



maryvale private
hospital

Commitment to Cultural Safety and First Nations People

Our commitment begins with a profound acknowledgment of the cultural, spiritual, and social significance of Victoria's First Nations people and their continued connection to this land and waters. We recognise that their rich histories and knowledge are integral to the identity and character of this region. We continue to learn from our community Elders and traditional custodians, ensuring their voices are heard, valued, and respected.

We are committed to addressing the health disparities faced by First Nations people in Victoria through our actions in the delivery of our health services, and as a part of the wider commitment to the Gippsland community.

Maryvale Private Hospital is committed to the cultural safety and well-being of our First Nations People, and the People of the Gurnai Kurnai nation who are the traditional owners of the country where we provide our services.

We recognise the journey toward cultural safety is an ongoing process, with genuine respect, reconciliation, and the restoration of trust between non-Indigenous and Indigenous communities. We acknowledge the historical and ongoing injustices, discrimination, and inequalities faced by First Nations People, and committed to playing our part to address these issues and foster a culture of respect, inclusivity, and partnership.

Cultural safety, as a central aspect of our commitment, calls for the recognition of the impacts of colonisation, intergenerational trauma, and discrimination. We acknowledge that these deeply entrenched issues continue to affect the mental, emotional, and physical well-being of First Nations people. We will prioritise creating safe and welcoming spaces where cultural practices, languages, and traditions can be celebrated and preserved.

We are resolute in our determination to engage in meaningful partnerships with First Nations communities. Through relationships with the Koori Team at Latrobe Regional Hospital and our Community Advisory Committee, we will actively seek their input, guidance, and wisdom shaping our strategy, policies, practices and projects. By ensuring that First Nations perspectives are embedded in our decision-making processes, we strive to create a culture of mutual respect, trust, and cooperation.

We commit to fostering cultural competence and humility among our staff and stakeholders. We will provide training and educational opportunities that enable individuals to understand and appreciate the cultural diversity of our First Nations people. Cultural competency will be ingrained in every facet of our organisation to ensure a more inclusive and respectful environment.

We understand that cultural safety extends beyond our organisation's walls and encompasses the broader community. We will support and participate in initiatives aimed at raising awareness about the importance of cultural safety and reconciliation for First Nations people. By engaging in community dialogues and participation in local events, we aim to create an environment where cultural safety is a shared value.

Our commitment to the cultural safety of First Nations people is not a single statement; it is a living, evolving commitment. We will be transparent in our progress, accountable for our actions, and responsive to the needs and aspirations of the First Nations communities we serve. Together, we will build a more inclusive, just, and culturally safe environment for everyone.

Maryvale Private Hospital will continue to advance efforts for improving cultural safety and recognition of our First Nations People through key a number of key actions:

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- Accredited against the National Safety and Quality Healthcare Standards (NSQHS) requiring health services to have appropriate practices in place for the safe care of First Nations People at all levels of the organisation
- Routinely review the representation of our First Nations People who receive care from us, work with us and the community we serve. This information is intended to contribute to the enhancement of our strategic and operational planning and delivery
- Active relationship and liaison with the Koori Team at Latrobe Regional Hospital (LRH) and our Community Advisory Committee (CAC) for support and guidance in providing culturally appropriate care
- An implemented Child Safe policy which includes specific reference to the inclusive practices and safety of First Nations children and young people when receiving care or visiting the hospital
- Aboriginal and Torres Strait Island flag poles to recognise our First Nations People, supported by a plaque mounted on a stone acknowledging the Gurnai Kurnai nation as the traditional custodians and their continued connection to country
- Aboriginal artwork of Ronald Edwards-Pepper commissioned by the hospital is proudly displayed in the reception each with a statement that tells the story of the Gurnai Kurnai nation
- A blue wren decal has been applied to doors and specific areas where our First Nation People can recognise is a safe space to seek help or an area which can be used to enjoy and connect with country
- A culture whereby patients, family members, carers and staff can express their concerns which will be addressed in a professional, respectful and prompt matter
- Acknowledgment of country at all major internal and external committees and meetings
- Email signatures to acknowledge country and the Gurnai Kurnai nation and their continued community connection
- Human resources policy which supports our intentions of being an Equal Employment Opportunities (EEO) employer
- We actively encourage First Nation People to apply for employment or consider opportunities for training programs, apprenticeships, undergraduate/graduate nursing programs
- Liaison with Aboriginal Cooperatives in providing opportunities for traineeships or placements to support undergraduate nursing and Aboriginal Health practitioners

We encourage open communication and conversation at all levels of the organisation, with patients, community, stakeholders and relevant authorities.

Opportunities for enhancing our efforts, having a conversation or providing feedback is welcomed and encouraged. We are committed to responding promptly, appropriately and respectfully to these discussions. You can approach a member of the People & Culture, Senior Leadership or Executive Leadership Team at any time.

You can contact a member of the Executive Team on (03) 5132 1200 or enquiry@maryvaleph.com.au

Therese Tierney

Therese Tierney
Chair, Board of Directors
Maryvale Private Hospital
18 October 2023

Lee Garwood

Lee Garwood
Chief Executive Officer
Maryvale Private Hospital
18 October 2023