



VIC 11 Standards Lunchbox Session

Standard 1

Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.

**Presented by ChildSafe Australia
with Neil Milton, Laura Lindsay
and Adele Cox**

Sponsored by



Standard 1

Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.

1.1 A child's ability to express their culture and enjoy their cultural rights is encouraged and actively supported.

1.2 Strategies are embedded within the organisation which equip all members to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children and young people.

1.3 Measures are adopted by the organisation to ensure racism within the organisation is identified, confronted and not tolerated. Any instances of racism are addressed with appropriate consequences

1.4 The organisation actively supports and facilitates participation and inclusion within it by Aboriginal children, young people and their families.

1.5 All of the organisation's policies, procedures, systems and processes together create a culturally safe and inclusive environment and meet the needs of Aboriginal children, young people and their families.





Alison Simpson Artwork

What this Standard is about...



**How do we
apply the
standard?**

**How do we
document the
standard?**

**What does
it look like
in action?**

How do we apply the Standard?

- Connect with your local Aboriginal and Torres Strait Islander community
 - Incorporate knowledge from Aboriginal and Torres Strait Islander families and communities.
- Work together with Aboriginal and Torres Strait Islander people, including organisations, Elders, community leaders and families..
 - Support participation at all levels of your organisation.
 - How can your organisation can be culturally safe, welcoming and accessible
- In your governance, policy, procedure and risk assessment framework, consider cultural safety as part of your child safety and wellbeing approach.
 - Set clear expectations of culturally competent behaviour from staff and volunteers

How do we document the Standard?

- Cultural Safety is included in your Child Safety and Wellbeing policy.
 - A public commitment to take ongoing action to build the capacity of staff to understand and take into account Aboriginal children's cultural rights, and to foster child participation.
- Policies and procedures are informed by people who come from diverse groups.
 - Policies and procedures define inappropriate conduct, such as racism, discrimination, and cultural abuse.
 - Code of conduct that reflects a commitment to cultural safety.
- Complaint handling process that takes cultural safety into consideration.
 - Recruitment and screening processes that, alongside child safety, show the importance of cultural safety for Aboriginal children, young people and families.

What does it look like in action?

- Opportunities are created for Aboriginal and Torres Strait Islander voices to be heard.
 - Opportunities for children and young people to express their culture.
 - Promoting, attending or hosting Aboriginal community events where appropriate.
- Culturally appropriate workshops training and cultural support and mentoring.
 - The physical environment reflects Aboriginal culture and the community where you are.
 - Concerns or complaints relating to racism, cultural abuse, discrimination and cultural safety are addressed.
- Have culturally appropriate ways of asking Aboriginal and Torres Strait Islander children if they feel safe.
 - Policies and procedures translated in local Aboriginal languages and local dialects, and communicate them in a culturally relevant way.

"I can do that!"

TAKE A STEP

1



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There are hundreds of unique and distinct Aboriginal and Torres Strait Islander communities, cultures and languages throughout Australia.

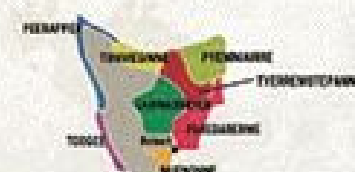
- Find out what the traditional name is for the land where your organisation is located.
- Find out who the local elders are and make a plan to connect with them.
- Find out if your organisation has a Reconciliation Action Plan “RAP”. Find out, read it, understand it and see how you can consider the safety of Aboriginal children and young people in this.
- Review your organisation’s practices:
 - Do we promote cultural respect and cultural safety?
 - Does our code of conduct include and define inappropriate behaviours regarding racism and discrimination?
 - Are the spaces, programs and activities that we facilitate inclusive?



First Nations Map

Know the language, know the land

**This map should not be viewed as definitive, but indicative of the diversity of groups and languages that constitute the First Nations of this continent. Some of the names and areas are contested.*



"I can do that!"

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