



The Cultural Safety Gap

Results of the NSW Nurses and Midwives' Association survey of culturally and linguistically diverse nurses, midwives and assistants in nursing/midwifery

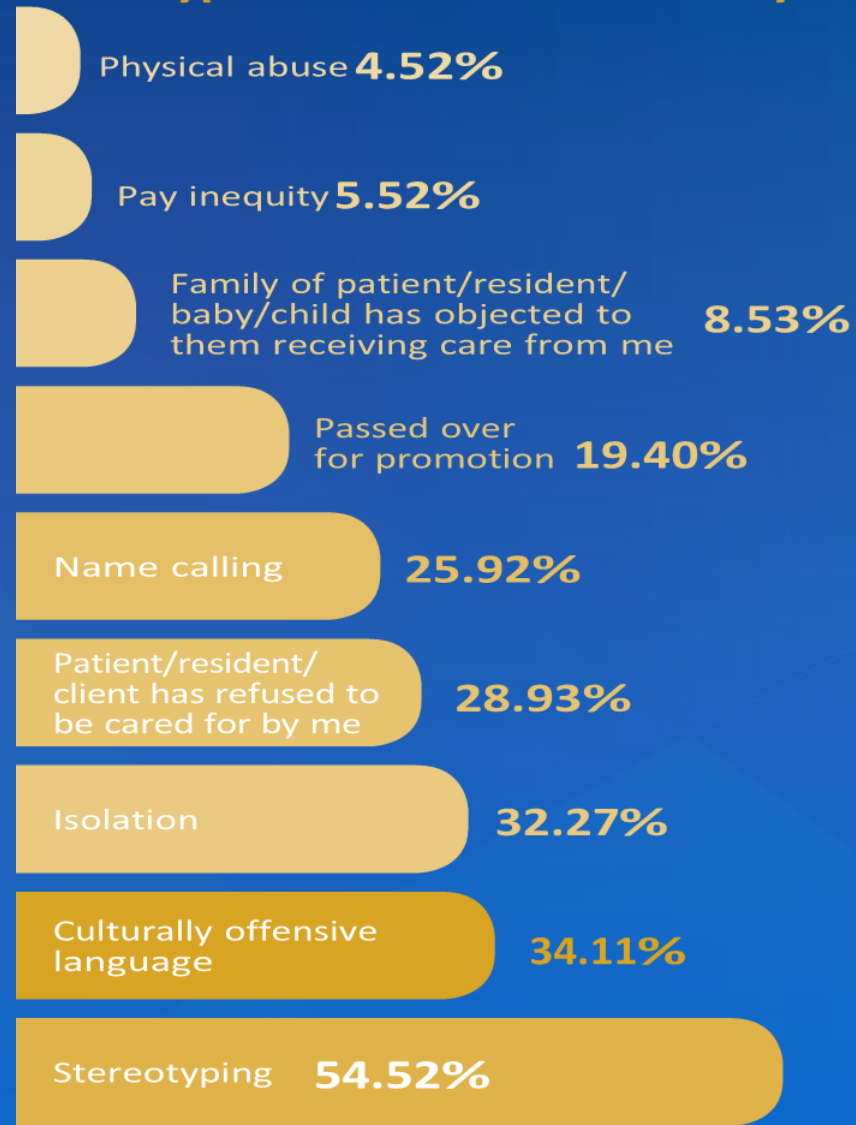
Those who completed this survey and who self identified their background came from 100 different cultural and linguistic backgrounds. The most common being Indian, Filipino, African Countries, Nepalese.

Around 50% had been, or were unsure if they had been discriminated against in their workplace, with the main source being **co-workers** and **managers**.

1 in 4 nurses and midwives experienced racial discrimination **monthly**

Just under 10% experienced this **every day** in the course of their work

What type of discrimination did you experience?



(NSWNMA survey)



Professional Reference Group (CALD)

Diversity Council Australia

Multicultural Communities Council of the Illawarra

Branch Essentials (CALD)

Australian Human Rights Commission

Member activities

Podcasts (internal and external); photoshoots; letter to NSW Ministry of Health; webinars; panel discussions; submissions; recruitment; consultation; development of resources including vicarious trauma modules

BYSTANDER ACTION

A guide for NSW nurses and midwives

When you witness racism, bullying and harassment it can be hard to know what to do. But taking bystander action is important, because doing nothing supports and encourages the behaviours and attitudes. You should not be penalised or intimidated for taking bystander action - If you are concerned contact the NSWNMA

CALL OUT THE ACTION/ BEHAVIOUR
If it's safe to do so, step in and help your colleague

CALL FOR SUPPORT
Ask a trusted colleague to assist if you don't feel confident to tackle this alone

CALL THE POLICE
Emergency call 000 if there is immediate risk to self/others

CALL ON THE VICTIM
Check they're OK during and after the event

If you witness an incident **In the workplace** make an incident report and seek advice from the NSWNMA 02 8595 1234

JOIN THE ASSOCIATION

nswnma.asn.au

For matters affecting your safety at work (including your psychological safety) contact

SAFework NSW • 131 050
ANTI-DISCRIMINATION NSW • 1800 670 812
• complaintsadb@justice.nsw.gov.au

AUSTRALIAN HUMAN RIGHTS COMMISSION
• 1300 856 419
• infoservice@humanrights.gov.au

Contact for personal support

BEYOND BLUE
• 1300 22 4636
LIFELINE • 13 11 14

Authorised by A. Cashin, General Secretary, NSW Nurses and Midwives' Association September 2023 1 | 11

RACISM. IT STOPS WITH ME

RACISM IS A WORKPLACE HAZARD.

Positive change only happens when we stand together.

The NSW Nurses and Midwives' Association says NO to racism in the workplace. For support, contact us - www.nswnma.asn.au

WHAT TO DO IF YOU EXPERIENCE RACISM

A guide for NSW nurses and midwives

RACISM. IT STOPS WITH ME

All nurses and midwives have the right to:

Work in a safe and healthy environment

Not be threatened, harassed, intimidated or bullied

Not be discriminated against

Report poor treatment without being victimised

At any time you can contact NSWNMA for support & advice
(02) 8595 1234 • 1300 367 962 • gensec@nswnma.asn.au

RACISM IN THE WORKPLACE

If you feel confident and it is safe to do so - **CHALLENGE THE PERSON ABOUT THEIR ACTIONS** (remember, you can still report)

EMERGENCY CALL 000 if there is an immediate risk to your safety

REPORT to your manager and ask for a response

COMPLETE a workplace incident report and Violence Report (on the NSWNMA Toolkit App)

RACISM IN PUBLIC

REPORT to the Police 131 444

ESCALATE as a workplace issue if linked to the workplace

If you are unhappy with the outcome or need advice at any stage

PHONE OR EMAIL
NSWNMA
for support and advice

OR ANTI-DISCRIMINATION NSW
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<https://www.nswnma.asn.au/campaigns/racism-it-stops-with-me/>



The NSWNMA Aboriginal and Torres Strait Islander Member Circle is a statewide network for Indigenous nurses and midwives, focusing on improving their work lives and ensuring their voices are heard. Members can also be part of a Branch, vote at Branch meetings, and nominate for Branch Official roles, ensuring representation in the workplace.

SESLHDs staff include Vanessa Smith, Member Circle Vice President, and Morgan Gladstone, Member Circle Assistant Secretary.





Thank you!



NSW
NURSES &
MIDWIVES'
ASSOCIATION



AUSTRALIAN
NURSING &
MIDWIFERY
FEDERATION
NSW BRANCH