

West Moreton Health First Nations Health Equity Strategy 2022–2025

Connect. Respect. Excel.

Acknowledgement

West Moreton Health acknowledges the Jagera, Yuggera and Ugarapul peoples, Traditional Custodians of the land. We recognise their continuing connection to the land, waters and community and we pay our respect to Elders past and present, and those who follow their path.

Our vision

A thriving West Moreton community free from racism and discrimination where First Nation's peoples achieve their best possible health and wellbeing, employees thrive and the contribution of First Nation's communities is celebrated.

What are our opportunities for impact?

- The substantial gap in life expectancy for West Moreton First Nations peoples.
- Meeting the needs of the rapidly growing West Moreton population which is the fastest growing (in relative terms) in Queensland.
- West Moreton Health provides primary care services to approximately 50% of the prisoner population in Queensland. First Nations people represent 24% of the imprisoned adult population.
- Approximately 60% of young people incarcerated at Brisbane Youth Detention Centre identify as First Nations peoples.
- West Moreton Health's workforce does not reflect the First Nations community.
- Higher than average rates of chronic disease and lower than average socio-economic status of the West Moreton First Nations community.
- First Nations community members, especially young males, have poor social and emotional wellbeing.
- The ongoing impact of COVID-19 on the community and on our services.
- The First Nations population in West Moreton is overrepresented in conditions that cause potentially preventable hospitalisations, including diabetes, vaccine preventable conditions, urinary tract infections and dental conditions.

What are our enablers?

- Through genuine relationships we **collaborate** with community members and agencies to **co-design services** and influence the social, cultural and economic determinants impacting the health of First Nations peoples.
- By respecting and **celebrating** Aboriginal and Torres Strait Islander peoples and culture every day, we can foster a **culturally safe and racism free health service**, and work in culturally safe ways, free of individual, systemic and institutional racism.
- West Moreton Health can **promote and integrate care pathways** which prioritise First Nations health outcomes and build community confidence in accessing, receiving and completing care with us.
- West Moreton Health will become a **preferred employer** and have a workforce that reflects the proportion of First Nations community members.
- First Nations peoples will be **represented** across all employment levels and streams and be **supported** to thrive in the workplace.

Our population



2020

There were 15,351 First Nations residents living in the West Moreton region.

4.9%

of total population higher than Queensland (4.7%) with highest residing in

11.3%

Leichhardt One - Mile

10.9%

Riverview

7.4%

Ipswich Central



2020

First Nations health workforce headcount



65

1.27%
West Moreton workforce



2020/21

Potentially preventable hospitalisations

↑ 6,092

11.2% attributed to First Nations peoples, compared to 8.8% for non-Indigenous

Attaining health equity and reducing the gap in health outcomes for First Nations peoples is a key priority at all levels of Government. The Health Equity Legislation Amendment Act 2020 requires each Hospital and Health Service to develop a First Nations Health Equity Strategy. The West Moreton Health Strategic Plan 2021–2025 (2022 revision) prioritises health equity. West Moreton Health is also a signatory to the South East Queensland Partnership that aims to accelerate the pace of health system reform, recognising that a systemic focus and networked approach is central to achieving health equity. The West Moreton Health First Nations Health Equity Strategy 2022–2025 supports and is aligned to the six priority areas outlined in the SEQ Strategy and will contribute to achievement of the shared objectives within.



First Nations Health Equity Strategy 2022–2025 West Moreton Health

Our response

By removing systemic barriers that contribute to racial disparities in health outcomes, we can close the gap in life expectancy experienced by First Nations peoples in West Moreton. We will implement strategies in collaboration with prescribed stakeholders, community members and other relevant individuals and organisations. This will be supported by strong leadership, strategic partnerships and robust governance. West Moreton Health will identify opportunities for reform and service integration to overcome barriers to healthcare for First Nations peoples.

Our priorities

Priority 1

Actively eliminating racial discrimination and institutional racism

Priority 2

Increasing access to healthcare services

Priority 3

Influencing the social, cultural, and economic determinants of health

Priority 4

Delivering sustainable, culturally safe, and responsive healthcare services

Priority 5

Working with First Nations peoples, communities, and organisations to design, deliver, monitor, and review health services

Priority 6

Strengthening the First Nations Health Workforce

What our community have told us

"It feels like if you are black, they just give up on you. It feels like you are just another number, and they will not fight for you"

"The hardest thing at the moment is to actually see a doctor, telehealth is bonkers. There is a three-week wait at my Aboriginal doctor"

"People are not out there drinking for fun; they are trying to deal with something"

"West Moreton Health needs more culturally safe spaces and visuals that reflect a positive image of the community"

"There are so many deadly services in Ipswich, but they all operate in isolation. The services are not coming together, and it is the community that suffers for it"

"I feel like when I raise my concerns I'm not listened to, I'm labelled a disrupter and a 'noisy black'. I want to be taken seriously and not just labelled as a troublemaker"

Our strategies

- Create awareness and accountability for cultural safety by mandating cultural awareness and anti-racism training and enabling racial equity transformation
- Establish mechanisms for First Nations peoples to report, express their concerns about and experiences of racism and discrimination
- Identify executive champions to advocate, promote and lead racial equity transformation by example

- Transform West Moreton Health spaces into environments where First Nations peoples feel culturally safe
- Improve access to culturally safe healthcare for First Nations prisoners
- In partnership with the Primary Health Network and Aboriginal Medical Services improve the cultural responsiveness of referral and intake processes, including consideration for hospital avoidance strategies

- Focus on and prioritise suicide prevention and life promotion strategies across West Moreton Health
- Partner with agencies to influence the social determinants impacting the health, social and emotional wellbeing of First Nations peoples, including clear lines of accountability
- Focus on education and improving health literacy in our community

- Develop and deliver new models for existing services which enable First Nations peoples to access services closer to home
- Improve data collection and management to ensure accurate cultural information is available and accessible
- Co-design and establish holistic new models of service for First Nations peoples across the lifespan

- Develop governance structures that provide a First Nations voice on West Moreton Health committees to inform culturally appropriate decision making
- Embed First Nations voices in clinical decision making
- Establish mechanisms to include cultural input into health strategy, service planning and service improvement
- Improve treatment and referral pathways between West Moreton Health and partner health services

- Transform current human resource practice and systems to enable West Moreton Health to be a First Nations employer of choice
- Promote safe, inclusive and respectful workplaces where First Nations staff contribution is valued and staff are supported by cultural models of supervision, mentoring and peer support
- Increase the number and visibility of First Nations peoples in mainstream and identified roles

Our indicators of success

The indicators of success are measures underpinned by data that is currently available and able to be reported. Performance reports will be developed annually to monitor progress.

The West Moreton Health First Nations Health Equity Strategy will be reviewed every three years to ensure the strategy is pitched in contemporary data, policies and opportunities.

- Evidence of a comprehensive communications approach that promotes and encourages staff and patients to identify and respond to racial discrimination appropriately
- Increased proportion of workforce completed learning and development to support and embed cultural safety and racial equity transformation

- Evidence of a process to review cultural safety and responsiveness of services and enable continuous improvement
- Increased proportion of First Nations peoples accessing West Moreton Health services
- Improved performance in potentially preventable hospitalisations for First Nations peoples
- In partnership with the Primary Health Network and Aboriginal Medical Services increase the proportion of First Nations peoples receiving health checks from General Practitioners

- Establishment of a multi-sector collaborative to plan, design, implement and evaluate initiatives that influence the social determinants of health
- Increased proportion of children assessed as developmentally on track
- Reduction in number of reported suicide deaths
- Improvement in estimated life expectancy of First Nations peoples

- Evidence of culturally capable practice embedded into models of service that are co-designed with First Nations peoples
- Reduced proportion of low birthweight First Nations babies
- Improved Patient Reported Experience Measures (PREMS) for First Nations peoples

- Evidence of co-design and collaboration between West Moreton Health, Community Controlled Health Services and prescribed stakeholders in planning and service delivery
- Evidence of sharing data across health services
- Transparent decision making and accountability backed by robust data, evidence and reportable performance indicators

- Evidence of culturally appropriate recruitment strategies for First Nations peoples
- Increased proportion of the workforce that identify as First Nations peoples

