

# *Workplace social and emotional wellbeing*

**Date** Thursday 10 December 2020, 12.30pm AEST  
**Presenters** Nicole Turner

*This activity has been developed in partnership with Aboriginal Health & Medical Research Council of NSW, NSW Health and NSW Rural Doctors network*



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# *Acknowledgement of Country*

We recognise the traditional custodians of the lands and seas on which we live and work.

We pay our respects to Elders past and present.



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## Presenter



**Nicole Turner**

*Aboriginal Workforce Engagement Officer, NSW Rural Doctors Network  
Indigenous Allied Health Australia (IAHA) Chairperson*



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## Learning Outcomes

By the end of this webinar, participants will

- Understand cultural responsiveness
- Identify impacts of racism on health outcomes
- How to look after your own social and emotional well being



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Imagine how you would feel if you welcomed strangers into your home and they never left. In fact, what would it be like if they took control of your house and made you relocate far away? What if they abused you physically, sexually and financially, and spread disease throughout your community? Can you imagine how this would affect your children and grandchildren's view of these strangers for generations to come?

Consider what it would be like to see a previously unknown disease, with a 50% fatality rate, sweep through your community, affecting your family and friends. How would it make you feel to know that so much of your culture had been permanently lost, with no way to fully rediscover it in all its richness?

The reality of the first collision of cultures between Indigenous Australians and British colonials has gone unacknowledged for most of our shared history. Many Indigenous Australians have wrestled with defining their identity when so much of their pre-contact culture has been lost, and at the same time their relationship with mainstream Australian culture is complicated by its role in the deterioration of their own culture.



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## *Aboriginal & Torres Strait Islander Health is defined as*

“not just the physical well-being of a person but refers to the social, emotional and cultural well-being of the whole community in which each individual is able to achieve their full potential as a human being, thereby bringing about the total well-being of their community. It is a whole-of-life view and includes the cyclical concept of life-death-life. Health care services should strive to achieve the state where every individual is able to achieve their full potential as a human being and this brings about the total well-being of their community”

*National Aboriginal Health Strategy, 1989*



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# *Social & Cultural Determinants*

Cultural determinants of health and well-being, include:

- Self determination
- Connection to land and country; custodianship; utilisation of country
- Freedom from discrimination
- Individual and collective rights
- Freedom from assimilation and destruction of culture
- Always think about Availability, Affordability, Accessibility and Appropriate services



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# *What is cultural responsiveness and cultural safety?*

- Cultural and social determinants
- Cultural Awareness
- Self-reflection



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## What is Cultural Safety?

In the context of health care, cultural safety is:

*The effective care of a person/family from another culture by a health care provider who has undertaken a process of reflection on their own cultural identity and recognises the impact of the health care professional's culture on their practice.*

*Unsafe cultural practice is any action which diminishes, demeans or disempowers the cultural identity and well-being of an individual*



The Nursing Council of New Zealand, 2002



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## Being Culturally Responsive leads to cultural safety...

What do we need to know, be and do in order to be culturally Responsive?



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# *What is Cultural Responsiveness?*

It is a strengths-based, action-oriented approach to achieving cultural safety that involves individuals, organisations, institutions and governments to engage in behaviour change and reflective practice that respects the centrality of cultures to respond to the health and wellbeing needs of Australia's First peoples.



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# *Cultural Responsiveness:*

- holds culture as central to Aboriginal and Torres Strait Islander health and wellbeing
- involves ongoing reflective practice and life-long learning
- is relationship focussed
- is person and community centred
- appreciates and responds to diversity between groups, families and communities
- Is strengths based - where culture is the strength
- requires knowledge of and respect for Aboriginal and Torres Strait Islander histories, peoples and cultures.



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## *How do we do it?*

Cultural responsiveness is a holistic journey that creates relationships and partnerships where Aboriginal and Torres Strait Islander people feel heard, seen, valued and included

Transforming  
training and  
education

Transforming  
access to  
healthcare

Transforming  
relationships



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## *Inclusive engagement*

Provides Aboriginal and Torres Strait Islander people with opportunities to participate by reducing barriers and engaging in meaningful and supportive ways.



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# Leadership

Inspires others and influences change in contributing to the transformation of the health and well-being of Aboriginal and Torres Strait Islander individuals, families and communities.



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# Responsibility and Accountability

Own your role, and monitor progress, in addressing inequities between Aboriginal and Torres Strait Islander peoples and other Australians.



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## Assumptions and Beliefs

1. What are my beliefs? And where do they come from?
2. What are your assumptions about Indigenous people? Where do they come from?
3. Do I have perceptions of Indigenous people? Why?
4. Do my assumptions or perceptions carry over to my practice as a professional?



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## Our Theory of Change



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## *Self-reflection means that you do the following:*

- Be willing to take a candid look at yourself
- Recognize your strengths
- Identify your areas for improvement.
- Learn how to experience your full range of emotions
- Find ways to identify and heal your deepest hurts
- Stop doing things that don't work
- Think, feel and behave consciously and positively
- Move from being reactive to proactive
- Be willing to learn, grow and change
- Be open to new experiences



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## Personal Outcomes

- Ongoing reflective practice clarifies for individuals how they impact relationships with patients
- Professional development is undertaken to ensure a high level of knowledge about Indigenous resources and programs
- Work together in developing strengths-based approaches
- Work together in changing policies and practices
- Positive, respectful and honest communication between individuals and patients creating deeper and more resilient relationships
- Incorporate these issues into their performance, planning and review processes



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# Racism and trauma impacts wellbeing

- Racism makes us sick
- High rate of chronic, mental health, suicide and other diseases
- Trauma: talking about it



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# Trauma

For Aboriginal and Torres Strait Islander communities the trauma of colonisation came in many forms:

- introduced diseases and starvation
- undermining of traditional identity, spirituality, language and cultural practices through the establishment of missions and reserves and the government policy of assimilation
- forced removal of children from their kin, country and culture to institutions where they were harmed physically, emotionally and sexually
- destruction of Indigenous forms of governance, leadership and community organisation
- discrimination and racism
- breakdown of healthy patterns of individual, family and community life.
- conflicts, massacres and dispossession of traditional lands and resources

Many Aboriginal and Torres Strait Islander people also experience trauma as a result of ongoing racism, violence and disadvantage.



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# About YOU

- Looking after everyone else first
- Your social and emotional wellbeing:
  - Eating well
  - Sleeping, not looking at your phone or other devices before going to sleep
  - Hydration (do you stop to have a drink of water?)
  - Vitamin D sunlight



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## *How to look after yourself*

- Tools to have a conversation
- Leadership: your power irrespective of your job/role
- What do you do for you?
- What are your values and beliefs for social and emotional wellbeing.



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## *How to look after yourself*

**Emotional wellness** is *the ability to successfully handle life's stresses and adapt to change and difficult times.*

How do you do this now ?



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# Indigenous support services

- **Gayaa Dhuwi Proud Spirit Australia (GDPSA)**

<https://www.gayaadhuwi.org.au/>

National Aboriginal and Torres Strait Islander (Indigenous) social and emotional wellbeing, mental health and suicide prevention leadership body.

- **THIRILLI**

<http://thirrili.com.au/nips>

The National Indigenous Postvention Service (NIPS) supports individuals, families, and communities affected by suicide or other significant trauma.

- **The Australian Indigenous Psychology Association**

<http://www.indigenouspsychology.com.au/>

National body representing Aboriginal and Torres Strait Islander psychologists in Australia.

- **Indigenous Allied Health Australia (IAHA)**

<https://iaha.com.au/>

A national, member-based Aboriginal and Torres Strait Islander allied health organisation. IAHA leads sector workforce development and support, to improve the health and wellbeing of Aboriginal and Torres Strait Islander peoples



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# Dadirri – Deep listening

**“[Dadirri] is in everyone. It is not just an Aboriginal thing”**

“In our Aboriginal way, we learnt to listen from our earliest days.

We could not live good and useful lives unless we listened.....We learnt by watching and listening, waiting and then acting.” Miriam-Rose Ungunmerr-Baumann

<https://www.youtube.com/watch?v=pkY1dGk-LyE>



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## Contact IAHA

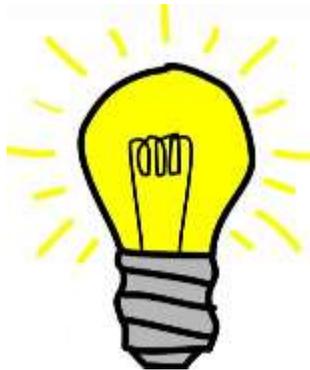
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*Any questions....*



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