

FAQ – Culturally Safe Clinical Supervision

Some Key Tips

1. Always remember diversity first!
2. Aboriginal and Torres Strait Islander Peoples are incredibly diverse!
3. Cultures are constantly shifting and changing. So our knowledge and commitment to culturally safe supervision will be a rich and rewarding lifelong learning journey.
4. Aboriginal and Torres Strait Islander Peoples often have a more holistic view of health which includes more than simply the individual's wellness status, but includes connection to community, connection to country, spirituality and ancestors to family and kinship and other factors (see resource 1)
5. Aboriginal and Torres Strait Islander doctors under your supervision are likely to have different life experiences and world views and may not have the same world view as other Australian trainees.
6. Many Aboriginal and or Torres Strait Islander doctors are assumed to have the same world view as the dominant culture in Australia, however, trainees' experiences and cultural background vary. Many of the trainees view health as holistic which includes more than simply the individual's wellness status but includes connection to community, connection to country, spirituality and ancestors to family and kinship and other factors. (see resource 1)
7. Remember that Aboriginal and Torres Strait Islander Trainees are under your supervision to learn and not be cultural advisors for the health service or staff.
Aboriginal and Torres Strait Islander people develop respect based on relationships that are built over time.

Communication and Support

- Support Indigenous Doctors access to cultural support and mentoring
- Understand the demands on the Aboriginal or Torres Strait Islander trainee doctor are different to your other trainee doctors as there may be additional community expectations
- Be aware and allow time for trust and comfort to develop. Putting oneself forward may feel very exposing and Aboriginal and Torres Strait Islander Peoples.
- Be aware that the trainees are coming from different backgrounds and may have different communication styles. Consider changing your teaching style to better suit the Aboriginal and/or Torres Strait Islander trainee.
- Remember cultural loading and try not to add to it by burdening your trainee by expecting them to be the 'expert on all things Indigenous' or to see every Aboriginal patient on the ward. [Click here to learn about cultural loading.](#) Check out resource 2 for tips on creating an inclusive workplace (see resource 2)



FAQ – Addressing Racism

Some Key Tips

Racism is a human rights and public health issue. As reported in the medical training survey of 2021, 52% of Aboriginal and Torres Strait Islander trainees reported experiencing and/or witnessing bullying, harassment and/or discrimination (compared to 35% trainees nationally) with 49% reporting a moderate to major impact on their training.[1] This experience is backed up by the Australian Indigenous Doctors Association (AIDA)

- Acknowledge colonization and systemic racism, social, cultural, behavioural and economic factors which impact individual and community health.
- Recognise everyone has unconscious bias and the impact that it may have. Identification and addressing unconscious bias is necessary for developing a cultural safe and inclusive workplace.
- Recognise the importance of self-determined decision making in health care.
- Foster a safe working environment through your leadership to support Aboriginal and Torres Strait Islander rights and dignity.
- Encourage all staff to complete cultural safety training and it is up to date

Be a good ally

- call out racism when witnessed
- support your trainees in addressing racist incidents
- Know your organisations policy on racism and discrimination
- Be aware of cultural load in your trainees
- Celebrate diversity

Resources

- Racism- It stops with me campaign
- Racism – No way campaign
- <https://www.reconciliation.org.au/wp-content/uploads/2022/11/Australian-Reconciliation-Barometer-2022.pdf>
- AIDA Cultural Safety Program
- Unconscious Bias's Stacey A Gordon
- Australian Human Rights Commission Act 1986
- Racial Discrimination Act 1975
- <https://callitout.com.au/>
- Work Health and Safety Act



AIDA

AUSTRALIAN INDIGENOUS
DOCTORS' ASSOCIATION

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Demonstrating respect for First Nations protocols within the workplace

Recognise and adhere to cultural protocols like acknowledgment of country which are important steps towards understanding and representing Indigenous views and encouraging culturally appropriate working practices which value cultural diversity.

- **Acknowledge the importance of community relationships and events and be aware of important dates for Indigenous Australians.**
- **Allow and encourage for the trainees to take time to attend important cultural days or events as well as significant events including ‘sorry’ business**
- **Work with staff on workplace readiness to ensure cultural safety and inclusive workplace practices are present**

Be a good ally

- **Address any racism issues that arise promptly - Call out any racism and follow policies and procedures in your hospital or workplace.**
- **Believe your trainee if they report an incident of racism**
- **Encourage all trainees to undergo cultural safety training early on in their training and as continuing professional development.**
- **Encourage all colleagues to undergo cultural safety training as continuing professional development**
- **Have an open-door policy and be approachable.**

Resources

- *Click here to read about Aboriginal and Torres Strait Islander Social and Emotional Wellbeing and to better understand the perspectives of this for Aboriginal and Torres Strait Islander Peoples.*
<https://www.telethonkids.org.au/globalassets/media/documents/aboriginal-health/working-together-second-edition/wt-part-1-chapt-4-final.pdf>
- *Click here to read about Diversity Council Australia’s 10 Truths to centre Indigenous Australians’ voices to create workplace inclusion*
<https://www.dca.org.au/topics/aboriginal-and-torres-strait-islander-peoples/leading-practice-principles#:~:text=Cultural%20load%20is%20the%20often,small!%20number%20of%20Indigenous%20people>
- *Click here to find a list of Cultually important dates for Aboriginal and Torres Strait Islander Peoples*
<https://www.qld.gov.au/firstnations/cultural-awareness-heritage-arts/dates>*Click here to learn more about the Racism it Stops with Me campaign*
<https://itstopswithme.humanrights.gov.au/>
- *Am I black enough for you? Anita Heiss*



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