



Respiratory Care WA

Asthma | COPD | Respiratory Health

Reflect

Reconciliation Action Plan

July 2024 - December 2025



Acknowledgment of Country

Respiratory Care WA acknowledges the Australian Aboriginal and Torres Strait Islander people as the Traditional Custodians of the lands where we live, learn, and deliver our services. We pay our respects to Elders past, present and future.

Aboriginal and Torres Strait Islander people should be aware that this document may contain images names of, and reference to, people who have passed.

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RAP Artist & Artwork

Respiratory Care WA currently has one piece of Aboriginal and Torres Strait Islander artwork in our Head Office on Whadjuk-Nyoognar Boodja and a set of traditional tapping sticks.

The first artwork sits in the foyer of our reception, it is named “Maar” and was created by artist Michelle ‘Wilura’ Kickett.

“This painting depicts the Marr – wind to symbolise the Asthma Foundation’s efforts to improve respiratory health in Western Australia. The central circle represents a meeting place or the Asthma Foundation’s head office with the surrounding smaller circles symbolising the workers. The white dotted lines represent the Asthma Foundation’s connections to their partners and the wider community. The earthy colours represent the traditional ochre pigments found on Noongar country, The green and yellow colours represent Boodjah country and the blue colour represents maar – wind and kep – water.”

The tapping sticks sit in the front foyer of our reception, gifted to Respiratory Care WA by artist Gavin ‘Cumba’ Murray, for our role in “improving the respiratory health of his people in the Goldfields area for many years.”



Harley Richards is a Noongar man living and working on Whadjuk Country. Brought up around his mother’s art practice, he thrives on exploring his visual expression through the storytelling and symbolism of his culture. His work spans canvas paintings, graphic design and murals.

Harley is also curator of Tape-Mind, a multidisciplinary design service & collaborative magazine that is sold in stores around Australia and the world.

“The left side symbolises the different services and health professionals that can assist in achieving a better quality of life with asthma. The right side speaks to the feeling of having asthma and the journey to better health and wellbeing.

The earthy tones support the calmness and interconnectedness of nature and biology.”

1. This portion represents the lands and diversity throughout WA and Australia.
2. This part of the design represents the health services available in WA for asthma treatment.
3. This small section of the lungs represent the ongoing battle for closing the gap in First Nations health and wellbeing.
4. This element in the design represents the medicating of the condition and treatment of COPD and asthma. These two symbolic graphics speak of the journey of the patient and health service to try and improve their health and wellbeing by taking the steps to get treated and educated about the trouble in their lungs, and how to live a comfortable life with the condition.
5. Symbolising an asthma episode where it can be seen as worrying and scary and having it on the outside of the lung represents the proper treatment of asthma and right diagnosis of condition.
6. Representing the branches of a tree which gives oxygen to the world and regulates the carbon dioxide in the air, symbolising the resilience of the lungs and the pathways to living with asthma.

Message from Reconciliation Australia CEO



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

Respiratory Care WA joins a network of more than 3,000 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 Respiratory Care WA 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 Respiratory Care WA, 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

Message from Respiratory Care WA CEO

Respiratory Care WA's vision is for every Western Australia facing a respiratory condition to have access to personalised care.

There are more than 1 in 9 Australians impacted by asthma and 1 in 4 over the age of 65 facing Chronic Obstructive Pulmonary Disease (COPD), but we know these rates are much higher for Aboriginal and Torres Strait Australians. The community are twice as likely to have asthma and twice as likely to die from asthma, whilst the prevalence of COPD is 5.6 times.

Respiratory Care WA is committed to addressing this inequity. We are the only organisation in WA offering free, personalised diagnosis, support and education for people impacted by respiratory conditions. We have a vision that everyone in WA with a respiratory condition can live their best lives.

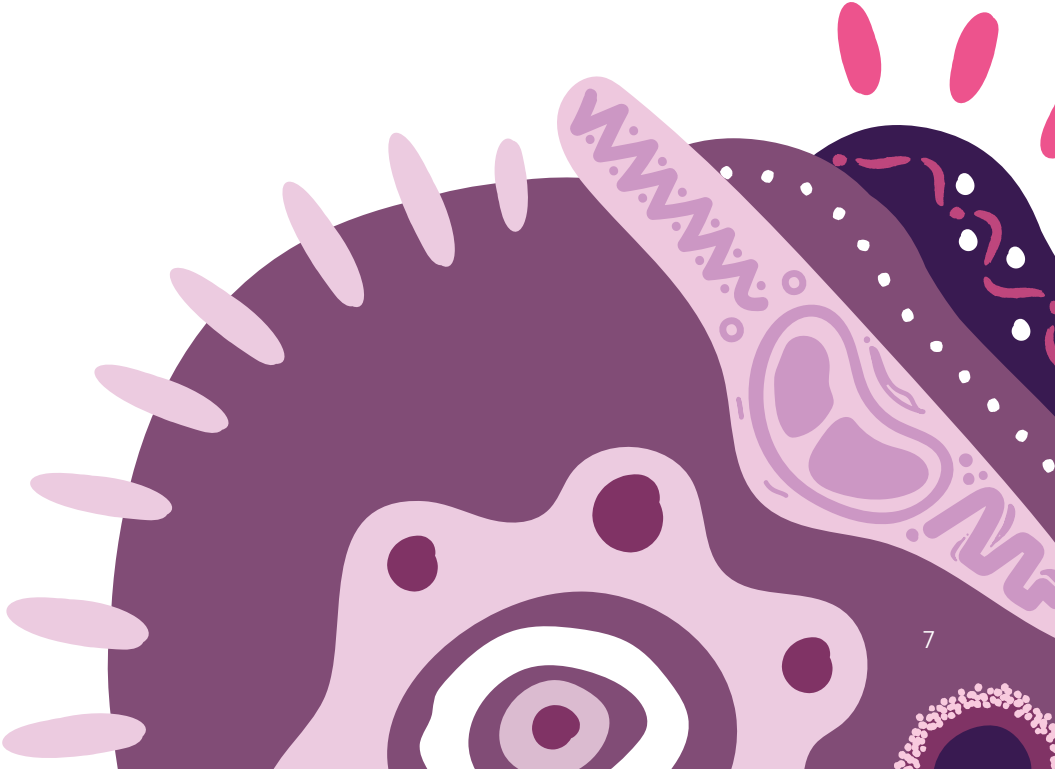
Respiratory Care WA recognises the importance of understanding the needs of Aboriginal and Torres Strait Islander people affected by respiratory conditions and in developing approaches to managing their condition and providing health services that are culturally safe.

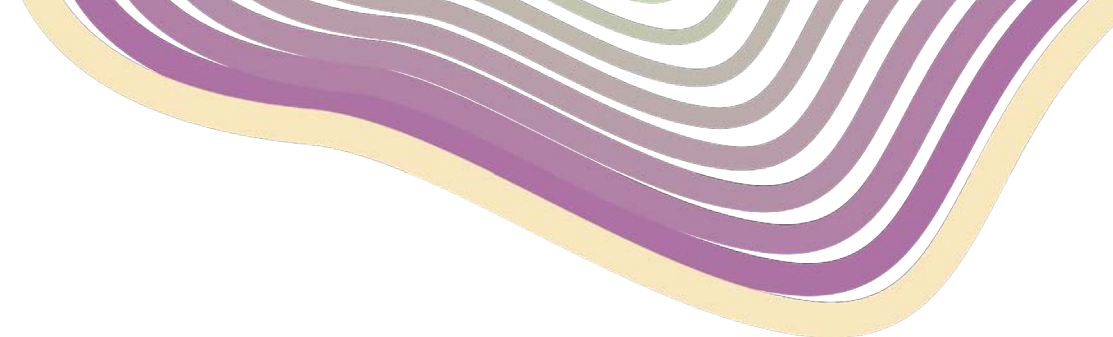
We are striving to support Aboriginal and Torres Strait Islanders be empowered to determine what is needed by way of safe, culturally appropriate, and effective approaches to healthcare and healthy communities.

We are committed to learning from, engaging with and working alongside Aboriginal and Torres Strait Islander individuals, organisations, and communities to build awareness and education to create a better quality of life.

Respiratory Care WA recognises that sovereignty was never ceded and that this was, and always will be, Aboriginal land. We are committed to an equitable and reconciled Australia.

Anne Hallam
Chief Executive Officer
Respiratory Care WA





Our Business

Respiratory Care WA has been helping Western Australians' breathe better for over 60 years.

Our purpose is that everyone has access to personalised respiratory support to live their best lives. We provide comprehensive clinical support for people with asthma and Chronic Obstructive Pulmonary Disease (COPD) through education, advice, diagnostic testing, online resources, and education packages. Our reach extends to the whole of Western Australia from Gooniyandi country in the north of WA to the far south Wagyl Kaip and Southern Nyoognar Boodja.

Respiratory Care WA aims to deliver the right services, advice, and education through access to best practice, multi-discipline experts, to help West Australians facing respiratory health challenges live a better life.

Our main office and outlying clinics spaces are situated in Whadjuk-Nyoognar Boodja – West Perth, Cockburn, Mount Lawley, and Joondalup. We run specialist respiratory services for children through our Children's Asthma Hub, and diagnostic Lung function testing services and telehealth services to reach people in rural and remote locations. We help more than 4,000 people living with respiratory conditions annually, one percent of these clients identify as an Aboriginal and Torres Strait Islander person.

Respiratory Care WA has been working with Derbarl Yerrigan Health Service and Moorditj Koort Aboriginal Corporation since 2014. Moorditj Koort and Respiratory Care WA have previously delivered collaborative projects on *Smoking and Pregnancy* and *Living well with Asthma*. Additionally, Respiratory Care WA provides respiratory services to the South-West Aboriginal Medical Service and Bega Garnbirringu in Kalgoorlie and provides services to regional Aboriginal Community Controlled Health Organisation's during outreach trips.

Respiratory Care WA currently employs 18 staff and are committed to developing a culturally safe workplace. Currently we have no staff members who identify as Aboriginal and/or Torres Strait Islander people.

Our Reconciliation Action Plan

Respiratory Care WA recognises that reconciliation is an ongoing journey that reminds us that, while generations of Australians have attempted to implement meaningful change, there are still disparities between health outcomes of Aboriginal and non-Aboriginal Western Australians.

Aboriginal and Torres Strait Islander people are 1.6 times more likely to have asthma than non-Aboriginal Australians, twice as likely to be hospitalised for asthma and three times as likely to die from asthma. Additionally, Aboriginal and Torres Strait Islander People are 5.6 times more likely to have COPD than non-Aboriginal Australians. These differences highlight the need for a culturally informed and appropriate respiratory service, emphasising the need for a collaborative and mutually respectful approach to Aboriginal respiratory health.

Respiratory Care WA sees developing a Reconciliation Action Plan as a critical step in our organisation's journey to reconciliation. Respiratory Care WA seeks to create respiratory services that are inclusive of all cultural and religious backgrounds; and endorses culturally safe messages. Respiratory Care WA aims to remain culturally informed and has engaged an Aboriginal cultural advisor to become a member of the RAP Development Working Group. The RAP Development Working Group meets frequently to ensure all the development of our RAP is representative of our organisation and the communities we operate across.

Our Reconciliation Journey

Respiratory Care WA's reconciliation journey has been ongoing since 2014, laying the foundation to formally acknowledge our commitment through the development of a RAP, through which we can build a workforce to provide essential services that reflect the diversity and needs of our clients and the communities we operate in.

2014 - current day

Asthma education clinics at Moorditj Koort Aboriginal Corporation and Derbarl Yerrigan Health Service.

2020

Aboriginal Person Centred Care training for staff through TRACS WA.

NAIDOC 2020

Inhouse emu and scrunchie making, yarning with Rozy Bynder and Elder Nan Dot Bynder.

NAIDOC 2020

Mirraboopa NAIDOC week fair table with information and give aways.

2021

Respiratory Care WA leadership met with Moorditj Koort leadership to discuss working together.

May 2021

Attended Australian Indigenous HealthInfonet Roundtable.

May 2021

Endorsed 'Short Wind' Aboriginal Asthma Flip chart.

November 2022

Cultural Awareness training – two days, all staff, facilitated by Indigenous Cultural Group.

November 2022

Aboriginal Respiratory Clinics Goldfields Outreach with WA Country Health Service, Aboriginal Health Unit.

March 2023

Respiratory Care WA became members of Reconciliation WA.

July 2023

Respiratory Care WA officially recognised that January 26 is not a day of celebration, endorsing policy change enabling staff to choose whether to nominate another public holiday instead.

July 2023

Respiratory Care WA registered their RAP with Reconciliation Australia.

July 2023

Respiratory Care WA engaged Aboriginal artist to provide artwork for RAP.

October 2023

Presentation to Aboriginal Health Council of WA (AHCWA).

July 2024

Launch Reflect RAP.



Working Across our Community

Moorditj Koort Aboriginal Corporation

Respiratory Care WA has been working on joint projects and campaigns with MKAC since 2014. For the last three years a respiratory health educator attends MKAC clinic once a month and facilitates lung health sessions with their patients. In 2021 Respiratory Care WA met with Moorditj Koort leadership to begin discussions around formalising our relationship and working together on joint projects. As of August 2023, MKAC and Respiratory Care WA have a formal Memorandum of Understanding that highlights the collaborative nature of working together to help Aboriginal community breathe better and have better health outcomes. All services provided by Respiratory Care WA and MKAC are at no cost to the patients.

Medina and Midland locations will be visited by an Respiratory Care WA respiratory technician and scientist once a month to conduct lung function testing and breathing assessment. The Children's Asthma Hub will also be facilitated at Medina and Midland locations twice a year. Respiratory Care WA will also provide annual staff upskilling sessions. Respiratory Care WA will also run community talks and school programs in collaboration with MKAC outreach staff. This includes the Deadly Sister Girls, Mums and Bubs, Healthy Lifestyle and The Schools Programs.

Moorditj Koort Aboriginal Corporation has also expressed their support to co-design and review resources that are culturally appropriate and have affirmed they are open to collaborating with other ACCHO's to develop specific Aboriginal and Torres Strait Islander Peoples resources.

Derbarl Yerrigan Health Service (DYHS)

Respiratory Care WA has been providing respiratory clinics with DYHS since 2014. A Memorandum of Understanding is being developed to formalise this partnership for Respiratory Care WA to provide lung function testing and respiratory clinics regularly at DYHS's various locations across the Perth metropolitan including East Perth, Mirrabooka, Midland and Maddington.

South West Aboriginal Medical Services (SWAMS)

Respiratory Care WA has been involved in Yarning sessions with Aboriginal people regarding their respiratory health since 2017, including more recently to the Ironbark program in 2021. Respiratory Care WA intends to build on this relationship, to ensure we develop and deliver services that meet community needs.



360 Health and Community (Street Doctor)

Respiratory Care WA has been supporting the Street Doctor program since 2018. Respiratory Care WA continues to provide free support, respiratory screening tests and education to help clients with respiratory conditions, live better lives. The program reaches up to 50 Aboriginal and Torres Strait Islander clients each year.

Arche Health

Respiratory Care WA currently provides respiratory testing and education services to Aboriginal clients attending Arche Health clinics. An MOU is in place that recognises the continuation of Respiratory Care WA free services and offerings of capability building for Arche Health staff. In 2020 and 2021 Respiratory Care WA attended NAIDOC week fair in collaboration with Arche Health, to promote respiratory care.

360 Health and Community Kalgoorlie

In 2022 Respiratory Care WA supported group education sessions to patients and have supported opportunities to upskill health professionals and support staff where appropriate.

Bega Garnburringu Health Service

Respiratory Care WA delivered CPAP education talks to support group at Bega Garnburringu Health Service, in Kalgoorlie in November 2022, helping patients keep their breathing equipment clean and improving their quality of sleep. From this workshop Respiratory Care WA enrolled two patients into their telehealth mentoring service and provided additional upskilling education to staff at Bega.

Down South Aboriginal Health (Operated by GP Down South)

In 2021 Respiratory Care WA facilitated Manjimup regional trip where over two days, we facilitated education and lung function testing. It was organised and paid for by Down South Aboriginal Health. Health professional upskilling was also conducted at the Collie clinic location.

Consumer Story

Twelve year old Delilah first attended Respiratory Care WA's Children's Respiratory Hub when she was six, after she was admitted into hospital following an asthma emergency. Delilah and her grandmother Coleen both live with asthma in the Midwest town of Northampton, where specialised asthma services are difficult to access.

Coleen said Delilah's first visit to the Children's Respiratory Hub was an eye-opening experience. ***"I took Delilah down to the Asthma Hub to see a doctor and the team who were doing lung function testing. That really opened my eyes because I never even knew what lung function testing was. It was really fascinating to see and hear what they were doing,"*** says Coleen.

Coleen said Respiratory Care WA's Respiratory Health team assisted her and Delilah in many ways during their journey. ***"Firstly, they've helped a lot with the medication and how to administer the medication. Second is all the support they give us – all the information they have."***

Delilah said she always felt comfortable visiting the Respiratory Care WA Children's Respiratory Hub. ***"I feel like it will make me improve and I feel comfortable and feel like I have no reason not to be."***

Delilah is now able to play sport at school again and has not been admitted to hospital since she first visited Respiratory Care WA. Coleen said the most important thing to do when you have children with asthma is to never miss an appointment. ***"Always make sure you come to your appointments. We always come down for them because it's important for me and it's important for her, for both of us, to have the education."***



Developing our Capability

Cultural Awareness Training

In November 2022 all Respiratory Care WA staff attended two-day Cultural Awareness training course facilitated by Indigenous Cultural Group (ICG). Respiratory Care WA has embedded this training in our policies and process.

Short Wind yarnning tool endorsement

Respiratory Care WA endorsed a yarnning resource called 'Short Wind,' in May 2021 that was developed by a number of Aboriginal Health Organisations to use during clinics when discussing respiratory health. The resource was developed to encourage yarnning with culturally translated language and artwork.

National Reconciliation Week Activities

In June 2023 all Respiratory Care WA staff participated in the Walk for Reconciliation, hosted by Reconciliation WA. The walk gave us the opportunity as an organisation to reflect and consider our reconciliation journey. Additional family members were invited and attended including partners and children.

NAIDOC Week

Respiratory Care WA continuously in 3-4 NAIDOC events each year including expos at the Champion Centre, Mirrabooka, Arche Health and NAIDOC Netball. Respiratory Care WA intends to participate in the 2024 calendar and reach out to organiser to offer services and participate in events.

Respiratory Care WA has also organised in house NAIDOC activities. In 2020 the following in house activity occurred:

- Emu making
- Scrunchie making
- Yarnning with Rozy Bynder from Arche health and Elder Nan Dot Bynder who was just awarded runner up in NAIDOC Perth Elder of the year 2020

Aboriginal Elders Group Yarn

Respiratory Care WA was invited to present on Aboriginal respiratory health and management to the 'Aboriginal Elders Group Yarn' in 2019 in Belmont.

RAP Working Group

Rael Rivers

Executive Manager, Strategic Programs

Jenny Howson

Executive Manager, People, Service and Culture

Melanie Preen

Cultural Coordinator

Anne Hallam

Chief Executive Officer

Gabe Mach

Executive Manager Marketing and Communications

Alexandria Pidek

Cultural Advisor, Respiratory Care WA

Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Identify new relationships, and maintain current relationships, with key Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	July, 2024	Executive Manager, Strategic Programs
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July, 2024	Executive Manager, Strategic Programs
	• Formalise relationships with Aboriginal Community Controlled Health Organisations.	August, 2024	Executive Manager, Strategic Programs
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	Executive Manager, People, Service and Culture
	• RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2025	Cultural Coordinator
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2025	Chief Executive Officer
	• Host an internal Respiratory Care WA event or activity for all staff.	27 May - 3 June, 2025	Cultural Coordinator
3. Promote reconciliation through our sphere of influence	• Communicate our commitment to reconciliation to all staff through intranet announcements and staff meeting updates.	July, 2024	Executive Manager, Strategic Programs
	• Communicate our commitment to reconciliation publicly.	July, 2024	Executive Manager, Strategic Programs
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	August, 2024	Executive Manager, Strategic Programs
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	August, 2024	Executive Manager, Strategic Programs
	• Develop Social Media plan to share our RAP journey.	October, 2024	Executive Manager Marketing and Communications
	• Publish our RAP on our website.	August, 2024	Executive Manager Marketing and Communications
4. Promote positive race relations through anti-discrimination strategies	• Research best practice and policies in areas of race relations and anti-discrimination.	September, 2024	Executive Manager, People, Service and Culture
	• Engage an Aboriginal consultant to conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	September, 2024	Executive Manager, People, Service and Culture

Respect

Action	Deliverable	Timeline	Responsibility
1. 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.	October, 2024	Executive Manager, Strategic Programs
	• Conduct a review of cultural learning needs within our organisation. Led by Respiratory Care WA's Cultural Advisor, Alexandria Pidek.	July, 2024	Cultural Advisor, Respiratory Care WA
	• Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in structured and unstructured cultural learning opportunities.	July, 2024	Executive Manager, People, Service and Culture
	• Continue to offer cultural awareness training and 'on-country' learning opportunities for all our staff.	September, 2024	Executive Manager, People, Service and Culture
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Investigate opportunities to include cultural awareness training in induction materials.	August, 2024	Executive Manager, People, Service and Culture
	• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area, including: • Perth Metro • Southwest • Wheatbelt • Kimberly • Gascoyne • Midwest • Goldfields • Great Southern	July, 2024	Cultural Coordinator
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. Formalise in policy and protocols.	August, 2024	Cultural Coordinator
3. 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, 2024	Cultural Coordinator
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	July, 2024	Cultural Coordinator
	• All staff attend local NAIDOC Week event, consider Reconciliation WA event to attend.	First week in July, 2025	Cultural Coordinator
	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2025	Cultural Coordinator

Opportunities

Action	Deliverable	Timeline	Responsibility
1. 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 and including requirements to develop a culturally safe working environment.	October, 2024	Executive Manager, Strategic Programs
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July, 2024	Executive Manager, People, Service and Culture
	• Develop a Commitment statement in creating a culturally safe work place and commitment to Aboriginal and Torres Strait Islander recruitment.	July, 2024	Executive Manager, People, Service and Culture
2. 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.	September, 2024	Executive Manager, Strategic Programs
	• Investigate opportunities identify and engage Aboriginal business and services in Respiratory Care WA supply chain.	September, 2024	Executive Manager, People, Service and Culture
	• Investigate state-based Aboriginal and Torres Strait Islander suppliers.	July, 2024	Executive Manager, People, Service and Culture

Governance

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Maintain RWG to govern RAP implementation.	July, 2025	Executive Manager, Strategic Programs
	• Review, amend if required, and continue to apply the Terms of Reference for the RWG.	July, 2025	Executive Manager, Strategic Programs
	• Maintain and strengthen Aboriginal and Torres Strait Islander representation on the RWG.	July, 2025	Executive Manager, Strategic Programs
2. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	August, 2024	Executive Manager, People, Service and Culture
	• Maintain a senior leader to champion our RAP internally.	August, 2025	Executive Manager, People, Service and Culture
	• Assign key responsibilities to workforce and ensure it is supported and monitored through performance planning processes.	August, 2024	Executive Manager, People, Service and Culture
	• Engage senior leaders in the delivery of RAP commitments.	September, 2024	Executive Manager, Strategic Programs
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	August, 2024	Executive Manager, Strategic Programs
3. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September annually	Executive Manager, People, Service and Culture
	• 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.	June annually	Executive Manager, Strategic Programs
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Executive Manager, Strategic Programs
4. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	September 2025	Executive Manager, Strategic Programs

