



FIRST PEOPLES CULTURAL SAFETY POLICY

ARAPILES COMMUNITY THEATRE

(ACT Natimuk)

Version 1

Scheduled Review date: June 22

PREAMBLE

ACT Natimuk creates, tours, and presents unique cultural activities and experiences from a strong connection to place.

Situated in Natimuk on the Traditional Lands of the Wotjobaluk people, it is a reconciliation led arts organisation.

A small, regionally based organisation on its own journey of deep listening and learning, ACT Natimuk has a role to play in supporting respectful community values.

As such, ACT Natimuk needs to be culturally safe in its operations.

POLICY STATEMENT

ACT Natimuk strives to operate by the philosophy, that those with whom we interact, feel safe, respected, and valued.

POLICY GUIDELINES

Practical ways ACT Natimuk demonstrate cultural safety:

- Adopting and displaying sensitivity to cultural protocols
- Showing respect for seniority and gender specific cultural requirements
- Communication, including non-verbal communication, that is clear and understandable
- Ensuring different experiences and cultural viewpoints contribute to our discussions and decisions

ACT Natimuk Executive Board will:

- Provide ongoing training in Cultural Competency to committee, staff, volunteers, visiting creatives and members
- Accountably investigate complaints of breaches of this policy
- Develop and implement a Reconciliation Action Plan (RAP)

All ACT Natimuk Board/Committee members and Staff are responsible for contributing to a culturally safe work environment. They do this by:

- Being up to date with organisational policies
- Attending and engaging in training programs to support Cultural Competency and Safety
- Inducting committee, staff, volunteers, visiting creatives and members to material that supports Culturally Safe practices
- Ensuring that any material that is culturally specific is developed by the cultural group referenced

- Being aware of, and refraining from practices and interactions deemed as unsafe, such as stereotyping, discrimination or being harmful in the way we speak

BREACH OF POLICY

If a committee member, staff, volunteer, visiting creative or member breaches this policy, they may be subject to disciplinary action.