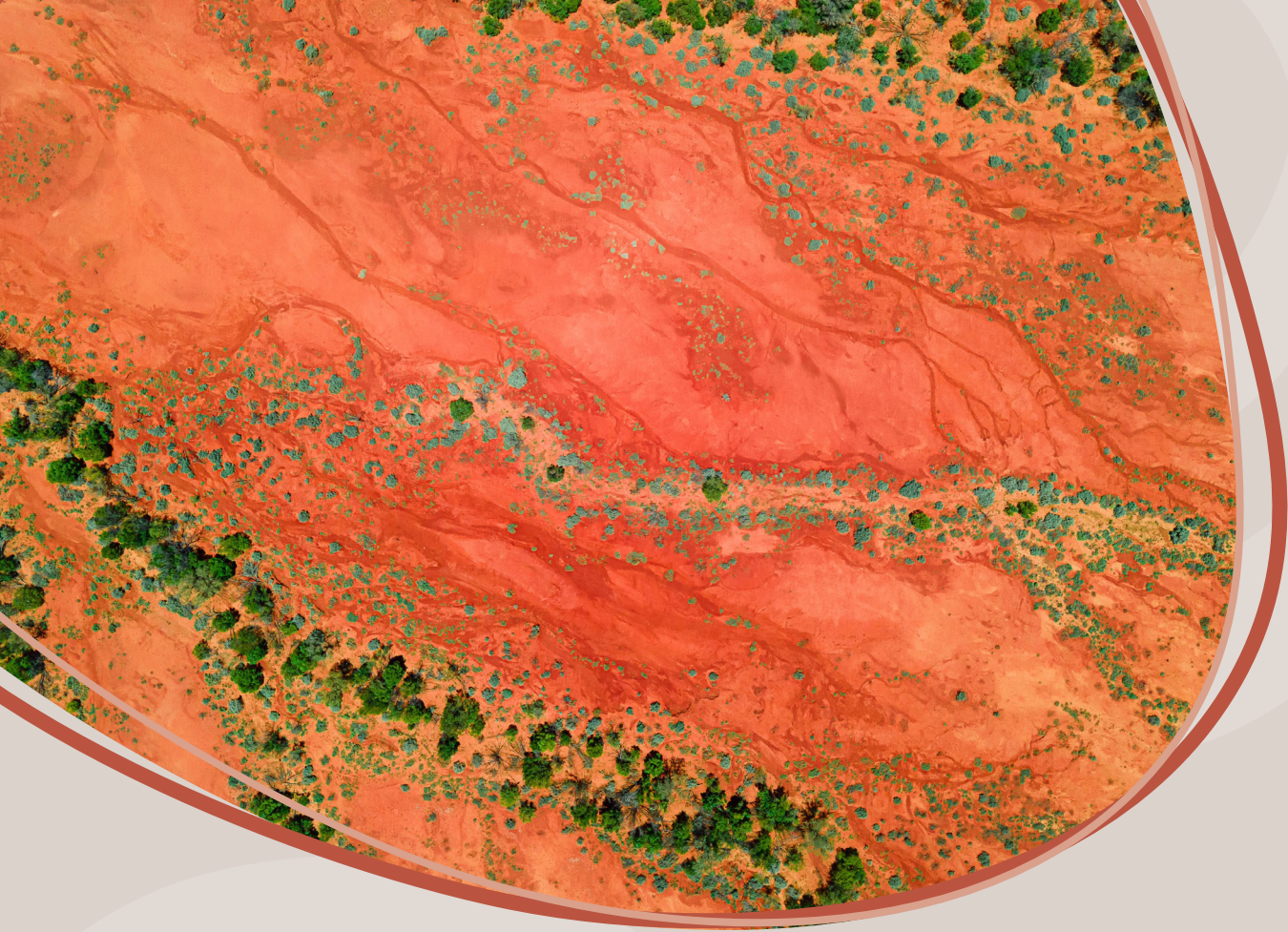


The First Nations
Eye Health Alliance
Strategic Plan
2024 - 2028

**OUR VISION
OUR WAY**



FIRST NATIONS
EYE HEALTH ALLIANCE



ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the traditional custodians of the lands on which we work and live across Australia and acknowledge that sovereignty was never ceded.

We pay respects to our elder's past, present and emerging. We thank our elders for their guidance and commitment to the advancement of our communities.

We stand in solidarity with the stolen generation and their families, calling for healing and justice for the atrocities suffered by individuals, families, and communities.

Finally, we acknowledge the many Aboriginal and Torres Strait Islander people that have or continue to work tirelessly in eye health and vision care, to close the gap in preventable vision loss in Aboriginal and Torres Strait Islander communities so they can be well and flourishing.

OUR COMMITMENT

The First Nations Eye Health Alliance is committed to reduction of inequalities for Aboriginal and Torres Strait Islander people. The Alliance is committed to the full implementation of the Uluru Statement from the Heart- Voice, Treaty and Truth. We continue to call for health equity, justice and to upholding the rights and voices of Aboriginal and Torres Strait Islander people so that our communities are healthy and thriving.

OUR LOGO

Designed by contemporary Aboriginal and Torres Strait Islander artist Dennis Golding (Kamilaroi/Gamilaraay), the artwork and logo speak of contemporary and traditional pathways that support healing and wellbeing in our communities. The artwork and logo acknowledge and celebrate the diversity of Aboriginal and Torres Strait Islander people in Australia and how we connect with to one another through these pathways as one people. More information on our logo and the artist can be found here: <https://fneha.com.au/branding>.



**FIRST NATIONS
EYE HEALTH ALLIANCE**

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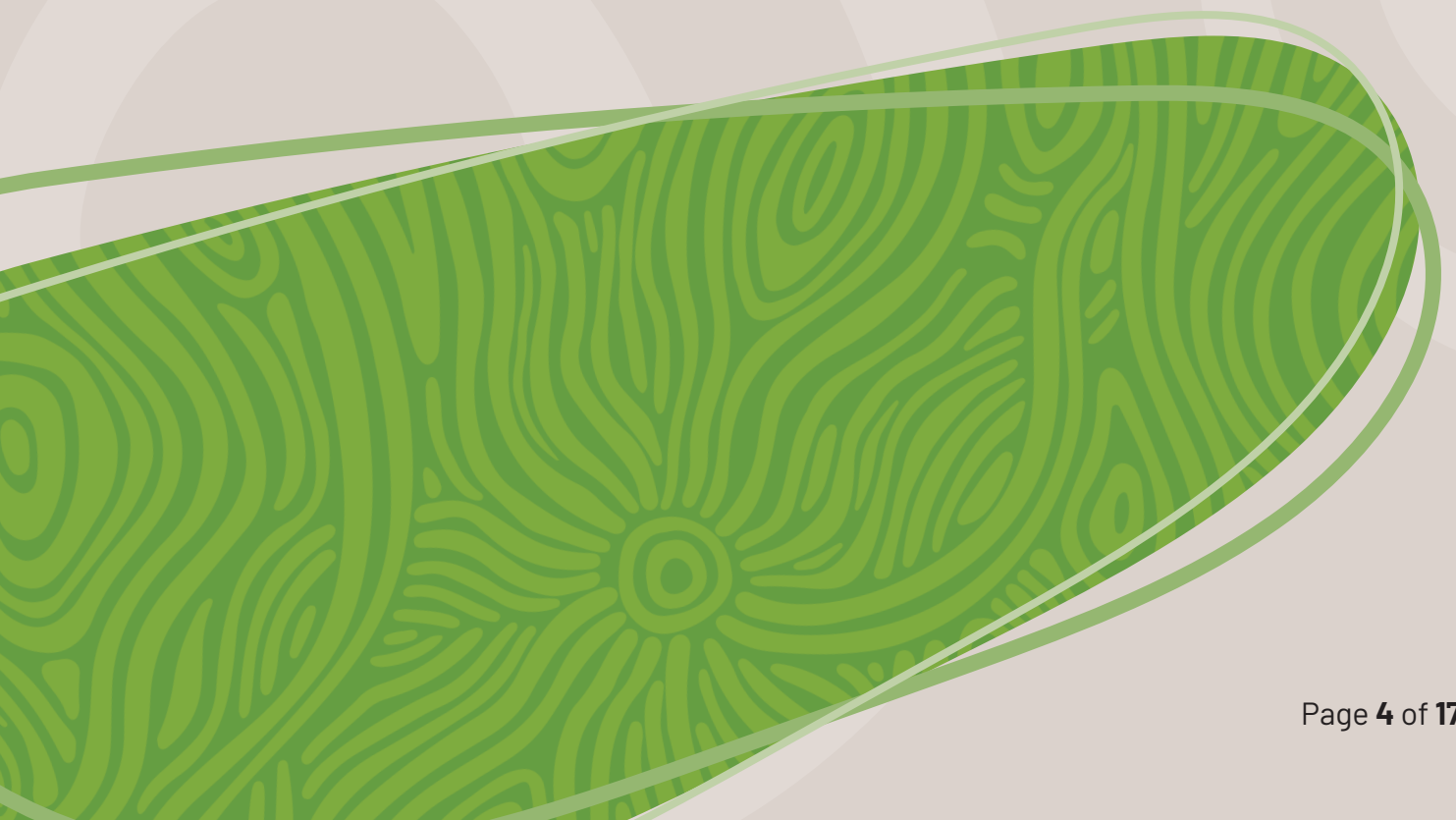
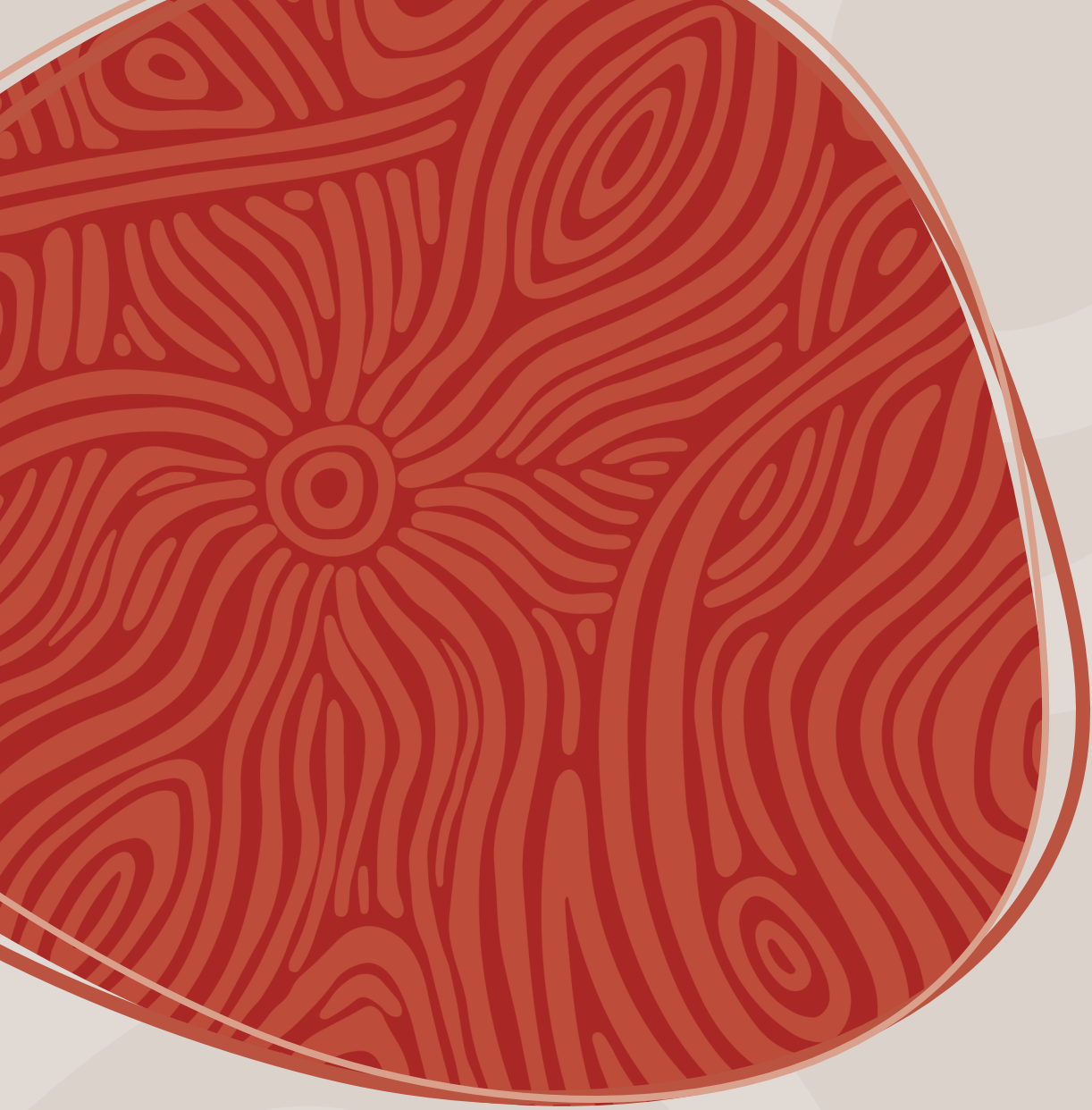
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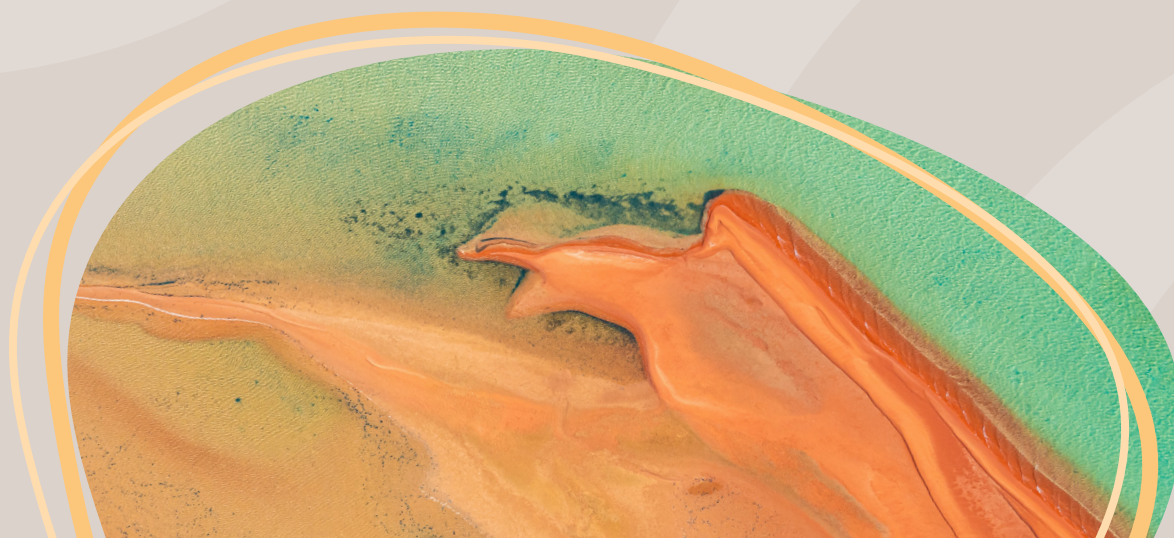
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ABOUT US

The First Nations Eye Health Alliance (The Alliance) is an Aboriginal and Torres Strait Islander Corporation focused on improving the eye health of Aboriginal and Torres Strait Islander people within Australia. We are an Aboriginal and Torres Strait Islander multidisciplinary collaborative working nationally that build our vision, our way.

Utilising advocacy, influence, innovation, and leadership, we lead from Aboriginal and Torres Strait Islander deep knowledge and lived experience to influence and engage the collective obligation and reciprocity across the health community.

We arose due to calls from First Nations eye professionals through key meetings that occurred over the 2022-2023 and in response to crude measurements of eye health services into 2030 undertaken by the Indigenous eye health Unit, Melbourne University. The assessment concluded that with increased population estimates (up to 1 million), the gap in eye health and vision care services would continue into the year 2030. As a result, key activities were designed to address this to build equitable eye health and vision care services and systems into the year 2030 and beyond.

The Alliance carries the vision of Aboriginal and Torres Strait Islander communities to see the enactment of equitable improvements in eye health and vision care outcomes for Aboriginal and Torres Strait Islander people in Australia. Our work contributes to the National Agreement on Closing the Gap, Coalition of Peaks, The National Health Leadership Forum and The National Close the Gap Campaign. Together we are building towards a collective national approach to empower First Nations communities so that they are healthy and flourishing.



OUR VISION

We lead from Aboriginal and Torres Strait Islander deep knowledge and lived experience to influence and engage our collective obligations across the health community.



OUR MISSION

Our Vision, Our Way.



OUR PURPOSE

Advocacy

Advocate for equitable health approaches that stop preventable vision loss and blindness in Aboriginal and Torres Strait Islander people.

Influence

Influence the national health agenda to strengthen health and wellbeing outcomes for Aboriginal and Torres Strait Islander people.

Innovation

Develop holistic Aboriginal and Torres Strait Islander led solutions to understand and innovate long standing eye health and vision care needs.

Leadership

Sovereignty of space where Aboriginal and Torres Strait Islander voices are privileged, and their communities are empowered to drive self-determined health and wellbeing outcomes

OUR COMMITMENT

- Honouring Aboriginal and Torres Strait Islander cultures
- Respecting and recognising Aboriginal and Torres Strait Islander ways of knowing, being, doing and belonging
- Controlling the narrative and strengthening partnerships
- Empowering Aboriginal and Torres Strait Islander perspectives
- Telling it our way (shaping the narrative)
- Holistic delivery of health (recognising social, emotional, and cultural wellbeing of individuals, families, and communities across the life course)
- Sovereignty of space: where approaches are leadership driven, privileging Aboriginal and Torres Strait Islander voices, empowering individuals and the collective, respecting diversity and are self-determined.

KEY PRIORITIES, MAPPED OUTCOMES AND OUR AREAS OF ACTION



Our key strategic priorities reflect the areas of activity we look to undertake to strengthen the national conversation around eye health and vision care in Aboriginal and Torres Strait Islander Communities. These areas of activity align with national policy objectives and work in Aboriginal and Torres Strait Islander health and wellbeing to ensure our collective efforts build towards healthy and flourishing Aboriginal and Torres Strait Islander people and communities.



1. LEADERSHIP: POSITIONING FOR SUCCESS

Outcomes

Honouring sovereignty and of place (space) and Healthy and flourishing Aboriginal and Torres Strait Islander communities.

Our Areas For Action

1.1 Leadership and advocacy in the Aboriginal and Torres Strait Islander Eye Health and Vision Care sector.

1.2 Recognising and valuing the legacy of Aboriginal and Torres Strait Islander communities and their continued excellence

1.3 Advocate for whole of life prevention activities in Aboriginal and Torres Strait Islander eye health and vision care

3. PARTNERSHIPS: COLLABORATION FOR PATHWAYS TO ACTION WITH PURPOSE

Outcome

Collaboration for pathways to action with purpose in a culturally responsive Australian health care system.

Our Areas For Action

3.1 Develop reciprocal shared vision partnerships

3.2 Supporting and furthering self-determination through development of economic partnerships

3.3 Utilising Aboriginal and Torres Strait Islander definitions of Allyship to advocate for a cultural safe and responsive health Australian health care system

5. OUR STORY: ESTABLISH A STRONG, CAPABLE, AND SUSTAINABLE ORGANISATION

Outcome

Our Strength, Our Legacy, Our Dreaming.

Our Areas For Action

5.1 Develop an organisation that honours sovereignty of place (space) reflecting our strength, legacy and dreaming

5.2 Build a sustainably resourced organisation with strong governance, process and equipped for growth

5.3 Promote activities and celebrate achievements of The Alliance and its membership

5.4 Strengthen the wellbeing of The Alliance staff and membership

2. OUR PEOPLE: CONNECTING AND SUPPORTING OUR MOB

Outcome

A culturally responsive, skilled, supported and thriving Aboriginal and Torres Strait Islander workforce.

Our Areas For Action

2.1 Understanding and supporting the Aboriginal and Torres Strait Islander Eye Health Workforce

2.2 Develop education and training opportunities to strengthen the capability of First Nations eye health and vision care workforce.

2.3 Increase opportunities for views and perspectives of the membership to contextualise the national conversation on eye health and vision care in Aboriginal and Torres Strait Islander health and wellbeing

4. RESEARCH AND EVALUATION: BUILDING THE EVIDENCE FOR CHANGE

Outcome

Sovereign data approaches with Aboriginal and Torres Strait Islander models of care

Our Areas For Action

4.1 Establishing the benchmark and future state to strengthen systems performance

4.2 Building sustainable and economically independent eye care models

4.3 Building Data to inform change that upholds data sovereignty principles

4.4 Drive Innovative pathways to work force development

🌀 BUILDING SOVEREIGNTY OF SPACE

Building sovereignty of space with Aboriginal and Torres Strait Islander eye health approaches are led by Aboriginal and Torres Strait Islander people and built Our way.

Over the next four years the First Nations Eye Health Alliance (The Alliance) commits to be the leadership mechanism under which Aboriginal and Torres Strait Islander perspectives in eye health and vision care are represented.

As an Aboriginal and Torres Strait Islander led Aboriginal and Torres Strait Islander Eye health peak organisation, we aim to partner with the sector to better align programs, activities, and work with national properties around Aboriginal and Torres Strait Islander Health to strengthen the health and wellbeing of Aboriginal and Torres Strait Islander communities, so they are healthy and flourishing.

The Alliance will utilise traditional and contemporary cultural knowledges/pathways, to advocate for the development of equitable health approaches that stop preventable vision loss and blindness in Aboriginal and Torres Strait Islander people.

To do this we work within four key areas:

🌀 LEADERSHIP

🌀 WORKFORCE

🌀 PARTNERSHIPS

🌀 RESEARCH AND EVALUATION

To ensure success, we have developed key focus areas of work and targets for delivery. These will support our progress towards successful delivery of our strategies.

We will openly report on the progress of this work with the sector to enact equitable improvements in eye health and vision care outcomes for Aboriginal and Torres Strait Islander people in Australia.



MONITORING PROGRESS TOWARDS CHANGE



To ensure progress against our priorities and actions, key outcomes, targets, and indicators have been mapped and are listed below. Also, we will publicly report on the advancements in this work annually.

1. Leadership: Positioning for Success

Strategic Objectives & Actions	Outcomes	Targets	Indicators
1.1 Leadership and advocacy in the Aboriginal and Torres Strait Islander Eye Health and Vision Care sector	Aboriginal and Torres Strait Islander leadership of First Nations eye health	T.1.1.1 Advocate for Aboriginal and Torres Strait Islander Leadership of the next National Aboriginal and Torres Strait Islander eye health plan	I.1.1.1 Key stakeholders acknowledge leadership of and participate with Aboriginal and Torres Strait Islander eye health and vision care organisation in development of next Aboriginal and Torres Strait Islander Health Plan
		T.1.1.2 Provide expert technical advice on Aboriginal and Torres Islander perspectives in First Nations eye health and vision care	I.1.1.2 Sector stakeholders seek out and involve The Alliance's guidance and advice on First Nations eye health and vision care planning.
		T.1.1.3 Advocate for a First Nations led post elimination model of care for Trachoma	I.1.1.3 Dept of Health and other key stakeholders resource an Aboriginal and Torres Strait Islander model of care for implementation post elimination.
		T.1.1.4 Investigate and advocate for a strategy to manage eye health and vision care service gaps for First Nations people living with diabetes.	I.1.1.4 Developed relationships with agencies with an interest in diabetes, consultation and action on mapping and advocating for changes to services gaps for First Nations people living with diabetes.

Strategic Objectives & Actions	Outcomes	Targets	Indicators
1.2 Recognising and valuing the legacy of Aboriginal and Torres Strait Islander communities and their continued excellence	Honouring sovereignty and place (space)	T.1.2.1 Provide expert advice of Aboriginal and Torres Strait Islander perspectives in systems level planning and processes	I.1.2.1 Government and non-government stakeholders regularly seek advice from the Alliance for Aboriginal and Torres Strait Islander Eye Health and vision care perspectives
	Aboriginal and Torres Strait Islander excellence recognised	T.1.2.2 Key stakeholders seek advice and alignment with national strategies in Aboriginal and Torres Strait Islander health and wellbeing.	I.1.2.2 Sector stakeholders implement activities that build toward collective national priorities in Aboriginal and Torres Strait Islander Health
1.3 Advocate for whole of life prevention activities in Aboriginal and Torres Strait Islander eye health and vision care	Aboriginal and Torres Strait Islander communities are healthy and thriving	T.1.3.1 Advocate for increase of whole of life Aboriginal and Torres Strait Islander preventative eye health and vision care activities.	I.1.3.1 Increase in sector funding for Aboriginal and Torres Strait Islander preventative eye health and vision care activities.
	Improved eye health and vision care health literacy for Aboriginal and Torres Strait Islander people	T.1.3.2 Advocate for First Nations led health promotion resources to support healthy communities	I.1.3.2 Developed First Nations led health promotion resources and activities.



2. Our People: Connecting & Supporting our Mob

Strategic Objectives & Actions	Outcomes	Targets	Indicators
<p>2.1 Understanding and supporting the Aboriginal and Torres Strait Islander eye health workforce</p>	<p>A culturally responsive, skilled, supported and thriving Aboriginal and Torres Strait Islander eye health workforce</p>	<p>T.2.1.1 Consult and document Aboriginal and Torres Strait Islander workforce support needs and views for integration into national workforce planning.</p>	<p>I.2.1.1 Delivery of consultation sessions seeking Aboriginal and Torres Strait Islander voices and perspectives. Integration of these findings into national programmatic and policy approaches.</p>
<p>2.2 Develop education and training opportunities to strengthen the capability of First Nations eye health and vision care workforce.</p>		<p>T.2.2.1 Advocate for a national coordination approach to training and education coordination to strengthen capability of current and future Aboriginal and Torres Strait Islander eye health workforce</p>	<p>I.2.2.1 Federal Government resourcing and sector support for national coordination of First Nations eye health education and training approaches.</p>
<p>2.3 Increase opportunities for views and perspectives of the membership to contextualize the national conversation on eye health and vision care in Aboriginal and Torres Strait Islander health and wellbeing</p>		<p>T.2.3.1 Design and implementation of membership support and engagement strategy.</p>	<p>I.2.3.1 Successful execution of a membership support and engagement strategy</p>

3. Partnerships: Collaboration for Pathways to Action with Purpose

Strategic Objectives & Actions	Outcomes	Targets	Indicators
<p>3.1 Develop reciprocal shared vision partnerships</p>	<p>Collaboration for pathways to action with purpose in a culturally responsive Australian health care system</p>	<p>T.3.1.1 Develop partnerships with Aboriginal and Torres Strait Islander peak organisations and key sector stakeholders</p>	<p>I.3.1.1 Number of partnership collaborations between Aboriginal and Torres Strait Islander peaks and sector stakeholders working in First Nations eye health and vision care</p>
<p>3.2 Supporting and furthering self-determination through development of economic partnerships</p>		<p>T.3.2.1 Develop definition and framework for Allyship in relation to culturally safe and responsive health care</p>	<p>I.3.2.1 Number of peak health organisations endorse and champion Allyship definition and framework for implementation</p>
<p>3.3 Utilising Aboriginal and Torres Strait Islander definitions of Allyship to advocate for a cultural safe and responsive health Australian health care system</p>		<p>T.3.3.1 Seek resourcing with the federal government to develop and deliver cultural capability training for First Nations eye health and vision care</p>	<p>I.3.3.1 Federal Government support for cultural capability training for First Nations Eye Health and Vision care</p>

4. Research and Evaluation: building the evidence for change

Strategic Objectives & Actions	Outcomes	Targets	Indicators
<p>4.1 Establishing the benchmark and future state to strengthen systems performance</p>	<p>Sovereign data approaches with Aboriginal and Torres Strait Islander models of care</p>	<p>T.4.1.1 Scope and apply for research grant funding to develop Aboriginal and Torres Strait Islander led models of care</p>	<p>I.4.1.1 Successfully acquired grant to commission model of care research</p>
<p>4.2 Building sustainable and economically independent eye care models</p>		<p>T.4.2.1 Commission research and piloting of First Nations venture capitalism approach to independent First Nations Eye Health services.</p>	<p>I.4.2.1 Developed strategy, acquired resources for a pilot exploring First Nations venture capitalism in eye health and vision care service provision.</p>
<p>4.3 Building Data to inform change that upholds data sovereignty principles</p>		<p>T.4.3.1 Develop data snapshots of life course changes in eye health and vision care for First Nations people</p>	<p>I.4.3.1 Development of reports contextualising life course changes in eye health for First Nations people</p>
<p>4.4 Drive Innovative pathways to workforce development</p>		<p>T.4.4.1 Support development of innovative workforce projects for primary health care delivery of eye health and vision care for Aboriginal and Torres Strait Islander communities with a focus on children and diabetes.</p>	<p>I.4.4.1 Increase in sector development and delivery of eye health and vision care innovation projects with a focus on Aboriginal and Torres Strait Islander children and First Nations people living with diabetes.</p>

5. Our Story: establish a strong, capable, and sustainable organisation

Strategic Objectives & Actions	Outcomes	Targets	Indicators
<p>5.1 Develop an organisation that honours sovereignty of place and space, reflecting our strength, legacy and dreaming</p>	<p>Our Strength, Our Legacy, Our Dreaming</p>	<p>T.5.1.1 Build financially viable and sustainable organisation</p>	<p>I.5.1.1 Delivery and implementation of a financial sustainability strategy for Alliance including grants, federal government funding and for-profit activities.</p>
<p>5.2 Build a sustainably resourced organisation with strong governance, process and equipped for growth</p>		<p>T.5.2.1 Strengthen governance structures to ensure decision-making processes are efficient, objective, and transparent.</p>	<p>I.5.1.2 Development and delivery of an organisational growth strategy</p> <p>I.5.2.1 Effective delivery of corporation compliant with constitution and legislative requirements.</p>
<p>5.3 Promote activities and celebrate achievements of The Alliance and its membership</p>		<p>T.5.3.1 Increase awareness of Alliance and its activities through media and communication activities</p>	<p>I.5.3.1 Development and implementation of an Alliance media and communications strategy</p>
<p>5.4 Strengthen the wellbeing of The Alliance staff and membership</p>		<p>T.5.4.1 Advocate for improved social and emotional wellbeing</p>	<p>I.5.4.1 Delivery of a social and emotional wellbeing strategy with support to build resilient communities</p>

