



ANYINGINYI HEALTH CULTURAL FRAMEWORK

Presented by Cultural Implementation Facilitator
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Anyinginyi Health Cultural Framework

Adopting a Cultural Framework ensures effective service delivery by recognising and acknowledging that beliefs and values of Aboriginal people are at the forefront of working with diverse communities in the Barkly Region of the Northern Territory. This way Cultural Safety is ensured.

The Cultural Framework is understood in relation to Anyinginyi Health Vision and Purpose which guide the organisation.

Our Vision: Aboriginal people in the Barkly Region enjoy equity in health status with that of other Australian citizens.

Our Purpose: To be a provider of high quality holistic primary health care services to the Aboriginal communities of the Barkly region in a culturally responsive way.

WUMPURRARNI (Aboriginal)PROTOCOLS

Cultural protocols have been developed by Traditional Owners and the Elders from the community to provide guidance to Anyinginyi staff, clients and different language groups across the Barkly Region.

Cultural protocols ensure respect for Warumungu country and that Anyinginyi Health Aboriginal Corporation is maintained and respected. These protocols pave the way for improving working relationships between staff and Wumpurrarni families in achieving better health outcomes.

Elements of the Cultural Framework

**Cultural
Implementation
Facilitators (CIF)**

**Confirmation of
Aboriginality**

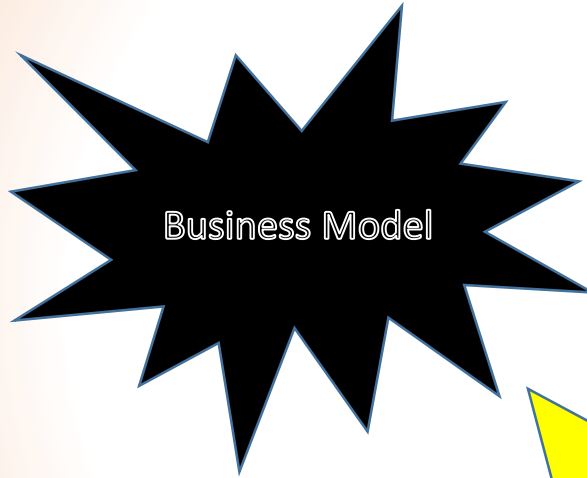
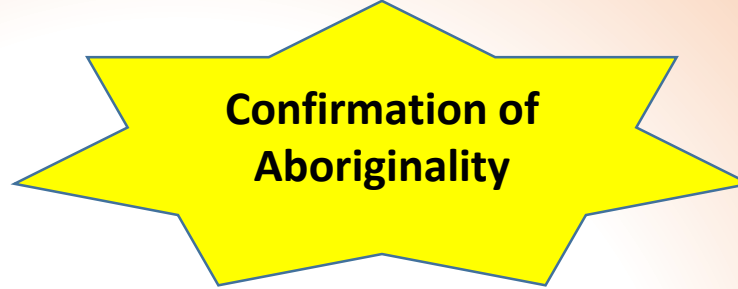
**Cultural
Competency
Group (CCG)**

Business Model

**Aboriginalisation
Policy**

Cultural Policy

**Cultural
Responsive
Program (CRP)**



CULTURAL IMPLEMENTATION FACILITATORS

The Cultural Implementation Facilitators (CIFs) have a strategic leadership role within Anyinginyi Health to provide advice on culture across the Organisation. CIFs suggest strategies to the Board of Directors to facilitate and embed cultural responsiveness in policy and program development for implementation across the Organisation.

An important part of the role of the CIFs is to contribute to Anyinginyi Health's purpose of working with all stakeholders to improve access to Comprehensive Primary Health Care for Aboriginal communities of the Barkly Region. This involves challenging mainstream values and beliefs within a Primary Health Care Framework and Clinical service delivery; supporting cultural responsiveness to create a culturally safe environment for clients.



CULTURAL RESPONSIVE PROGRAM

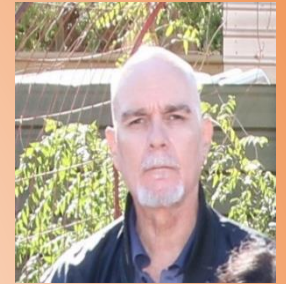


New employees receive Cultural Responsive Training, a six hour cultural awareness training workshop to understand local culture, Aboriginal History, ways of working in a local context, barriers to effective service delivery, Aboriginal Community Control, Self Determination.

CULTURAL COMPETENCY GROUP (CCG)

The establishment of the Jurrkul Munarlki Wurrpu Cultural Competency Group (CCG) is to support and strengthen our ethos of a “Culturally Responsive” organisation.

The Cultural Competency Group is made up of female and male Aboriginal representatives of each Section of Anyinginyi. Their role is to monitor and implement culturally secure practices as directed by the Board of Directors and provide support and advice in their work areas. Members of the Group act in an advisory and consultative role.



CULTURAL POLICY

The Cultural Policy has been formulated to ensure Anyinginyi Health Aboriginal Corporation continues to recognise the strong role Culture plays in a holistic approach to good health and well-being. The Policy is aimed at promoting and respecting the diverse cultural identities of Aboriginal people, families and clients and sets the foundations for Anyinginyi to strive to be compliant with the principles of cultural safety. The policy facilitates and embeds a cultural framework in the delivery of Primary Health Care and the ethos of Cultural responsive that is reflected in the Organisations policy development and implementation.

ABORIGINALISATION POLICY

Anyinginyi Health Aboriginal Corporation is committed to affirmative Action Programs supporting training and job opportunities for Aboriginal people, which are essential elements for the Aboriginalisation process. The Aboriginalisation Policy supports the political and social desire for Aboriginal Community Controlled organisations to take the lead in recruiting and training a strong Aboriginal workforce. All positions advertised include the sentence “Aboriginal people are encouraged to apply”. All employees are expected to demonstrate willingness and ability to transfer skills and knowledge to Aboriginal employees.

CONFIRMATION OF ABORIGINALITY POLICY

This policy is to set out the guidelines and procedures required for Anyinginyi Health to assist an individual to establish their Aboriginality. Members of the public may lodge Confirmation of Aboriginality requests with Corporate Services for presentation at a Full Board meeting held every ten weeks.

Individual Directors and employees cannot use official Anyinginyi letterhead to provide confirmation evidence, all confirmation of Aboriginality requests must be presented to a full Board of Directors meeting.

BUSINESS MODEL

Aboriginal Community Control is an act of self-determination. Anyinginyi Health has a fundamental responsibility to deliver Primary Health Care to Aboriginal people of the Barkly Region and this will always remain our priority.

Accordingly the Anyinginyi Health business approach is to provide services solely to Aboriginal people and their families, in line with principles of social justice, empowering Aboriginal individuals and families, addressing the social determinants of health, community engagement and empowerment, cultural responsiveness and respect for community autonomy.

**OTHER STRATEGIES THAT
SUPPORT THE CULTURAL
FRAMEWORK AND
CULTURALLY RESPONSIVE
SERVICE DELIVERY**

Maakaja-jja Yawanari-kari Mens Health Clinic

PURPOSE

The establishment and purpose of the MAAKAJA–JJA-YAWANARI-KARI, MEN’S CLINIC is to provide a culturally secure space for Wumpurrarni men to access primary health care services that’s culturally safe and in an appropriate environment acceptable to Wumpurrarni men of the Barkly Region. Out of all groups in Australia, Wumpurrarni and Torres Strait Islander men have the worst health outcomes and are using health services the least.

Wumpurrarni men of the Barkly Region have limited access to culturally appropriate Primary Health Care.

The MAAKAJA–YAWANARI-KARI, Men’s Health Clinic is to respect Wumpurarni men in their cultural values, beliefs and practices in the delivery of health care to Wumpurrarni men.

“Wumparani Control on Our Terms – Wumparani Way”.

Maakaja-jja Yawanari-kari Mens Health Clinic

PROTOCOLS

- **NO Women/ Kirriji allowed in or at entry point of Maakaja-jja Yawanari kari Men's Health Clinic.**
- **Young Men are to be escorted only by their Grandfather, Brother, Cousin and Brother In-law (Punji, Kalyakalya).**
- **All clients are to be seen by a Male Aboriginal Health Practitioner and/or a male GP.**
- **No discriminating towards other Language groups.**
- **No humbugging or hanging around Maakaja-jja Yawanari kari Men's Health Clinic.**
- **Give respect and room to others.**
- **Always consider avoidance relationships – (like Somebodies and Lumpara's).**

These Protocols remind people how to show respect when you're on Warumungu Manu (Country).

- **Establishment of a Men's & Women's Advisory Group**
- **Strategies using the Aboriginal kinship system to engage with hard to engage clients.**
- **Education delivered in a non threatening way. (This means delivering to groups more so than individuals).**
- **Using community development ways of working with families that is non judgemental and respecting all language groups.**
- **Aboriginal people delivering education and having a balance of language groups**
- **Implementing cultural practices in everyday business, i.e. working with people who have an avoidance relationship with each other, using kinship relationships and extended family to provide culturally appropriate services and case management.**
- **Supporting families and individuals to navigate obligations of "two worlds" in addressing their social and emotional wellbeing and strengthening themselves and their families.**

In Conclusion.....

There is no simple, quick fix medical solution to Aboriginal health, the solutions lie in Aboriginal people being able to enjoy their right to self determination.

All relevant inquiries and studies have shown conclusively that culturally appropriate, comprehensive primary health care, based on maximum community participation, is the best way of addressing Aboriginal Health and this is through Aboriginal Community Control.....



KARMANTA

QUESTIONS?