



MUSCULOSKELETAL AUSTRALIA

Reflect Reconciliation Action Plan

1 January - 31 December 2022



RECONCILIATION
ACTION PLAN

REFLECT



MUSCULOSKELETAL
AUSTRALIA

A MESSAGE FROM OUR CEO

Musculoskeletal Australia (MSK) has been supporting people with arthritis and musculoskeletal conditions for over 50 years. Our organisation started when Dr Leslie Koadlow, a rheumatologist, with his secretary Alice Petty and patient Mollie Riches decided things could be better to support people living with these conditions. More than fifty years later, we're still helping people with information and support and via our policy and advocacy work.

I am very proud to present MSK's 'Reflect' Reconciliation Action Plan (RAP). As a consumer-focused organisation and in line with our organisational values, MSK aims to be inclusive of all peoples in all it does.

Aboriginal cultures are the oldest continuing culture in the world, having survived for more than 50,000 years, and this is important to acknowledge and celebrate. It is also vital to acknowledge the learnings that come from such a rich and enduring culture - the importance and central place of community, of looking out for each other, of coming together. These learnings are more important than ever and also essential to ensure the health and wellbeing of all.

This RAP marks the first formal step on our reconciliation journey and we are excited and eager to fulfil the commitments articulated in this RAP. We are proud to be part of the RAP network and to contribute to the reconciliation of our nation. I am personally committed to advancing reconciliation and leading our organisation as we each commit to the implementation of MSK's Reflect RAP.

I welcome you to our RAP and invite you to join with me on this journey.

Rob Anderson
CEO



ABOUT THE ARTIST

Aboriginal painting created by Angela Brown - Australian Capital Territory (ACT)

Angela Brown is a Wailwan/Ngemba woman and is passionate about Indigenous health outcomes, after being in the health system and experiencing systemic racism and attitudes that leave a lot to be desired. She is also very engaged with how women and men are treated so differently in the health system and would like the opportunity to implement change in both these areas.

Angela thinks that more consumer input into targeted planning of services and health funding would eliminate a lot of waste and ensure that funding and services are beneficial to the community. She is of the view that, without the voices of consumers, program developers are working in a void.

Angela currently lives in the ACT and has been on committees in the community, workplace, advisory groups for Indigenous staff and is also a union delegate. She enjoys supporting people to achieve their best, or the best outcome for them.

Angela joined the MSK Consumer Advisory Committee in May 2021 and took over the role of Chairperson of the Committee in October 2021.



Painting story - 'Community' - as told by Angela Brown

I have named it 'Community' because that is how I see MSK.

MSK is in the centre of the large circle, then the outside of the circle are all the people who make MSK work. The lines and pathways go out to the community and those that use our services. The lines and pathways are two-way, like song-lines, showing a journey. This represents MSK being informed by the needs of people with musculoskeletal conditions, as well as aiming to meet their needs.

You'll notice one circle doesn't have the same number of outside rings, that is because they represent those who are yet to find their way to MSK. Another is blue coloured, representing those who have been part of MSK and have moved on or are no longer with us.

ACKNOWLEDGEMENT OF COUNTRY



MSK acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the land on which our organisation operates and where we come together to work, throughout Australia.

We recognise Aboriginal and Torres Strait Islander peoples' continuing connection to land, waterways and culture.

We pay our respects to Elders past, present and emerging and to all Aboriginal and Torres Strait Islander peoples.

MSK (www.msk.org.au) is a consumer-focused organisation working to support people for better musculoskeletal health. We work on behalf of the nearly 7 million Australians living with conditions such as osteoarthritis, back pain, rheumatoid arthritis, gout, osteoporosis, fibromyalgia and more than 150 different musculoskeletal conditions. MSK has been supporting people with arthritis and musculoskeletal conditions for over 50 years.

We are committed to empowering people with musculoskeletal conditions and those at risk of them. We do this with empathy and understanding through the provision of information, services and products.

MSK is a national organisation and a registered charity. MSK works in partnership with other relevant groups, including health professionals, universities, research organisations and government to achieve its aims. Importantly, it has a very active Consumer Advisory Committee that supports the Musculoskeletal Australia Board and management on the strategic direction and future planning of our programs and services.

MSK has one office located in Victoria and its current staffing is 11.6EFT. No staff identify as Aboriginal and Torres Strait Islander people, however, our new Chairperson of the MSK Consumer Advisory Committee is a Wailwan/Ngemba woman.

MSK's strategic direction and work are guided by the following values:

We keep it real

We believe in integrity, honesty and being genuine with each other.

We are inclusive and supportive

We look out for each other so that we can look out for others.

OUR BUSINESS

We are positive

We each contribute to a positive and happy work environment which everyone can enjoy.

We are determined

We're strong, we never give up. We're prepared to learn from our mistakes and other people; we make the most of all opportunities.

We are respectful

We're respectful of ourselves, the organisation, our supporters, the community and of each other. We communicate as a cohesive team.



As a consumer-focused organisation and in line with our organisational values, MSK aims to be inclusive of all peoples in all it does. Given the number of Australians, and specifically Aboriginal and Torres Strait Islander peoples, who have musculoskeletal conditions, MSK recognises that it has a role to play in the reconciliation movement. Data from the Australian Institute of Health and Welfare show that 11% of Aboriginal and Torres Strait Islander peoples have arthritis and 13% suffer from back pain. The latest report on the Aboriginal and Torres Strait Islander Health Performance Framework found that chronic disease (including musculoskeletal conditions) account for two-thirds of the health gap between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

MSK is aware, however, that to actively, appropriately and respectfully work with Aboriginal and Torres Strait Islander organisations and people, we need to 'have our own house in order' by having an understanding and acceptance of the five dimensions of reconciliation outlined by Reconciliation Australia (i.e. historical acceptance, race relations, equality and equity, institutional integrity and unity) and that all our actions and policies are guided by them.

MSK has never previously had a formal approach and plan to guide its actions towards reconciliation, although we have previously sought funding to undertake information and support initiatives for Aboriginal and Torres Strait Islander peoples with musculoskeletal conditions. MSK is now well placed to formally commence its reconciliation journey by developing a RAP, given the new Chairperson of the MSK Consumer Advisory Committee is a Wailwan/Ngemba woman and also a passionate advocate for Indigenous health and for people with musculoskeletal conditions more broadly.

OUR RAP



As a first step in developing our RAP, MSK has established a RAP Working Group (RWG), which is led by the CEO, Mr Rob Anderson and includes the Chairperson of the MSK Consumer Advisory Committee, Ms Angela Brown and two senior MSK staff – Ms Kay Mwaba, General Manager, Corporate Services and Ms Gen Nolan, Policy and Programs Manager. The RWG is already involved in the formulation of MSK's draft RAP and Ms Gen Nolan recently attended a Reconciliation Australia online discussion group to clarify a few queries re: the development of our RAP. Ms Gen Nolan will also be MSK's RAP Champion as she will be responsible for overseeing internal communications about MSK's RAP actions and for sharing the organisation's RAP actions externally. The MSK Working Group will meet regularly throughout 2022 and MSK's progress with the RAP will be closely monitored and reported to Reconciliation Australia, as required. Documentary evidence concerning the delivery of our RAP actions will also be maintained.

OUR PARTNERSHIPS/ACTIVITIES



MSK is taking the first steps on our journey to embrace reconciliation. MSK has a close working relationship with another consumer-focused organisation, Dragon Claw, which has developed several excellent information videos on musculoskeletal conditions (rheumatoid arthritis and lupus) designed for Aboriginal and Torres Strait Islander people (www.dragonclaw.net/first-australians/alice-springs-project).



ACTION

DELIVERABLE

TIMELINE

RESPONSIBILITY

1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	● Identify Aboriginal and Torres Islander stakeholders and organisations within our local area or sphere of influence.	March 2022	Policy and Programs Manager
	● Research and implement best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations (e.g. National Aboriginal Community Controlled Health Organisation).	March 2022	Policy and Programs Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	● Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff, Board members and Consumer Advisory Committee.	April 2022	GM Corporate Services
	● RAP Working Group members to participate in an external NRW event.	May - June 2022	RWG Chair
	● Encourage and support staff, Board members, Consumer Advisory Committee and MSK's consumer audience to participate in at least one external event to recognise and celebrate NRW.	May - June 2022	RWG Chair

ACTION

DELIVERABLE

TIMELINE

RESPONSIBILITY

3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> ● Embed reconciliation initiatives within MSK, communicate our commitment to reconciliation to all staff, Board members and the Consumer Advisory Committee and actively engage them in contributing to MSK's actions towards reconciliation. 	April 2022	RWG Chair
	<ul style="list-style-type: none"> ● Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	March 2022	Policy and Programs Manager
	<ul style="list-style-type: none"> ● Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	March 2022	Policy and Programs Manager
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> ● Research best practice and policies in areas of race relations and anti-discrimination. 	April 2022	Policy and Programs Manager
	<ul style="list-style-type: none"> ● Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	April 2022	HR Manager



ACTION

DELIVERABLE

TIMELINE

RESPONSIBILITY

5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	March 2022	RWG Chair
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	February 2022	GM Corporate Services
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	March 2022	Policy and Programs Manager
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	April 2022	GM Corporate Services
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff, Board members, Consumer Advisory Committee and MSK's consumer audience about the meaning of NAIDOC Week. 	July 2022	Policy and Programs Manager
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	July 2022	Policy and Programs Manager
	<ul style="list-style-type: none"> RAP Working Group to participate in external NAIDOC Week event. 	First week in July 2022	RWG Chair

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. 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.	June 2022	GM Corporate Services
	● Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2022	GM Corporate Services
9. 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.	July 2022	GM Corporate Services
	● Investigate Supply Nation membership.	August 2022	GM Corporate Services

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RWG to drive governance of the RAP.	● Form a RWG to govern RAP implementation.	January 2022	RWG Chair
	● Draft a Terms of Reference for the RWG.	January 2022	Policy and Programs Manager
	● Establish Aboriginal and Torres Strait Islander representation on the RWG.	January 2022	RWG Chair
11. Provide appropriate support for effective implementation of RAP commitments.	● Define resource needs for RAP implementation.	January 2022	Policy and Programs Manager
	● Engage senior leaders in the delivery of RAP commitments.	February 2022	RWG Chair
	● Define appropriate systems and capability to track, measure and report on RAP commitments.	January 2022	Policy and Programs Manager
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	● Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2022	RWG Chair

ACTION

DELIVERABLE

TIMELINE

RESPONSIBILITY

13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none">● Register via Reconciliation Australia's website to begin developing our next RAP.	September 2022	Policy and Programs Manager
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CONTACT DETAILS

NAME: Genevieve Nolan

POSITION: Policy and Programs
Manager

PHONE: 03 8531 8018

EMAIL: genevieve@msk.org.au



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