

Creating Cultural Safety in the Workplace

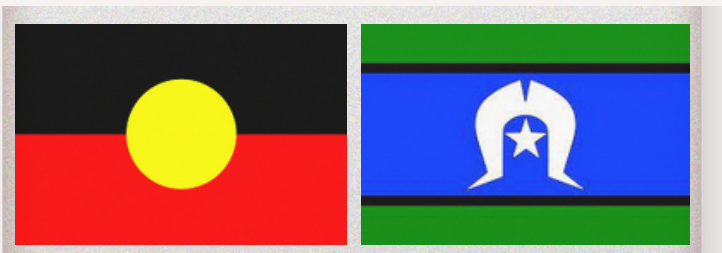


ACKNOWLEDGEMENT

Community Legal Centres Queensland pay our deepest respect to Aboriginal and Torres Strait Islander peoples as the traditional custodians of the land in Australia, and recognise their continuing connection to land, water and culture.

We pay respect to Elders past, present and emerging.

We acknowledge the stories, traditions and living cultures of Aboriginal and Torres Strait Islander peoples and commit to fostering a culture of learning from and working with First Nations peoples in the spirit of reconciliation and access to justice.



Sammy Cooper

As a proud Gumbaynggirr woman I would like to Acknowledge the Turrbal and Jaggera peoples of Meanjin as the traditional and ongoing owners, custodians and caretakers of the lands on which I live and work and play.

I pay my deepest respects to their Elders past and present,
and thank them for taking care of the lands on which I am now blessed to raise my own family.
I'd like to pause and reflect back the deep love and appreciation I have for my people back home,
particularly the matriarchs who have held our communities together for tens of thousands of years.
At home they have been the drivers of language revival, culture protection,
and the establishment of an immersive school.

I also extend that appreciation to the knowledge and expertise among us today.
I acknowledge the struggles and the strengths of our peoples,
that sovereignty was never ceded.

Always was, Always will be.







CHECK IN

Relationship

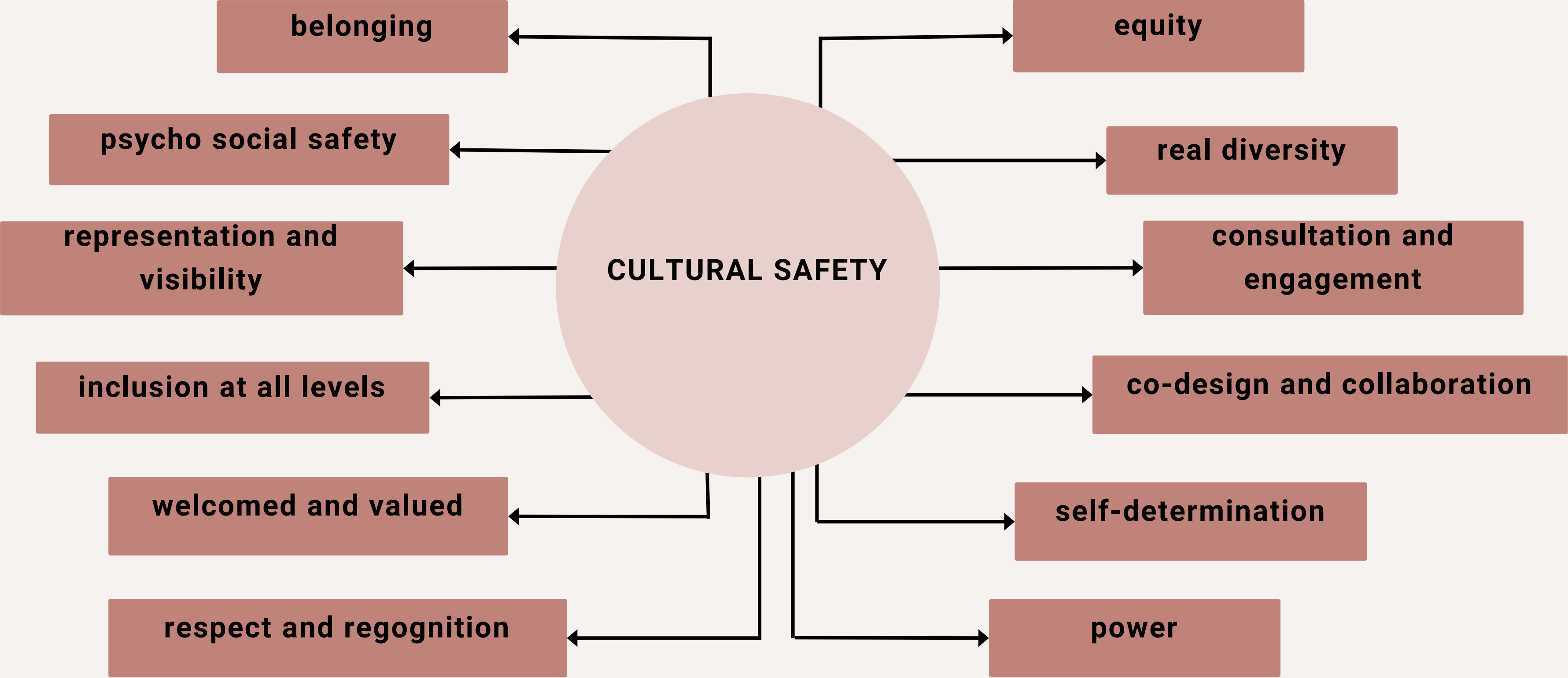
Connection

**Cultural safety
and ways of
working**

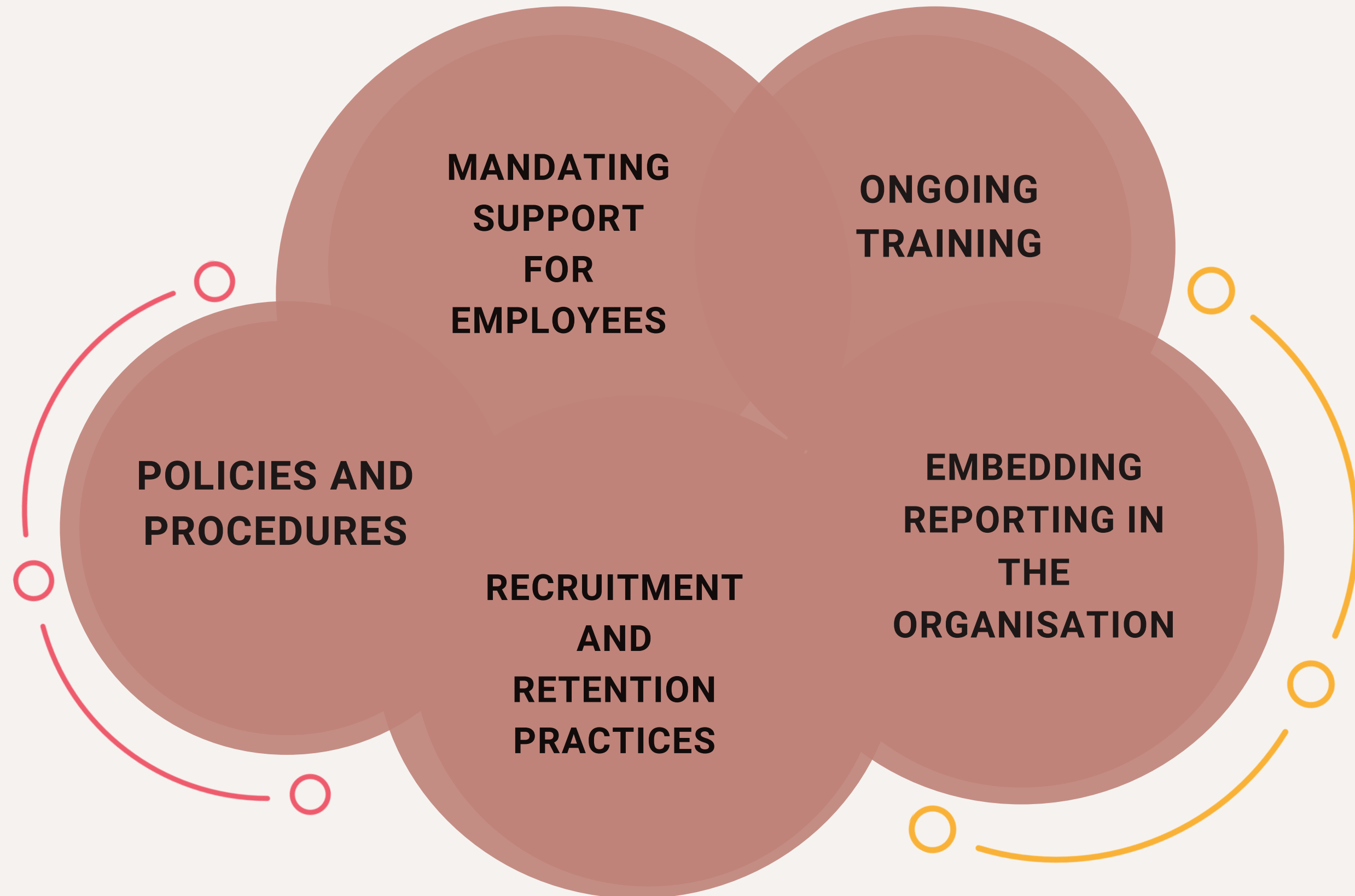
**Measuring
cultural
safety**

**Transformational
actions**

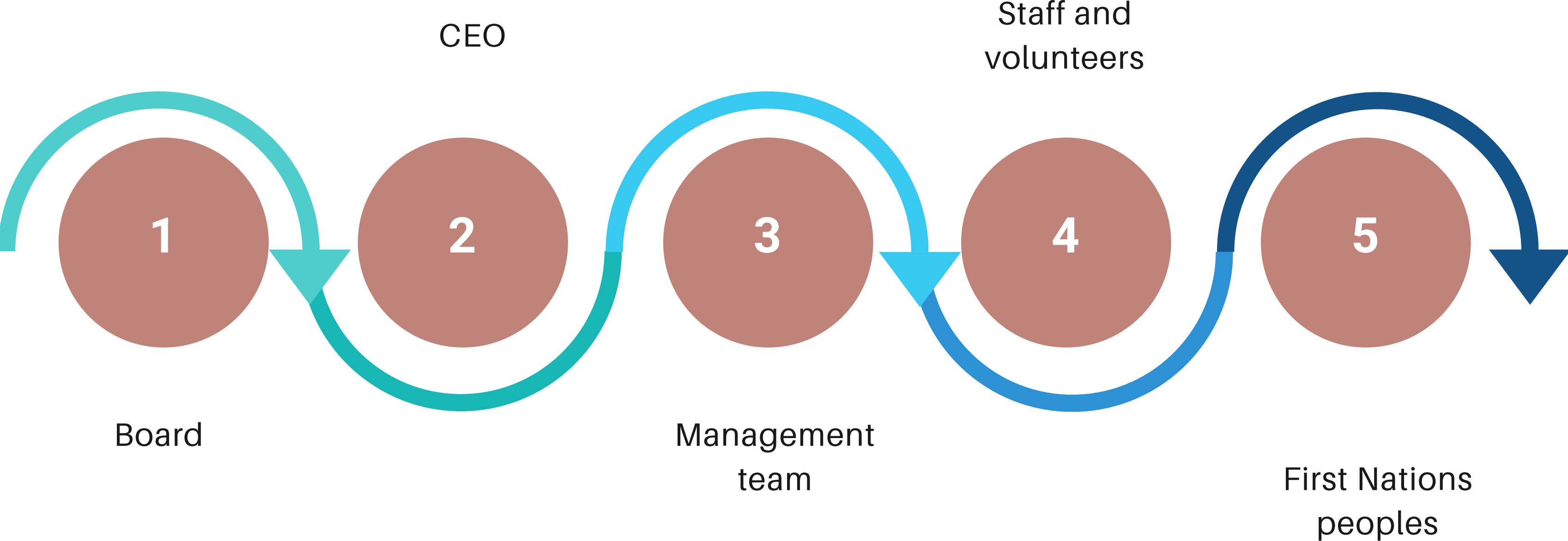
WHAT IS CULTURAL SAFETY?



WHAT ARE THE ACTIONS AROUND THOSE WORDS?



WHO IS RESPONSIBLE?



WHAT IS YOUR PERSONAL NARRATIVE AROUND CULTURAL SAFETY?



Why is this work important to you?

Why is it important for your organisation?

What is one thing you do in your organisation to promote cultural safety?

MY WHY



HOW DO WE CREATE MEANINGFUL, TRANSFORMATIONAL CHANGE?

You cannot create meaningful change without first understanding your why. This work must be people-centric.

It must centre the unique expertise of First Nations peoples and address systemic issues in a proactive and holistic way.



HOW DO WE CREATE MEANINGFUL, TRANSFORMATIONAL CHANGE?

Organisational strategies

Reporting	Measuring	Prioritising	Workforce	Support	Community
<p>CEO report to Board on First Nations strategies / RAP</p> <p>Embed First Nations work in CEO performance evaluation</p> <p>Management to report on First Nations strategies from each unit</p>	<p>Measure progress</p> <ul style="list-style-type: none">• know where we're going• what data do we already collect?• what do we need to know that we don't already?• what impact do we want to have?• how do we bring people along?• co-design	<p>RAP or cultural safety plan</p> <p>Employment strategy</p> <p>Engagement strategy</p> <p>Governance and leadership positions</p> <p>Culture change</p>	<p>Identified recruitment</p> <p>Employee supports</p> <p>Flexibility</p> <p>Cultural training</p> <p>policies and procedures</p>	<p>EAP</p> <p>Wunya</p> <p>Cultural Supervision</p> <p>Professional & personal development</p> <p>Mentoring</p> <p>Decompress time</p> <p>Cultural load</p>	<p>Individual relationships</p> <p>Community engagement</p> <p>Partnerships</p> <p>Support existing events/groups</p> <p>People first</p> <p>Relationship before partnership</p> <p>self-determination</p>

MEASURING CULTURAL SAFETY

**WHERE ARE WE GOING?
HOW DO WE KNOW WE'RE THERE?**

WHAT DOES SUCCESS LOOK LIKE?

KEY TAKE AWAYS

**WHAT WILL YOU DO DIFFERENTLY IN YOUR ORGANISATION
STARTING TOMORROW?**





CHECK OUT