

Danila Dilba

Using Research Translation to Develop a Cultural Competency and Safety Framework

NT CQI
Collaborative
2019



Danila Dilba®
Health Service

The Wellbeing Study

- The story first began back in 2014 when DDHS was involved in a research project - the Wellbeing Study
- Project aimed to develop a Wellbeing Framework for Aboriginal and Torres Strait Islander people living with Chronic Disease
- It has a strengths based focus on 'what keeps us strong'



The Wellbeing Framework

- The framework consists of 2 core values which are;

Upholding people's connection to culture, spirituality, families, communities, and country

And

Providing culturally safe health services



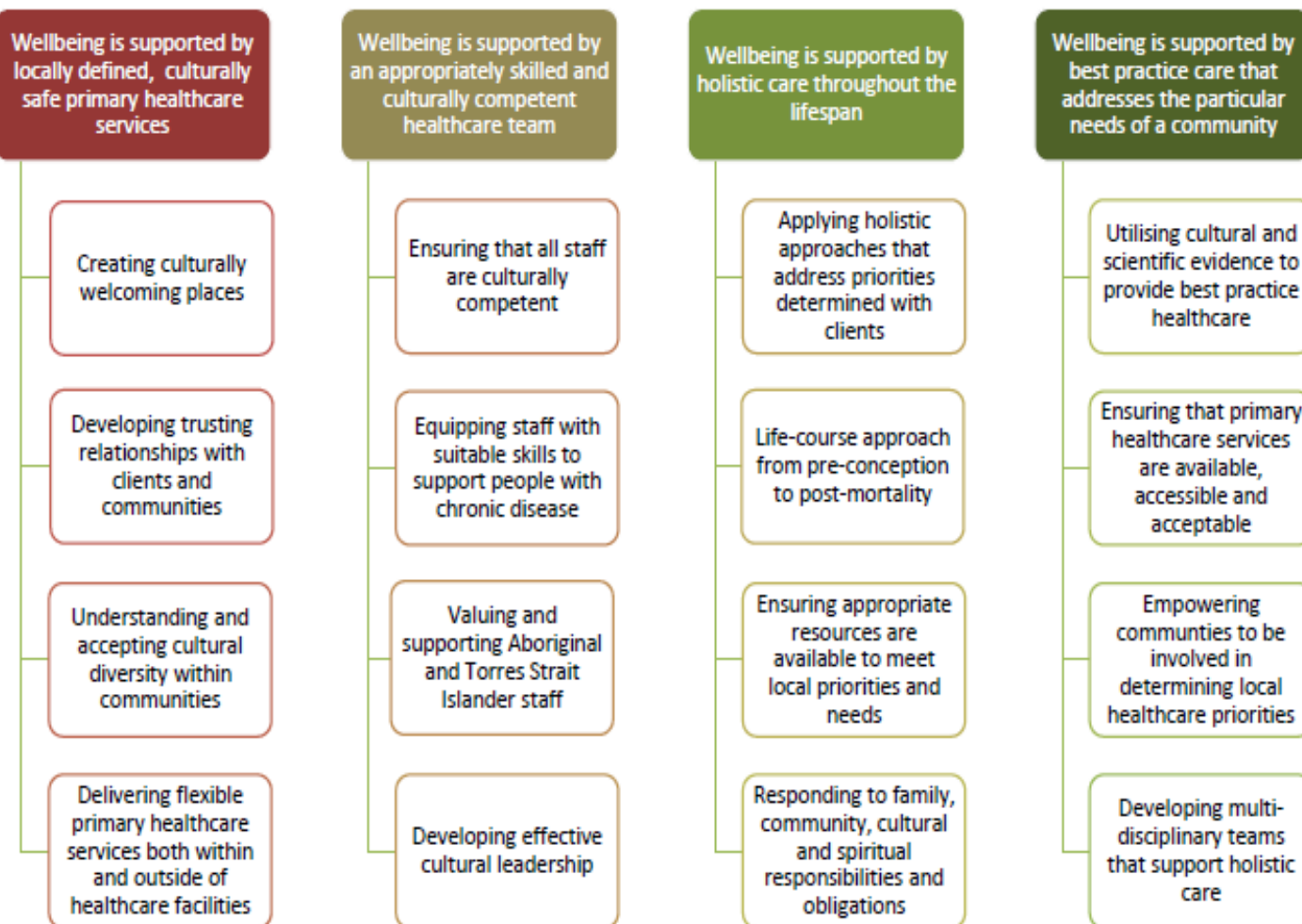
Findings of the study

- In 2015, the Wellbeing Study and Framework was completed
- Findings of the study fed back to DDHS
- Wellbeing Framework presented at various conferences & workshops including the 2015 NT CQI Collaborative



Wellbeing is supported by upholding peoples' identities in connection to culture, spirituality, families, communities and Country.

Wellbeing is supported by culturally safe primary healthcare services.



How we started the process

- DDHS began the process by using the Wellbeing Framework to;
 - Inform our Quality Framework
 - Inform our integrated service design model
 - Develop a cultural competency and safety framework

..... and this is where our story about translating research findings into practice begins.....



Translating the findings

- Some important questions we needed to ask before commencing this process were:

How do we do this in our organisation?

How will we measure it?

Can anyone help us with this?

Where do we start???



Next steps

Wellbeing is supported by an appropriately skilled and culturally competent healthcare team

Ensuring that all staff are culturally competent

Equipping staff with suitable skills to support people with chronic disease

Valuing and supporting Aboriginal and Torres Strait Islander staff

Developing effective cultural leadership

Looked at working on smaller parts.
Focused on element 2 of the frame - work

Work through individual principles - began with principle 4 - developing cultural leadership in DDHS

Further developed career pathways and professional development for Aboriginal staff



Developing our cultural competency and safety framework

- 2016/17 - Began working on Principle 3 - 'valuing and supporting Aboriginal and Torres Strait Islander staff'
- Workshops held with staff to document the cultural knowledge, skills and experience that we bring into the organisation
- These competencies were then mapped back to position descriptions to reflect the knowledge, skills and value of Aboriginal staff
- In 2018 - DDHS received a grant from NTGPE to develop a cultural competency and safety framework



Staff consultation workshops

Workshops held in 2018/19 that identified a need for in house cultural induction and training that ;

- Is specific to DDHS – our clients, and our staff
- Provides individual cultural mentoring and ongoing training
- Draws on the wealth of knowledge of aboriginal and Torres Strait Islander staff within DDHS, and recognise, reward and remunerate this extra cultural work

External and internal DDHS advisory groups established





In summary

- Aiming to rollout Cultural Competency training in 2020
- Research translation takes time
- Helps to divide it into smaller, more achievable parts
- Identify the challenges early and work through these one by one
- No matter how big the project is, if it's important to your service and clients, then it's worth persevering with it!!



Thank You

Questions / Comments

