



**ARTS INDUSTRY  
COUNCIL OF  
SOUTH AUSTRALIA**

*an independent  
voice for the arts*

# **WORKSHOP RESOURCE**

## **Understanding Cultural Safety**

18 July 2024, Nexus Arts

(Resource list updated 5 September 2024)

# About the Speakers



Nara Wilson from BiRiny. Photo: Naomi Jellicoe

## **NARA WILSON**

Nara Wilson is a proud Wirangu, Kokatha and Larrakia woman who lives and works on Peramangk country. In the first five years after completing her film bachelor's degree, Nara worked as a freelance film producer working on First Nations-based stories within documentary, corporate and short film including producing 9 x 15-minute documentaries for NITV (National Indigenous TV).

From 2018 – 2022 Nara implemented South Australia's first and second First Nations Screen Strategy for the state. From August 2022 – June 2023 she was the first to implement the Aboriginal and Torres Strait Islander Arts Strategy for South Australia at Arts South Australia as the Senior Project Manager Aboriginal and Torres Strait Islander Arts.

At present, Nara created her company BiRiny (100% First Nations owned) which focusses on delivering corporate and commercial filming services.



## **DR RUTH DE SOUZA**

Dr Ruth DeSouza is a nurse, consultant, facilitator, educator, mentor, researcher, podcaster and writer who migrated to Boon Wurrung country from Aotearoa, New Zealand. She has wide ranging expertise in cross-cultural engagement, having family origins in Goa, being born in Tanzania, and raised in Kenya, The Kingdom of Tonga and Aotearoa New Zealand. Ruth's work is concerned with equity, justice and cultural safety in both health and creative arts settings.





Photo: Daniel Gardezabal

## ESTHER ANATOLITIS

Editor of Meanjin Esther Anatolitis is one of Australia's leading advocates for art, culture and civic engagement. She is a member of the National Gallery of Australia Governing Council, the Australian Republic Movement Victorian and National Councils, Principal of Test Pattern, and Hon A/Prof at RMIT School of Art. As a former CEO or board member of arts organisations and industry bodies across all artforms and practice modes, Esther has advised artists and governments under sensitive, complex circumstances, and written policies on matters spanning creative risk and cultural safety. With a publishing and broadcasting career grounded in ethnic and multicultural contexts, Esther is the author of numerous papers and book chapters including The Relationship is the Project's chapter on the role of institutions, and her book Place, Practice Politics was published in 2022.

# What is Cultural Safety?

Central to feeling safe at work is the expectation that people feel culturally safe. Each person has their own unique cultural identity. Australia is home to the oldest living First Nations cultures in the world and is now one of the most multicultural countries.

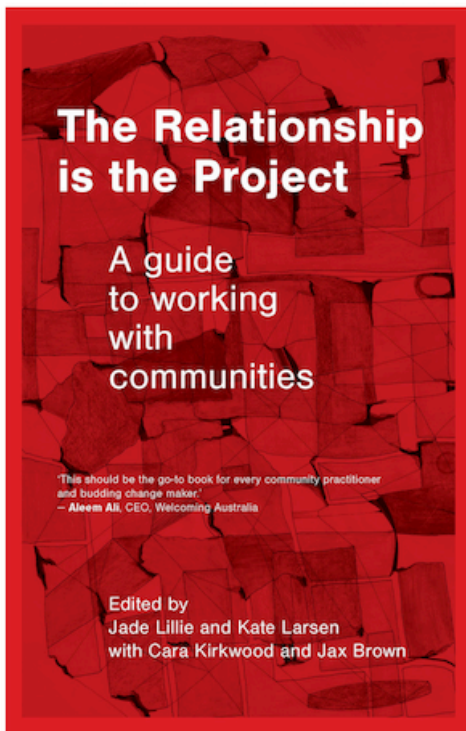
A culturally safe workplace is "...an environment that is spiritually, socially and emotionally safe, as well as physically safe for people; where there is no assault, challenge or denial of their identity, of who they are and what they need. It is about shared respect, shared meaning, shared knowledge and experience of learning together." (Williams, R. (1999). Cultural safety – what does it mean for our work practice? Australian and New Zealand Journal of Public Health, 23(2), 213-214)

# Resource list

Our expert speakers Nara Wilson, Dr Ruth DeSouza and Esther Anatolitis discussed their work and perspectives on organisational change to improve the cultural safety of artists and arts workers. While there is no one single quick fix to a complex issue, this discussion is intended as a conversation-starter around how to drive change. We hope this will be the first in several sessions hosted by AICSA to assist with this crucial work.

[Listen back to the session here.](#)

Please find additional resources mentioned in the session below, along with other relevant resources we hope will be of use.



## BOOK

### **The Relationship is the Project**

<https://therelationshipistheproject.com/>

The Relationship is the Project features provocations, tools and practical tips for working with communities. This includes the ethics and logistics of working on community-based projects, from First Peoples' leadership to climate justice, cultural safety to class, intersectionality to disaster recovery and more.

This updated and expanded edition features contributions by more than 40 thought leaders across the arts, cultural and community sectors. It is a must-have resource for all community-engaged practice.

## **CREATIVE EQUITY TOOLKIT**

<https://creativeequitytoolkit.org/>

Find actions and resources related to:

- Acknowledgement of Country
- Anti-Racism
- Programming and Commissioning
- Policy
- Monitoring and Evaluation
- Governance
- Organisational Culture
- Recruitment and Employment
- Audience Development and Marketing
- Cultural Consultation
- Creative Collaborations

## **ARTS HOUSE Equity Builder**

<https://www.artshouse.com.au/equity-builder/>

Online, the E–B comprises:

- Manifesto | an action to a call: A creative writing response to the call for equity in the arts
- Pledges: Arts House's institutional, trackable and public-facing commitments and investments towards racial justice
- Pro-Equity Glossary: A glossary of keywords and terms that inform and enrich the E–B
- Collective Bookmark: An open-access platform that houses toolkits, templates, readings and case studies from around the globe that spotlight equity

## **THE COMMONS SOCIAL CHANGE LIBRARY**

<https://commonslibrary.org/>

The Commons Library includes 1000+ educational resources in a range of formats. Topics include campaign strategy, community organising, working effectively in groups, justice and diversity, creative activism, and much more. All materials are free, digital, and directly available.

## **INSTITUTE OF COMMUNITY DIRECTORS AUSTRALIA**

<https://www.communitydirectors.com.au/>

The best-practice governance network for the members of Australian not-for-profit and government boards and committees, and the senior staff who work alongside them – providing ideas and advice for community leaders.

## **AUSTRALIAN HUMAN RIGHTS COMMISSION**

### **Workplace Cultural Diversity Tool**

<https://itstopswithme.humanrights.gov.au/workplace-cultural-diversity-tool>

Based on international best practice, this tool is designed to support employers, managers and human resources personnel as they work to promote cultural diversity and challenge racism in the workplace.

## **LOWITJA INSTITUTE**

### **Cultural Safety in Australia Discussion Paper (August 2024)**

<https://www.lowitja.org.au/resource/cultural-safety-in-australia/>

# **About AICSA**

AICSA is a non-government not-for-profit acting as an independent voice for the arts in SA. Run by a volunteer Executive Committee and part-time General Manager, AICSA acts on behalf of our members to advocate for a strong future for South Australian artists, arts workers and arts organisations. To support our work, please consider [joining as a member](#).

To stay up to date with our work, please [subscribe to our e-news](#) or follow us on [Facebook](#) or [Instagram](#).





**Ngaityalya  
(thank you)**

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