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Cultural Education for Renal Nurses in South Australia

Investigating renal nurses' cultural education and its translation into clinical practice with First Nations People

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Background

Longest continuous culture(s) in the world: First Nations People

Socioeconomic and health disparities leading to chronic diseases

Predominantly non-First Nations nursing workforce in Australia

Study Overview



Qualitative Participatory Action Research (PAR)

Indigenous Institutional Theory (IIT)

Focus on cultural safety principles in nursing practice

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Five Principles of Cultural Safety

Cultural safety began with Māori nurse Irihapeti Ramsden: *“care that's regardful of difference, not regardless”*

To reflect on one’s practice

Seek to minimise power

Engage in a discourse with the client

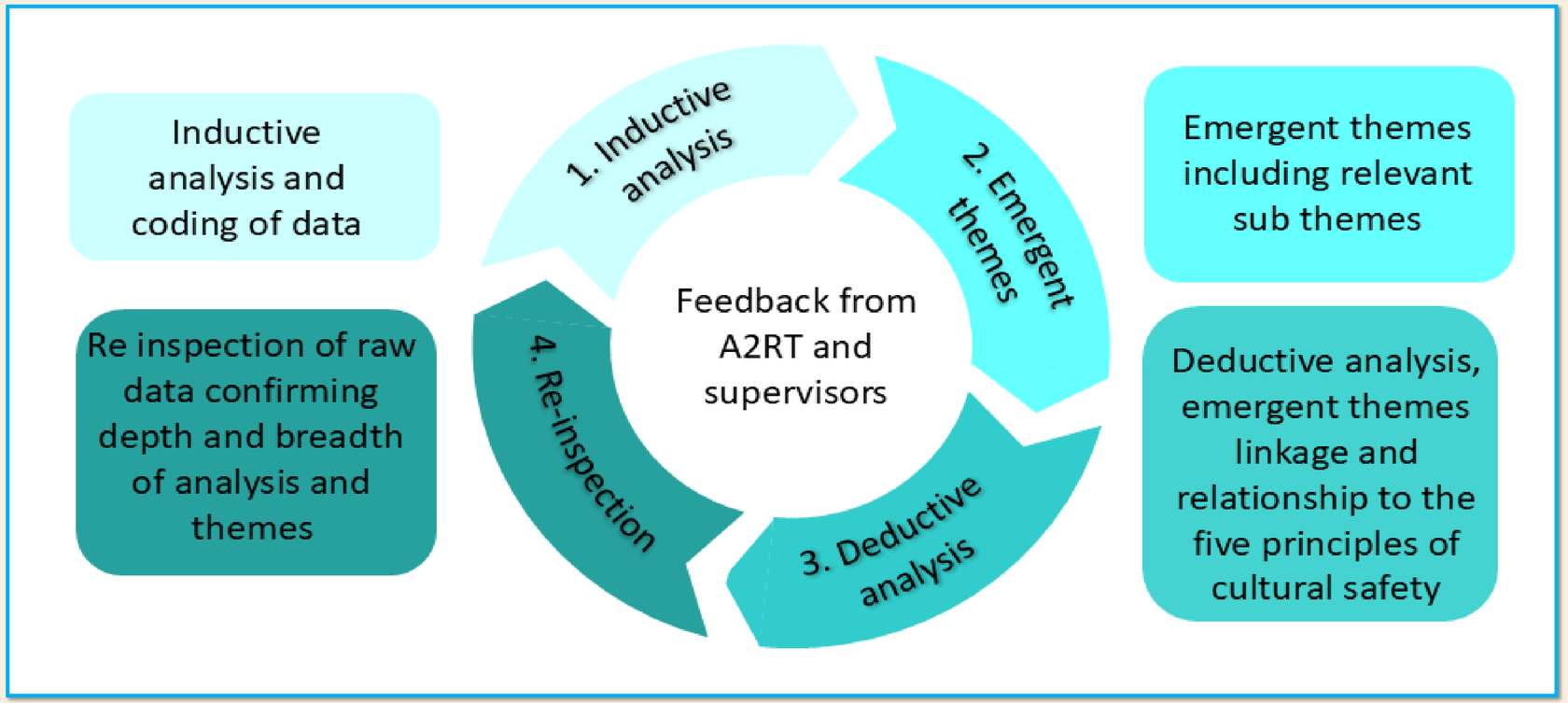
Undertake a process of decolonisation

Ensure you do not diminish, demean or disempower other through your actions

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Data collection and analysis

- Recruitment via purposive sampling and snowballing.
- Semi-structured interviews of First Nations and non-First Nations nurses conducted online or in person, March and April 2025.
- Interviews held at one metropolitan and one regional site
- Six renal nurses from each site shared their experiences with cultural education and its implementation in clinical practice.
- A First Nations non-clinician also participated, providing cultural and community insights.
- ***Thematic analysis identified 5 key & 16 sub-themes, which were re-examined to resonate with the five principles of cultural safety***



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Five Principles of Cultural Safety

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Themes and subthemes

"I had no idea what I was getting into"

Reflection on own practice
"Is this what we're doing to our Indigenous clients? "

Critically reflecting on Unconscious Bias
"they come in covered in clay."

Critically reflecting on own culture
"I had no idea what I was getting into"

Lifelong journey
"Having more knowledge has empowered me."

"It's given me confidence to approach tricky conversations"

Culturally safe Communication
"It's given me confidence to approach tricky conversations."

Language
"I think knowing a few words allows people to open up."

Diversity of Nurses' backgrounds
"I work with 22 different nationalities, and we all communicate in English".

"Is this what we're doing to [our] Indigenous clients?"

Power Imbalances
"Is this what we're doing to our Indigenous clients, disempower them and take everything away?"

Change Champions
"They use their positions of power to drive equity and inclusion."

CARI
"It has a little koala on the front"

"Our presence [First Nations staff] is not a way for you to absolve yourself of being a culturally safe clinician"

Decolonising practice
"our presence (Indigenous staff) is not a way for you to absolve yourself of being a culturally safe clinician."

Walking in Two World's Course
"I want to do it again..."

Disconnected Knowledge of CS and Frameworks
"I thought it fell under the same banner"

"Our Institutions are built on white supremacy"

Racism
"Our institutions are built on white supremacy, and so you cannot have one without the other "

Culturally responsive Healthcare System
"he just wants to go back home under his tree and sit it and just turn his phone off."

Education
"We did the mandatories one."

Conclusion and Next Steps

Individual goodwill vs. institutional inertia

Urgent prioritisation of cultural safety education

Addressing racism and ongoing effects of colonisation

Institutional commitment and partnerships

Embedding cultural safety within continuous quality improvement and accreditation cycles

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Any Questions?