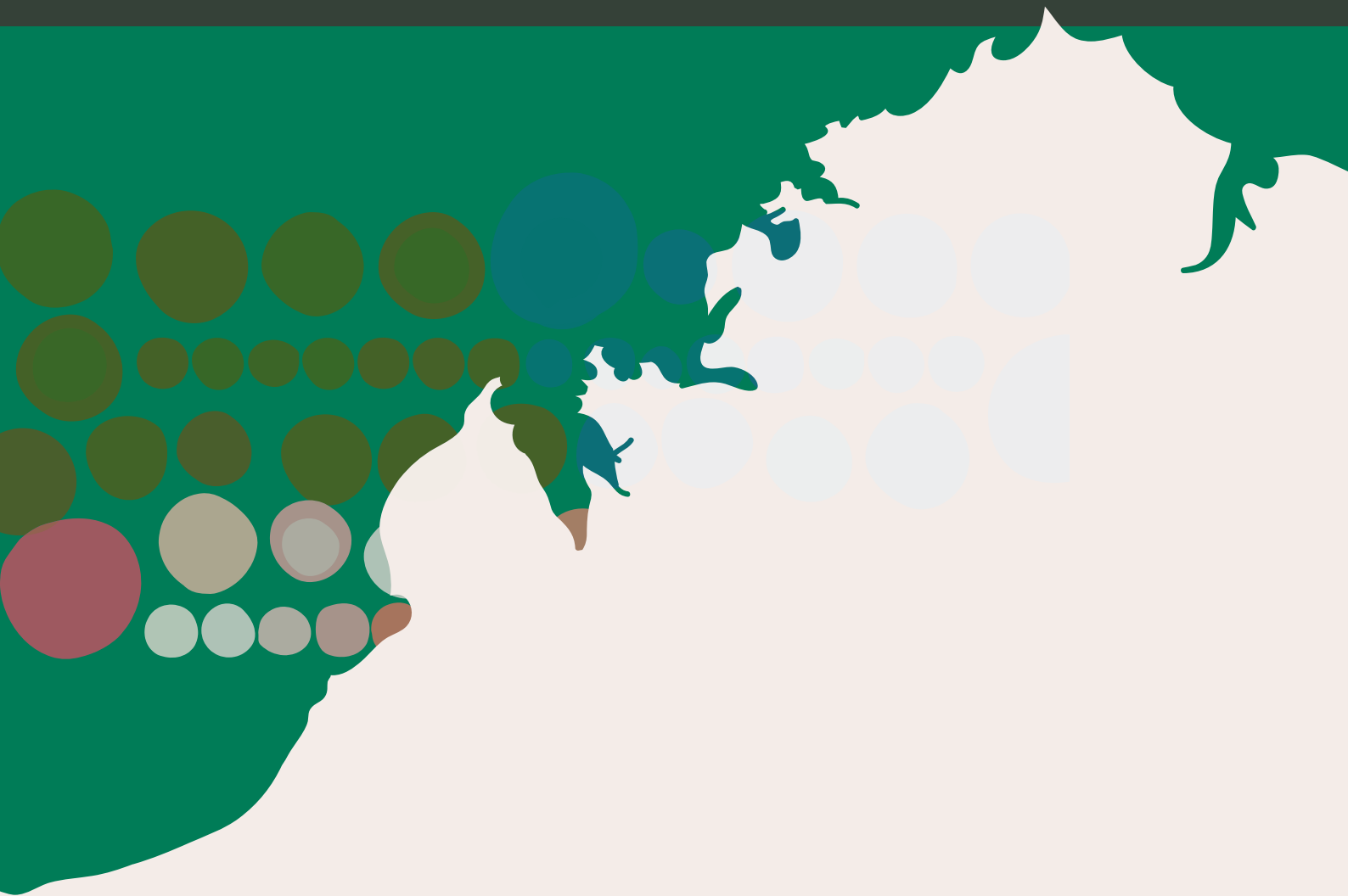# A cultural security framework

for

Kimberley mental health/social and emotional well-being and alcohol and other drug services

Guide & Self-Assessment Tool

Developed by the Drug, Alcohol and Mental Health subcommittee of the Kimberley Aboriginal Health Planning Forum

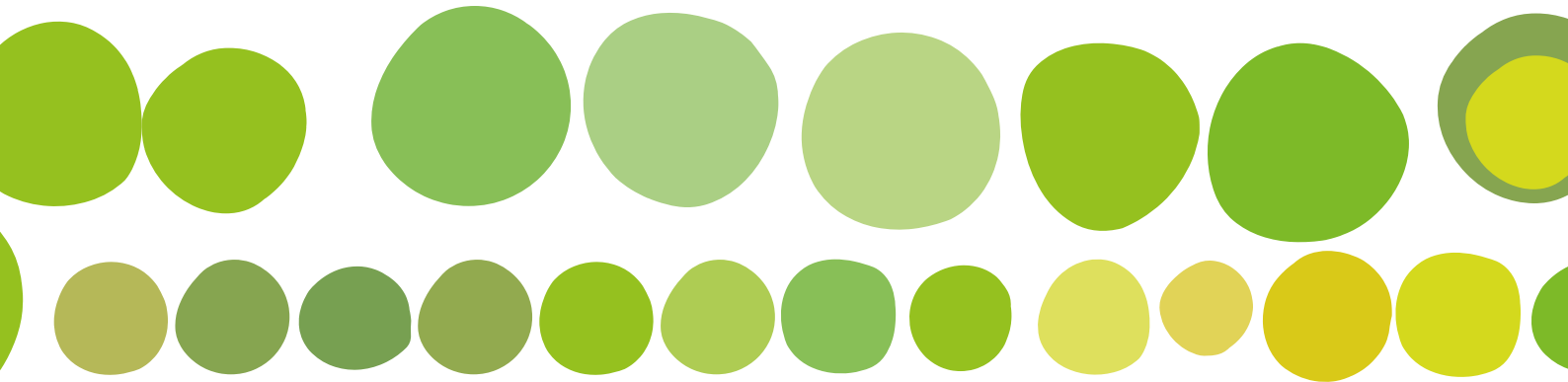**Kimberley Aboriginal Health** Planning Forum

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Acknowledgements

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Introduction

This Guide and Self-Assessment Tool is a supporting document for the Cultural Security Framework for Kimberley Mental Health/Social and Emotional Well-being and Alcohol and Other Drug Services (the Framework).

The vision of the Framework and this supporting document is for the delivery of culturally secure mental health/social and emotional well-being (SEWB) and alcohol and other drug (AOD) services and support, which are responsive to, and respectful of, the cultural rights, values, beliefs and expectations of Aboriginal people in the Kimberley.

This Guide and Self-Assessment Tool aims to:

● provide a consistent approach to actions to improve cultural security in SEWB and AOD services and support for Aboriginal people across the Kimberley;

● assist the member organisations of the Drug, Alcohol and Mental Health Subcommittee (DAMH SC) of the Kimberley Aboriginal Health Planning Forum (KAHPF) to embed the Framework into their organisation/ service;

● support accountability and encourage information sharing and collaboration; and

● provide a template for organisations/services to measure progress as part of a continuous quality improvement (CQI) process.

Cultural security is a process. This document strongly advocates for services to recognise culture as a protective factor of positive wellbeing and support initiatives that focus on Aboriginal languages and culture.

The Framework and supporting Guide and Self-Assessment Tool are intended to complement existing strategies within an organisation. Each organisation will embed cultural security into their services in various ways. This is influenced by the size, location, governance structure, services provided, and the people and communities who use your services.

An organisational approach and ongoing commitment to providing culturally secure services is essential. The process should be well communicated to all staff, with leadership at all levels within an organisation to encourage successful implementation. Within an organisation, the leadership team and / or Board is to be consulted during the self-assessment process, and endorse actions for implementation.

The cultural security of a service is determined by the end users receiving care. Please note when using the Framework and this supporting document, there is a need to be flexible to meet the needs of the local community, as the social and cultural needs will vary between the diverse Aboriginal people and communities in which you serve.

Application of the Self-Assessment Tool

This Self-Assessment Tool applies the structure of the Framework, comprised of four key result areas (KRA) within an organisation where cultural security should be addressed.

The four KRA areas are:

	KRA	Desired outcome
1.	Professional development of the workforce	All staff have an awareness of and show respect for Aboriginal spirituality, cultural protocols, communication styles, lived experience and history
2.	The workplace environment	Services are delivered from welcoming venues, which are designed to meet clients/patients needs
3.	Work practices	The treatment, support, training and/or care provided acknowledges the cultural difference and local realities of Aboriginal clients/patients
4.	Systems and processes	The unique needs of Aboriginal clients/patients and the demands made on Aboriginal staff are embedded in the structures, policies, procedures and programmes

The document follows the structure to capture progress as follows:

KRA

Enter in the following KRA information from the Framework:

- item
- strategy
- key performance indicator/s (KPIs)
- target/s.

Compliance

Method:	One or more of the following methods can be used to demonstrate evidence: • Observation • Interview / questionnaires • Documentation
Evidence:	The evidence box provides the opportunity to identify and document evidence on how the organisation / service meets the item's KPI and target.
Rating:	The assessment rating is on the following scale: • Achieved: When the requirements are met • Not yet achieved: When the requirements are not met, or the outcome is not effective • Not assessed: When the item is not able to be assessed. This will include when the item is not appropriate for the organisation / service, or for the community. When an item is 'not yet achieved', this will initiate a Continuous Quality Improvement process.

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Continuous Quality Improvement process

This provides an opportunity to identify improvements and activities to be implemented. A designated ID, action status (yes/no) and completed date ensures ongoing tracking.

Additional comments can be added, and a next scheduled self-assessment date to be set for approximately 3 months.

Evaluating your success

It is important that your organisation measures whether or not your attempts to achieve cultural security have achieved the outcomes that you are seeking. It is recommended to undertake regular reviews and self-assessments to promote continuous improvement in your workplace.

Each completed self-assessment is to be tabled at relevant meetings and shared within an organisation as part of the communication process. Within an organisation, the leadership team and / or Board is to be consulted during the self-assessment process, and endorse actions for implementation.

Completed self-assessment

This self-assessment tool is intended to be self-managed. As per the Framework Agreement (Appendix A), progress is to be shared with other KAHPF DAMH SC member organisations and the KAHPF more broadly.

Please inform KAHPF at commencement of implementation, and email each completed self-assessment to the following:

● KAHPF Secretariat via kahpf@kamsc.org.au

● KAMS Capacity Building Officer via spcapacitybuilding@kamsc.org.au.

If you would like to provide feedback or would like further information on the Framework and supporting Guide and Self-Assessment Tool, please email KAHPF Secretariat via kahpf@kamsc.org.au. Your feedback will be used to continuously improve the process.

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Definitions

A range of words are used in documents relating to cultural security. The definitions that follow have been collated from a number of sources listed in the references.

Cultural competence	The ability to see beyond the boundaries of our own cultural interpretations, to be able to be objective when dealing with cultures different from our own and be able to interpret and understand behaviours and intentions of people from other cultures non- judgementally and without bias.
Cultural respect	'Recognition, protection and continued advancement of the inherent rights, cultures and tradition of Aboriginal and Torres Strait Islander people.' ; [1]
Cultural safety	Whether or not Aboriginal clients/patients and their families are 'safe' from covert and overt cultural abuse while engaging with a service.
Cultural security	The respect for the cultural rights, values and beliefs and expectations of Aboriginal people. Cultural security expands further than cultural awareness and cultural sensitivity.
Culturally appropriate	An approach to policy, practice and service delivery that is based on the positive acceptance of the cultural values and expectations of Aboriginal people.
Culture	Culture fosters resilience, promotes a positive sense of community, and acts as a protective factor on physical health, and social and emotional wellbeing.
Mental health	A clinical perspective focused on an individual's functioning level in their environment.
Social and emotional wellbeing	' holistic concept which recognises the importance of connection to land, culture, spirituality, ancestry, family and community, and how these affect the individual.' [2] Social and emotional wellbeing differs from mental health, however, the two are interconnected and influence each other.

[1] Australian Health Ministers' Advisory Council (2016). *National Cultural Respect Framework for Aboriginal and Torres Strait Islander Health 2016-2026*

[2] Commonwealth of Australia (2013). *National Aboriginal and Torres Strait Islander Health Plan 2013-2023*

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Organisations that may be consulted to help your service to deliver culturally secure services and support

Kimberley Aboriginal Law and Culture Centre

Great Northern Highway, Fitzroy Crossing

Ph 08 9191 5317

http://www.kalacc.org.au/

Kimberley Interpreting Service

Broome – Unit 10 Broome Lotteries House, Cable Beach Road

Ph 08 9192 3981

or

Kununurra – Button Drive

Ph 08 9169 3161

http://www.kimberleyinterpreting.org.au/

Kimberley Language Resource Centre

158 Terone Street, Halls Creek

Ph 0891 686 005

http://www.klrc.org.au/home

Mirima Dawang Woorlab Gerring Language and Culture Centre

158 Speargrass Road, Kununurra

Ph 08 9169 1029

http://www.mirima.org.au

Nyamba Buru Yawuru

55 Reid Road, Broome

Ph 08 9192 9600

http://www.yawuru.com/

Mowanjum Arts and Culture Centre

Gibb River Road Derby W.A.

Ph 08 9191 1008

http://www.mowanjumarts.com/

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A cultural security framework

for

Kimberley mental health/social and emotional well-being and alcohol and other drug services

This Agreement is made on: /   /   (date)

between

....

(Organisation)

and

The Kimberley Aboriginal Health Planning Forum (KAHPF)

Kimberley Aboriginal Health Planning Forum

SIGNED: _____

NAME: _____

POSITION: _____

ORGANISATION: _____

DATE: _____

SIGNED: _____

NAME: _____

chairperson
Kimberley Aboriginal Health Planning Forum

DATE: _____