

How to conduct a cultural safety audit

Cultural safety inclusion starts with the board.

Here are fourteen questions that you can ask of your organisation:

1. Is the organisation's governance construction a culturally unsafe process?
2. Are Australia's First Peoples included in governance development processes?
3. How can cultural voice* be included in corporate governance?
4. Should all organisational governance processes be closely scrutinised?
5. Do myriad organisational governance processes exclude cultural voice?
6. Are different organisational processes vertically integrated to align with cultural safety?
7. How can cultural voice be structured into organisational policy design?
8. How can healthcare governance privilege the cultural voices of Australia's First Peoples?
9. Are the processes of corporate governance transparent to Australia's First Peoples?
10. Do different policy trajectories routinely include cultural voice?
11. How can Australia's First Peoples cultural voice be routinely included healthcare governance?
12. How can cultural voice be included in governance committees?
13. How can your workforce broker cultural voice into organisational policies?
14. Does healthcare governance achieve a 'gold medal' for consumer engagement?

After completing this audit and discovering that advocating for cultural voice needs to be an explicit consideration of healthcare governance, your board then needs to come up with a set of guidelines or principles for leaders to chart a course for their stewards to steer organisations towards improved cultural safety with Australia's First Peoples.

**Cultural voice is defined as the human cultural perspectives of Australia's First Peoples.*