

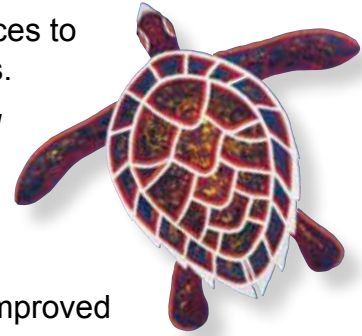


Aboriginal Cultural Learning Plan

An Aboriginal Cultural Learning Plan is designed to support area health services to incorporate Aboriginal cultural perspectives into everyday workplace activities.

The Aboriginal Cultural Learning Plan is guided by the *WA Aboriginal Cultural Learning Framework* and is underpinned by the following principles:

- Every person in Western Australia has the right to receive high-quality health care, regardless of their cultural background.
- A workforce that understands and addresses cultural links will provide improved health care for Aboriginal people.
- Embedding cultural learning within WA Health is a practical strategy to close the gap in Aboriginal health outcomes.
- Increased Aboriginal consumer, carer and community involvement will enhance the delivery of health services.



By completing an Aboriginal Cultural Learning Plan, this will encourage area health services to develop more meaningful relationships and enhanced respect for Aboriginal people.

It is important that when developing an Aboriginal Cultural Learning Plan, it is aligned to the organisation's strategic directions. This will ensure that the commitments, actions, responsibilities and timelines fit with the core business of the workplace.

All area health services are accountable for implementing Aboriginal Cultural Learning Plans that are aligned to the Western Australian Aboriginal Cultural Learning Framework.



“ The Director Aboriginal Health (CAHS), Ms Leah Bonson along with the Aboriginal leadership team at the Child and Adolescent Health Services led the development of the **CAHS Aboriginal Cultural Learning Plan** but says the ownership belongs to everyone.

Ms Bonson said the impetus for the CAHS Plan was about providing culturally appropriate health services to Aboriginal children and their families as research shows that this is a major factor towards improving Aboriginal health outcomes... some of the things that we are doing are simple but can make a real difference, such as visible displays of Aboriginal art and resources, and celebrating Aboriginal cultural events including NAIDOC Week and National Aboriginal and Islander Children's Day. Although real commitment is required to ensure that all staff have access to training on Aboriginal Cultural awareness and cultural competence as a way to educate and build the skills and change behaviors to support better health outcomes of Aboriginal children and young people... This commitment is part of our Plan and training is currently being implemented. Ms Bonson said the Plan builds on the CAHS Reconciliation Plan 2012 and is aligned with the WA Health Aboriginal Cultural Learning Framework, which are also key drivers for change.

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Aboriginal Cultural Learning Plan Template

The template is a starting point for each workplace to create an Aboriginal Cultural Learning Plan. Go to: www.health.wa.gov.au/resources to download the template for your health service. It is designed as a guide to assist your workplace to identify commitments and map out a plan to achieve them. The template proposes three focus areas from the *WA Aboriginal Cultural Learning Framework* to prioritise activity: Cultural Learning, Aboriginal Workforce and Leadership.

Commitment – This is where you describe the goals that your workplace will focus on achieving. Effective goals are broadly stated, meaningful, achievable and assessable to enable maximum uptake across the workplace.

Action – The action should be succinct and describe what your workplace will do to meet the goals in the ‘commitment’ column. It is a good idea to number your actions so they are easy to reference later.

Resources and tools – This column is where you can include the many useful resources available to assist you to implement the actions of your Plan.

Responsibility – Actions should be shared across the workplace to ensure broad ownership of the Plan. It is best to use the job title of the person (rather than the person’s name) who will be responsible for implementing the relevant action.

Timeline – A realistic timeline helps to keep everyone accountable. If actions are long-term, it is important to include milestones that your workplace can celebrate along the way.

Outcome – This is where you describe the desired results from the actions of your Plan. Each outcome should be clear, concise and measurable against the performance of your Plan.

Tips for developing an effective Aboriginal Cultural Learning Plan

- Be realistic – don’t over commit and keep actions achievable.
- Engage an Aboriginal Cultural Learning Plan Working Group consisting of Aboriginal and non-Aboriginal employees. The Working Group will be responsible for developing and maintaining the Plan.
- Involve executive staff to participate in the Aboriginal Cultural Learning Plan Working Group.
- Make the Plan easily accessible to all staff so that they have the opportunity to actively contribute and provide.
- Add value – build your Plan into the workplace’s existing strategic planning processes.
- Be informed – find more resources at: www.aboriginal.health.wa.gov.au/resources

This document can be made available
in alternative formats on request for
a person with a disability.