## **How to Support Cultural Safety**

**Updated June 2024** 



Cultural Destructiveness Cultural Incapacity Cultural Blindness Cultural Pre-Competence

Cultural Competence Cultural Proficiency

Individuals and organisation are said to be at the stage of being culturally destructive when they hold beliefs or engage in policies and practices that perpetuate and reinforce historical notions of Western racial and cultural superiority

Individuals and organisations are said to be at the stage of cultural incapacity when they have developed sufficient knowledge, insight and skills to operate in less culturally destructive ways but continue to reinforce culturally-biased policies and practices and covertly foster notions of Western superiority through paternalism

Individuals and organisations are said to be at the stage of cultural blindness when they are actively seeking to be nonblased in their policy and practice but in so doing implicitly or explicitly encourage assimilation by failing to adequately recognise and address the needs of the cultural minority

Individuals and organisations are said to be at the stage of cultural precompetence having recognition of the need for culturally competent policies, procedures and professional development, yet this recognition does not extend beyond tokenism or discussions on strategies

Individuals and organisations are said to be at the stage of cultural competence when they have developed the knowledge, reflexivity and skills necessary to be genuinely accepting and respecting of cultural differences and actively implementing policies and procedures that support these beliefs and commitment

Individuals and organisations are said to be at the stage of cultural proficiency when they have inclusive policies and procedures in place and have a fully integrated workforce, being pro-active in seeking to refine their approach and practice through research, cross--cultural engagement and ongoing professional development and act upon a set of values and guiding principles that support cultural competence and cultural proficiency in every aspect of their personal, professional, and organisational functioning