

Caring for others in the family and community is an integral part of Aboriginal and Torres Strait Islander cultures.

Aboriginal and Torres Strait Islander people can bring a unique perspective, life experience, valuable insights and skills to the care and support workforce.

To welcome and support Aboriginal and Torres Strait Islander people in the care and support sector, it is essential to provide a culturally safe work environment. This means creating an environment that is respectful and inclusive and does not tolerate discrimination or denial of Aboriginal and Torres Strait Islander identity and experience.

This includes:

- genuinely listening to the experiences, opinions and ideas of Aboriginal and Torres Strait Islander people
- having an awareness of Aboriginal and Torres Strait Islander culture, knowledge systems and traditions
- proactively addressing cultural insensitivity, unconscious bias, racism and discrimination within your organisation
- showing respect for, and developing knowledge of, Aboriginal and Torres Strait Islander peoples, communities, cultures, history and challenges
- supporting Aboriginal and Torres Strait Islander self-determination by sharing power (decision-making and governance) and resources
- involving Aboriginal and Torres Strait Islander people in decisions and in the design, delivery and evaluation of services—this is essential for services specifically targeting Aboriginal and Torres Strait Islander communities
- embedding Aboriginal and Torres Strait Islander wellbeing and safety into policies and systems, including zero-tolerance of racism and discrimination
- continually building on the knowledge and understanding of Aboriginal and Torres Strait Islander people's needs, as well as the best ways to work with them and make them feel safe and respected
- inviting Aboriginal and Torres Strait Islander employees to share their knowledge, perspectives, experiences and feelings
- ensuring support, or connections to support, is available for all Aboriginal and Torres Strait Islander employees
- considering the needs of Aboriginal and Torres Strait Islander employees, such as flexible working arrangements for Sorry Business or cultural responsibilities.

Cultural safety is a fundamental human right. Everyone has a responsibility for the cultural safety of Aboriginal and Torres Strait Islander people in their organisation. Cultural awareness or competency training for employers and staff is a great first step.

Search for 'Cultural competence training and programs' on the Supply Nation website at supplynation.org.au