

Prof Christine Kilpatrick AO

Chief Executive, The Royal Melbourne Hospital



Chief Executive statement for ECCV's All One Together campaign

At RMH we believe everyone deserves to feel safe, supported, and included in their communities. We all want to equal opportunities to succeed at work, to receive effective care, and live healthy lives.

Unfortunately, we know this isn't always the case. The social determinants of health are well understood, so for RMH equality and inclusion must be part of our core business. We know, for example, that some groups, in particular women and girls, Aboriginal and/or Torres Strait Islander people, and trans and gender diverse people are still more likely to experience harassment, discrimination and violence.

Some people also face unfair attitudes or expectations about what they can, or should, do in their work or personal time. This means they don't have equal opportunities to achieve social and economic security or maintain good health and wellbeing. For example¹:



That is why we are taking meaningful steps to support better outcomes for people of all genders, backgrounds and identities, who work with or receive care from us.

We commit to:

- Auditing our organisation biannually at a minimum.
- Implementing an Equity and Inclusion Action Plan based on audit findings, and reporting on progress.
- Enabling various mechanisms to understand and respond to the experiences of diverse staff, empowering them to help drive change.

[1]; <https://www1.racgp.org.au/newsgp/clinical/men%E2%80%99s-and-women%E2%80%99s-health-side-by-side> ; <https://bmcnurs.biomedcentral.com/articles/10.1186/s12912-020-00450-w>; <https://www.mcwh.com.au/wp-content/uploads/SRH-Report-2021-for-web-accessible.pdf> ; <https://www.aihw.gov.au/reports/australias-health/indigenous-life-expectancy-and-deaths>