PURPOSE

The Cultural Capability Framework:

• creates a structure for all staff at the University of Newcastle to increase Aboriginal and Torres Strait Islander cultural knowledge and understanding.

• provides a continuum to identify areas of action necessary to enable the best possible outcomes for all students, staff and community.

• was co-designed with key University and community stakeholders and creates a space where the University of Newcastle is enriched by diverse perspectives and knowledge, as well as contributing to social justice outcomes.

• moves beyond understanding cultural difference, to recognising the factors that produce and maintain inequalities.

Utilising the Cultural Capability Framework is the responsibility of all people within the University of Newcastle. Culturally capable individuals build an organisation that provides a supportive environment for all.

The Cultural Capability Framework creates a clear guide for individuals to identify areas of growth, guiding staff to move towards Cultural Responsiveness.
The Cultural Capability Framework comprises of four (4) domains, these are; To Know, To Do, To Belong and To Be. The domains can be applied to any faculty, level or role. Strengths in different domains will be more important in some segments of the University than others dependent on the role of the staff member.

Staff are supported by a continuum which serves as a roadmap to move from Cultural Awareness towards Cultural Responsiveness, thus creating behavioural change on an individual and organisational level.

Six (6) key standards and associated actions for the University to focus activity on in the immediate, medium and longer term were identified.

These standards provide a framework for all staff to reflect on their current practice and areas for growth.

### Six standards to focus cultural capability efforts on

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### CONTINUUM

- Cultural Awareness (Emerging)
- Cultural Understanding (Developing)
- Cultural Safety (Capable)
- Cultural Responsiveness (Proficient)