

Aboriginal and Torres Strait Islander Health

MLHD Statement of Commitment

Murrumbidgee Local Health District (MLHD), is a health system accessible, responsive and safe for Aboriginal and Torres Strait Islander people where cultural values, strengths and differences are recognised.

We are committed to understanding that Aboriginal people have a holistic view of health that encompasses mental, physical, cultural and spiritual health and is impacted by connections to country, family and community.

We recognised Aboriginal concepts of kinship and family differ; including strong connections to extended family.

Statement of Commitment outlines six areas that underpin culturally respectful and safe health service delivery:

1. Whole-of-organisation approach and commitment in Closing the Gap

- Governance and leadership at all levels of our organisation takes responsibility to ensure all Aboriginal and Torres Strait Islander people have accessible, responsive and safe health services in all our facilities and services.
- The whole organisation take responsibility for prioritising efforts to improve the health of Aboriginal and Torres Strait Islander people and communities.
- Governance structures are in place for regular monitoring, reporting and reviewing of cultural respect implementation and to share knowledge on what works.
- MLHD as whole organisation is committed to tackling racism and discrimination.

2. Communication – committing to resetting our relationship with local Aboriginal and Torres Strait Islander people understanding and adapting our business and strengthening acceptance of diversity into our everyday work by adopting the principle of “Nothing about us without us”

- Demonstrated by localised engagement and action plans being agreed to by Aboriginal community and MLHD.
- Aboriginal and Torres Strait Islander culture is always considered in decision-making about health care needs at all points of contact throughout the consumer journey.
- Culturally safe and responsive environments are developed in all our facilities and services (e.g. specific literature, artworks, flags, posters and decor) and physical environment designed with consideration for Aboriginal and Torres Strait Islander consumers.

3. Workforce builds on existing efforts and fosters ongoing collaboration and sharing of information, ideas and practical strategies as a platform of continuous improvement

- Ensure Aboriginal Health Workers have a model of care, role expectations and pathways to support their ability to support Aboriginal communities in wellness.
- Commitment to implementing the Aboriginal Workforce Strategy and Action Plan; dedicated to enhancing the professional development to members of our workforce, encouraging Aboriginal people into health roles and providing effective service delivery for Aboriginal people in MLHD.
- Aboriginal Advisory Committee to MLHD Board that ensures experiences and voices are heard to inform policy, planning, strategy and service delivery decisions.

4. Consumer participation and engagement in the design of patient-centered care informed performance measurement and evaluation

- Aboriginal and Torres Strait Islander health leaders actively drive health research priorities, policies, and projects.
- The Aboriginal and Torres Strait Islander Community- Controlled Health Sector is recognised, engaged and consulted as a group of demonstrated leaders and partners in providing appropriate and accessible service for Aboriginal and Torres Strait Islander communities.

5. Stakeholder partnerships and collaboration committing to Aboriginal and Torres Strait Islander community engagement and participation that build effective Stakeholder engagement and relationships

- Effective partnerships between Aboriginal and Torres Strait Islander people, governments, primary health care networks, and service providers underpin the development and delivery of culturally respectful services.
- Collective efforts across the health sector in partnership with Aboriginal and Torres Strait Islander people and organisations address the broader social determinants of health.

6. Maximising the use and access to data, planning, research and evaluation using data, information and planning, evidence-based evaluation and practice and knowledge transfer.

- Organisational assessments and audits are undertaken to identify levels of cultural responsiveness and safety, identify gaps, and inform improvement strategies.
- Integrate research findings, monitoring, evaluation and knowledge transfer into all relevant organisational initiatives.

Gayle S. Murphy

Gayle Murphy
MLHD Board Chair

Jill Ludford

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MLHD Chief Executive



Health
Murrumbidgee
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