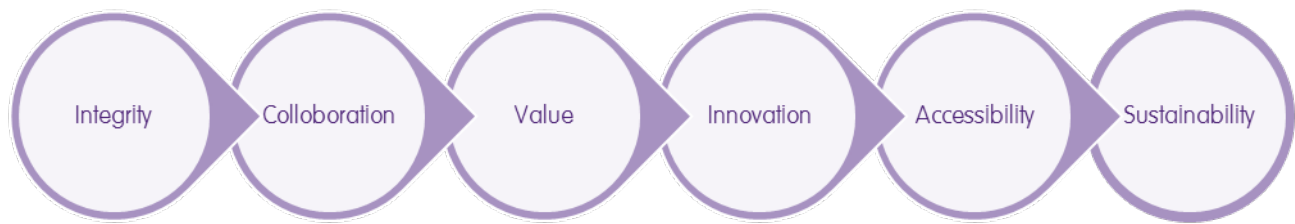


HCA Aboriginal & Torres Strait Islander People Statement



Integrity, Collaboration, Value, Innovative, Accessibility and Sustainability are the values that underpin all of our services and relationships.

Policy Statement

Our Commitment to Aboriginal and Torres Strait Islander People with a disability

HCA recognises Aboriginal and Torres Strait Islander people as the first people of this continent and the islands of the Torres Strait. In doing so, we acknowledge our shared history; recognise the right to self-determination and the importance of connection to and access to country. We acknowledge and respect distinct Aboriginal and Torres Strait Islander cultural differences, beliefs, values and languages.

Through walking together and working together with Aboriginal and Torres Strait Islander communities, HCA will seek to address systemic issues of political and social exclusion, economic disadvantage, and health inequality. We also support and recognise the strengths, skills and contribution of Aboriginal and Torres Strait Islander people to HCA and to the Australian community.

Our commitment to Aboriginal and Torres Strait Islander people will be achieved through:

- Achieving greater understanding of and respect for Aboriginal and Torres Strait Islander people and culture
 - Building knowledge, understanding and respect is a fundamental commitment for HCA.
- Advocating for the rights of Aboriginal and Torres Strait Islander people
 - In particular, we are committed to upholding the rights of HCA, customers and staff of Aboriginal and Torres Strait Islander descent.
- Enhancing opportunities for Aboriginal and Torres Strait Islander people to achieve social inclusion, economic participation and health equality
 - HCA is well positioned to promote and facilitate these opportunities through our delivery of services, training and employment pathways.
- Developing respectful and meaningful partnerships with Aboriginal and Torres Strait Islander communities and organisations
 - Partnership development that is respectful and sustainable with long-term vision will be critical in meeting our commitment to Aboriginal and Torres Strait Islander people.

Policy Details

In addition to implementing the Racial Discrimination Act 1975, the Human Rights and Equal Opportunity Commission Act 1986, the Australian Government endorses the United Nations Declaration on the Rights of Indigenous Peoples, which states the right:

- To self-determination

- To freely pursue one's economic, social and cultural development
- To maintain and develop one's own political, religious, cultural and educational institutions
- Against genocide, acts of violence and forcible removal
- Against forced assimilation or destruction of one's culture;
- To use and control lands, territories and other natural resources;
- To the protection of one's cultural and intellectual property;
- to practice and revitalize one's customs and spiritual, cultural, ceremonial and religious traditions
- Equal access to all social and health services (highest attainable standard of physical and mental health);
- To prior and informed consultation, participation and consent in activities of any kind that impact on indigenous peoples, their property or territories
- To equality and freedom from any kind of discrimination

Making a commitment to Aboriginal and Torres Strait Islander people and their communities is important and essential for HCA because:

- It is consistent with HCA's values
- The issues facing Aboriginal and Torres Strait Islander people are a matter of concern for all Australians
- We have a responsibility through our mission and we also have the capacity through our broad suite of programs to provide a meaningful and sustainable response and Commitment to Aboriginal and Torres Strait Islander People

We have an opportunity to work respectfully and collaboratively with Aboriginal and Torres Strait Islander people in relation to:

- Health and wellness
- Community capacity-building
- Connecting Aboriginal and Torres Strait Islander people to services that will meet their needs and achieve outcome to fulfil their goals and aspirations

In undertaking this Commitment, HCA also recognises the value, contribution and leadership of Aboriginal and Torres Strait Islander organisations such as Reconciliation Australia, the National Congress of Australia's First Peoples and Australians for Native Title and Reconciliation (ANTaR).

HCA also recognise the leadership role of bodies such as the Human Rights and Equal Opportunity Commission.

References and related policies

The following HCA Policies should be read in conjunction with the following customer statements, management standards or policies;

- HCA Disability Services Standard 2 – Participation & inclusion