

SOCIAL JUSTICE GROUPS ACTION PLANS

CULTURAL DIVERSITY

1. Lived Experience

Action	Deliverable	Year	Responsible	Resources Required
1.1	Provide guidance for OTs on the availability and necessity to engage in interpreting services for clients and families.	23/24	Action Group, MarComms, Office of CEO	Budget Content Design Web placement Comms Plan
1.2	Investigate capabilities of “Find an OT” to enable OTs to list languages including Auslan provided within their service. Implement if viable.	23/24	Membership, Digital Transformation, Office of CEO	Budget, Comms Plan
1.3	Call for, celebrate and promote the lived experienced of culturally and linguistically diverse OTs in Australia. (related to 2.7)	23/24	Marcomms, Office of CEO	Budget, Web placement, Comms plan, Content, Design

2. For the Profession

Action	Deliverable	Year	Responsibility	Resources Required
2.1	Provide a targeted and curated resource / research repository, for best practice research as related to OT to celebrate diversity and creative approaches to occupation.	23/24	Action Group, PPAD, AOTJ, Office of CEO, MarComms	Web placement
2.2	Investigate endorsing / adapting or developing a platform statement on Cultural Diversity issues as they arise. OTA's position Eg – racism against health professions during Covid Pandemic Statements could include: - Australian contextualisation of WFOT statements - Get foundations of the issue correct first (education) - Linked to practical, authentic approaches – improved systems - Link with competencies and / or link with OTA strategic plan - Guiding principals on diversity and culture.	23/24	Action Group, Office of the CEO, PPAD	Comms Plan, OTA Board
2.3	Investigate, curate and provide relevant professional development for <i>OTs working with</i> culturally and linguistically diverse clients, refugee and asylum seeker populations tiered and in line with the Learning and Development framework. Could Include: - Promote the WFOT professional development for OTA members for OTs working with displaced persons - Culturally safe Mental Health Practice for young people from CALD backgrounds (Currently provided by AASW) - Trauma informed care for refugee and displaced peoples.	23/24	Learning & Development, Office of CEO	Budget, Web placement, Content
2.4	Investigate, curate and provide relevant professional development for OTs <i>to foster cultural inclusive workplaces</i> Could Include: - Examples Diversity and Discrimination - Fair work - Cultural Competence Training – Centre for Culture Ethnicity and Health - Cultural Awareness – Cultural assumptions/ safety - humility - SBS Cultural Awareness Online programs - Demonstrate Allyship – how to support your peers on issues. - Resource: Working in Australia Program (new arrivals) Induction into the OT profession in Australia.	23/24	Learning & Development, Office of CEO	Budget, Web placement, Content

2. For the Profession

Action	Deliverable	Year	Responsible	Resources Required
2.5	<p>Develop data and provide reports on the university of the OT discipline to then understand and consider strategies to improve diversity. Look for patterns of attrition and retention over time.</p> <ul style="list-style-type: none"> - Workforce survey through OTA – link to university data 2.10 - Advocate to AHPRA for data collected on diversity, for example country of birth, languages spoken - Promote student pipeline into OT as a career 	23/24	PPAD, Office of CEO, MarComms, Membership	Budget, Content Analysis and reporting Comms plan
2.6	Develop resource/ program (webpage, webinar, etc) for overseas trained OTs on navigating the registration system and the health system in Australia.	24/25	Action Group + MarComms, Office of the CEO	Budget, Content Webpage, Resource development
2.7	<p>Develop a Communication Plan to raise the profile and promote the experiences of OTs, so that these experiences are seen across the profession. Opportunities Include:</p> <ul style="list-style-type: none"> - Connections articles - Profiling OTs - Social media support of diverse events and culturally significant days 	23/24	Marcomms, Action Group, Office of CEO	Content Comms Plan
2.8	Develop a guidance document to encourage opportunities. Utilise opportunities such as National Conference, OT Exchange Workshops and keynote addresses to hear from diverse voices and experiences and provide guidance to committees. Consider curation of panels to address and highlight issues and strategies related to supporting the diverse workforce and community.	23/24	Action Group, Conference Committees (OTA), Office of the CEO	
2.9	<p>Elevate and highlight diverse assessment tools / models etc. and different cultural approaches to occupation. Commence conversations and Opportunities to share case studies examples of different approaches.</p> <ul style="list-style-type: none"> - Open conversations around Hot topics - Shared experience 	24/25	Action Group, PPAD, Marcomms, Office of CEO	
2.10	<p>Design & implement a university strategy to understand and support the diversity of the student cohort. Tactics could include:</p> <ul style="list-style-type: none"> - Educate and communicate why diversity matters and what OTA approach is. Connect to Workforce strategy. - Develop a symposium for universities to share their initiatives and support mechanisms, which could then lead to a network for connection. - Project on University Gather data on student cohort diversity and set targets, develop report on trends over time. Deliver a report & training opportunities and development of resources. Unpack the why – good for everyone. - Develop a speaker bank of members with lived experience and mechanism to provide career guidance 	24/25	Membership, Events, Action Group, Office of the CEO, PPAD	

3. For the Association

Action	Deliverable	Year	Responsible	Resources Required
3.1	Develop a communications plan to promote resources on diversity issues - Incorporate a dedicated section with resources onto the OTA website and promote resources to members.	23/24	Office of the CEO, Working Group, MarComms	Budget, Web placement, Comms plan, Content
3.2	Identify and collaborate with other stakeholders and organisations on combined voice on related issues. - Consider tools / means / approaches on cultural differences on OT approaches. Define occupations in different contexts. - As related to item 2.9 - Investigate membership and or alliance / accreditation programs for associations / organisations re culture	23/24	Office of the CEO, GSR, MarComms	Web placement, Comms plan, Content
3.3	Review Procurement policy to enable creating and supporting occupational opportunities.	24/25	Office of the CEO, Corporate Services	
3.4	Review OTA Inclusion, Diversity and Culture Policy to ensure best practice. Recruitment of diverse in workforce at OTA. Diversity of the Board – readiness – diverse representation, tap on the shoulder. – pathways – Leadership and succession planning – . Nudging up...	23/24	Corporate Services, Office of CEO	
3.5	Continue to monitor current and emerging conditions at a state, national and global scale to proactively identify and respond to strategic opportunities and risk in our operating environment and span of influence.	23/24	Action Group, Office of the CEO, SLT, Board	
3.6	Board and committee matrix			