

HACC PYP Diversity Planning and Review Template 2019-2020

Number of objectives should be reflective of the size of HACC-PYP program (minimum 1 objective, maximum of 2)

Diversity Planning Section					Diversity Review Section					
Priority Focus Area Select from the drop down box the diversity characteristic the action is primarily targeted towards	Objective to deliver against the outcome identified Objective that describes the change/outcome you want to achieve. Please use 'SMART' objectives in these columns Specific, Measurable, Achievable, Realistic, and Timely	What are the actions/strategies for achieving the objective Please list one action/strategy per line (Describe the steps you will take to achieve your objective)	How will you measure the success of this action/strategy? (What will tell you this action/strategy has been successful?)	Time frame in months Short (< 3) Medium (4-6) Long (7+)	Who is responsible for this action? Include the name of the person or position within organisation Consider & list any partnerships/collaborations where relevant	Review Date Date action reviewed or list of dates action/strategy is reviewed	Was your action completed/objective achieved? Yes/No/Partial	Key Achievements & Progress Consider the impact on the consumer - did the action/strategy achieve the desired change? If not yet achieved please describe progress made to achieve objective(s) and future actions to be undertaken	Key Enablers (List where relevant)	Key Barriers (List where relevant)
people who identify as Aboriginal and Torres Strait Islander backgrounds	Aboriginal and Torres Strait Islander people feel safe, welcome and respected when receiving HACC PYP services at EWHs	Ongoing Cultural Awareness Training opportunities and educational resources are provided to staff to enhance their capacity to provide inclusive and respectful services	Number of staff who have completed Cultural Awareness training. Monthly Diversity newsletters developed to share Aboriginal and Torres Strait Islander specific resources with staff. Staff evaluation of training initiatives show they have increased confidence in working with Aboriginal and Torres Strait Islander younger people. Improved identification of Aboriginal and Torres Strait Islander HACC PYP consumers to assist with the identification of potential risk factors for individuals - promoting active participation in their health and well being. Feedback from our Aboriginal and Torres Strait Islander community that they feel safe and respected - consumer surveys; VHES for Community Health results; and Comments, Complaints and Suggestions received from HACC PYP consumers. Attendance at Aboriginal Health meetings and conferences: number of staff and number of meetings attended.	7+ months	Lorraine Donaldson Community Development Worker Service Coordination. Consumer Partnerships Committee. Partnerships and Collaborations with: Australian Indigenous HealthInfoNet; Dja Dja Wurrung Aboriginal Clan; Budja Budja Aboriginal Cooperative; Barengi Gadjin Land Council; Gramplains Pyrenees Primary Care Partnership; Gramplains and Loddon Mallee Aboriginal Development Workers; Reconciliation Australia; NACCHO; Bendigo and District Aboriginal Cooperative (BDAC); Southern Mallee Primary Care Partnership.					
people who identify as Aboriginal and Torres Strait Islander backgrounds	Aboriginal and Torres Strait Islander people feel safe, welcome and respected when receiving HACC PYP services at EWHs	All HACC PYP consumers are asked the Aboriginal and Torres Strait Islander background question in a sensitive, respectful and inclusive manner	Staff evaluation of training initiatives show they have increased confidence in asking the indigenous question and working with Aboriginal and Torres Strait Islander people. Evidence that staff are asking the indigenous question in a sensitive and culturally respectful manner. Improved identification of Aboriginal and Torres Strait Islander HACC PYP consumers to assist with the identification of potential risk factors for individuals - promoting active participation in their health and well being. Improvements in Data Collection-increase in the % of HACC PYP consumers who identify as Aboriginal and/or Torres Strait Islander. Feedback from our Aboriginal and Torres Strait Islander community that they feel safe and respected - consumer surveys and comments, complaints and suggestions received.	7+ months	Lorraine Donaldson Community Development Worker Service Coordination. EWHs Consumer Partnerships Committee. Partnerships and Collaborations with: Australian Indigenous HealthInfoNet; Dja Dja Wurrung Aboriginal Clan; Budja Budja Aboriginal Cooperative; Barengi Gadjin Land Council; Gramplains Pyrenees Primary Care Partnership; Gramplains and Loddon Mallee Aboriginal Development Workers; Reconciliation Australia; NACCHO; Bendigo and District Aboriginal Cooperative (BDAC); Gramplains Pyrenees & South Mallee Primary Care Partnerships.					
people who live in isolated and remote areas	Creating an inclusive HACC PYP service for LGBTIQ consumers	Use the 'Creating GLBTI Inclusive Home and Community Care Services The HACC Pack' Manual to complete the GLHV LGBTI-inclusive practice audit tool on an annual basis to develop a LGBTIQ action plan.	Annual LGBTIQ action plan developed - including identification of areas for improvement- Gap analysis. Research completed to source suitable staff training options - Inclusive Practice for younger LGBTIQ people. Number of staff who attended training. Development of Diversity newsletter articles focused on young LGBTIQ people to increase staff awareness and sharing educational resources with staff to improve their knowledge of the issues faced by young LGBTIQ people. Visual signs of inclusive practice such as welcoming signs and symbols, brochures and information specific to younger LGBTIQ people. development of LGBTIQ diversity statement displayed in information booklets and on EWHs website. Staff who have completed LGBTIQ training provided with a rainbow badge to display a visual sign of LGBTIQ awareness and acceptance. Review of existing Central Intake Registration and Initial Needs Identification forms to be more inclusive; change in language to partner, add cultural questions.	7+ months	Lorraine Donaldson Community Development Worker Service Coordination. EWHs Consumer Partnerships Committee; Partnerships and Collaborations with North Central LGBTIQ Network; Rural Rainbows, Gramplains Pyrenees Regional LGBTIQ Network; Loddon Mallee Unpacking the Rainbow Tick netWORKing network; Transgender Victoria; Minus18; Headspace; Thorne Harbour Country; Switchboard; Rainbow Health (formerly known as GLHV); Victorian Government LGBTIQ Inclusive Practice Guide; Western Highway and Loddon Mallee LGBTIQ Communities of Practice; Wimmera Pride; Department of Premier and Cabinet; NICHE; Gramplains Pyrenees and Southern Mallee Primary Care Partnerships.					
people who live in isolated and remote areas	Creating an inclusive HACC PYP service for LGBTIQ consumers	Continued involvement with the North Central LGBTIQ Network and Rural Rainbows to support the local LGBTIQ community and to build safe, respectful and inclusive communities throughout the North Central and Gramplains region.	Participation in the North Central LGBTIQ Network and Rural Rainbows. Meetings - number of monthly/bimonthly meetings attended/number of EWHs staff. Service Coordinator appointed as Treasurer and Acting President of the Network-ongoing involvement. Development and implementation of LGBTIQ Strategic Action plan as per Community Grant received from Victorian Government LGBTIQ Community Grant-Organisational Development. Participation in the Gramplains Pyrenees Regional LGBTIQ Network. Number of meetings attended. Participation in the Unpacking the Rainbow Tick netWORKing group. Number of meetings attended. Participation in Western Highway and Loddon Mallee LGBTIQ Communities of Practice. Number of Communities of Practice events attended.	7+ months	Lorraine Donaldson Community Development Worker Service Coordination; EWHs Consumer Partnerships Committee. Partnerships and Collaborations with North Central LGBTIQ Network; Rural Rainbows, Gramplains Pyrenees Regional LGBTIQ Network; Loddon Mallee Unpacking the Rainbow Tick netWORKing network; Transgender Victoria; Minus18; Headspace; Thorne Harbour Country; Switchboard; Rainbow Health (formerly known as GLHV); Victorian Government LGBTIQ Inclusive Practice Guide; Western Highway and Loddon Mallee LGBTIQ Communities of Practice; Wimmera Pride; Victorian Department of Premier and Cabinet; NICHE.					