

Cultural Competency Implementation Plan

July 2016 – December 2017

Theme	Initiative	Deliverables/KPIs	Date	Officer	Comments
Governance	Establish a process to bring Aboriginal perspectives (from both LHD & Community Controlled experience) into ACI decision making structures.	Finalise meeting and Decision Making Processes with Directors and Managers of Aboriginal Health.	September 2016	Program Manager PCCS	Executive Advisory Group to comprise 3 representatives from LHDs and 3 from AH&MRC. Group will attend ACI Business Executive x 3 times to coincide with key planning events such as Corporate Plan.
		Disseminate Decision Making Processes to staff,	September 2016	Director PCCS	
		Establish an Aboriginal Health Executive Advisory Group	March 2017	Director PCCS	
		Develop an agreement with AH&MRC and Community Controlled Sector for a structured process for consultation and partnership.	December 2016	Director PCCS	
Governance	Maintain an ongoing collaboration process with (MoH) Centre for Aboriginal Health, (MoH) Health Promotion Branch and Office of Preventative Health	Attend ACI Ministry Collaboration meetings and implement actions arising from meetings.	Ongoing	Director PCCS Program Manager PCCS Manager CCAP	

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Organisational Capability	Undertake campaign/process to increase Aboriginal membership of Networks and Network Executives and/or effective input, involvement, consultation and provision of advice to Networks and portfolios.	Survey and Map existing Network and ACI Aboriginal engagement and participation.	September 2016	Manager CCAP	<ul style="list-style-type: none"> Initial survey almost finalised Repeat 6 monthly to track progress <p>Need for accountability for Directors – levels of Aboriginal membership and involvement with networks in Directors' performance agreements</p>
		Establish a campaign (to be led by Directors) to promote ACI's intention to increase Aboriginal input and consultation in Networks.	February 2017	Director SPC & Clinical Portfolio Directors	
		Repeat Survey and Map Process 6 monthly.	March 2017 September 2017	Director SPC	
		Include report on Aboriginal Membership, input and consultation (including an analysis of increase/decrease in Membership, input and consultation) as a standing item in ACI's Year in Review	August 2017	Director SPC	
		Above actions written into Directors Performance Agreements	September 2016	Director CS	
Organisational Capability	ACI Aboriginal Employment Strategy	Finalise and Implement ACI Aboriginal Employment Strategy	As per Employment Strategy Timetable	Director CS	Draft circulated and sent to Exec, NCCC and MoH
Organisational Capability	Continue Cultural Competency development activities	NCCC Workshops Yarning Circle Repeat Staff Audit	TBA	Director PCCS Executive Sponsors of	

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		Monthly meeting of Cultural Competency Working Party Engage Co Chairs in Cultural Competency processes		Cultural Competency Working Party	
Organisational Capability	Continue Facilitators Role in ACI	Facilitators to undertake the following: <ul style="list-style-type: none"> • Two way listening and learning • Supporting others • Creating safe spaces where others can grow and build their own knowledge • Being accessible and approachable, respectful and responsive • Sharing experiences • Dealing with tough stuff • Being cultural explorers. 	Ongoing	Competency Working Party	
Planning	Set targets to Close the Gap in Portfolio Workplans and ACI Operational Plan and Identify projects (with Directors and Managers of Aboriginal Health) to help achieve this	2 strategic projects (identified in consultation with our partners) in Operational Plan 3 Aboriginal community focussed projects to be continued or commenced per clinical portfolio (9 total)	New projects identified by January 2017 Projects continued /commenced by 2017	CE Portfolio Directors	Likely involving cross-network collaboration e.g. COPD, 48 Follow-up, Chronic Disease Management In 2016/17 existing initiatives can be included and/or Projects focussed across NSW

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		Review and revise these targets annually	June 2017	Working Party and Exec	Community with strong Aboriginal Community–informed process and focus. Potentially double the above targets
Planning	Ensure effective application of Aboriginal Health Impact Statement Process	Provide advice, tools and process to Networks to implement AHIS. Audit % of Models of Care, Frameworks and Initiatives that have undergone AHIS. Include report on Aboriginal Health Impact Statement (including an analysis of increase/decrease in AHISs) as a standing item in ACI’s Year in Review. Have Yarning Circles about implementation of AHIS.	December 2016 June 2017 August 2017 Ongoing	Director PCCS Director SPC NCCC and Director PCCS	
Evidence and Research/ Evaluation	Evidence Review – Chronic Care for Aboriginal People	Commission an Evidence Review in relation to early intervention, management and treatment strategies for Aboriginal people and communities with chronic disease Publish and Disseminate Review.	April 2016 December	Director PCCS Director PCCS	Need to approach AH&MRC early in the process of developing research proposals

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			2016		
Evidence and Research/Evaluation	Develop respectful practices in research and evidence.	Consult with D&MAH Group, AH&MRC and Centre for Aboriginal Health regarding application of Streamlined Ethics Approval process.	December 2016	Director CPDI/Research Manager	
		Adapt Streamlined Ethics Approval process as required and disseminate in ACI.	December 2017	Director CPDI/Research Manager	
Planning	Establish expertise to work with Aboriginal communities in relation to in Patient Experience and Community Engagement.	Consult with D&MAH Group, AH&MRC and Centre for Aboriginal Health regarding effective strategies and processes to work with Aboriginal communities in relation to in Patient Experience and Community Engagement.	June 2017	Director CPDI/PEACE Manager	
		Develop a resource that documents effective strategies and processes to work with Aboriginal communities in relation to in Patient Experience and Community Engagement.	December 2017	Director CPDI/PEACE Manager	
	Develop an approach to impact measurement e.g. PRMs	Consult with D&MAH Group, AH&MRC and Centre for Aboriginal Health to develop an approach to impact measurement e.g. PRMs.	June 2017	Director CPDI/PRMS Manager	
		Develop a resource that documents develop an approach to impact measurement including PRMs.	December 2017	Director CPDI/PRMS Manager	

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	Evaluate/Review Implementation Plan	Develop an Evaluation Framework for this Plan. Implement Evaluation. Review Plan and write up the findings of the evaluation and review to inform the 2018/19 Plan.	December 2016 January 2017 December 2017	Director PCCS/Director CPDI	Link National Centre on Cultural Competency Evaluation of process.
Communications	Communicate progress of plan to staff and stakeholders.	Report back at informal staff meetings and Staff Forum. Facilitators to report progress back to Portfolios. Report on progress six monthly in Clinician Connect Annually report on progress at Co Chairs Forum and LHD Connect Forum.	Ongoing Ongoing November 2016. May & November 2017 November 2016 & 2017	Director PCCS Facilitators Director SPC Director PCCS	
	Update Information on Intranet	Remove old documents and upload: <ul style="list-style-type: none"> • Terms or Reference of Working Party • Facilitators Role • Implementation Plan and 	December 2016	Director SPC	

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		<ul style="list-style-type: none">• Workforce Strategy.			