Working with culture and diversity in supervision:
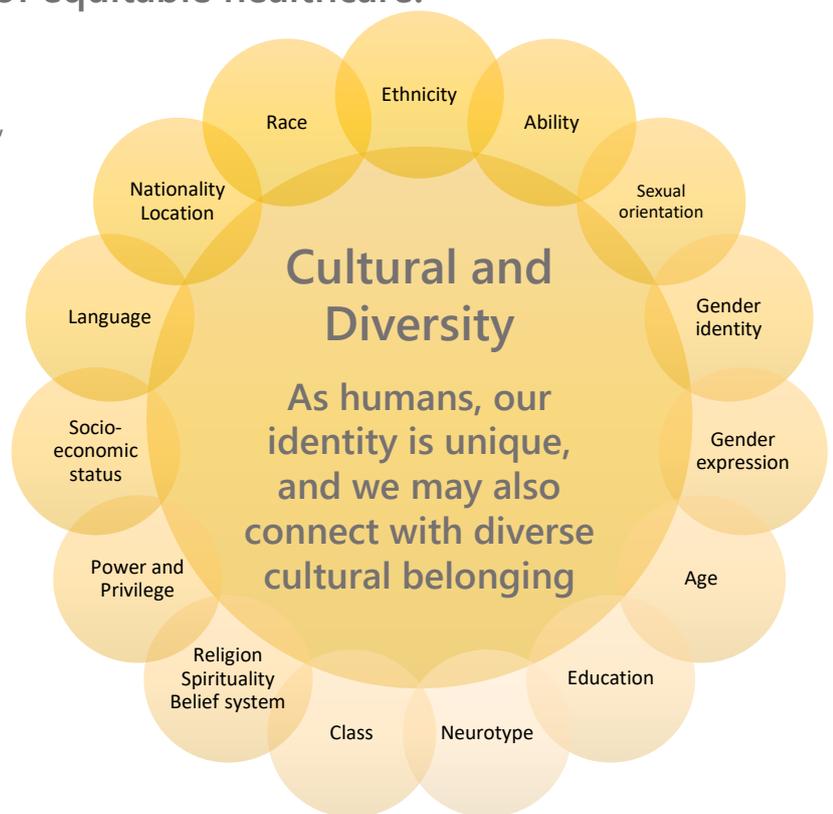
Recognise, respond, and engage

Cultural safety is an essential part of equitable healthcare.

Culturally safe practice is the ongoing critical reflection of health practitioner knowledge, skills, attitudes, practicing behaviours and power differentials in delivering safe, accessible and responsive healthcare free of racism.
(AHPRA, 2019)

> **All supervisors are ethically responsible for providing culturally safe and responsive supervision to all supervisees.**

Cultural and Diversity

As humans, our identity is unique, and we may also connect with diverse cultural belonging

Race · Ethnicity · Ability · Sexual orientation · Gender identity · Gender expression · Age · Education · Neurotype · Class · Religion Spirituality Belief system · Power and Privilege · Socio-economic status · Language · Nationality Location

Ways to enhance cultural safety in supervision:

☐ Actively listening for and collaboratively attending to the cultural narrative.

☐ Modelling practice –self-efficacy, self-disclosure, shared reflection and exploration of impacts.

☐ Receive regular supervision of supervision to reflect on one's own knowledge, skills, values, biases, attitudes, mistakes, and limitations in relation to privilege, power, culture and diversity.

☐ Acknowledging and discussing power differentials within the supervision relationship that may be related to multicultural differences.

☐ Collaboratively constructing a supervision agreement that reflects a mutual understanding of supervisor and supervisee roles and responsibilities, expectations, goals, tasks and evaluative practices.

☐ Facilitate conversations early on with supervisees to identify concerns, expectations, and fears about receiving and giving feedback, evaluative and corrective feedback.

Hamilton et al., 2024, Towards cultural responsiveness, PowerPoint Presentation.

Cultural humility

Cultural humility is an ongoing process of developing skills that diminish power imbalances between people. Through self-reflection, power differentials between ourselves and others are acknowledged and ways to connect equally with people of cultural perspectives different to our own are considered.

Five touchstones of cultural humility

Attend to myself

Attend to unconscious interpersonal dynamics

Attend to developmental dynamics

Attend to power dynamics

Attend to my limits - engaging with uncertainty

Cultural humility is a way of being that encompasses:

- being open, trusting, affirming, curious, empowering, and willing

- reflecting on oneself as a cultural being

- listening to and striving to understand others' cultural backgrounds and identities (e.g., race, ethnicity, gender, sexual orientation, ability, spirituality, religion, etc.)

- being curious and respectful of others and avoiding automatic assumptions

- being a committed life-long learner (Zhang et al., 2021 in Hamilton et al., 2024)

- recognising universal rights to freedom, liberty, dignity, connection and belonging.

> " The level of cultural humility of supervisees' has been found to directly impact their confidence, capability and consumer outcomes "
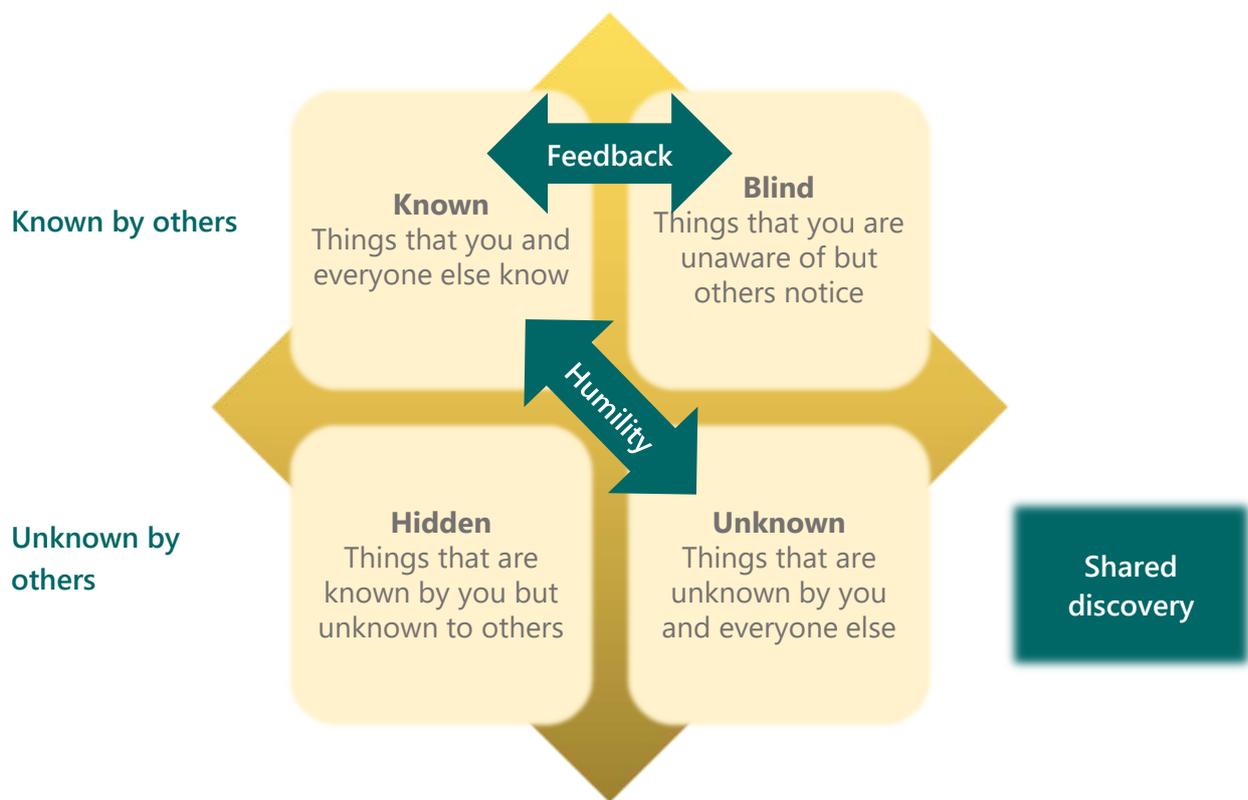
Ways to enhance cultural humility in supervision:

☐ Exploring awareness as cultural beings: self-reflection on values, beliefs, and biases in relation to cultural diversity.

☐ Looking for opportunities to translate into practice, i.e., care formulation, care planning, reflection on therapeutic relationship (Falender et al., 2017; Hamilton, 2023; King et al., 2020, in Hamilton et al., 2024).

☐ Knowing the limitations of one's own cultural competence.

☐ Proactively seeking opportunities to enhance cultural capability.

☐ Embrace life-long learning (e.g., attending Courageous Conversations About Race training). (Adams et al., 2022; Falender et al., 2014, in Hamilton et al., 2024)

Working with personal bias towards cultural safety

When we become aware of personal biases, we can shift how we understand and respond to others and grow towards deeper cultural safety.

A safe supervisory relationship provides space to reflect on how we work with people who are different from ourselves, so that we can connect with our shared humanity more easily. Use these tools to support your reflections on self-awareness and personal bias.

Known by others

Feedback

Known
Things that you and everyone else know

Blind
Things that you are unaware of but others notice

Humility

Unknown by others

Hidden
Things that are known by you but unknown to others

Unknown
Things that are unknown by you and everyone else

Shared discovery

Types of bias

Explicit bias
Attitudes or beliefs that we endorse at a conscious level (known to us and known to others).

Affinity/Similarity bias
Our tendency to connect with others with similar beliefs, experiences, and backgrounds. Often considered an unconscious mirror of ourselves.

Implicit bias
Unconscious responses, judgements and behaviours directed at others. Formed by socialisation and experiences that operate below one's conscious awareness.

Confirmation bias
Seeking information that confirms a certain belief or decision and turning a blind eye to other perspectives.