO
<b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	7.1 RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2022 and 2023	RAP Committee Chairperson
	7.2 Review HR policies and procedures to ensure barriers to Optometry Australia staff participating in NAIDOC Week are removed.	July 2022	GM - HR
	7.3 Ensure the circulation of NAIDOC Week resources to all Optometry Australia staff, Board representatives and divisional offices.	June 2022 and 2023	RAP Committee Chairperson
	7.4 Promote and encourage participation in external NAIDOC events to all Optometry Australia staff, Board representatives and divisional offices.	July 2022 and 2023	National CEO

## Our RAP

### Opportunities

Optometry Australia is committed to being a partner or employer of choice for Aboriginal and/or Torres Strait Islander peoples and organisations. We acknowledge the importance of ensuring that the voice of Aboriginal and/or Torres Strait Islander peoples shapes the way our organisation operates, and that as a peak organisation in the sector, we have a leadership role to play in maximising opportunities to access this perspective.



Action	Deliverable	Timeline	Responsibility
<b>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	8.1 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	July 2022	GM - HR
	8.2 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	July 2022	GM - HR
	8.3 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2022	GM - HR
	8.4 Implement and communicate our Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	December 2023	GM - HR
	8.5 Increase the percentage of Aboriginal and Torres Strait Islander staff employed by Optometry Australia.	December 2023	GM - HR
	8.6 Engage with Aboriginal and Torres Strait Islander staff and other key stakeholders to consult on our recruitment, retention and professional development strategy.	February 2024	GM - HR
<b>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	9.1 Investigate Supply Nation membership.	June 2022	Chief Financial Officer
	9.2 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	December 2022	Chief Financial Officer
	9.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	December 2022	Chief Financial Officer
	9.4 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	July 2022	Chief Financial Officer
	9.5 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	December 2022	National CEO
<b>10. Support timely access to culturally safe eye care by supporting optometrists to understand how to provide care that is culturally safe.</b>	10.1 Develop and promote position statement on the need for optometrists and optometry practices to ensure they are offering culturally safe care	December 2022	GM – Policy
	10.2 Ensure opportunities for all optometrists to undertake cultural safety education.	July 2022	GM – Policy

## Our RAP

### Governance

Optometry Australia is committed to being a partner or employer of choice for Aboriginal and/or Torres Strait Islander peoples and organisations. We acknowledge the importance of ensuring that the voice of Aboriginal and/or Torres Strait Islander peoples shapes the way our organisation operates, and that as a peak organisation in the sector, we have a leadership role to play in maximising opportunities to access this perspective.



Action	Deliverable	Timeline	Responsibility
<b>11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.</b>	11.1 Maintain representation of Aboriginal and/or Torres Strait Islander peoples on the RAPWG.	December 2022, 2023	National CEO
	11.2 Establish and apply a Terms of Reference for the RAPWG.	July 2022	National CEO
	11.3 Meet at least four times per year to drive and monitor RAP implementation.	July 2022 Sept 2022 February 2023 April 2023 June 2023 Sept 2023	RAP Committee Chairperson
<b>12. Provide appropriate support for effective implementation of RAP commitments.</b>	12.1 Define resource needs for RAP implementation.	July 2022	National CEO
	12.2 Engage our senior leaders and other staff in the delivery of RAP commitments.	July 2022	National CEO
	12.3 Define and maintain appropriate systems to track, measure and report on RAP commitments.	July 2022	National CEO
	12.4 Maintain an internal RAP Champion from senior management.	July 2022	National CEO
<b>13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	13.1 Ensure completion and submission of the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022 and 2023	RAP Committee Chairperson
	13.2 Report RAP progress to all Optometry Australia staff, Board representatives and divisional offices quarterly.	July 2022	National CEO
	13.3 Publicly report our RAP achievements, challenges and learnings, annually.	January 2023, 2024	GM – Marketing Comms
	13.4 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	June 2022, 2024	RAP Committee Chairperson
	13.5 Contact Reconciliation Australia to verify that our primary and secondary contact are up to date, to ensure we do not miss out on important RAP correspondence.	June 2023, 2024	RAP Committee Chairperson
	13.6 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2022, 2023	RAP Committee Chairperson
<b>14. Continue our reconciliation journey by developing our next RAP.</b>	14.1 Register via Reconciliation Australia's website to begin developing our next RAP.	July 2023	RAP Committee Chairperson

## Contact details

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