




# Dietitians Australia Innovate Reconciliation Action Plan

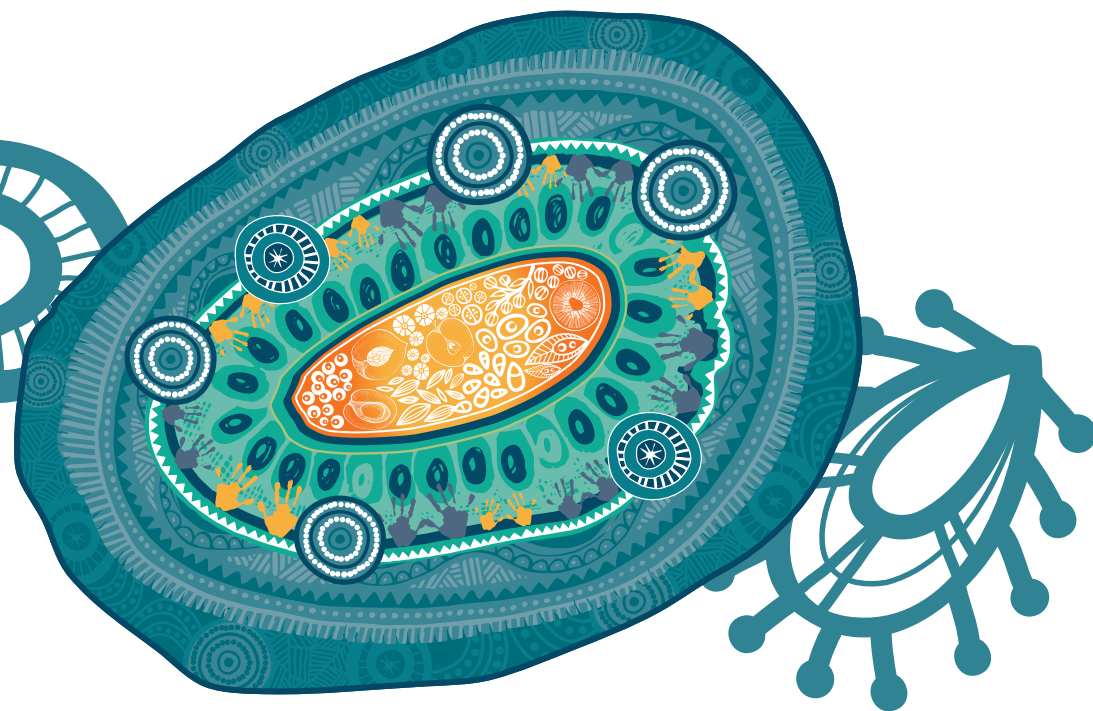
October 2025 – October 2027





**Dietitians Australia acknowledges  
all traditional custodians of the lands,  
waters and seas that we work and  
live on across Australia.**

**We pay our respects to Elders past,  
present and future and thank them  
for their continuing custodianship.**



## Our Reconciliation Action Plan (RAP) artwork

The design illustrates the reciprocal sharing and understanding of the importance of a healthy diet in maintaining overall good health.

The centrepiece of the design is a contemporary representation of a coolamon, which in some locations was used by Aboriginal people to carry water and food, and to soak medicinal plants. Depicted in this design are both traditional bushfoods and western fruit, which are symbols of healthy eating.

Throughout the outer design of the coolamon are contemporary design elements, which are representative of both the Aboriginal and Torres Strait Islander and non-Indigenous communities working together towards healthy pathways. Imperative to finding healthy pathways is the sharing of knowledge between cultures and generations to raise awareness of healthy eating.

The overall design depicts both Aboriginal and Torres Strait Islander culture through contemporary design elements and motifs.

Graphic artwork designed by: Leigh Harris, ingeous studios



**Dr Fiona Willer AdvAPD**  
President, Dietitians Australia

## **A message from our President**

Dietitians Australia is proud to be setting out before you our fourth combined Reconciliation Action Plan and our third Innovate RAP. It is a summary of our clear objectives for our organisation and profession to actively influence, advocate for, and co-create solutions that uphold deep reverence for reconciliation and advancing health equity in this country. Our next Reconciliation Action Plan edition is focused on leveraging our impact as the leading voice for nutrition and dietetic affairs in Australia to drive action towards building a society where Aboriginal and Torres Strait Islander Peoples have the same access to nourishing foods and equal nutritional health outcomes as the wider Australian community.

Achieving this vision demands a profession-wide commitment from dietitians, embracing and deepening their cultural awareness and responsiveness. The actions in this plan are practical and seek to continue to embed reconciliation into our everyday work as an organisation, and within our practice as Accredited Practising Dietitians. The plan calls on us to strengthen our collaborations with Aboriginal and Torres Strait Islander Peoples, communities, and organisations so that together we can deliver outcomes that are culturally safe, relevant, meaningful and lasting.



We deeply acknowledge our responsibility to advocate for equitable health outcomes with Aboriginal and Torres Strait Island Peoples. We are committed to using our influence to ensure that all communities have access to safe, affordable, and culturally appropriate food. Accredited Practising Dietitians play a critical role in advancing the nutritional health and wellbeing of Aboriginal and Torres Strait Islander Peoples through community-led programs, medical nutrition therapy, and cross-sector collaboration, and our work strives to continuously improve dietetic access in these communities.

This plan provides us with the direction to enable dietitians to strengthen their cultural capability, empower the profession to lead meaningful collaboration with Aboriginal and Torres Strait Islander Peoples, elevate nutrition reforms and solutions that improve access to nourishing food, and embed reconciliation into more far-reaching aspects of our work.

We're incredibly proud of the work we are doing to revitalise the National Competency Standards for Dietitians, to ensure cultural safety and responsiveness is widely reflected within them and embraced as part of everyday dietetic practice. We're humbled by the increasing engagement of dietitians taking active and influential roles in our Reconciliation Action Plan initiatives and projects. Dietitians Australia is proud to have a dedicated Reconciliation Action Plan Champion within our staff team, and we are deeply grateful to our Reconciliation Working Group for their leadership, governance, and guidance in shaping and guiding this plan.

Our RAP plays a vital role in building awareness of reconciliation, strengthening respect and cultural understanding, and fostering meaningful connections with Aboriginal and Torres Strait Islander Peoples, organisations and communities. It provides a framework to guide our initiatives, promote culturally safe and welcoming workplaces, and share knowledge with both our members and the wider community. Most importantly, it reflects our ongoing commitment to continuously learn, grow, and do better in advancing reconciliation.



**Karen Mundine**  
Chief Executive Officer,  
Reconciliation Australia

## A message from Reconciliation Australia's CEO

Reconciliation Australia commends Dietitians Australia on the formal endorsement of its third Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Dietitians Australia continues to be part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Dietitians Australia will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Dietitians Australia using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on *relationships, respect, and opportunities* gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Dietitians Australia to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Dietitians Australia will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Dietitians Australia's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Dietitians Australia on your third Innovate RAP and I look forward to following your ongoing reconciliation journey.



# Our vision for reconciliation



Our vision for reconciliation for an equitable society where Aboriginal and Torres Strait Islander peoples can enjoy the same access to nourishing foods and equal health outcomes as the wider Australian community. We envision an Australia that recognises, mourns and celebrates the shared history of the land now called Australia, where Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians' communities have equal rights and opportunities for thriving and healthy lives.

As the professional association for dietitians in Australia, our vision is for an inclusive and diverse dietetics workforce that is culturally rich and proud, with anti-racism, cultural safety and culturally responsive practice at the core of everything we do. It is a workforce that values and recognises Aboriginal and Torres Strait Islander peoples, cultures, heritages, foods and food practices as a proud part of our profession and practice.

We recognise our role in fostering and equipping our workforce, working in partnership with Aboriginal and Torres Strait Islander members, partners and stakeholders, and pursuing in social and political advocacy for determinants of health and health equity.



# Our commitment to reconciliation

We support, listen to and take guidance from Aboriginal and Torres Strait Islander members, staff and stakeholders.

We are committed to cultural learning and promoting a culture of reconciliation, cultural safety and culturally safe practice among our members and staff.

It is now more important than ever that we act on racism and work towards a more equal, respectful and just society.

We hope to empower other organisations to join our commitment to reconciliation, which we are implementing through our Reconciliation Action Plan (RAP) and Working Group (RAPWG).

Dietitians Australia and the RAPWG accept the invitation in the Uluru Statement from the Heart to walk with Aboriginal and Torres Strait Islander peoples to build a better future.

Further to this, Dietitians Australia stated its vision and commitment in 2023 with a full statement regarding the need for a First Nations Voice to be enshrined in the constitution. Read the Full Statement [Here](#)

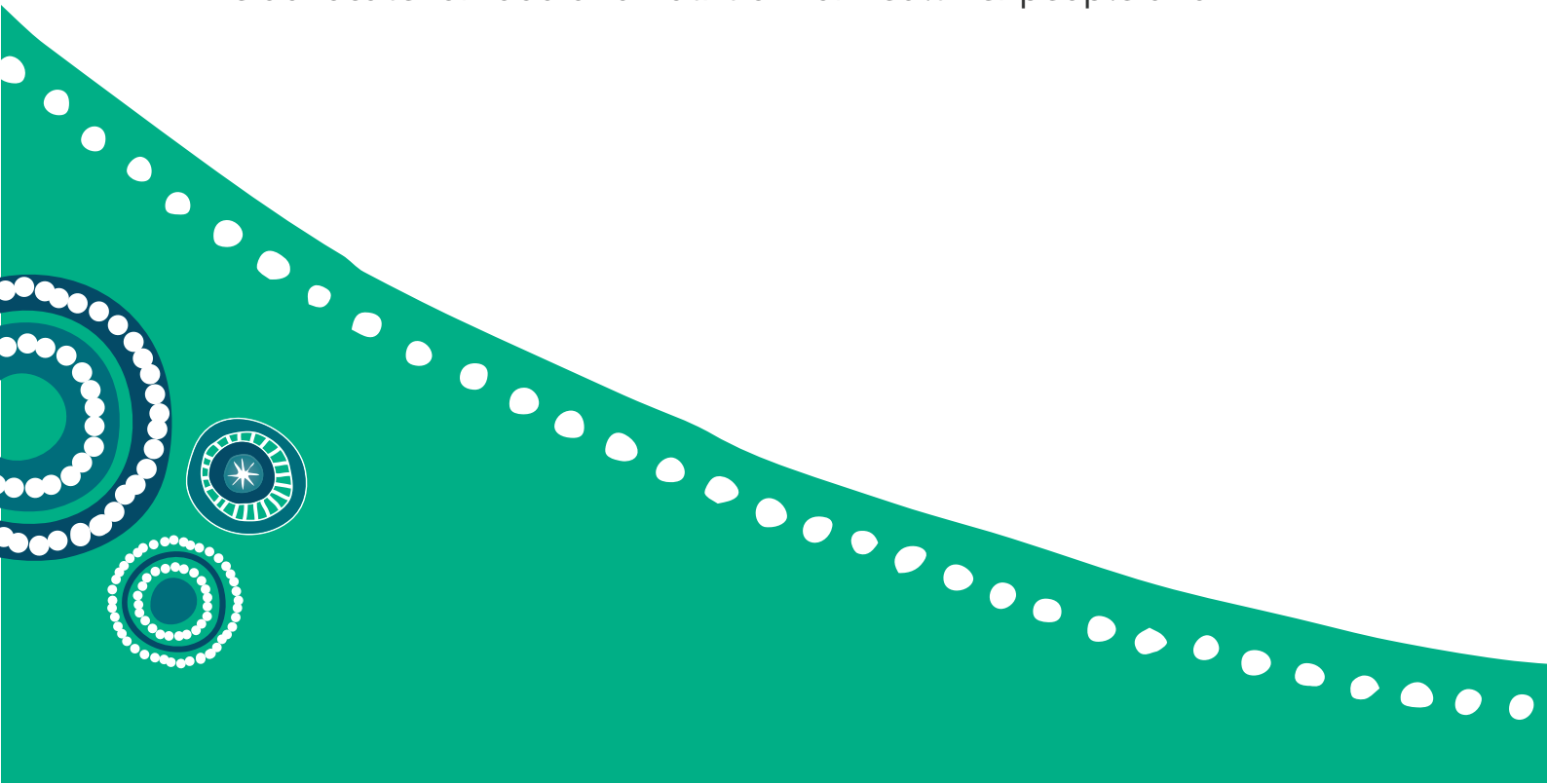


# Our business

Dietitians Australia is the national association of the dietetic profession with over 9,000 members, and branches in each state and territory. We have been a national organisation since 1976, starting as the Australian Association of Dietitians, changing to the Dietitians Association of Australia in 1983 and evolving to Dietitians Australia in 2020. Dietitians Australia has a national office located in Canberra (Ngunnawal Country).

Dietitians are university qualified nutrition experts and apply the science of food and nutrition to promote health and treat disease, using personalised nutrition advice and support. Our members work in a diverse range of workplace settings, including Aboriginal and Torres Strait Islander health services, private practice clinics, hospitals, community health centres, aged care homes, disability services, government health departments, universities, the corporate sector and food industry, to optimise the health and wellbeing of individuals, groups, communities and populations.

We are the leading voice in nutrition and dietetics in Australia. We advocate for food and nutrition for healthier people and



healthier communities, as well as provide strategic leadership in nutrition and food and advance the professional interests of our members. More than 9000 members make up our community, 57 of whom identify as Aboriginal.

**Our sphere of influence includes:**

- Dietitians Australia staff
- Dietitians Australia members
- Dietitians Australia Interest Groups and Branches
- General community and recipients of dietetic care
- Dietitian and Nutritionist Regulatory Council (DNRC)
- Other peak and professional bodies (for example, allied health, aged care, mental health, disability, Aboriginal and/or Torres Strait Islander, rural and remote peak bodies)
- Key decision and policy makers (including Australian Federal Government, Australian Government Department of Health, National Health and Medical Research Council, Food Standards Australia New Zealand and State and Territory Governments)



# Our Reconciliation Action Plan




Early scoping to begin our reconciliation journey began in late 2013, in response to the Board of Dietitians Australia requesting our Indigenous Nutrition Interest Group to assist in formalising our professional commitments to reconciliation. We formed a RAP Working Group (RAPWG) in 2015 and attended a briefing by Reconciliation Australia about the RAP process in 2015.

Staff and Board members also participated in a Cultural Awareness Workshop with Uncle Benny at the Burringiri Aboriginal and Torres Strait Islander Culture Centre in 2015, which was essential truth-telling and effective in establishing a shared understanding and commitment to reconciliation amongst staff and the Board.

Dietitians Australia's principal objectives were amended in May 2015 to include: "Recognise and support diversity in cultures and practice areas and foster collegiality, collaboration and reconciliation for First peoples of Australia".

Our first RAP (a Reflect RAP) was developed and launched at the Burringiri Aboriginal and Torres Strait Islander Culture Centre in February 2017. A Reflect RAP allows organisations to spend time scoping and developing relationships with Aboriginal and/or Torres Strait Islander stakeholders, to decide on the vision for reconciliation and explore the sphere of influence, before committing to specific actions or initiatives.





Following on from our Reflect RAP, we developed and launched our second RAP (an Innovate RAP). Our second RAP included deliverables to advance staff and member knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures. It helped us to cultivate that knowledge in the community. Our third RAP (another INNOVATE RAP) showcased our ongoing commitment to advance reconciliation. It highlighted our achievements and learnings, and our plans for action in the areas of relationships, respect, opportunities and governance.

From mid-2023 to the end of quarter 1 of 2024 Dietitians Australia had a period of significant and leadership transition including a CEO vacancy for an extensive period of time, which unfortunately disrupted the organisation's momentum for reconciliation. Some key learnings and challenges we have experienced through the RAP journey during this time included significant organisational change. The RAP Working Group enabled a level of continuity during this time and maintained where possible, focus on key reconciliation activity as described in the 2022-24 Innovate RAP. With the onboarding of a new Chief Executive Officer (CEO) during early 2024, Dietitians Australia enabled a renewed focus on the 2022-24 Innovate RAP.

The RAP responsibilities within the organisation were all transferred to the Executive office. The RAP Champion responsibilities within

Dietitians Australia (DA) was subsequently included fully within the executive office, however the responsibilities transfer for the RAP Champion at Dietitians Australia was not completed until August 2024. The prioritisation of reconciliation by the executive leadership of DA with a renewed focus will ensure that adequate coordination and accountability is in place on an ongoing basis. Critical coordination responsibilities were captured within the position description of the executive assistant to the CEO. This step enabled a stronger connection between the executive office, the RAP Working Group, the Board of Dietitians Australia and Dietitians Australia staff. It is unfortunate that this level of disruption significantly halted the reconciliation journey for Dietitians Australia.

During 2024, the RAP Working Group together with the DA RAP Champion and CEO collectively decided that reconciliation commitments as described in the 2022-24 RAP would need to be reviewed and integrated in a future Innovate RAP. Priority was given to activities underway and also to recruit for RAP Working Group members to establish full membership. In addition, during December 2024, the selection of the new Co-Chairs of the RAP Working Group were completed. The RAP Working Group consists of 10 members of whom 3 identify as Aboriginal and/or Torres Strait Islander people.

**The Dietitians Australia RAP Working Group has the following members:**

1. **Co-Chair:** Assistant Professor Louise Van Herwerden, Accredited Practising Dietitian (APD) – Assistant Professor, Community and Public Health Domain Lead, Bond University
2. **Co-Chair:** Natalie Richards, APD (Co-Chair) - Manager Diabetes and Endocrine, NSW Health
3. **Member:** Kerry Hornby, APD -Tasmanian Aboriginal Centre
4. **Member:** Emily Williams, APD - Lecturer, Nutrition and Dietetics, Griffith University
5. **Member:** Julia McCartan, APD - Senior Lecturer, Research Fellow, Monash University
6. **Member:** Amelia McKenzie (Student Member) - Student Bachelor of Nutrition and Dietetics, Flinders University

7. **Member::** Natalie Gray, APD – Key Account Manager NSW, Danone
8. **Member:** Kelly Stephenson, APD – Director Hunter Nutrition Specialists, Newcastle
9. **Member:** Kia King, APD – Clinical Dietitian, Royal Darwin Hospital
10. **Member:** Rachel Bacon, APD – Associate Professor Nutrition and Dietetics, University of Canberra



The CEO for Dietitians Australia is Magriet Raxworthy and represents the Dietitians Australia Executive. The Dietitians Australia RAP Champion is Alexandra White, Executive Assistant. Alexandra champions RAP internally at Dietitians Australia and serves as a coordinator between the RAP Working Group, the Dietitians Australia Executive Office and the Dietitians Australia staff. Both the CEO and Dietitians Australia RAP Champion attend all RAP Working Group meetings.

Since the launch of our first Innovate RAP, Dietitians Australia has strengthened its commitment to reconciliation, as demonstrated in previous summaries, however it is with the guidance of the RAP Working Group that Dietitians Australia is clear that it requires another Innovate cycle to progress further on its journey towards reconciliation. We also believe that some of the activities undertaken within the 2022-24 Innovate RAP may require further action to enable a full cycle of completion. It is therefore our



intention to enter a fourth RAP (as third Innovate RAP). During 2025, the Dietitians Australia Board will undertake strategic planning since it's 2022-25 Strategic Plan will come to conclusion. In consultation and collaboration with Dietitians Australia Board and the CEO, Dietitians Australia will ensure the new strategic plan has reconciliation embedded by having clear Reconciliation objectives with key metrics and deliverables at the forefront of the plan.

To enable the vital work of the Dietitian and Nutritionist Regulatory Council (DNRC) to build Culturally Safe and Responsive practice within the profession, Dietitians Australia will be drawing upon the expertise of Aboriginal and Torres Strait Islander consultants either from within its membership or via external Aboriginal and Torres Strait Islander expert agencies. This undertaking will be funded by Dietitians Australia in line with its budget allocation. Aboriginal and Torres Strait Islander Consultants or Consultancy Agencies will be engaged via a standardised Service Provider agreement that outlines all mutually agreed aspects with associated remuneration in line with accepted practice.

As part of our ongoing commitment to the Reconciliation journey, Dietitians Australia has already been acting on the following initiatives: Dietitians Australia staff promoted cultural dates of



significance to the membership including National Close the Gap Day, National Reconciliation Week and NAIDOC Week. This included 2 webinars delivered during NAIDOC week entitled “Native Foods in a Modern Context” and “Community led Advocacy to achieve Remote Food Security”. A third webinar, entitled “Improving Meal services in Aboriginal Hostels” was planned, however due to external factors beyond our control was postponed until March 2025.

During a review of its staff performance management processes in 2024, Dietitians Australia established a new Annual Performance Review process. This allowed for staff to commit to an annual activity reflected within its existing Innovate RAP or where a specific reconciliation commitment was required and prioritised.

Dietitians Australia also ensured that in its recruitment practices it enables the invitation for Aboriginal and Torres Strait Islander people to apply for identified positions.

Further to this, Dietitians Australia updated the template for all position descriptions within the organisation to ensure a renewed commitment to reconciliation is reflected for its staff.

To enable an improved Dietetic Skills Recognition program, Dietitians Australia engaged with a First Nations member to develop a set of case studies that would increase cultural safety of migrating dietitians. Dietitians Australia has also engaged a First Nations Member to develop a list of recommended readings and resources for our Dietetic Skills Recognition candidates to support us when updating their Australia Cultural Safety Quiz.

The Indigenous Allied Health Australia (IAHA) cultural training is mandatory for all Dietitians Australia employees and Board Directors. New employees and Board members are registered for this training as appropriate, in a timely manner. Human Resources (HR) also reports on the status of the training to the People, Culture and Performance Committee, as well as the Dietitians Australia Board.





# Relationships

Dietitians Australia has fostered and maintained consultative and collaborative relationships with Aboriginal and/or Torres Strait Islander people, businesses and organisations throughout its reconciliation journey. The strongest relationships are those with a shared mutual interest and specific agenda or outcome to work towards together. We look forward to deepening and strengthening our relationships and fostering new relationships over the course of this RAP. Dietitians Australia has been steadily building relational trust with Aboriginal and/or Torres Strait Islander members and stakeholders through ongoing commitment to advancing reconciliation.

The foundation of the newly refreshed Dietitians Australia values is that it will underpin its strategic work including reconciliation actions. The 5 new values, Lead with Purpose, Be Bold, Commitment to Excellence, Act with Integrity and Collaborate for Impact, describe how the Dietitians Australia Board, its employees and members are expected to conduct themselves. These values directly link with the Dietitians Australia Reconciliation journey as it strives towards an inclusive and diverse dietetics workforce that is culturally rich and proud, with anti-racism, cultural safety, and culturally responsive practice at its core.

Deliverable	Timeline	Responsibility
<b>1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>		
Develop and implement an updated engagement plan with guiding principles to work with Aboriginal and/or Torres Strait Islander stakeholders and organisations.	October 2025	RAP Champion (Executive Assistant)
Continue current relationship with Indigenous Allied Health Australia (IAHA) that includes utilisation of IAHA training programs for Dietitians Australia Board Directors and employees and sponsorship of the IAHA Ultimate Student Leadership Challenge (USLC) Scholarship.	June 2027	CEO
The Dietitian and Nutritionist Regulatory Council (DNRC) will review the Dietitians and Nutritionists Code of Conduct. The DNRC will engage Aboriginal and Torres Strait Islander consultants from within its membership or via external Aboriginal and Torres Strait Islander expert agencies to ensure Culturally Safe and Responsive practice is embedded in the Code of Conduct.	January 2026	Regulatory Services Manager
Engage Aboriginal and Torres Strait Islander Consultants or Consultancy Agencies via a standardised Service Provider agreement that outlines all mutually agreed aspects with associated remuneration in line with accepted practice.	March 2026	CEO
Meet with local Aboriginal and/or Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	June 2027	CEO
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>		
Continue to circulate Reconciliation Australia's NRW resources and reconciliation materials to DA staff and members as outlined in the RAP communication plan.	May 2026 & 2027	RAP Champion (Executive Assistant)
RAP Working Group members to participate in an external NRW event.	27 May-3 June, 2026 & 2027	RAPWG Co Chairs & RAP Champion (Executive Assistant)
Continue to encourage and support staff, senior leaders and Board members to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June 2026 & 2027	RAP Champion (Executive Assistant)



Deliverable	Timeline	Responsibility
Organise at least one NRW event each year.	27 May-3 June, 2026 & 2027	RAP Champion (Executive Assistant) Support: Marketing & Communications Manager
Continue to register all our NRW events on Reconciliation Australia's <a href="#">NRW website</a>	May 2026 & 2027	RAP Champion (Executive Assistant)

### 3. Promote reconciliation through our sphere of influence.

Develop and implement a staff and member engagement strategy to raise awareness of reconciliation across our workforce and member base.	Feb 2027	RAP Champion (Executive Assistant)
Review and implement an updated annual communications plan for our current Innovate RAP	October 2025	Marketing & Communications Manager
Investigate new and maintain existing strategic relationships with internal committees (e.g. Dietitians Australia Conference Committee, etc.) to support implementation and integration of reconciliation activities.	December 2025	RAP Champion (Executive Assistant)
Continue to engage with the Dietitian and Nutritionist Regulatory Council (DNRC) to support their strategic workplan that includes reconciliation commitment in their Terms of Reference.	March 2026	Regulatory Services Manager
Communicate our commitment to reconciliation publicly by launching the 2025-27 RAP (Third Innovate) via the Dietitians Australia Website, member communications channels (direct mail and Share Plate platform), via Dietitians Australia events and other appropriate forums including CEO catch up sessions (first of which is scheduled in early March 2025) and Quarterly Dietitians Australia Fellows Forums as per the Dietitians Australia communications plan.	November-December 2025	RAP Champion (Executive Assistant) & CEO
Ensure our Marketing and Communications plan includes a deliverable to communicate and disseminate material to members regarding reconciliation, anti-racism and anti-discrimination.	May 2026 & 2027	Marketing & Communications Manager
Review, maintain and update the Dietitians Australia online reconciliation hub for dietitian members, ensuring the resources and content remain relevant at this stage in our reconciliation journey.	October 2025 & 2026	Marketing & Communications Manager

Deliverable	Timeline	Responsibility
Explore opportunities to positively influence our members, staff, Board Members and Dietitians to drive reconciliation outcomes.	December 2025	RAP Champion (Executive Assistant)
Continue to collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	December 2027	RAP Champion (Executive Assistant)
<b>4. Promote positive race relations through anti-racism and anti-discrimination strategies.</b>		
Conduct a review of HR policies and procedures to identify existing anti-racism and anti-discrimination provisions, and future needs.	October 2025	HR Manager
Continue to support the upgrading of the current Code of Conduct for Dietitians to ensure it reflects cultural safety and responsiveness best practice including anti-racism and anti-discrimination. Dietitians Australia is committed to the implementation of this work undertaken by the Dietitian and Nutritionist Regulatory Council (DRNC) and will enable the roll out of the newly updated Code of Conduct as well as ongoing evaluation efforts by the DRNC.	February 2026 & 2027	Regulatory Services Manager
Strategically review Dietitians Australia Terms of Reference (ToR) for key committees / working groups to ensure no barriers to reconciliation exist and identify opportunities to strengthen ToRs to promote reconciliation, anti-racism and anti-discrimination	May 2026 & 2027	CEO
Develop, implement, and communicate an anti-discrimination and anti-racism policy for our organisation.	June 2026 & 2027	HR Manager
Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination and anti-racism policy.	June 2026 & 2027	HR Manager
Educate senior leaders and staff on the effects of racism, through an informative education session for the Dietitians Australia Leadership, preferably including an Aboriginal and Torres Strait Islander member who has accepted an invitation to speak about their experience/s.	October 2025	CEO





Deliverable	Timeline	Responsibility
<b>5. Build relationships and partnerships to support health advocacy in Aboriginal and/or Torres Strait Islander communities</b>		
Continue advocacy in partnership with Aboriginal and/or Torres Strait Islander organisations (such as Indigenous Allied Health Australia, the National Aboriginal Community Controlled Health Organisation, National Aboriginal and Torres Strait Islander Health Workers Association and the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives) through submissions on public health policy of relevance.	June 2027	Advocacy & Policy Manager
Continue advocacy for improved food security in Aboriginal and/or Torres Strait Islander rural and remote communities in collaboration with Aboriginal and/or Torres Strait Islander peoples and organisations, by liaising / engaging with local and federal politicians.	June 2027	Advocacy & Policy Manager
Continue to promote, advocate and support culturally centred, strengths-based approaches in Aboriginal and Torres Strait Islander health settings, services, materials etc.	June 2027	Advocacy & Policy Manager, Regulatory Services Manager & Media Manager









# Respect

Dietitians Australia is committed to continuing and growing our respect for Aboriginal and Torres Strait Islander peoples, cultures, knowledge, lands, waters, histories and rights. Dietitians Australia is committed to working towards equipping staff and members to engage in a culturally safe and responsive way with Aboriginal and/or Torres Strait Islander peoples as peers, colleagues, stakeholders, collaborators and clients.

As an example, the DA2024 conference included presentations of abstract submissions that pertained to Aboriginal and Torres Strait Islander people knowledge and experiences. These were reviewed by a First Nations reviewer as part of an updated submission protocol. Dietitians Australia envisages that this new submission protocol will continue to occur and be promoted at future events with a submission and review component to provide dietitians with opportunities to encounter and build their cultural awareness, sensitivity and capacity.

In this way, Dietitians Australia is committed to fostering the life-long journey of respectful relationships, truth telling, listening and responding to feedback and striving for Aboriginal and/or Torres Strait Islander peoples human rights to justice and health equity.

Objective 2 of our *2022 - 2025 Strategic Plan* explicitly outlines the commitment to continually develop cultural capabilities and culturally responsive practice, with an Aboriginal and Torres Strait Islander peoples and Communities focus. This is inclusive of the Dietitians Australia Board, all Dietitians Australia staff, members and their respective professional standards, which outline the expectations for the workforce to practice in culturally safe and responsive ways. In the next iteration of the Dietitians Australia Strategic Plan we expect that the below Respect key actions and deliverables will allow for these opportunities to be embraced.

Deliverable	Timeline	Responsibility
<b>6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>		
Continually review on an annual basis cultural learning needs among staff and members within our organisation. Dietitians Australia will continue its existing relationship with Indigenous Allied Health Australia (IAHA) to enable the training and learning needs of Dietitians Australia Board, its staff and contractors where relevant.	June 2026 June 2027	RAP Champion (Executive Assistant) Supported by CEO, Company Secretary & HR
Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy for board, staff and members.	October 2025	RAP Champion (Executive Assistant)
Develop, implement, and communicate a cultural learning strategy document for our staff and members.	Commence October 2025 Implemented by December 2027	RAP Champion (Executive Assistant) & HR Manager
Provide opportunities for RAP Working Group members and key leadership staff to participate in formal and structured cultural learning.	June 2026 June 2027	RAP Champion (Executive Assistant)
Identify and promote potential cultural capacity training opportunities appropriate for dietitians and promote to members.	October 2025	Education Centre Manager
<b>7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>		
Increase Dietitians Australia Board, Staff and Member's understanding of the purpose and significance behind cultural protocols, by continuing to include an Acknowledgement of Country and Welcome to Country protocols, as part of its standard operating procedure, highlighting that at the beginning of all important meetings an Acknowledgement of Country to be voiced.	June 2026 & 2027	RAP Champion (Executive Assistant)
Update, implement, communicate and maintain a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	October 2025	RAP Champion (Executive Assistant)





Deliverable	Timeline	Responsibility
Continue to invite Local Traditional Owners or Custodians to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	June 2027	RAP Champion (Executive Assistant)
Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	June 2026 & 2027	RAP Champion (Executive Assistant)
<b>8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>		
Dietitians Australia Board and staff members as well as RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2026 & 2027	RAP Champion (Executive Assistant)
Curate and maintain a suite of professional development opportunities for members during NAIDOC Week, focussing on Aboriginal and/or Torres Strait Islander peoples, and their achievements and perspectives or priorities in consideration of the themes of NAIDOC Week.	July 2026 & 2027	Education Centre Manager
All NAIDOC Week and NRW webinar recordings and resources (past and present) to be hosted in the Reconciliation Hub on the Dietitians Australia Members Portal.	First week in July 2026 & 2027	RAP Champion (Executive Assistant)
Continue to promote and encourage participation in external NAIDOC events to all staff.	July 2026 & 2027	RAP Champion (Executive Assistant)







# Opportunities

Opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities are important to Dietitians Australia and its core business activities because increasing employment, both within the health workforce and in general, is key to improving health equity.

As a membership-based professional organisation in the health sector we consider that there are opportunities across health workforce, within our membership activities and initiatives and within our staffing and leadership to utilise the strengths that Aboriginal and Torres Strait Islanders people bring to Dietitians Australia. In the section below we highlight key actions and deliverables that will allow for these opportunities to be embraced.

Each aspect offers unique avenues in which to support, engage and maintain an Aboriginal and Torres Strait Islander health workforce.

Objective 3 in Dietitians Australia *2022 - 2025 Strategic Plan* includes a commitment to diversity, equity and inclusivity in the profession. This commitment is inclusive of current and prospective Aboriginal and Torres Strait Islander people in the workforce. In our previous reconciliation plans preparation commenced to create a Workforce Development Plan which included engaging with Aboriginal and/or Torres Strait Islander organisations and stakeholders. Dietitians Australia is committed to further engage with Aboriginal and Torres Strait Islander companies and individuals, by securing preferred supplier relationships and increasing our Aboriginal and Torres Strait Islander workforce.

In the next iteration of the Dietitians Australia Strategic Plan (beyond 2025) we expect that the below Opportunities will allow for these to be embraced.

Deliverable	Timeline	Responsibility
<b>9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.</b>		
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2026	HR Manager
Engage with Aboriginal and Torres Strait Islander Interest Group to consult on our recruitment, retention and professional development strategy.	December 2026	HR Manager
Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	December 2026	HR Manager
Continue to sponsor the 'Future Leaders in Indigenous Allied Health Award' with the support of IAHA.	April 2026 & 2027	RAP Champion (Executive Assistant)
Continue to advertise all job vacancies especially identified positions to effectively reach Aboriginal and Torres Strait Islander stakeholders.	October 2025, April 2026 & June 2027	HR Manager
Encourage and support Aboriginal and/or Torres Strait Islander members to participate in strategic activities and take up leadership opportunities within Dietitians Australia	June 2027	RAP Champion, (Executive Assistant) HR Manager & CEO
Increase the percentage of Aboriginal and/or Torres Strait Islander staff employed in our workforce	June 2027	HR Manager
<b>10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>		
Develop and implement an Aboriginal and Torres Strait Islander procurement policy.	December 2025	Finance Manager
Investigate Supply Nation membership.	December 2025	RAP Champion (Executive Assistant)
Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	December 2025	Finance Manager
Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2026	Finance Manager
Continue to develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	December 2025	RAP Champion (Executive Assistant)
Review the best way to progress initiatives to improve the cultural appropriateness of service delivery, as part of responding to Aboriginal and/or Torres Strait Islander members advice, and in consultation with Aboriginal and/or Torres Strait Islander members.	October 2025	RAP Champion (Executive Assistant)



Deliverable	Timeline	Responsibility
<b>11. Advance opportunities for cultural responsiveness and increase cultural safety across our membership workforce</b>		
Continue to engage with the Dietitian and Nutritionist Regulatory Council (DNRC) regarding education and professional standards for cultural capability and cultural safety among our profession.	January 2026	Regulatory Services Manager
Support the DNRC in the implementation and evaluation of cultural responsiveness and cultural safety competency standards for dietitians in Australia.	January 2026	Regulatory Services Manager
Support the DNRC in the implementation and evaluation of the accreditation standards and processes for universities regarding aspects of cultural responsiveness.	June 2027	Regulatory Services Manager
Support the DNRC in the review, implementation and evaluation of the Code of Conduct for Dietitians regarding aspects of cultural responsiveness.	January 2026	Regulatory Services Manager
Commence scoping works for the development and implementation of a Community of Practice for dietitians working in and with Aboriginal and/or Torres Strait Islander communities.	October 2025 & 2026	CEO







# Governance

To execute our 2025 – 2027 Innovate RAP, both governance and accountability are vital. A dedicated RAP Working Group and support from senior leaders, staff and members are integral to the delivery of actions outlined in our 2025-2027 Innovate RAP.

Objective 2 in the Dietitians Australia *2022 - 2025 Strategic Plan* commits to advancing robust regulation processes within the Accredited Practising Dietitian (APD) support functions, forming a strong foundation for the governance of the dietetic profession as outlined by the Dietitian and Nutritionist Regulatory Council (DNRC).

In the next iteration of the Strategic Plan we expect that the below Governance actions and deliverables will allow for these opportunities to be embraced.



Deliverable	Timeline	Responsibility
<b>12. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.</b>		
Maintain a RAP Working Group and its activities and continue to include Aboriginal and Torres Strait Islander representation within the RAP Working Group.	February, May 2026 & 2027 & October 2025, 2026 & 2027	CEO
Review and continue to apply the Terms of Reference for the RAP Working Group, along with selection criteria for future RAP Working Group member expressions of interest.	May 2026 & 2027	RAP Champion (Executive Assistant)
Continue to meet at least four times per year to drive and monitor RAP implementation.	February, May 2026 & 2027 August & October 2025, 2026 & 2027	RAP Champion (Executive Assistant)
<b>13. Provide appropriate support for effective implementation of RAP commitments.</b>		
During each budget cycle Dietitians Australia will review and monitor resource needs for RAP implementation throughout the Innovate cycle. If resource needs change, implement effective strategies to fulfill the needs.	May 2026 & May 2027	RAP Champion (Executive Assistant)
Continue to engage Dietitians Australia senior leaders and other staff in the delivery of RAP commitments.	June 2026 & June 2027	RAP Champion (Executive Assistant)
Maintain appropriate systems and processes to track, measure and report on RAP commitments.	June 2026 & 2027	RAP Champion (Executive Assistant)
Maintain an internal RAP Champion from executive office and assess value of appointing multiple RAP Champions across the organisation to support the work of the RAP internally.	June 2027	RAP Champion (Executive Assistant)
Maintain Dietitians Australia member/s as RAP Working Group Chairs, to work closely with the RAP Champion and senior management at Dietitians Australia, and to lead the RAP Working Group.	June 2027	RAP Champion (Executive Assistant)



Deliverable	Timeline	Responsibility
<b>14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>		
Contact Reconciliation Australia to ensure we do not miss out on important RAP correspondence and that staff contact details remain up to date.	June annually	RAP Champion (Executive Assistant)
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	August annually	RAP Champion (Executive Assistant)
Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September annually	RAP Champion (Executive Assistant)
Report RAP progress to all staff and senior leaders quarterly via RAP updates provided at the monthly staff meetings and RAP Board Papers, prepared for Board Meetings quarterly.	December 2025, March, June, September, December 2026, March, June September 2027	RAP Champion (Executive Assistant)
Review Key Performance Indicators in relation to advancement of reconciliation for CEO and senior leadership to ensure they remain relevant to current RAP commitments	December 2025, 2026,	Dietitians Australia Board
Publicly report RAP achievements, challenges and learnings, annually, via the Annual Report.	December 2025 December 2026	RAP Champion (Executive Assistant) RAP Working Group Chairs
Participate in Reconciliation Australia's biennial Workplace RAP Barometer	April 2026	RAP Working Group & RAP Champion (Executive Assistant)
Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	October 2027	RAP Champion (Executive Assistant)
<b>15. Continue our reconciliation journey by developing our next RAP.</b>		
Register via Reconciliation Australia's website to begin developing our next RAP.	April 2027	RAP Champion (Executive Assistant)



Dietitians  
Australia

# Dietitians Australia

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### Contact us

If you have questions about our  
Reconciliation Action Plan, contact:

#### **Alexandra White**

Executive Assistant and RAP Champion  
Dietitians Australia

☎ 02 6189 1221

✉ [execoffice@dietitiansaustralia.org.au](mailto:execoffice@dietitiansaustralia.org.au)

🌐 [www.dietitiansaustralia.org.au](http://www.dietitiansaustralia.org.au)

