



COLLABORATION AGREEMENT

2019 – 2021



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Collaboration Agreement between the Australian Indigenous Doctors' Association (AIDA) and Medical Deans Australia New Zealand Inc (Medical Deans)

January 2019 to December 2021

Overview of Parties

AIDA

The Australian Indigenous Doctors' Association (AIDA) is a not-for-profit professional association supporting Aboriginal and Torres Strait Islander medical students and doctors. AIDA contributes to equitable health and life outcomes, and the cultural wellbeing of Aboriginal and Torres Strait Islander Peoples, by supporting an increase in the number of Indigenous doctors and informing and supporting a more culturally safe health care system. AIDA is an active partner in the National Health Leadership Forum and engages with a range of stakeholders across the medical continuum, including through collaboration agreements. AIDA supports its members through mentoring, advocacy, representation, collegiate support and professional networking opportunities.

For more information visit www.aida.org.au

Medical Deans

The Medical Deans of Australia and New Zealand Inc. (Medical Deans) is the peak national and cross-Tasman professional body representing professional entry-level medical education, training and research in Australia and New Zealand. Medical Deans aims to promote improvements in Indigenous Health through education and workforce development. In partnership with key external partners including AIDA, Medical Deans plays a unique role in supporting the growing numbers of Aboriginal and Torres Strait Islander medical practitioners, as well as promoting and disseminating examples of best practice in Aboriginal and Torres Strait Islander health education.

For more information visit www.medicaldeans.org.au

Principles

AIDA and Medical Deans are committed to ensuring that all doctors working in Australia possess the knowledge, attributes and skills to work competently with Aboriginal and Torres Strait Islander Peoples to contribute to reducing the current gap in health outcomes and life expectancy between Indigenous and non-Indigenous Australians.

Increasing the Indigenous medical workforce, by working to recruit, support, retain and graduate Indigenous medical students, contributes to reducing the gap in health outcomes. It is also essential to help ensure that medical students and doctors understand the social, cultural and political context of Indigenous Peoples' lived experiences, as well as practice with cultural safety when working with and treating Aboriginal and Torres Strait Islander Peoples.

The fifth Collaboration Agreement between AIDA and the Medical Deans builds on the successes of the previous Collaboration Agreements and reaffirms the strong and sustained commitment of both organisations to partnership under the following principles:

- acknowledgement of the sovereignty of Aboriginal and Torres Strait Islander Peoples and their self-determination, ongoing relationship with land and cultural continuity;
- mutual regard and respect;
- inclusive consultation and decision-making processes;
- valuing each other's knowledge and contributions; and
- cultural safety for all peoples in all spheres, with an understanding of the issues for Aboriginal and Torres Strait Islander Peoples.

History of Collaboration

The inaugural collaboration agreement was signed in October 2005 between AIDA and the Committee of Deans of Australian Medical Schools (CDAMS, now known as the Medical Deans). The continuing partnership and successes between AIDA and the Medical Deans have been widely recognised within Australia and abroad.

AIDA and the Medical Deans have also jointly influenced broader structural reform as well as policy and program agendas at the national level in both health and education. Examples of successful outcomes of this partnership include the following:

- Undertaking a national review of the implementation of Medical Deans (formerly CDAMS) Indigenous Health Curriculum Framework and AIDA's Healthy Futures Indigenous student recruitment and retention strategies.
- Incorporating an Indigenous Knowledge Initiative (IKI) for Deans of Medicine as part of the Medical Deans' Annual Conference every two years.
- Supporting the Leaders in Indigenous Medical Education (LIME) Network.
- Establishing co-chairing arrangements of Indigenous and non-Indigenous members of committees and working groups of joint projects, including between AIDA and the LIME Network.

Program of Collaboration for Aboriginal and Torres Strait Islander Health Equality (2019-2021)

It is intended that the work undertaken under this Collaboration Agreement will contribute to closing the gap in health outcomes between Indigenous and non-Indigenous Australians.

Objectives

The objectives of this Collaboration Agreement are to:

- support a growing Aboriginal and Torres Strait Islander medical workforce;
- provide leadership within the medical community on priority health matters identified by Aboriginal and Torres Strait Islander Peoples;
- drive Aboriginal and Torres Strait Islander health initiatives across the medical education continuum and support initiatives across other health disciplines;
- share knowledge routinely and through specific identified initiatives; and
- work toward the above objectives within a realistic resource framework of both parties.



Outputs

The outputs of this Collaboration Agreement are to:

- promote medical education that contributes to achieving Aboriginal and Torres Strait Islander health equality
- increase support for and graduation rates of Aboriginal and Torres Strait Islander medical students; and
- encourage data and knowledge-sharing to assist in developing effective workforce and educational policy.

Specific priority outputs over the next three years are:

Supporting medical schools to increase the recruitment, support, retention and graduation of Aboriginal and Torres Strait Islander medical students, including the support of student attendance at the annual AIDA Conference
Maintaining and extending partnerships with peak bodies in medical education and training
Supporting ongoing quality improvement of Aboriginal and Torres Strait Islander medical education at the local medical school level, with reference to the recommendations from the <i>AIDA-Medical Deans National Medical Education Review (2012)</i>
Providing leadership within the medical community on Aboriginal and Torres Strait Islander health and education
In partnership with key stakeholders advocating for the vertical integration of Indigenous health content, including offering lessons learned to other health disciplines
Supporting the implementation of appropriate ongoing assessment of Indigenous health content across the medical degrees offered by each medical school
Promotion of culturally safe medical education and training institutions
Conducting Indigenous Knowledge Initiatives biennially (preferably alongside Medical Deans annual conference)
Providing leadership in the LIME Network (including supporting the biennial LIME Connection)
Pursue inclusion of Indigenous assessors for Assessment and Accreditation of Medical Schools

In implementing the Program of Collaboration for Aboriginal and Torres Strait Islander Health Equality (2019-2021) AIDA and Medical Deans will consult with each other on the development of relevant joint policy papers, media statements, presentations, funding submissions, and as appropriate, the holding of joint meetings.

Evaluation and Review

Success of this Collaboration Agreement will be measured against the following:

Increased numbers of Aboriginal and Torres Strait Islander medical student enrolments and graduations
Increased Aboriginal and Torres Strait Islander health content across medical student learning outcomes
Improved vertical integration of appropriate Aboriginal and Torres Strait Islander content across the medical education and training continuum
Reported assessment of Indigenous health content across the medical degrees offered by each Medical School to AMC
Reported activities and outcomes that demonstrate support of the objectives of this Agreement in Medical Schools' Accreditation reports



AIDA and Medical Deans will undertake a joint review of the outcomes of the Collaboration Agreement in June 2020 and at completion in December 2021, which will be presented to and endorsed by the governing bodies of both AIDA and Medical Deans.

AIDA and the Medical Deans will include an appropriate session at their respective conferences for reporting back to membership about the progress of this Agreement.

Operational

This Collaboration Agreement does not specifically bind AIDA or Medical Deans to act in any prescribed manner (including financial commitments) on any matter.

Guidance and accountability for this Collaboration Agreement will be provided through the executive committees of each organisation.

The Presidents of AIDA and Medical Deans will meet once every six months. The CEOs of AIDA and Medical Deans will meet at least once every six months.

Consideration will be given to an invitation to the President of AIDA to deliver a presentation at the annual Medical Deans Conference and the President of Medical Deans to deliver a presentation at the annual AIDA Conference. Where possible, joint presentations may be delivered in other relevant forums and networks, including the LIME Network biennial Connection.

Associate Professor Shannon Springer

A handwritten signature in black ink, appearing to read 'Shannon Springer', written over a faint dotted line.

Vice President
Australian Indigenous Doctors' Association

Professor Ian Symonds

A handwritten signature in black ink, appearing to read 'Ian Symonds', written over a faint dotted line.

President
Medical Deans Australia and New Zealand Inc.

21 November, 2019