

Metro North Health

Message from the **ED, Aboriginal and Torres Strait Islander Health**

Sherry Holzapfel



Adj. Prof. Sherry Holzapfel

August 2025

Dear colleagues,

This month is Multicultural Queensland Month, an annual statewide initiative held each August to recognise and promote Queensland's cultural diversity.

The 2025 theme, 'One Queensland, many stories', encourages us to reflect on and share the personal stories that connect us – stories of culture, resilience, community, and belonging. By listening to and learning from each other, we contribute to stronger, more inclusive communities and workplaces.

As part of our commitment to fostering a culturally safe and inclusive workforce, Metro North Health will be hosting the Beyond Diversity Workshop later this month, delivered by the South Pacific Institute.

The Beyond Diversity Workshop is an in-person adaptation of the Virtual Courageous Conversations: The Experience. It is a powerful, personally transforming, two-day workshop that helps participants understand the impact of race on their lives, their work, and the communities they serve.

I encourage all staff to register for this important training, which will be held at Brighton Health Campus. To register, search 'Beyond Diversity Workshop' in TMS or see more details below.

It's been just over a month since Metro North Health launched the new [Aboriginal and Torres Strait Islander Anti-Racism Policy](#) and '[Stop Racism. It Starts with Me](#)' campaign. Following the strong and positive response, we have reopened Expressions of Interest for staff who wish to become Anti-Racism Ambassadors.

As an ambassador, you'll play an active role in standing up against racism in the workplace, supporting staff and community members to navigate reporting pathways, and modelling anti-racist behaviours in your daily role.

To express your interest in becoming an Anti-Racism Ambassador, complete the short survey here: <https://forms.office.com/r/ASAAFKM3zb>. EOI's close 5pm, 29 August 2025.

There is still time to book your free flu vaccination if you haven't done so already. Metro North offers free flu vaccinations to all staff across its directorates. You can view the schedule of upcoming vaccination times and locations [here](#) on the QHEPS page.

Take care of yourselves, and one another, and continue the great work you are doing to improve the health and wellbeing of Aboriginal and Torres Strait Islander people.

Until next time, stay safe and deadly.

Kind Regards,
Sherry Holzapfel

Beyond Diversity Workshop

The Beyond Diversity Workshop is an in-person adaptation of the Virtual Courageous Conversations: The Experience. It is a powerful, personally transforming, two-day workshop that helps participants understand the impact of race on their lives, their work, and the communities they serve.

Workshop details:

- Day one: 17 September 2025, 8:30am - 4:30pm (Brighton Health Campus, Auditorium)
- Day two: 18 September 2025, 8:30am - 4:30pm (Brighton Health Campus, Auditorium)
- Unpack session: 7 October 2025, 9:00am - 10:30am (Zoom)

Search '**Beyond Diversity Workshop**' on TMS, or click here to register



**STOP
RACISM**
It Starts with Me

There is no place for racism in
our health service.

If you hear it or see it, speak up
and report it.

Search '**stop racism**' on QHEPS
to learn more.

TOGETHER WE CAN STOP RACISM



**NEW Health
Equity Strategy**
2025-2028

READ NOW!

The [Metro North Health Equity Strategy 2025-2028](#) describes our commitment to drive health equity, eliminate institutional racism across the public health system and achieve life expectancy parity for Aboriginal peoples and Torres Strait Islander peoples by 2031.

Metro North Health Equity Strategic Priorities:

1. There is zero experience of racism within Metro North Health.
2. Creating safe hospital and healthcare services for Aboriginal and Torres Strait Islander people.

3. Develop and enhance culturally safe, co-designed innovative care models.
4. Sustain culturally safe, data driven equity.

[Read online!](#)



Hi all,

My name is Temiah Bond, and I'm reaching out to introduce myself as the new Social and Emotional Wellbeing (SEWB) Officer for Metro North Health.

The SEWB Program and Model of Care were developed to provide culturally safe, holistic support for Aboriginal and Torres Strait Islander staff. As part of my role, I'm here to support your wellbeing – whether that's through a yarn, guidance, or walking alongside you during challenging times.

At the moment the SEWB Program is undergoing a review. This process is important to help us understand whether the current model is still working, and how we can improve it to better meet your needs. We want to ensure the program is fit for purpose, culturally strong, and something you feel safe and confident engaging with.

Due to a range of staffing and resource limitations I'm currently limited in how often I can visit sites in person. However, please know that support is always available. If you're needing any support, you can:

- Complete a SEWB referral form - [Referral Form Social and Emotional Wellbeing Program](#)
- Or contact me directly at Temiah.bond@health.qld.gov.au or 0436 120 251.

I also want to invite and encourage you to complete the SEWB Program [Survey](#). Your voice is critical in shaping what this program looks like going forward. The survey is completely confidential, and your feedback will directly inform how we strengthen the service.

Thank you in advance for sharing your time, voice, and experiences.



Metro North Health have multiple positions available for Aboriginal and Torres Strait Islander people to apply. For list of current positions please see below:

Advertised position	Job link
Cultural Capability Officer (Identified)	https://smartjobs.qld.gov.au/jobs/QLD-RD652505
Senior Clinician - Mental Health and Social Emotional Wellbeing (Clinical Nurse Consultant) - Identified	https://smartjobs.qld.gov.au/jobs/QLD-MH641697
Advanced Aboriginal and Torres Strait Islander Health Worker (Identified)	https://smartjobs.qld.gov.au/jobs/QLD-RBH653355
Senior Clinician - Mental Health and Social Emotional Wellbeing (Social Worker/Occupational Therapist /Psychologist)	https://smartjobs.qld.gov.au/jobs/QLD-MH641668

Deadly Leadership in Action!

Four Metro North Health Aboriginal and Torres Strait Islander nurses recently participated in the first Tjurtu First Nations Nursing and Midwifery Leadership Program — a powerful movement of cultural strength, leadership, and healing in healthcare.

Tjurtu (meaning coolamon in the Kalkadunga language) honours the tools, knowledge, and cultural responsibilities our community carry into their roles every day.



Congratulations to:

- Brydon George – Wakka Wakka/Mer/Erub
- Suzy Warren – Mitakoodi
- Kathryn Hooper – Woromi, Kabi Kabi, Coconut Island
- Melissa Walker – Quandamooka/Palawa

We're so proud to have Brydon, Suzy, Kathryn and Melissa leading the way across Metro North!



Aboriginal and Torres Strait Islander Community and Engagement Framework

A new framework and practical guide for engaging with Aboriginal and Torres Strait Islander communities as part of our health equity commitment.

Available on QHEPS.

[Click here to view online!](#)



The Deadly Feet Clinic has moved!

The Deadly Feet Clinic has recently moved from Redcliffe Hospital and is now based at the Kallangur Satellite Health Centre (Kalangoor).

This change is designed to enhance coordination with care offered at community sites and demonstrates

our continued dedication to providing services shaped by community voices and better integrated with existing support networks.

For more information, contact the Deadly Feet team on: deadlyfeet@health.qld.gov.au

Check out our latest edition of the Talk-About Newsletter!

The August Talk-About Newsletter includes:

- Australia's Largest Health Service Launches Anti-racism campaign
- Metro North Health builds connections with Kabi Kabi Traditional Owners
- New Gathering Garden opens at TPCB to support healing and connection
- Health Equity in Action: Strategy launch marks new chapter
- Redcliffe Hospital appoints new Director of Aboriginal and Torres Strait Islander Health

The latest, and previous editions of the Talk-About Newsletter can be found online.



[Read Talk-About online now!](#)



STOP RACISM

It Starts with Me

PAUSE & REFLECT

Yarning Circles @ TPCB

Pause and Reflect Yarning Circles will take place in the TPCB Gathering Garden:

Monday 11th August 12:30pm	Wednesday 10th September 1:00pm
Thursday 27th August 11:00am	Monday 22nd September 9:00am

All Metro North staff are welcome.

For more information please contact, Rebeckah Mooney TPCB Cultural Capability Officer, 31396623/0499941978 CulturalCapabilityOfficerTPCB@health.qld.gov.au

Visit **Stop Racism. It Starts with Me.** | Metro North Health for more about the Anti-Racism Campaign, policies, resources and education.

A guide to culturally informed compassionate care

Got 30 minutes? Tune into RBWH's podcast, Episode 85, featuring one of our inspiring leaders Roslyn Boland, Director of Aboriginal and Torres Strait Islander Health, sharing five key principles of culturally informed compassion:

- Cultural sensitivity is non-negotiable – compassion must consider cultural context.

- Don't assume, ask – engage early and meaningfully with Aboriginal and Torres Strait Islander staff and communities.
- Family and community are central – care must extend beyond the individual.
- Compassion is relational – it's about connection, listening and shared understanding.
- Systems must show compassion too – advocacy is a vital act of care.

[Listen Now!](#)



Accurate Indigenous Identification Training

Complete the online or face-to-face training and learn how to correctly and safely identify Aboriginal and Torres Strait Islander consumers when presenting to our health care service.

Receive the tools to give you the confidence and knowledge that is safe to ask the question *"Are you of Aboriginal and/or Torres Strait Islander origin?"* and ensure services can provide clinically capable, culturally safe, and responsive care.

All staff are encouraged to participate.

ONLINE TRAINING NOW AVAILABLE!

How to register Search **'Indigenous Identification'** on TMS

First Nations Training Programs Update!

Sheringa Minniecon has been appointed permanently as the Principal Project Officer for the First Nations Training Programs!

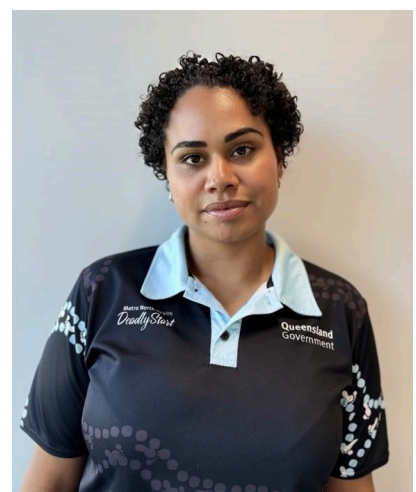
We recently had the chance to congratulate Sheringa on this exciting achievement, and here's what she shared with us:

Q1. What motivated you to apply for the permanent role?

What motivated me to apply for this permanent role is my lived experience. Over the past 18 months working in this space, I have shared my own and my family's stories related to education and health in many safe and supportive environments. This journey has helped me grow both personally and professionally.

Through this work, I've come to realise there is still much to be done. I want to continue sharing my experiences with a broader audience and collaborate with others who feel the same way, to help build a stronger, more compassionate workforce that creates safe spaces for our mob within Queensland Health.

A key part of this is ensuring that at every point of a person's experience within Queensland Health from the initial stages through to employment and ongoing support culture is truly embedded. I want to make sure cultural considerations are considered at every moment of their journey.



Being successful in this role allows me to have a greater influence on the meaningful changes that need to happen. And if those changes don't fully happen during my time here, I hope to at least pave the way for future generations.

Q2. What are your priorities over the next six months?

My priorities over the next six months are to slow down and do things right. Both programs [First Nations Cadetship Program and Deadly Start] were developed quickly, and now that we have the right structure in place, it's important to take the time to ensure every aspect of program delivery is being done right. I want to make sure we have a clear understanding of the needs of both our workforce and the participants, so we can support them effectively, meaningfully, and culturally.

Thanks for sharing, Sheringa! We're excited to see the incredible work you'll accomplish.



Gayawur Rainbow

Supporting LGBTIQ+ Sistergirl and Brotherboy communities across Queensland

Gayawur Rainbow (pronounced *Guy-ya-ward*) is more than a program — it's a statewide movement of connection, care, and pride. Designed to provide accessible, culturally safe support for lesbian, gay, bisexual, transgender, intersex, queer, Sistergirl and Brotherboy (LGBTIQ+SB) communities, Gayawur Rainbow is creating safe spaces where everyone feels seen, heard, and valued.

Gayawur Rainbow is building powerful networks that uplift, connect, and empower. It's about improving wellbeing, nurturing identity, and supporting our communities to live freely, safely, and with pride.

Five drop-in centres — in Cairns, Townsville, Toowoomba, Sunshine Coast, and Brisbane — are now open and ready to support.

[Learn more](#)

CALLING ALL METRO NORTH FLU FIGHTERS

PROTECTING OTHERS WITH A SINGLE



[CLICK HERE FOR DETAILS](#)



Staff Influenza Vaccination Clinic
No appointment required

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SUPPORTING OUR DIVERSE WORKFORCE



Have you updated your diversity status on myHR?

This information is not pre-filled. Simply [log on](#) to [myHR](#) to update and record your EEO status.



This initiative is supported by the Aboriginal and Torres Strait Islander Leadership Team,
Metro North Health

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SEE ME. HEAR ME. RESPECT ME.

IMPROVING HEALTHCARE 
FOR PEOPLE WITH DISABILITY

Queensland Health Disability Awareness and Capability Training

An inclusive and disability-confident workforce is key to improving the health outcomes of Queenslanders.

Register online now to attend monthly Disability Awareness and Capability Training sessions to equip yourself with the knowledge, skills, and tools, to develop and deliver high quality care that better meets the diverse needs of people with disability, values lived experience, and optimises opportunities for all.

[Register online](#)

Supporting people with disability

Metro North continues to make strong progress with its Disability Services Action Plan 2024 – 2029 implementation. One of the key priority areas of this plan is inclusion – whereby we aim to create a diverse and inclusive workplace that provides equal opportunities and supports and harnesses the unique talents and perspectives of employees with disabilities.

It is important to recognise that while some people experience a visible disability, many have a non-visible condition or experience a combination of both visible and non-visible conditions. Interestingly, approximately 80 per cent of disabilities are not visible. Staff are encouraged to express their interest in Metro North's upcoming training opportunity for hidden disability [here](#).

Staff are also encouraged to complete the new Queensland Health Disability Awareness Training. Find out more [here](#).

[View the Disability Services Action Plan 2024 – 2029](#)

Staff profile - Thomas Skennerton

Thomas Skennerton is the Principal Diversity Equity Inclusion Advisor for Metro North.

His role is to support and increase under represented communities within the Metro North workforce, through collaboration, support and initiatives. This includes persons with disability, multicultural, LGBTIQ+, as well as our Aboriginal and/or Torres Strait Islander community.

Having previously worked in the banking sector, training industry, and for a non-profit organisation supporting employment opportunities for long-term unemployed and persons with disabilities, Thomas is passionate about helping managers and teams overcome challenges and supporting diversity equity and inclusion initiatives.

Some notable outcomes have been the stand-up of the Murrumba committee, Pride in Metro North, MN ENABLE and the first ever disability recruitment audit.

Thomas's goal is for Metro North Health to be recognised nationally as an employer of choice for all of our under-represented groups, ensuring they are safe and included, and having the opportunity of career progression.



New governance process for recruitment of identified roles

If you are recruiting for an identified Aboriginal and Torres Strait Islander role, all hiring managers are required to follow the new governance steps prior to recruitment.

Click [here](#) to learn more

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Aboriginal and Torres Strait Islander Support Line

The TELUS Aboriginal and Torres Strait Islander Support Line offers confidential support to Aboriginal and Torres Strait Islander staff:

- by an Identified clinician,
- a clinician who has lots of experience with mob, or
- a non-Indigenous clinician.

Our team are here to support you by having a casual, non-judgmental conversation about the issue you're experiencing.

Call now on
1800 816 152

Free

Confidential

Face-to-face or virtual available

TELUS Health

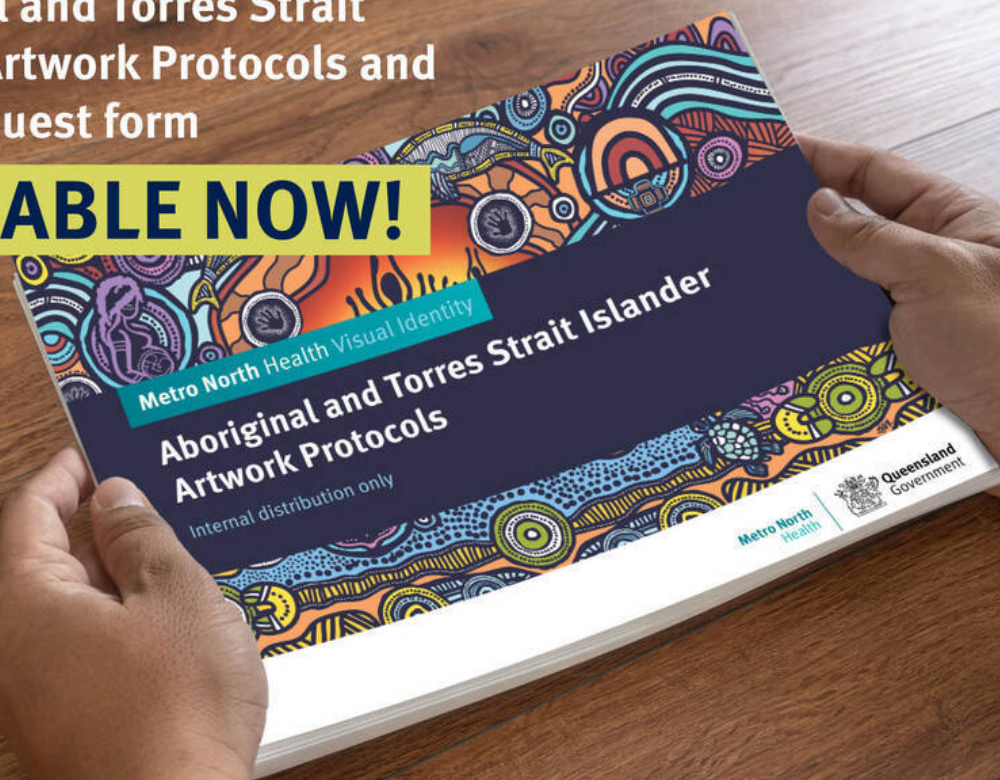
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Aboriginal and Torres Strait Islander Artwork Protocols and online request form

AVAILABLE NOW!



Protocols

Artwork Request Form

Follow our new Instagram and LinkedIn pages '*Better Together – Our Health, Our Way*' for all the latest news, updates and initiatives related to Health Equity.

The platforms celebrate our Aboriginal and Torres Strait Islander workforce, good news stories, upcoming events, and job opportunities.



Join our journey towards achieving health equity at Metro North Health.



Instagram: <https://www.instagram.com/ourhealthourway/>

LinkedIn: <https://www.linkedin.com/company/better-together-our-health-our-way>

Facebook: <https://m.facebook.com/bettertogetherourhealthourway/>



Available for bookings now!

To book the van or to learn more, visit qheps.health.qld.gov.au/metronorth/atsilt/better-together-van

Metro North Health

Better Together Health Van

Metro North Health |  **Queensland Government**

Better Together Health Van now available for bookings!

We are now accepting bookings from Metro North Health services keen to utilise the Better Together Health Van.

The Better Together Health Van is available to support your service provide improved access, opportunistic screening measures, important health promotion and engagement activities to Aboriginal and Torres Strait Islander communities within the Metro North Health catchment area.

The Aboriginal and Torres Strait Islander Leadership Team are available to assist you by connecting your service with local community.

For further information or If you would like to book the van please visit the [Better Together Health Van QHEPS page](#).

Do you have a good news story to share?

The A&TSILT Communications and Planning Team are always keen to share positive stories to our community. If you have a photograph to share, a program update or just a good yarn, send through your contribution for Better Together Yarns, Talk-About Newsletter, Better Together Yarns ebulletin or our Facebook, Instagram and LinkedIn pages to A_TSILTCommsMNH@health.qld.gov.au.

Are you following us on social media?

Check out our Better Together - Our Health, Our Way [Facebook](#), [Instagram](#) and [LinkedIn](#) pages for great stories and to stay up to date with the latest news!

The Aboriginal and Torres Strait Islander Leadership Team (A&TSILT) acknowledges the Traditional Owners of the land on which our services are located, the Jinibara, Kabi Kabi, Turrbal and Yagara peoples, and pays respects to Elders both past and present.

Produced by the Aboriginal and Torres Strait Islander Leadership Team,
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