# Discussion Paper: Governing Inclusively

*For inclusion in your governing body meeting papers, and discussion in your next*

*meeting.*

**Meeting date:** Click or tap here to enter text.

**Agenda item number**: Click or tap here to enter text.

**Paper type**: For discussion

**What is inclusive and culturally safe governance?**

Inclusive and culturally safe care in an aged care setting recognises that consumers have individual needs, preferences and expectations (as defined by them) that must be respected, supported and reflected in the planning and delivery of their care. This will help to maintain or improve their health, safety, well-being, and quality of life.

Strategies for driving inclusive and culturally safe governance

There are a range of strategies that the governing body and executives can use to help establish and drive inclusive and culturally safe governance, including for example:

1. Partnering with consumers in the delivery of their care and services
2. Developing effective partnerships and collaborations with key stakeholders to better understand consumer diversity, needs and preferences.
3. Establishing and maintaining an inclusive and culturally safe workforce strategy
4. Promoting an inclusive and culturally safe workplace culture
5. Establishing continuous improvement processes

BEFORE THE MEETING

To ensure the most productive discussion within the governing body meeting:

* Complete **Module 15: Inclusive & Culturally Safe Governance** (20min)
* Listen to **Webinar – Transforming for an Inclusive Future: Why, How, Who?** (60min)

Review **workforce data, policies and procedures specific to your organisation** including for example: complaints data, *diversity and inclusion policies, Reconciliation Action Plan (RAP), Aged Care Diversity Action Plan (ACDAP), governance policies and framework, risk management policies, communication protocols, training and learning on diversity, inclusion and ways of working*.

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| QUESTIONS FOR DISCUSSION1. How does our organisation partner with consumers to understand their individual needs, preferences, expectations and intersectionality and engage them to be active partners in the design and delivery of inclusive and culturally safe care and services?
2. How do we utilise the expertise of diverse communities to guide the delivery of inclusive and culturally safe care and overcome barriers to inclusion and diversity and what further initiatives can be implemented to ensure care is inclusive and culturally safe?
3. How do we know the regular training provided to all management and staff is effective in delivering inclusive and culturally safe care to our consumers and what does the evaluation of this training highlight about the organisation’s strengths and opportunities for improvement?
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You might also find it useful to check out **Module 1: Consumers at the Centre of Care** and the Topic Guide on **Consumers & Stakeholder Engagement.**