

Creating a Cultural Safety toolkit for the NSW Ministry of Health's Centre for Alcohol and Other Drugs (CAOD).

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Background: In 2023, the Centre for Alcohol and Other Drugs (CAOD) audited its policies and procedures to ensure they are culturally appropriate. The audit adapted two existing cultural audits, focusing on understanding culture, supporting employee well-being, and promoting inclusivity, particularly for Aboriginal communities. During the audit, opportunities to enhance workplace culture and support Aboriginal staff and communities were identified, and recommendations were made, including the creation of a Cultural Safety Toolkit.

Description of Model of Care/Intervention:

The toolkit is a comprehensive resource to support the development of a culturally competent workforce that positively impacts the AOD sector. It helps staff engage with and serve these communities in a culturally sensitive and respectful manner. The toolkit is designed to be referred to regularly and teachings incorporated daily.

Key objectives include:

- Increasing awareness of Aboriginal cultures.
- Improving service delivery to meet cultural needs.
- Aligning policies with cultural guidelines.
- Promoting ongoing education to enhance staff cultural skills.

Effectiveness/Acceptability/Implementation: The toolkit has been positively received by CAOD, staff, and stakeholders, emphasising its importance for the AOD sector. The toolkit and its principles have been rolled out to each team through a yarning session. Qualitative data is collected and used for further improvement. *"I now have one place to go for key information and ideas regarding cultural safety."* *"We have the opportunity to build culturally informed research... and continue learning together to deliver better outcomes for our communities"*

Conclusion and Next Steps: Next steps include updating the toolkit with feedback and evaluating its long-term impact.

Implications for Practice or Policy: The toolkit emphasises the need for cultural sensitivity and systemic support in AOD policy development and service delivery. Honouring Aboriginal perspectives enhances service effectiveness and promotes health equity for Aboriginal communities in the AOD sector.

Disclosure of Interest Statement: None.