

Strategic Plan 2011-2015

Vision Aboriginal and Torres Strait Islander people have equitable health and life outcomes

We do this by:

- providing a unique medical and cultural perspective on Aboriginal and Torres Strait Islander health
- maintaining links between traditional and contemporary medicine
- growing and supporting current and future Aboriginal and Torres Strait Islander doctors

Values Our work is underpinned by the:

- need to be respectful and reflective of our connections to the past, present and future
- pursuit of social justice, Indigenous and human rights
- maintenance of cultural integrity, honesty and transparency
- highest standards of professionalism and excellence

Objective	Strategy	Performance
National Leader in Health	Partnerships with Aboriginal and Torres Strait Islander communities	Engage with Aboriginal and Torres Strait Islander young people in relation to careers in health by visiting twelve schools each year Engage with Aboriginal and Torres Strait Islander communities by following Indigenous protocols, with a focus on events of community significance (Sorry Day, Mabo Day, NAIDOC Week)
	Relationships with government, organisations and individuals	Continue to build and maintain AIDA's networks across Governments Continue to contribute to the national campaigns and partnerships for Indigenous health and wellbeing including the Close the Gap Indigenous Health Equality Campaign Make contact with five key organisations and/or individuals about AIDA's work annually
	Promotion of AIDA and our members work	Develop and implement an AIDA Communications Strategy by December 2011 Continue to develop and implement an effective website, including the establishment of a young people's space on the website by December 2010

Objective	Strategy	Performance
		Annual AIDA Symposium held in October each year Publish AIDA Annual Report (yearly) and Blackchat (four times each year)
	Provision of policy expertise	AIDA content in Aboriginal and Torres Strait Islander issue of the Medical Journal of Australia in May each year AIDA work is referenced in policy and advocacy documents Two policy papers completed each year
	Strengthen and develop AIDA's advocacy role	Build current and new partnerships for Aboriginal and Torres Strait Islander health Continue to foster collaborative arrangements with Aboriginal and Torres Strait Islander organisations, both in Australia and abroad
Strong and engaged membership	Engagement and participation of AIDA membership	Increase in Aboriginal and Torres Strait Islander Medical Graduate & Student members by 10% each year from 2011 – 2015 The proportion of Aboriginal and Torres Strait Islander Medical Graduate and Student members registered for the AIDA Annual General Meeting and Symposium increases by 10% each year from 2011 - 2015 Four AIDA gatherings held each year with at least 50% of Aboriginal and Torres Strait Islander members from that location in attendance
	Strengthen AIDA Students	Implement Student Strategy by December 2013 Evaluate Student Strategy by December 2014
	Strengthen AIDA Graduates	Implement Graduate Strategy by December 2014 Evaluate Graduate Strategy by December 2015
	Strong connection with community and culture	AIDA Board visiting Aboriginal and Torres Strait Islander communities twice each year Establishing cultural spaces and expression within AIDA through : time with traditional healers and elders (at least once each year) space for story, song and dance (at least once each year)

Objective	Strategy	Performance
Secure and sustainable resources	Consolidate AIDA's financial sustainability	<p>Three year Commonwealth Funding Agreement agreed by June 2011</p> <p>Develop and implement Corporate and Philanthropy Strategy by June 2013</p> <p>Lodge submission for funding support to Commonwealth Education and Employment portfolio agency by June 2011</p>
	Build AIDA's Strategic Human Resource Management	Develop and implement Human Resource Management Strategy by June 2013
	Establish a Resource Allocation Framework	Develop and implement AIDA Resource Allocation Framework by December 2011
	Consolidate Organisational Leadership	<p>Articulate AIDA's approach to Succession Planning by December 2011</p> <p>Identify and develop future AIDA leaders through assisting at least 3 Aboriginal and Torres Strait Islander Medical Graduate and Student members to access leadership development activities each year</p>
	Protect AIDA's reputation and value	Develop and implement an approach to optimise AIDA's intellectual property and brand by June 2012
Sound Governance	Recognised as a national leader in good governance	<p>AIDA is a finalist in the National Indigenous Governance Awards by June 2011</p> <p>Become accredited under a relevant agency by June 2014</p>
	Ensure Accountability & Transparency	Continue to implement a process of policy and procedure development and review to ensure compliance with AIDA's Constitution
	Manage identified risk	<p>Develop Risk Management Strategy by December 2012</p> <p>Implement Risk Management Strategy by December 2013</p>
	Strengthen AIDAs Quality Improvement processes	<p>Develop and implement an approach to evaluate organisational performance by December 2011</p> <p>Develop an approach for the Board to review its performance by December 2012</p>

Objective	Strategy	Performance
Medical and Cultural Knowledge	Develop, articulate and communicate AIDA's medico-cultural knowledge	<p>Establish an approach for knowledge development, using the foundation of the unique medico-cultural perspective of Aboriginal and Torres Strait Islander doctors by June 2012</p> <p>Establish an AIDA Fellowship, issued biennially, to support an Aboriginal or Torres Strait Islander Medical Graduate to pursue further study in an area aligned to AIDA's priorities</p>
	Strengthen a research agenda	Develop and implement AIDA Research Agenda by December 2011
	Consolidate International Indigenous medical networks	<p>Continue to participate in the Pacific Region Indigenous Doctors Congress (PRIDoC)</p> <p>Hold a PRIDoC Conference in Australia by 2015</p>
	Maintain AIDA Secretariat medical capacity	<p>AIDA Medical Officer position vacancy period kept to a minimum</p> <p>Establish AIDA as a General Practice Training post by December 2011</p> <p>Investigate potential for AIDA as Public Health Training Post by December 2011</p>