



Australian Indigenous Doctors Association (AIDA)
&
Medical Deans Australia and New Zealand (Medical Deans)

COLLABORATION AGREEMENT

2023 - 2026



COLLABORATION AGREEMENT

Australian Indigenous Doctors Association (AIDA) &
Medical Deans Australia and New Zealand (Medical Deans)

2023 to 2026

Overview of Parties

AIDA

The Australian Indigenous Doctors' Association is a not-for-profit, member-based, 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 working towards population parity of Indigenous medical students and doctors, and supporting a culturally safe healthcare system.

AIDA engages with a range of stakeholders across the medical continuum, including through collaboration agreements. It supports its members through mentoring, advocacy, representation, collegiate support and networking opportunities.

For more information visit www.aida.org.au

Medical Deans

Medical Deans Australia and New Zealand Inc is the peak body representing professional entry-level medical education, training and research in Australia and New Zealand. Its members are the 24 medical schools across the two countries, whose focus is on developing and supporting the medical graduate workforce needed by our communities.

In collaboration with key external partners, including AIDA, Medical Deans plays a unique role in supporting the growing number of Aboriginal and Torres Strait Islander medical practitioners, as well as developing, using, and promoting examples of best practice in students' learning of Aboriginal and Torres Strait Islander health and culturally safe care.

For more information visit www.medicaldeans.org.au

Statement of Intent

AIDA and Medical Deans have had a longstanding partnership that has successfully influenced policy and programs in health and medical education. AIDA and Medical Deans continue their commitment to contributing to equitable health outcomes for Aboriginal and Torres Strait Islander peoples through medical education and medical workforce development. They recognise that working to recruit, support and graduate Aboriginal and Torres Strait Islander medical students contributes to reducing the gap in health outcomes and life expectancy between Indigenous and non-Indigenous Australians.

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. This includes understanding the social, cultural and political context of Aboriginal and Torres Strait Islander peoples' lived experiences.

The sixth Collaboration Agreement between AIDA and Medical Deans builds on the successes of 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.
- Cultural safety for all peoples in all spheres, with an understanding of the issues for Aboriginal and Torres Strait Islander peoples.
- A commitment to healthcare and education systems free from racism.

Scope of Collaboration (2023-2026)

Duration

This Collaboration Agreement will come into effect from the date of signing by both Parties, for a period of three years.

Objectives

AIDA and Medical Deans will lead, through this collaboration, to support:

- The priorities in AIDA's [Strategic Plan 2021-2024](#)
- The priorities in Medical Deans' [Indigenous Health Strategy 2021-2025](#) (developed with advice from AIDA and other members of Medical Deans' Indigenous Advisory Group)

The key objectives of the collaboration are to:

- Grow the Aboriginal and Torres Strait Islander medical and academic workforce.
- Support best practice in medical education on Aboriginal and Torres Strait Islander health and culturally safe care.
- Support cultural safety in medical education and the healthcare system.
- Promote medical education and workforce policy that contributes to health and social equity for Aboriginal and Torres Strait Islander peoples.

Strategies

The strategies supporting the scope of this Agreement are:

- Collaboration:
 - Regular contact between the leadership of the two organisations.
 - Development and implementation of an agreed program of work.
- Leadership and Advocacy:
 - Influence increased enrolments of Aboriginal and Torres Strait Islander students in medical programs suited to their individual needs.

- Influence medical schools lead strategies, programs and a culture that effectively supports Aboriginal and Torres Strait Islander students to progress through to graduation and into the health workforce.
- Leverage influence by jointly working and advocating in support of growing the Aboriginal and Torres Strait Islander medical workforce.
- Evidence: Share knowledge and data to enhance medical education and workforce policy
- Action: Develop and implement an agreed program of work that supports the objectives.

Evaluation and Review

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

- i. Increase in number of Aboriginal and Torres Strait Islander medical student enrolments and graduations.
- ii. Joint advocacy and collaboration that influences policy, initiatives and funding for the benefit of Aboriginal and Torres Strait Islander medical students and workforce.
- iii. Engagement with and influence of medical schools' recruitment and admissions processes for Aboriginal and Torres Strait Islander students.
- iv. Improvements against the co-designed 2022 survey of medical programs' Aboriginal and Torres Strait Islander initiatives.

Operational

The Parties acknowledge that this Collaboration Agreement does not create legal obligation between Parties and does not authorise either Party to act as the representative or agent of the other Party. This Collaboration Agreement does not specifically bind either Party 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.

Confidentiality & Intellectual Property

The Parties shall not disclose or distribute any confidential information, documents, data received or supplied to the other during the implementation of this Collaborative Agreement to any third party, unless otherwise authorised in writing to do so by the disclosing Party. The Parties further agree to recognise each other's intellectual property rights in relation to the performance of the responsibilities of each Party under this Agreement.



Simone Raye

President
Australian Indigenous Doctors' Association



Richard Murray

President
Medical Deans Australia and New Zealand

14 June 2023