

# ABORIGINAL CULTURAL SECURITY

## *What Can We Do?*

### *As an Individual, I Can...*

- First and foremost, reflect on my own cultural background and how it shapes my values and actions.
- Learn about Aboriginal cultures where I work and live.
- Respect interpreters, Aboriginal family and community workers as having specialist skills and as an essential part of the team.
- Observe and learn from other experienced and skilled practitioners.
- Engage in deep listening and empathy with Aboriginal people and communities.
- Consider how my verbal and non-verbal communication impacts Aboriginal people and communities.
- Familiarise myself with available resources such as policies, procedures, talking posters, visual aids, the expertise and knowledge of my colleagues and external agencies who provide resources.
- Participate in training and professional development opportunities that support culturally safe and responsive practice.

### *As a Team, I Can...*

- Orientate new staff to the workplace with the clear message that Aboriginal cultural security is central to being a skilled and competent practitioner and that respect for Aboriginal people and cultures is a value of our workplace. Key information, especially information relevant to the local context should be provided in a timely manner.
- Prioritise ongoing development of staff in effective interpersonal communication and culturally congruent practice.
- Recruit staff who represent the diversity of the community.
- Consider how easy (or difficult) it is for newcomers to navigate the service who may speak English as a second or third language.
- Proactively build our relationships with Aboriginal communities and community organisations, and report back on what we are doing and what is planned for the future.
- Test printed and other materials prior to distribution to ensure that the amount of information and the tone of the resource is appropriate and meaningful.
- Promote the sharing of experience and lessons in the provision of culturally secure practice.
- Support and participate in cultural events that are significant to Aboriginal people and communities.
- Have systems in place to gain feedback from Aboriginal people, communities, and organisations.
- Consider the needs and feedback of Aboriginal people in strategic planning and reporting processes.
- Ensure that there are policies and procedures that support Aboriginal cultural security.
- Identify resourcing to provide and support Aboriginal cultural security initiatives.
- Review the complaints received by Territory Families and analyse which ones are related to Aboriginal cultural security.
- Provide ongoing cross cultural training and professional development opportunities for all staff.

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## *What Can We Do?*

**Administrators** can support cultural security by promoting cultural safety strategies, goals, and policies. Administrators should consider the rights and values of Aboriginal people and communities when formulating and implementing policy. Administrators can support the inclusion of cultural safety information in client information systems. Administrators can also ensure that there are mechanisms in place for feedback and consultation with Aboriginal people and communities and work towards performance indicators and targets for cultural security.

**Aboriginal Leaders** can continue to advocate for inclusion in the design, delivery and evaluation of services for Aboriginal people. Aboriginal leaders can continue to facilitate and participate where appropriate in experience and lessons on provisions of culturally safe practice.

**Educators and Trainers** can include cultural security in all aspects of training and induction. Educators can also include Aboriginal people in training programs and get feedback and ideas from Aboriginal people about the development of training.

**Professionals** can support cultural security by working in partnership with Aboriginal families and communities to provide ongoing support and engage in ways that respect and respond to their cultural and communication needs. Professionals should aim to understand the concerns and questions that the Aboriginal family may have and check for cultural understandings around child development and wellbeing, and their recommended care and safety plans.

**Leaders and Managers** can ensure that cultural security is integrated into quality improvement initiatives. Leaders also have a potentially powerful role in establishing a zero-tolerance culture towards discrimination, stereotyping, and racism and one that respects the rights and dignity of Aboriginal people.

**Researchers** can include cultural security in the design and implementation of research concerning Aboriginal people. Researchers can work with Aboriginal people and communities to ensure that areas of research are shared priorities and can include Aboriginal people as partners in undertaking research and disseminating outcomes.