Working Biculturally
The strengths and complexities of bicultural practice

Palliative Care SA's path to biculturalism

Tracey Watters
PCSA Inc

Biculturalism

A deliberate policy of biculturalism influences the structures and decisions of governments (or governance bodies such as Boards) to ensure that they allocate **power and influence equitably** regardless of majority membership.



Palliative Care SA's Story

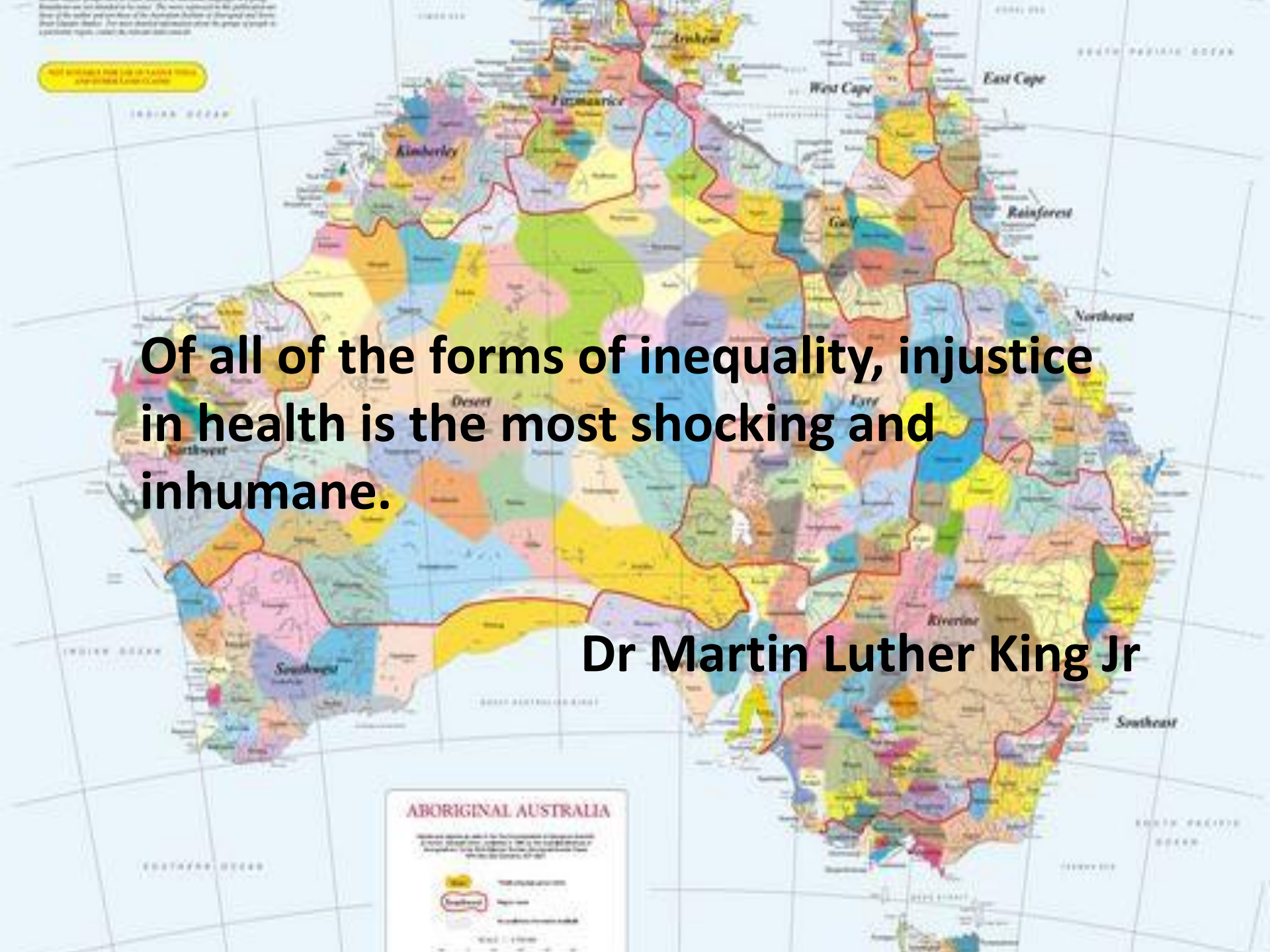
New CEO (NZ) | Quota | RAP

Research and other reports

Aboriginal Health in SA 2011-2014: A Case Study (HPC SA)

Hospitals caring for rural Aboriginal patients: holding response and denial.





Of all of the forms of inequality, injustice in health is the most shocking and inhumane.

Dr Martin Luther King Jr


Developed a program
Identified the outcomes
Employed a Project Officer
Implemented the program
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Outcomes
Relationships
Awareness
Knowledge
Confidence
Satisfaction
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Longer term outcomes

Increased recognition and awareness

Culturally safe service delivery

Higher uptake of palliative care support by Aboriginal South Australians



What have we learned?

That it is a tough gig!

Working biculturally in a policy environment that is based on Terra Nillius is difficult.



Learnings

It's complex:-

Requires cultural knowledge

Professional experience

Links with communities





High expectations from community

No translation for palliative care

Confidentiality and trust

Dominant mainstream mindset

Separate streams

Increased effort to achieve same result (psi)

Challenges

The current policy environment.

Support for embracing a new way of thinking

Awareness /bias - self and cultural

Recruitment practices have to change

Workplace diversity



Tokenism

Trap – thinking its too hard/ didn't work

Relationships

Generalisations

Workplace and cultural norms and customs

Being unrealistic




Language
Terminology
Phrasing used to describe situations
Documentation and report writing
Narrative
Breathing life into the stories, time and places
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What's helpful (Personal)

Share the load

Get involved

Reflect

Find common ground



Organisational

Communication – lots of time talking

Organisational Cultural Self Awareness

Understand it takes more psi (lbs/inch^2) to get cut through

Be prepared to be flexible

Don't isolate Indigenous deliverables from the whole program

Be involved in communities to build trust and credibility




Personal vote in progress
+ 133 mins
INITION OF MARRIAGE) AMENDMENT BILL