

Reconciliation Action Plan (RAP) for Connectivity Traumatic Brain Injury Australia

At **Connectivity Traumatic Brain Injury Australia (Connectivity)**, we are committed to fostering genuine and respectful relationships with Aboriginal and Torres Strait Islander people and communities. As an organisation dedicated to raising awareness and providing educational resources about Traumatic Brain Injury (TBI) for community and health care practitioners, we acknowledge that Aboriginal and Torres Strait Islander communities face specific challenges in terms of health outcomes. We are dedicated to ensuring culturally informed and equitable approaches in our efforts.

Summary of Connectivity's RAP

Connectivity is committed to taking meaningful steps toward reconciliation by fostering relationships based on respect, trust, and collaboration with Aboriginal and Torres Strait Islander people. In line with our goal to educate and promote awareness of TBI amongst all Australians, Connectivity will continue to work toward developing and disseminating culturally safe, inclusive, and impactful educational practices that serve the unique needs and experiences of Aboriginal and Torres Strait Islander communities in relation to TBI. The following sections summarise the Objectives and Actions to which Connectivity commits.

1. Acknowledging the Past and Present

Objective:

Foster respect and recognition for Aboriginal and Torres Strait Islander people and their connection to land, culture, and history.

Actions:

- **Land Acknowledgment:** We encourage, where appropriate, to begin all public events, training sessions, and workshops with a formal acknowledgment of the Traditional Owners of the land on which the event is held, and their ongoing connection to the land, water, and community.
- **Organisational Commitment:** We will post a statement on the Connectivity website affirming the organisation's commitment to reconciliation and addressing the health disparities faced by Aboriginal and Torres Strait Islander communities.



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2. Reflecting and Learning

Objective:

Encourage cultural awareness and understanding in the context of TBI, enhancing the way we engage with Aboriginal and Torres Strait Islander communities.

Actions:

- **Cultural Competency Training:** Offer cultural safety and competency workshops for staff to better understand Aboriginal and Torres Strait Islander cultures, histories, and perspectives.
 - **Collaborative Education:** Consult with Aboriginal and Torres Strait Islander health experts and community representatives to review our educational resources and training materials, ensuring cultural relevance in the context of TBI education.
 - **Resource Development:** Develop educational resources specifically tailored for Aboriginal and Torres Strait Islander communities, with a focus on TBI prevention, recovery, and support. Make these available in culturally relevant formats.
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3. Building Relationships

Objective:

Strengthen relationships between Connectivity and Aboriginal and Torres Strait Islander communities, fostering collaboration on TBI awareness and education.

Actions:

- **Community Partnerships:** Work towards establishing ongoing partnerships with Aboriginal and Torres Strait Islander health organisations, community groups, and key leaders to co-design culturally appropriate resources and initiatives for TBI.
 - **Engagement and Consultation:** Create opportunities for Aboriginal and Torres Strait Islander people to contribute to the development of TBI educational programs and materials, ensuring their perspectives are central.
 - **Promote Local Partnerships:** Support Aboriginal and Torres Strait Islander-led initiatives and organisations working on TBI and health education by offering in-kind support where possible.
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4. Respecting Cultures and Traditions

Objective:

Promote cultural respect and incorporate traditional knowledge into health practices and education.

Actions:

- **Culturally Safe Environments:** Ensure that all events, workshops, and educational sessions are culturally safe spaces for Aboriginal and Torres Strait Islander people, with respect for their cultural beliefs and practices.
- **Acknowledgment of Cultural Practices:** Integrate Aboriginal and Torres Strait Islander perspectives into our TBI awareness raising and educational content where appropriate.
- **Cultural Days and Celebrations:** Acknowledge and participate in NAIDOC Week, National Reconciliation Week, and other key dates, with relevant communications and attendance at events where possible.

5. Providing Opportunities

Objective: Create pathways for Aboriginal and Torres Strait Islander people to engage with our programs.

Actions:

- **Cultural Competency in TBI Resources:** Work towards including specific TBI content that empowers Aboriginal and Torres Strait Islander healthcare workers with the skills and knowledge to provide culturally sensitive care for their communities.
 - **TBI Awareness for Aboriginal and Torres Strait Islander communities:** Work towards co-developing TBI awareness campaigns specifically for Aboriginal and Torres Strait Islander communities, ensuring delivery meets their cultural, language, and community needs.
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6. Actionable Steps and Accountability

Objective:

Ensure measurable goals and transparent reporting on the progress of reconciliation efforts.

Actions:

- **Reconciliation Committee:** Establish a RAP implementation team, including Aboriginal and Torres Strait Islander representatives, to oversee progress and outcomes.
 - **Goal Setting:** Set clear, measurable goals to track the impact of RAP actions such as increasing the distribution of Aboriginal and Torres Strait Islander people specific education, and cultural training.
 - **Annual Reporting:** Publish an annual RAP progress report, showcasing our achievements, challenges, and plans for continued engagement with Aboriginal and Torres Strait Islander Peoples.
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7. Celebrating Culture and Contribution

Objective:

Acknowledge and celebrate Aboriginal and Torres Strait Islander cultures throughout our programs and community outreach.

Actions:

- **Cultural Celebrations:** Highlight Aboriginal and Torres Strait Islander art, lived experience stories, and achievements in the context of TBI education, such as incorporating Indigenous art in educational resources and public events.
- **Recognition of Contributions:** Where appropriate, feature the work of Aboriginal and Torres Strait Islander health professionals and community leaders in our educational programs.
- **Public Commitment to Reconciliation:** Develop a public-facing statement or event to mark significant progress in reconciliation efforts.



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