



# STRATEGIC PLAN 2021-2024



# FOREWORD

**Indigenous Allied Health Australia Ltd. (IAHA) is a national not-for-profit, member based, Aboriginal and Torres Strait Islander allied health organisation leading workforce development and support, in health and related sectors, to improve the health and wellbeing of Aboriginal and Torres Strait Islander peoples.**

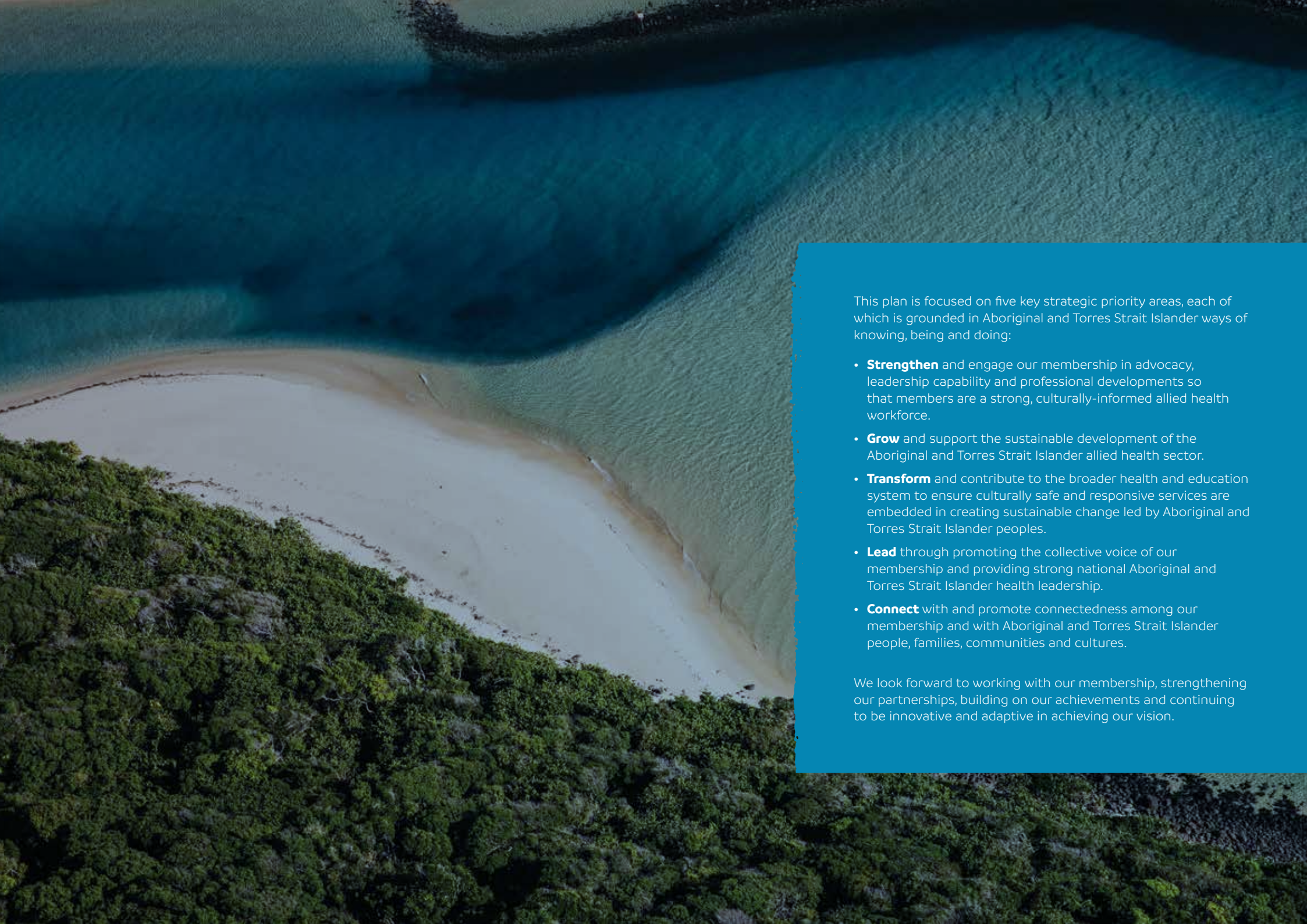
As we enter this new strategic plan, the global COVID-19 Pandemic continues to have sweeping impacts across our membership and extended communities. Whilst the pandemic has dramatically shaped and challenged life as we know it, it has also proven that large-scale systems transformation is possible. We welcome the self determination of our national and state/territory peak bodies, through the Coalition of Peaks and communities over the past three years that has led a real shift toward policies and frameworks which recognise the needs, priorities and aspirations of our families and communities. IAHA members have been actively engaged in this transformation placing culture at the centre of good health and social and emotional wellbeing from a holistic perspective of Aboriginal and Torres Strait Islander ways of working. IAHA has responded to members needs as quickly as possible and continues to develop innovative activities and opportunities to support our members and their development needs including building on the business functions of IAHA over the past three years.

IAHA firmly believe in the strength and significance of Aboriginal and Torres Strait Islander cultures and knowledge

systems. Our ways of knowing, being and doing remain at the centre of everything we do and hold immense value and worth to the health and wellbeing of our communities. We have the right to determine our own health agenda and create sustainable change to the systems that impact our lives. IAHA stands firm on eliminating the pervasive racism and discrimination Aboriginal and Torres Strait Islander peoples face, the various forms it manifests and the damaging impacts it has on the physical, social, emotional, cultural and spiritual health and wellbeing of our communities that has escalated during these challenging times seen in 2020.

IAHA is owned by the members and the strategic plan demonstrates our collective commitment of individual members and organisations who share our vision and believe in the essential role allied health plays in a holistic, culturally safe and responsive health system. We are very proud of the tireless work and commitment our members have to their professional, personal and cultural responsibilities and we thank them for their direction, expertise and leadership in allied health and Aboriginal and Torres Strait Islander health and wellbeing.





This plan is focused on five key strategic priority areas, each of which is grounded in Aboriginal and Torres Strait Islander ways of knowing, being and doing:

- **Strengthen** and engage our membership in advocacy, leadership capability and professional developments so that members are a strong, culturally-informed allied health workforce.
- **Grow** and support the sustainable development of the Aboriginal and Torres Strait Islander allied health sector.
- **Transform** and contribute to the broader health and education system to ensure culturally safe and responsive services are embedded in creating sustainable change led by Aboriginal and Torres Strait Islander peoples.
- **Lead** through promoting the collective voice of our membership and providing strong national Aboriginal and Torres Strait Islander health leadership.
- **Connect** with and promote connectedness among our membership and with Aboriginal and Torres Strait Islander people, families, communities and cultures.

We look forward to working with our membership, strengthening our partnerships, building on our achievements and continuing to be innovative and adaptive in achieving our vision.



# LEADERSHIP STATEMENT

As a national Aboriginal and Torres Strait Islander organisation, IAHA are committed to leading in the allied health sector by working closely with Aboriginal and Torres Strait Islander members, peoples and communities.

We view our leadership through a cultural lens valuing the diversity of our cultures and knowledges that are central to achieving our vision.

We assert our Indigenous rights, Indigenous custodianship and governance to determine our priorities

and aspirations as an Aboriginal and Torres Strait Islander led organisation.

We have a sense of responsibility to continue the work and walk in the footprints of those who have come before us. We thank them for their perseverance, resilience and leadership in paving the way for us. We will nurture this spirit of resistance, and learn from our experiences to inspire and create sustainable change for generations to come.

# OUR PURPOSE

IAHA support the empowerment of the Aboriginal and Torres Strait Islander allied health workforce to lead transformative change, embedding Aboriginal and Torres Strait Islander ways of working and knowing, being and doing.

# OUR VISION

All Aboriginal and Torres Strait Islander people and future generations are thriving in ongoing connection to: self, spirit, and place.



# OUR PRINCIPLES

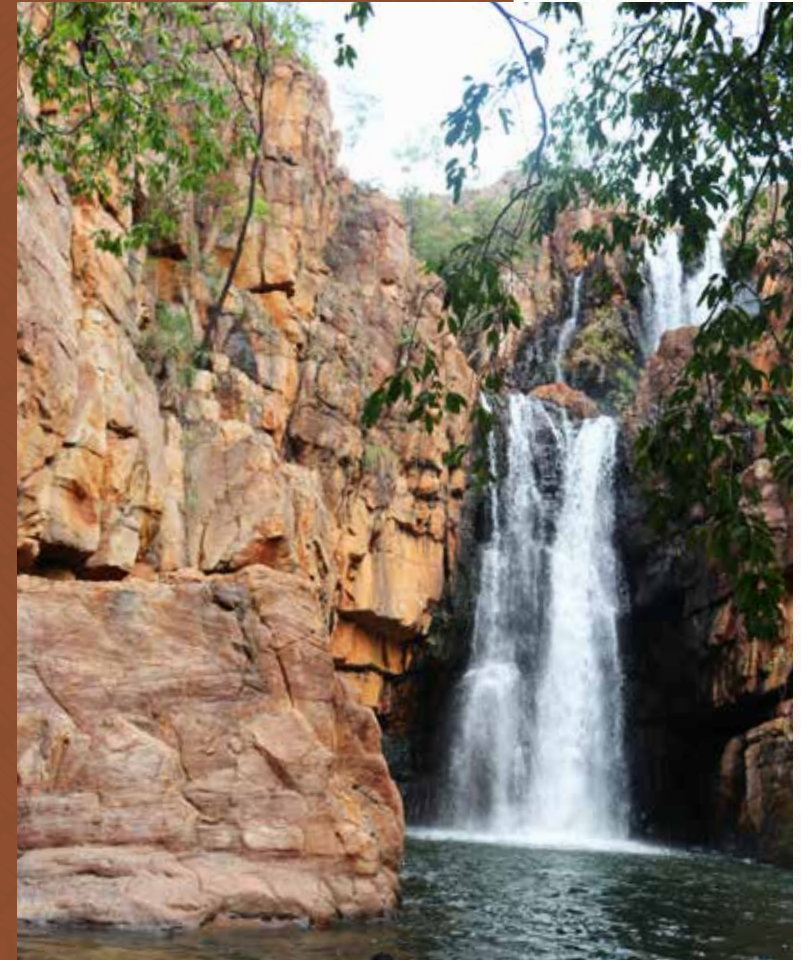
The following principles lay the foundation for how IAHA enact our collective vision, purpose and values.

- **Culture as central to Aboriginal and Torres Strait Islander health and wellbeing**
- **Aboriginal and Torres Strait Islander leadership and self-determination**
- **Culturally-informed and strengths-based practice**
- **Accountability and Responsibility to Aboriginal and Torres Strait Islander peoples**

# OUR VALUES

We value and respect Aboriginal and Torres Strait Islander :

- **Cultures and Identities**
- **Knowledges and Perspectives**
- **Sharing and Relationships**







# OUR IMPACT

## STRENGTHEN

- A valued and engaged membership
- Interdisciplinary professional development
- Strength in self and diversity of profession and cultures
- Strong Aboriginal and Torres Strait Islander leadership

## CONNECT

- Holistic health services
- Interdisciplinary models of education and care
- Integration of the cultural determinants of health
- Models of workforce development and service provision which meet communities cultural and other needs

## LEAD

- Good internal governance and financial sustainability
- Aboriginal and Torres Strait Islander Self-determination
- Ethical research and innovative solutions
- Informed and inclusive health policy across sectors

## TRANSFORM

- A culturally safe and responsive allied health workforce
- Strong partnerships & trusted relationships
- Health equity
- Culturally responsive systems

## GROW

- Accessible and sustained career pathways
- An empowered workforce
- Sustainable investment in workforce initiatives
- A strong Aboriginal and Torres Strait Islander evidence base



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Indigenous Allied Health Australia is a national not for profit, member-based Aboriginal and Torres Strait Islander allied health organisation.

#### INDIGENOUS ALLIED HEALTH AUSTRALIA

Units 3&4 ALIA House 9-11 Napier Close Deakin ACT 2600  
PO Box 323 Deakin West ACT 2600 Phone: +61 2 6285 1010  
Fax: +61 2 6260 5581  
Email: [admin@iaha.com.au](mailto:admin@iaha.com.au)  
[www.iaha.com.au](http://www.iaha.com.au)  
ABN: 42680384985

#### ACKNOWLEDGEMENTS

IAHA acknowledges the original artwork by artist Colleen Wallace of Utopia, NT, which is used in the IAHA logo. The original artwork depicts people coming together to meet.

IAHA also acknowledges original artwork by artist Allan Sumner, a proud Ngarrindjeri Kurna Yankunytjatjara man from South Australia.

Indigenous Allied Health Australia receives funding from the Australian Government Department of Health.

We pay our respects to the traditional custodians across the lands in which we work, and acknowledge Elders past, present and future.

**WARNING:** IAHA wishes to advise people of Aboriginal and Torres Strait Islander descent that this document may contain images of persons now deceased.