



CATSINaM

15 April 2014

Dr Lynnette Cusack
Presiding Member
Nursing and Midwifery Board of Australia
AHPRA
GPO Box 9958
Adelaide SA 5001

Dear Lyn

I am writing to you, on behalf of the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM) to thank you for our introductory meeting in February. I apologise for the delay in following up our meeting.

CATSINaM is the national health professional peak body for Aboriginal and Torres Strait Islander nurses and midwives. It was formally established in 1998 and known as CATSIN at that time. An eight-member Board, with representation from each State and Territory, governs CATSINaM, which recently endorsed our 2013-2018 Strategic Plan. The following statement of purpose frames the Strategic Plan:

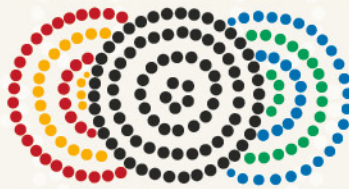
CATSINaM honours an holistic and culturally safe approach to achieving optimal health and wellbeing for Aboriginal and Torres Strait Islander peoples and communities. We develop and promote strategies to ensure that this holistic and culturally safe approach is understood and applied by nurses and midwives working in Australia.

On this basis, CATSINaM is actively working to build relationships and partnerships with a range of stakeholders across the health sector as part of our commitment to make a substantial and positive difference to Aboriginal and Torres Strait Islander Australians' health service experiences and outcomes. As part of this work CATSINaM would welcome an invitation to present and discuss working with the Nursing and Midwifery Board of Australia (NMBA) regarding cultural safety training and further enhancing culturally secure working environments through the registration process for nurses and midwives.

CONGRESS OF ABORIGINAL AND TORRES STRAIT ISLANDER NURSES AND MIDWIVES

5 Lancaster Place, Majura Park 2609 | Phone: 0427 896 446 | Email: catsinam@catsinam.org.au | Web: catsinam.org.au

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We would also like to invite the NMBA to participate in a **two-day cultural safety and respect workshop** designed for leaders in nursing and midwifery. The workshop will be held at Majura Park, Canberra on 30-31 July 2014, we hope Board members will participate. Information on the highly experienced and well-regarded co-facilitators and an outline of the agenda and timeframe is enclosed. I have also attached for your information three policy position statements that represent key priorities for us: *Cultural Safety, Recruitment and Retention, and Clinical Placements*.

As there are limited places, we request that you respond and register as early as possible. Please contact us on our office number, 0427 896 446, or email us at catsinam@catsinam.org.au by or before **Friday July 17th**.

We thank you for your support and look forward to an ongoing productive and respectful relationship with you to improve health services and experiences for all Australians.

Yours sincerely

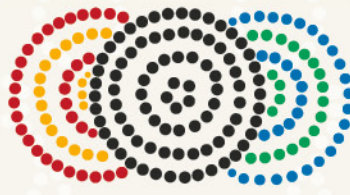
Janine Mohamed
Chief Executive Officer

Attachments: Cultural Safety Position Statement
 Recruitment and Retention Position Statement
 Clinical Placements Position Statement

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Developing respectful practices in working with Aboriginal and Torres Strait Islander peoples and organisations: A cultural respect and safety workshop

Facilitators: Sharon Gollan and Kathleen Stacey

This is a two-day workshop facilitated through an Aboriginal and non-Aboriginal partnership – brief facilitator bios are provided below. Each day commences at 9:15 for a formal start by 9:30 and finishes by 4:30. There is a morning tea and lunch break (that will be catered).

DAY ONE: IDENTIFYING AND EXPLORING RACISM: IMPLICATIONS FOR HEALTH SERVICES AND ORGANISATIONS

- ⌚ Introduction:
 - Acknowledgement of Country
 - Welcome and context setting by CATSINaM
 - Protocols, language and meaning
 - Hopes and expectations
- ⌚ Naming and understanding racism: Definitions and dimensions
- ⌚ Identifying dominant culture practices and barriers to acknowledging racism
- ⌚ Recognising, understanding and responding to institutional racism
- ⌚ Understanding ourselves: Exploring attitudes and values that perpetuate dominance

DAY TWO: DEVELOPING RESPONSES TO ADDRESS THE EFFECTS OF COLONISATION AND RACISM

- ⌚ Examining the historical context that impacts on the lives of Aboriginal and Torres Strait Islander Australians
- ⌚ Identifying the ongoing effects of colonisation and dispossession on Aboriginal and Torres Strait Islander Australians
- ⌚ Understanding the implications of the historical context and ongoing effects for policy and program development and health services work with Aboriginal and Torres Strait Islander Australians
- ⌚ Developing strategies for respectful work with Aboriginal and Torres Strait Islander Australians

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Sharon Gollan, Sharon Gollan & Associates

Sharon Gollan has strong affinity with and is an active community member of the Ngarrindjeri group in South Australia. She has over 25 years of experience in the public sector in a range of community services and management positions primarily focussed on creating better services for Aboriginal peoples, followed by eight years in academic teaching and research before focusing all of her time on being the Director of her training and consultancy business, as well as contributing to better life outcomes for Aboriginal peoples through National and State Boards, State Committees and Community Working Groups.

Sharon Gollan has invited *beyond...* to work with her since 1999 in developing and delivering training programs focused on cultural respect and safety as part of organisational change projects. They have also worked together on a regular basis to develop and/or evaluate health, family and community service programs at state and national levels.



Kathleen Stacey, *beyond...* (Kathleen Stacey & Associates) Pty Ltd

Kathleen Stacey is the Founding Director, Managing Director and Principal Consultant at *beyond...* She spent her formative working years within the public sector and academia before establishing and expanding *beyond...* into its current form. The company conducts consultancy, evaluation, research, training and therapy work in human services fields, with a specialist focus in health, education, youth, early childhood, mental health, and family and community support services. It has developed a strong reputation for culturally respectful work in Aboriginal programs and organisations, and has worked consistently and collegially with Aboriginal consultants across a range of projects since *beyond...*'s inception. *beyond...* specialises in:

- ⌘ program design, planning, implementation and evaluation
- ⌘ organisational and service reviews
- ⌘ strategic and business planning
- ⌘ facilitation
- ⌘ workforce development, including development and delivery of training
- ⌘ qualitative research and evaluation.

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