



Evohealth

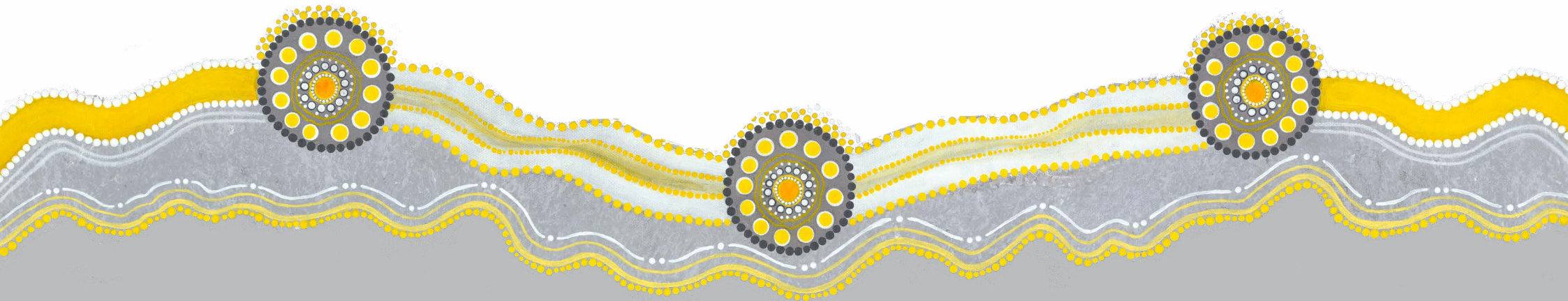
# Reconciliation Action Plan

June 2023 – June 2024



RECONCILIATION  
ACTION PLAN

REFLECT



## Artwork Acknowledgement

### “Life on Country”



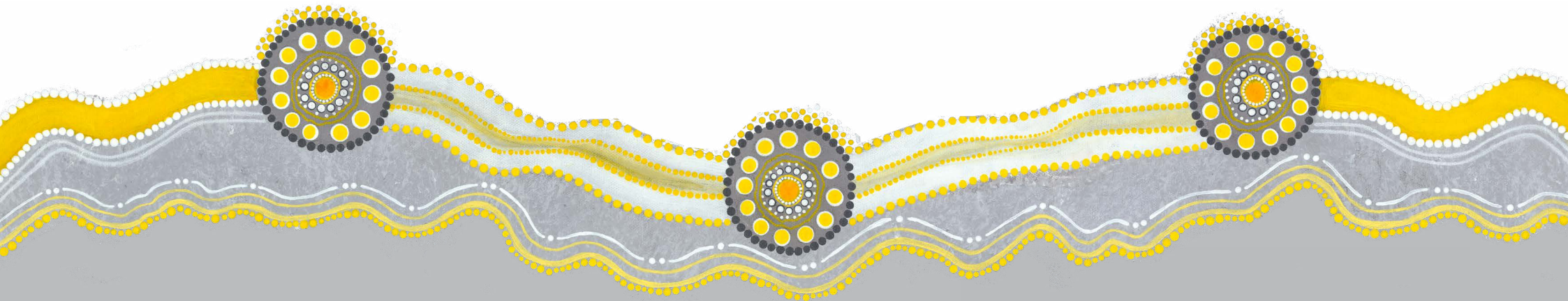
When I think of health and wellness, I think of environment, and my thoughts went to the ultimate creator of life being the sun, which provides nourishment and encourages growth for every living thing.

Canberra is also a traditionally a meeting place and the home of the Ngunnawal people, which is represented by the figures meeting under the light of the sun.

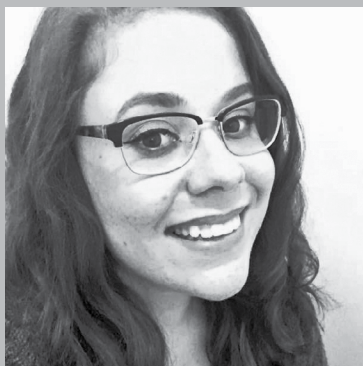
The Canberra environment is also home to the black wattle tree which is represented by its distinctive leaf pattern. Wattle trees have vibrant yellow flowers but the bark is also often used as a traditional medicine.

The top of the piece is framed by the hills surrounding the region and at the bottom of the piece there are three more Meeting places to represent different communities and People that now live and work in Ngunnawal country.

Megan Daley (artist)



## About the Artist

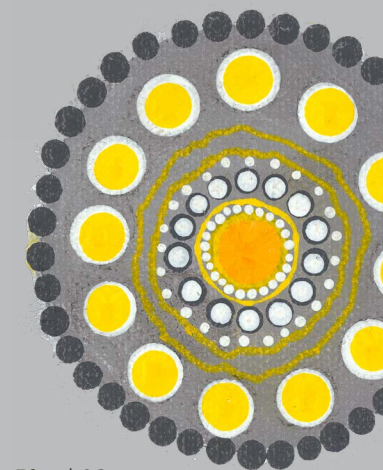
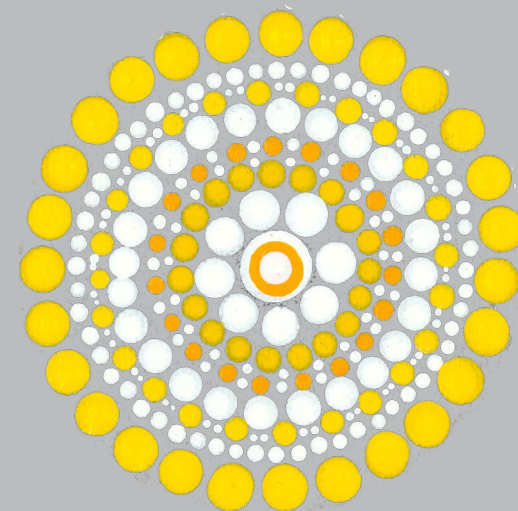


Megan Daley is a Ngunnawal/Wiradjuri artist living in Canberra.

Megan spent her childhood in Wiradjuri Country in Wellington, NSW, before moving to Canberra in 1999. Her art is reflective of the land and environment she calls home.

Megan's work is mainly acrylic on canvas but also works with digital art and weaving.

When Megan isn't painting she is passionate about Aboriginal social and emotional wellbeing and early childhood development, Megan also works in Ngunnawal Language revitalisation with the Winanggaay Ngunnawal Aboriginal Language corporation.





## A Message from our Managing Director

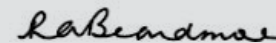
It is with great pride that I present Evohealth's inaugural Reconciliation Action Plan (RAP). Evohealth was founded with a simple goal – better health outcomes for all Australians. In doing so, we are committed to Closing the Gap for health outcomes for Aboriginal and Torres Strait Islander people and believe that reconciliation is a critical factor in achieving this. The publication of our first RAP signifies an important milestone in our journey towards reconciliation.

Life on Country for Aboriginal and Torres Strait Islander people is a profound part of their culture. Land has spiritual, physical, social and cultural connection for many people and cultures. Country encompasses an interdependent relationship between an individual and their ancestral lands and seas. This reciprocal relationship between the land and people is sustained by the environment and cultural knowledge.

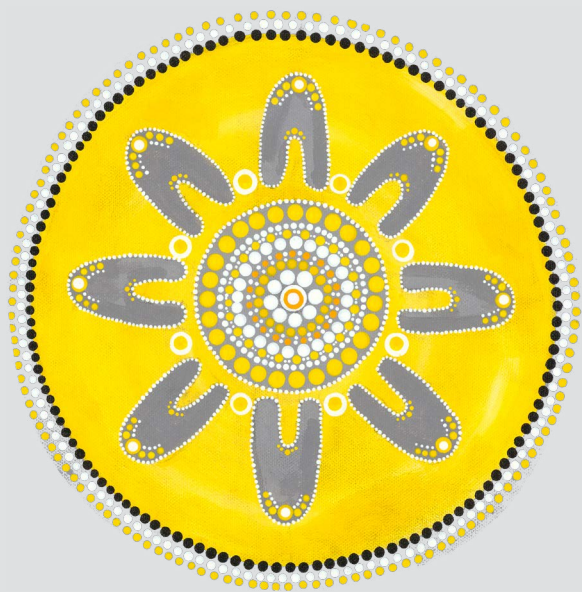
It is essential that we acknowledge and respect this deep connection to the land in order to improve the health and wellbeing of the community and achieve true reconciliation. Our inaugural RAP establishes the foundation for cultural respect, inclusion and diversity in our work and workplace and will set the framework for our path to reconciliation.

This RAP will ensure that all Evohealth employees feel respected and engaged in their day-to-day work and create employment and partnership opportunities for Aboriginal and Torres Strait Islander people. It will also guide us in our work with Aboriginal and Torres Strait Islander people and ensure that cultural safety, respect and reconciliation is at the forefront of all that we do.

I look forward to commencing this journey and continuing to partner with the Aboriginal and Torres Strait Islander community to achieve our shared goal of equitable and improved health outcomes for all.



Renae Beardmore





## A Message from the CEO of Reconciliation Australia



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

Evohealth joins a network of more than 2,200 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.

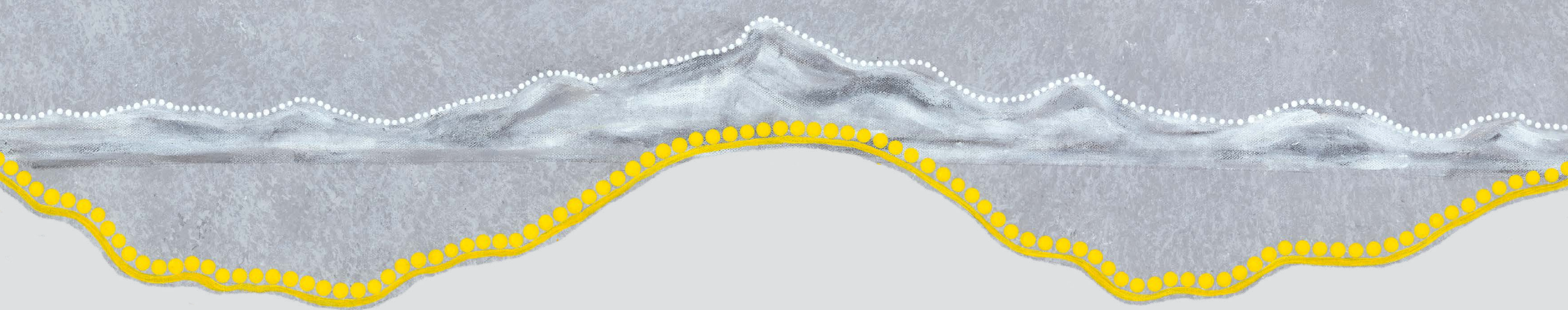
These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

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 Evohealth 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 Evohealth, 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



## Our business

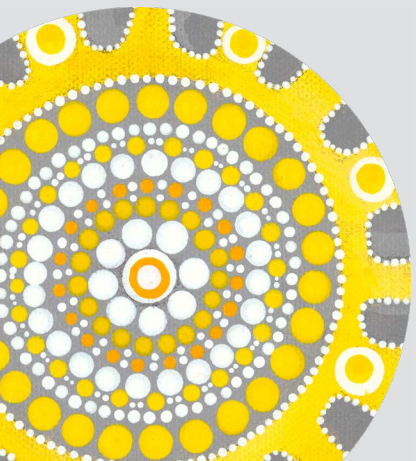
Founded in 2019, Evohealth is a health advisory firm focused on delivering better health outcomes for patients. We support public and private organisations, the not-for-profit sector and representative bodies to deliver innovative healthcare. The foundation of our approach is the generation and analysis of evidence. We use this evidence, and our creative mindsets, to support decisions and drive change to ultimately improve the experience and outcomes of all Australians.

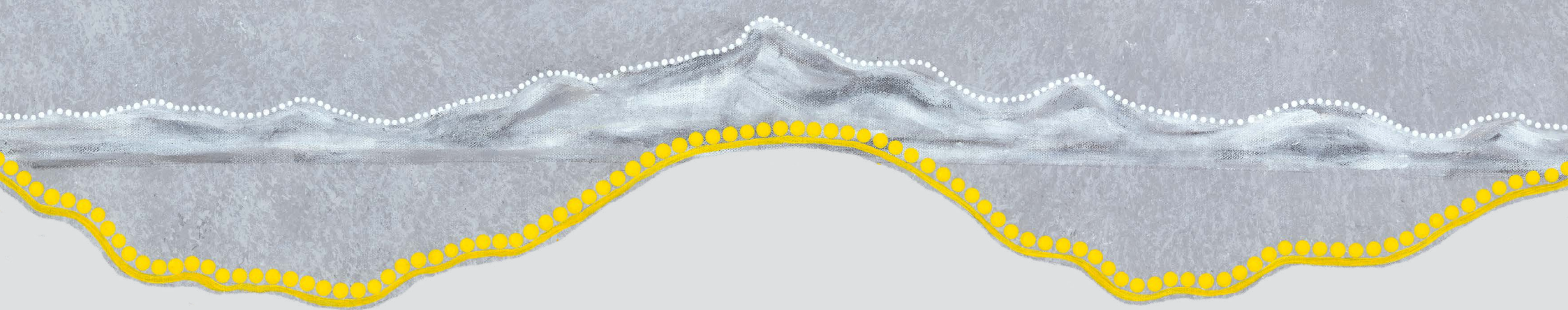
We do this by offering tailored teams of experts in relevant fields. Our community of advisors consists of experts from the life sciences, primary health, and public health sectors. We deliver a variety of solutions, including evidence-based policy papers, clinical models, clinical strategies, burden of disease studies and the provision of regulatory and strategic advice specific to the health sector.

Currently we employ nine people and facilitate a network of over 60 deep sector health experts and partner organisations. We do not currently know how many of our staff identify as Aboriginal and/or Torres Strait Islander people. We partner with two Aboriginal

consulting companies. In the next 12 months we aim to better understand how many Aboriginal and Torres Strait Islander people we employ and engage with, to support ongoing diversity and inclusion activities.

Although we are location agnostic with advisors across Australia, including regional and rural areas, our head office is located in Canberra. This allows us to bring a diverse range of experiences along with the broader sharing of knowledge, skills and technology to best serve our clients and the Australian health sector. Our work also has global reach, with several projects completed with clients from around the world.





## Our RAP

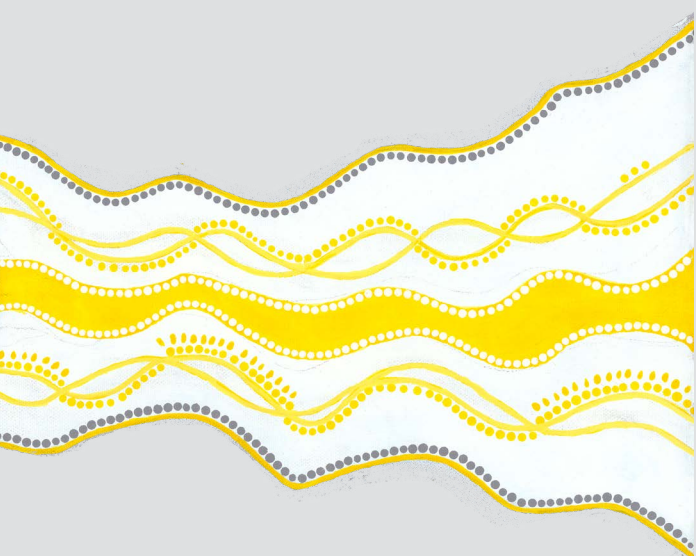
Evohealth acknowledges that we work on the traditional lands of many Aboriginal and Torres Strait Islander clans, tribes and nations. We commit to working in collaboration with Aboriginal and Torres Strait Islander communities and peoples to improve health, as well as emotional and social well-being outcomes in the spirit of partnership.

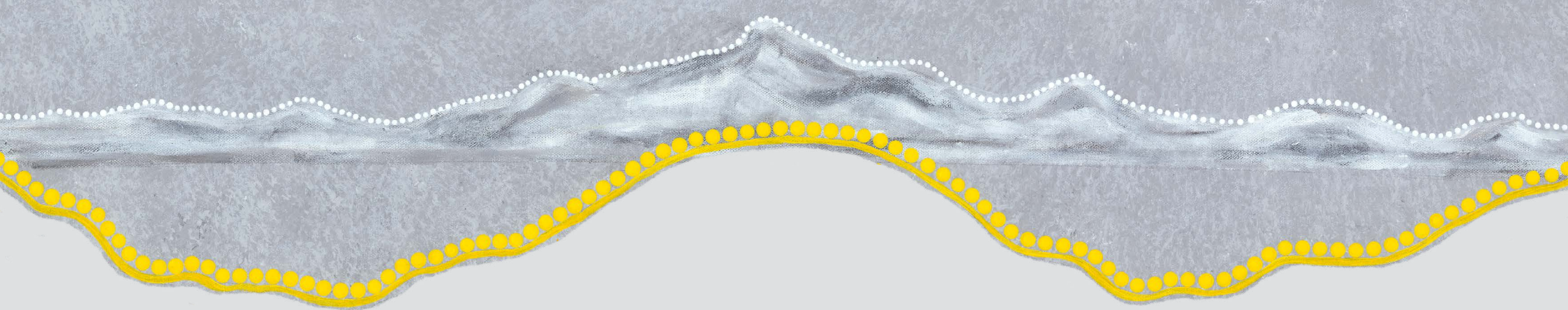
This RAP is an important first step in demonstrating our commitment to achieving a genuine and meaningful change in the way that the Evohealth community contributes to reconciliation. This RAP will provide strategic oversight and actions that will guide our journey to wholistically supporting reconciliation through the work we do and the way in which we operate.

We have a dedicated and passionate RAP Working-Group, led by the Evohealth Managing Director, that will oversee all the activities and milestones contained in this document. The Working-Group is committed to ensuring that this RAP is achievable, actionable and sustainable to support us in our

reconciliation journey. We will work closely with Reconciliation Australia to ensure that our RAP is fit-for-purpose and that we are accountable for the milestones we set.

We are a newly established business and are consequently in the early stages of our reconciliation journey. We are excited by the opportunity to formalise some of the practices we are already doing, as well as embark on additional activities to support reconciliation moving forward. It is our vision that this RAP will guide us to embed practices in the Evohealth culture that directly contribute to national reconciliation.





## Our partnerships/ current activities

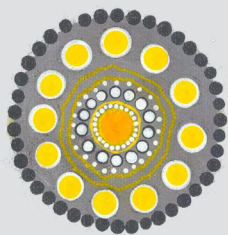
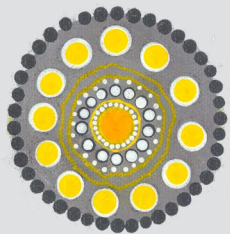
At Evohealth, we are passionate about Aboriginal and Torres Strait Islander affairs and in particular closing the gap when it comes to health outcomes for First Nations People.

We work closely with the Aboriginal Health sector to directly affect change and improve health outcomes for Aboriginal and Torres Strait Islander peoples and their communities. In 2019, we commenced pro-bono work with the National Aboriginal Community Controlled Health Organisation (NACCHO) to help improve access to medicines for Aboriginal and Torres Strait Islander peoples. Specifically, we provided NACCHO with strategic advice on listing medicines on the Pharmaceutical Benefits Scheme and the Health Technology Assessment process. Our work with NACCHO has increased the internal skills of the organisation which has led to improved access to medicines for Aboriginal and Torres Strait Islander communities. Specifically medicines for treatment of syphilis infection and post-cataract surgery inflammation were added to the Pharmaceutical Benefits Scheme (PBS), as a result of the support we provided NACCHO. We have also been vetted by the Department of Health to provide support services to Aboriginal and Torres Strait Islander aged care providers through the Services Development and Assistance Panel.

At Evohealth, we are committed to partnering with Aboriginal and Torres Strait Islander peoples and organisations to ensure we engage in culturally safe and appropriate practices in all the work we do. We have established relationships with two Aboriginal owned organisations who we engage whenever we are working with Aboriginal and Torres Strait Islander communities.

Yerra Consulting is important member of Evohealth's network. Yerra is a Nggunawal word meaning to fly or soar. Yerra is an Indigenous owned and managed Canberra-based consulting business. Yerra has a strong focus on encouraging Indigenous engagement in all our projects. Yerra is a Supply Nation registered company and commits a proportion of profits to Indigenous causes and are establishing ground-breaking training and employment programs for Indigenous peoples.

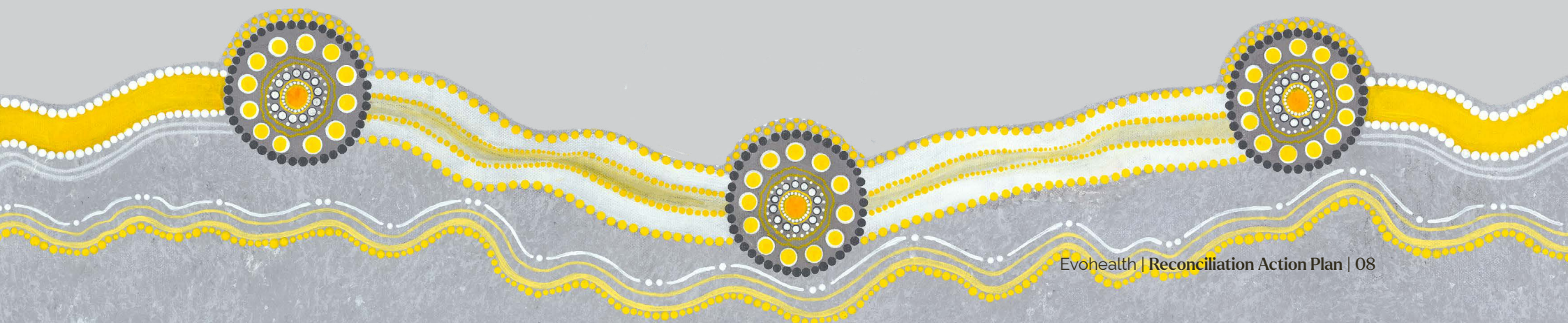
We have also established partnership with Ninti One which is an Indigenous research and training company, registered with Supply Nation. Since 2003, Ninti One has conducted culturally competent participatory research and evaluation by and with Aboriginal and Torres Strait Islander peoples.





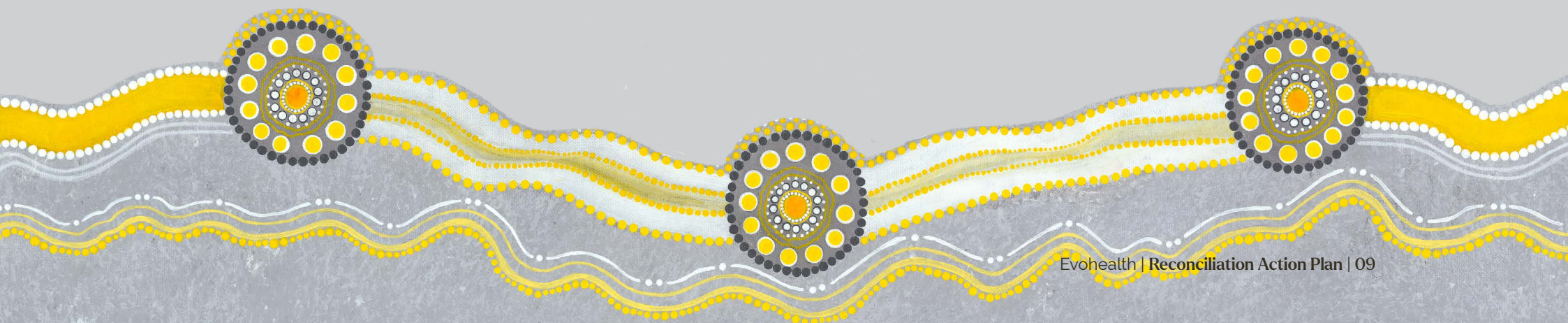
# Our Plan in Action Relationships

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	<p>July 2023</p> <p>August 2023</p>	<p>Managing Director</p> <p>New Business Coordinator</p>
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and external contractors.</li> <li>RAP Working Group members to participate in an external NRW event.</li> <li>Encourage and support staff and external contractors to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	<p>June 2024</p> <p>27 May- 3 June, 2024</p> <p>27 May- 3 June, 2024</p>	<p>Business Manager</p> <p>Managing Director</p> <p>Managing Director</p>
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	<p>June 2023</p> <p>July 2023</p> <p>August 2023</p>	<p>Managing Director</p> <p>New Business Coordinator</p> <p>New Business Coordinator</p>
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> <li>Conduct a review of Human Resource policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	<p>July 2023</p> <p>August 2023</p>	<p>Business Manager</p> <p>Business Manager</p>



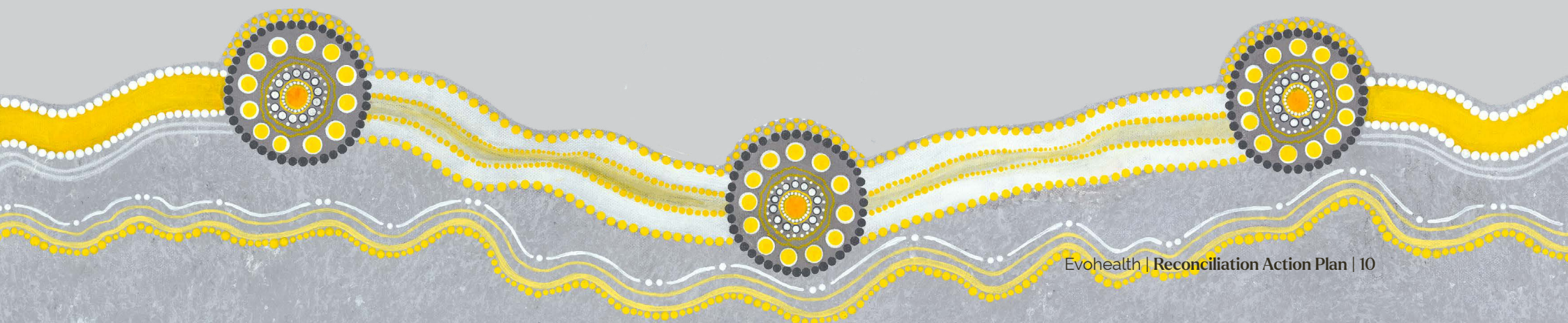
# Our Plan in Action Respect

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"> <li>• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> <li>• Conduct a review of cultural learning needs within our organisation.</li> </ul>	February 2024  October 2023	Managing Director  Business Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> <li>• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	September 2023  September 2023	New Business Coordinator  Managing Director
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> <li>• Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> <li>• RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	3 July- 10 July, 2023  3 July- 10 July, 2023  First week in July, 2023	Managing Director  Managing Director  Managing Director



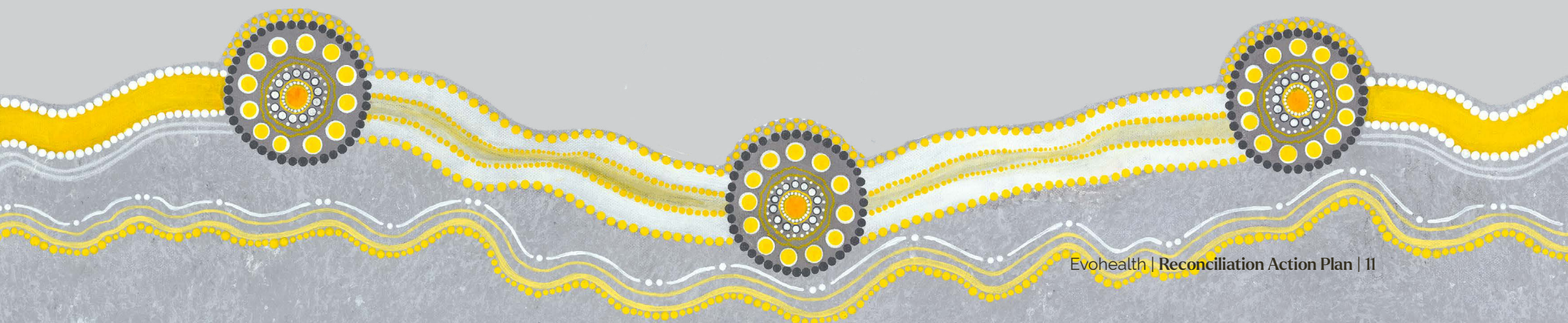
# Our Plan in Action Opportunities

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</p>	<ul style="list-style-type: none"> <li>• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> </ul>	<p>March 2024</p>	<p>Managing Director</p>
	<ul style="list-style-type: none"> <li>• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	<p>June 2023</p>	<p>Business Manager</p>
	<ul style="list-style-type: none"> <li>• Amend onboarding process to include an option for staff to identify as Aboriginal or Torres Strait Islander.</li> </ul>	<p>June 2023</p>	<p>Business Manager</p>
	<ul style="list-style-type: none"> <li>• Provide existing contractors and internal staff with the opportunity to identify as Aboriginal or Torres Strait Islander.</li> </ul>	<p>June 2023</p>	<p>Business Manager</p>
<p>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<ul style="list-style-type: none"> <li>• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	<p>March 2024</p>	<p>Managing Director</p>
	<ul style="list-style-type: none"> <li>• Investigate Supply Nation membership.</li> </ul>	<p>July 2023</p>	<p>Business Manager</p>



# Our Plan in Action Governance

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>• Maintain a RWG to govern implementation.</li> <li>• Review and update Terms of Reference for the RWG</li> <li>• Establish Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	<p>June 2023</p> <p>June 2023</p> <p>September 2023</p>	<p>Managing Director</p> <p>Business Manager</p> <p>Managing Director</p>
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>• Define resource needs for RAP implementation.</li> <li>• Engage senior leaders in the delivery of RAP commitments.</li> <li>• Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	<p>June 2023</p> <p>June 2023</p> <p>June 2023</p>	<p>Business Manager</p> <p>Managing Director</p> <p>Business Manager</p>
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.</li> <li>• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	<p>June 2023</p> <p>August 2023</p> <p>30 September 2023</p>	<p>Business Manager</p> <p>Business Manager</p> <p>Business Manager</p>
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>• Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.</li> </ul>	<p>January 2024</p>	<p>Business Manager</p>





## Contact details

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