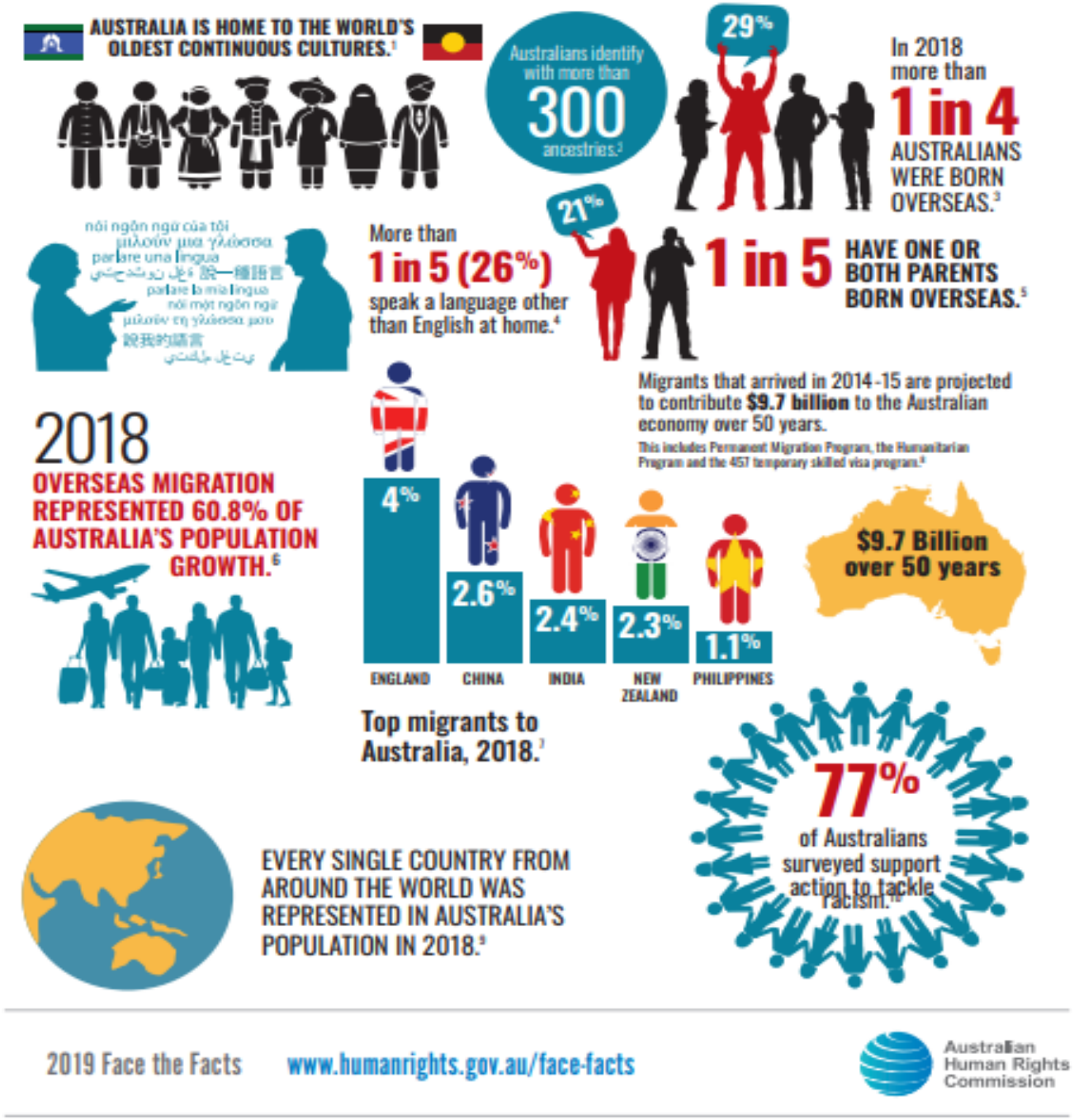
Ms Helen Macukewicz (Australia)

Building union capacity to support culturally and linguistically diverse nurses and midwives

The Cultural Safety Gap

Building union capacity to support culturally and linguistically diverse nurses and midwives

N.S.W. NURSES & MIDWIVES' ASSOCIATION



N.S.W. NURSES & MIDWIVES' ASSOCIATION

NSW Nurses and Midwives' Association

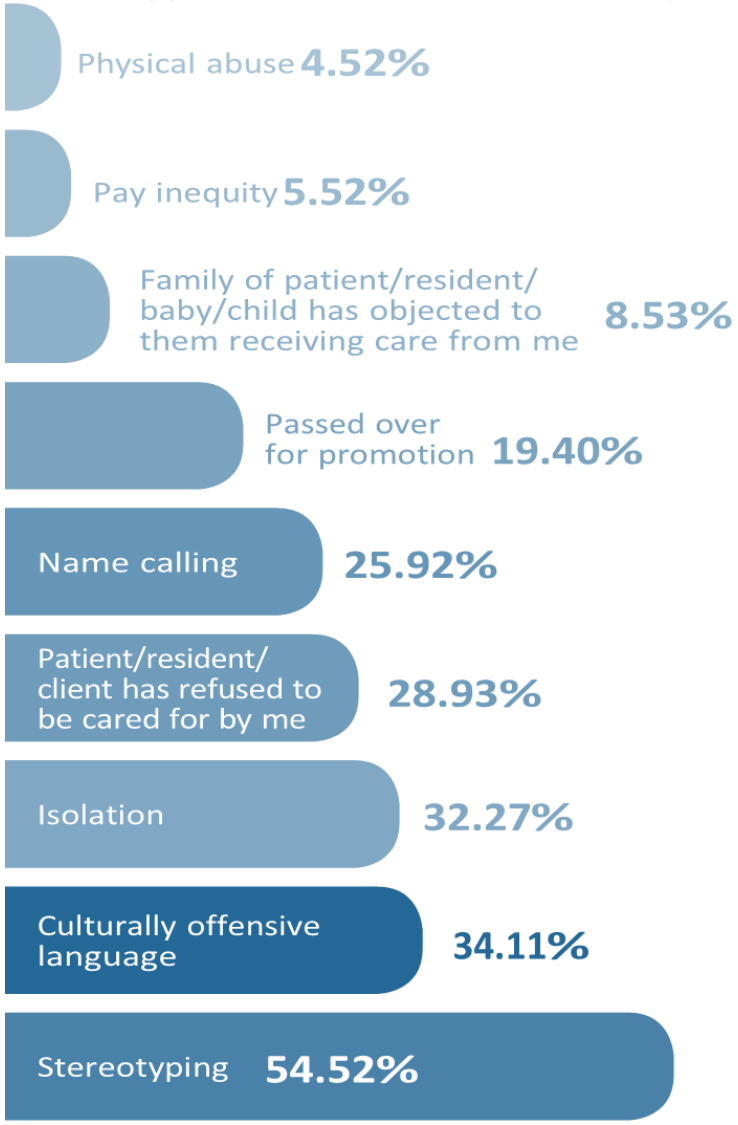
PROFESSIONAL ISSUES | 8

THE CULTURAL SAFETY GAP

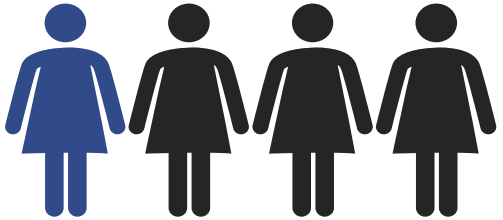
Experiences of NSW culturally and linguistically diverse nurses and midwives

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

What type of discrimination did you experience?



(NSWNMA survey)



1 in 4 nurses and midwives experienced racial discrimination monthly

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

40% felt they had been, or were unsure if they had been, passed over for promotion because of their ethnicity.

Organisational responses were restricted to the occasional tokenistic multi-cultural day activity and generic online training

< 15%
received counselling and/or personal support

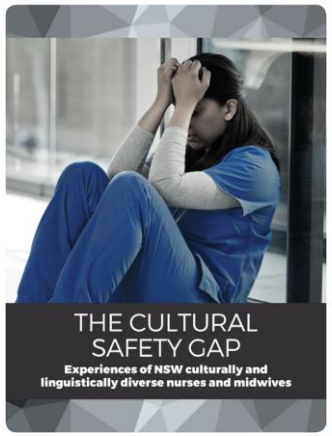
2 in 3 did not report the incident

40% felt fairly, or very confident to apply for positions that stated it welcomed applicants from diverse backgrounds.

Diversity when effectively utilised even in the smallest of ways produces the best workplace and collaboration. #505

First workshop July 2019

CFMEU
CFMEU
Children's Healthcare Trust
CONSTRUCTION CHARITABLE WORKS
CANBERRA HOSPITAL Foundation
FMEU



Organising/engagement

Communications/media

Professional

Internal Capacity

members

amaysim 4G 11:31 am 48%

NSW Nurses and Midwives' Association
Tuesday at 5:00 pm

Write a reply...

Kevin
Ralph thank yourself for being the realest
15 h Like Reply

Ralph Legaspi
Kevin likewise sister
15 h Like Reply

Write a reply...

Edward Nery
Dimitra you're Pinoy #chichbae
15 h Like Reply

Dimitra Canelas
Edward Nery Yay!! Happy Filipino Nurses week to us and my fellow Pinoy nurse fwens!
12 h Like Reply

Write a reply...

Write a comment...

NSW Nurses and Midwives' Association's post

Oldest

Sharon Haines
Shabnam Ramzan- happy Diwali
3 d Like Reply

Shabnam Ramzan
Thank you Sharon
3 d Like Reply

Hifazud N Rizwana Dean
Preeti Kay
3 d Like Reply

Hifazud N Rizwana Dean
Shalini Lal
3 d Like Reply

Shalini Lal
Thank you **Hifazud N Rizwana Dean**!
Aao ghar pe
3 d Like Reply See Translation

Write a reply...

Amita Sharma
Thanks very much!
3 d Like Reply

Write a comment...

amaysim 4G 11:34 am 47%

NSW Nurses and Midwives' Association
Sunday at 1:00 pm

We wish all nurses and midwives celebrating Diwali all the best on this auspicious occasion.

दीवाली के इस मंगल अवसर पर आप सभी की शुभकामनाएं पूरी हों, आपके जीवन में सुख, शांति और समृद्धि हमेशा बनी रहे । शुभ दीपावली ।
ਸ਼ੁੱਭ ਮਾਂਝੀ ਤੁਹਾਡੇ ਜੀਵਨ ਵਿੱਚ ਆਵੇ, ਜੋ ਮੇਰੀ ਤੁਹਾਨੂੰ ਸਭ ਮਿਲ ਜਾਵੇ

ਪ੍ਰਮਾਤਮਾ ਕਰੇ ਇਸ ਦੀਵਾਲੀ ਤੇ, ਤੁਹਾਡਾ ਹਰ ਸੁਪਨਾ ਪੂਰਾ ਹੋ ਜਾਵੇ
ਇਸ ਸ਼ੁਭ ਦਿਵਸ ਦੀਆਂ ਆਪ ਸਭ ਨੂੰ ਲੱਖ ਲੱਖ ਵਧਾਈਆਂ, ਦੀਵਾਲੀ ਮੁਬਾਰਕ

See Translation

Write a comment...

amaysim 4G 11:24 am 51%

Ratios: it's a matter of life or death
Tuesday at 5:00 pm

Florido Jr Cadavero
Claire Struthers Many thanks as well Ate Claire. CHEERS!!!
1 d Like Reply

Write a reply...

Brittany Paige Limarez
Dan Clark Limarez salamat, mahal kita
1 d Like Reply

Philip Nobilia
Cheryn Tee salamat po.
1 d Like Reply

Liz Fellows
Sally, Renalee, Genevieve, Alvin.
1 d Like Reply

Genevieve Aliño
Thank you, **Liz**!
1 d Like Reply

Write a reply...

Write a comment...

amaysim 4G 11:22 am 51%

Ratios: it's a matter of life or death
Tuesday at 5:00 pm

SAY THANKS to a Filipino Nurse to thank them for their fantastic work this Filipino Nurses Week!

Maraming salamat sa lahat ng mga Pilipinong Nars sa pananatili nila sa harapan ng patuloy na pagpapabuti ng Pangangalagang Pangkalusugan.

See Translation

Jodie Davis and others 14 comments 5 shares

Like Comment Share

NSW Nurses and Midwives' Association's post

Monique Ko
8 h Like Reply

Write a reply...

Monika Danihel
A nurse is a nurse regardless where she's from
5 h Like Reply

Lewis Saludo
Juday di mo kami maloloko.
4 h Like Reply See Translation

Bronwyn Peters
Thanks **Riegel Barruga Peters** & **Rox Barruga** great nurses
2 h Like Reply

Riegel Barruga Peters
aww thanks so much Mum **Bronwyn**!!
1 h Like Reply

NSW Nurses and Midwives' Association's post

View more comments...

Kathy Briggs
Thank you.....to all the Filipino nurses in my life 'you rock'
1 d Like Reply

Wendy Allison-Williams
Piling Alonzo
1 d Like Reply

Adam Takacs
Violeta Batulan Thank You!! x
1 d Like Reply

Violeta Batulan
Adam Takacs
19 h Like Reply

Jayvee Batulan
Adam Takacs hahah ok this is cute. But also good work **Violeta Batulan**
19 h Like Reply

Violeta Batulan
Thanks guys!
19 h Like Reply

Write a comment...

N.S.W. NURSES & MIDWIVES' ASSOCIATION

NSW Nurses and Midwives' Association's post

View 1 previous reply...

Janet Famador
Cinta Russell Ester Malunas Karen Camunias Barcela
22 h Like Reply

Nena TPalicos Santos
Janet Famador Xiomara Alvar Munoz
22 h Like Reply

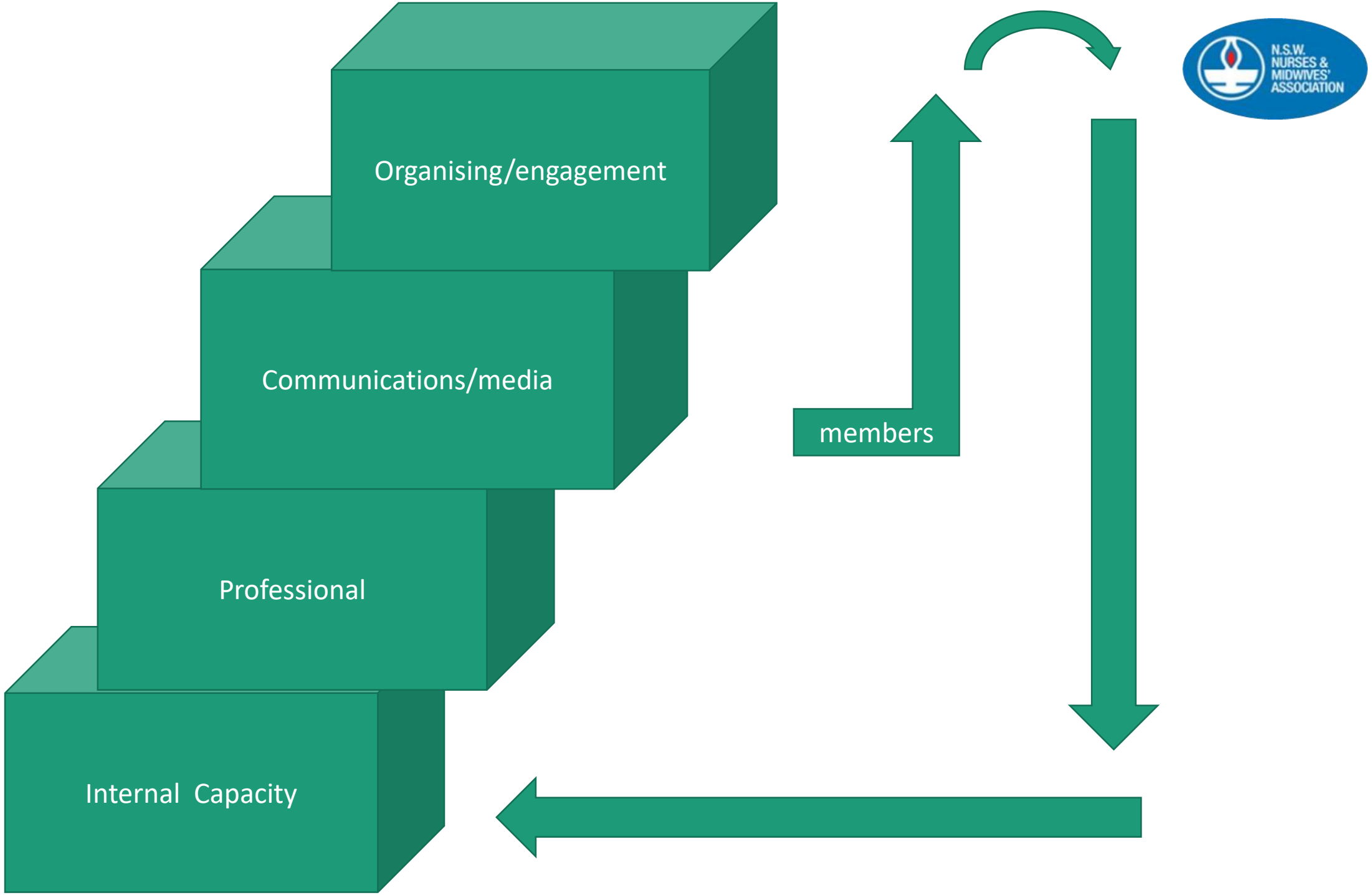
Nena TPalicos Santos
Xtin Dee
22 h Like Reply

Write a reply...

Adela Agnote
Thank you for what you do!
Patients always remember the care and services you provide and leave a lasting impression.God Bless all you nurses and you are Loved
1 d Like Reply

Christine Mifsud

Write a comment...


Organising/engagement
Communications/media
Professional
Internal Capacity
members
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to read the full report and for more information visit

nswnma.asn.au