

JustHealth Consultants is the consultancy service of AHHA, launched to support Australian healthcare organisations at national, state, regional hospital and community levels across all sectors to meet complex governance and organisational requirements of today's healthcare system.

### SERVICE EXAMPLE:

## MEASURING AND REPORTING ON INSTITUTIONAL RACISM

<b>Client</b>	<b>Department for Health and Wellbeing, South Australia</b>
<b>Services</b>	<b>Facilitation, stakeholder engagement, co-design, tool design</b>
<b>Context</b>	<p>The Health Performance Council (HPC) report to the South Australian Health Minister on Country Health SA's Aboriginal Community Consumer Engagement Strategy, in January 2019, advised the minister to "Identify and, as necessary, tackle any systemic racism and the actual or perceived tendency of staff to the disregard of Aboriginal issues". In mid-2019, HPC approached AHHA to develop and deliver a prototype tool for measuring institutional racism in the South Australian health system.</p>
<b>Approach</b>	<p>AHHA used a co-design methodology to develop a prototype tool for measuring institutional racism in the South Australian health system. Stakeholder interest and engagement was promoted through a series of teleconferences and face to face meetings. These conversations fostered an awareness of institutional racism, built interest in the project and provided insights for an expert workshop.</p> <p>The expert workshop was led by AHHA consultants who prepared briefing papers and presentations to inform the workshop. Over the course of the day, the experts were familiarised with the concepts that form the basis of institutional racism measurement and then actively co-designed an adaptation of the Queensland Health matrix to measure institutional racism within South Australia's ten Local Health Networks (LHNs). The experts then selected criteria, and associated sub-criteria, that would most accurately reflect the structure, governance, policy and administrative arrangements of the LHNs. The project was led and delivered by Aboriginal health leaders.</p>
<b>Result</b>	<p>AHHA took the concepts and feedback, identified through both the pre-consultation and expert workshop, and developed a prototype customised South Australian institutional racism measuring and monitoring tool. HPC has decided to proceed with a second stage of this work with validation and implementation.</p>
<b>Date completed</b>	August 2019