



## Working with Aboriginal and Torres Strait Islander people and organisations guidance note

### 1. Purpose

This guidance note outlines six key principles that should underpin the way Australian Nursing and Midwifery Federation (ANMF) elected officers and staff work with Aboriginal and Torres Strait Islander people and their representative organisations.

### 2. Context

The ANMF acknowledges Aboriginal and Torres Strait Islander people as the Traditional Owners and Custodians of the lands on which we live and work and their continuing connection to Country and Culture.

The ANMF recognises and respects their place as the First Peoples of Australia and their valuable contributions to society.

The ANMF wants this respect to pervade the way we work with Aboriginal and Torres Strait Islander peoples and their representative organisations.

### 3. Guidance

ANMF elected officers and staff should ensure their work with Aboriginal and Torres Strait Islander people and representative organisations follows these six principles:

#### 1. Acknowledgement

ANMF elected officials and staff acknowledge Traditional Owners at public events and federal office activities. This involves:

- recognising local custodianship through an official acknowledgment at all events
- inviting leaders from local Aboriginal or Torres Strait Islander communities to give a welcome to country at formal events.

#### 2. Respect

ANMF elected officials and staff show respect for Aboriginal and Torres Strait Islander culture and knowledge. This involves:

- working in a way that demonstrates an understanding of the unique perspectives and history of Aboriginal and Torres Strait Islander people
- understanding that Aboriginal and Torres Strait Islander culture requires certain protocols to ensure cultural safety and seeking advice about and upholding such protocols.

#### 3. Engagement

ANMF elected officials and staff engage with Aboriginal and Torres Strait Islander people on all issues that affect them directly or indirectly. This includes:

- when developing ANMF policy or position statements
- when conducting programs or projects
- when using or representing Aboriginal and Torres Strait Islander culture or heritage in any way.



#### 4. Self-determination, agency and autonomy

ANMF elected officials and staff demonstrate respect for the principles of self-determination, agency and autonomy by:

- recognising the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM) is the peak representative body for Indigenous nurses and midwives
- readily sharing any information with CATSINaM and other representative organisations that may assist them in their work
- welcoming opportunities to work in partnership with CATSINaM and other Aboriginal and Torres Strait Islander representative organisations and people when invited to do so
- respecting decisions made by CATSINaM and other representative organisations.

#### 5. Attribution

ANMF elected officials and staff show respect for the unique perspectives, knowledge and culture of Aboriginal and Torres Strait Islander people. This means:

- seeking the express permission of Aboriginal and Torres Strait Islander people or representative groups to draw on their unique perspectives, knowledge and culture
- always attributing the source of such unique perspectives, knowledge and culture in the way the source people or organisations wish.

#### 6. Humility

ANMF elected officials and staff show humility by demonstrating their commitment to listening and learning from Aboriginal and Torres Strait Islander representative organisations and people.

We do this by following the guidance provided by Australians Together in their publication: *Respectfully engaging with Indigenous communities*<sup>1</sup>

#### 4. Guidance note management

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<sup>1</sup> *Respectfully engaging with Indigenous communities* is available at [PD190+Engaging+with+Communities+Paper-web-FA-1.pdf \(australianstogether.org.au\)](https://australianstogether.org.au/PD190+Engaging+with+Communities+Paper-web-FA-1.pdf).