

# Cultural Safety | Statement of Intent

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## 1. Our Purpose

The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG), has a clear mission of *Excellence and Equity in Women's Health*.

Our values of Advocacy, Education, Integrity, Kindness, and Respect are the cornerstone of our organisational culture and guide the work we do to achieve our mission.

Developing cultural safety within RANZCOG is expected to provide benefits for patients and communities across multiple cultural dimensions which may include indigenous status, age or generation, gender, sexual orientation, socioeconomic status, ethnicity, religious or spiritual belief and disability. This is of particular importance in the attainment of equitable health outcomes for Māori and Aboriginal and Torres Strait Islander people.

This statement of intent is **our commitment** to embed cultural safety in everything that we do and, is a renewed pledge to our members, trainees, staff, and the communities we serve, of our determination to lead and advocate for equity in women's health.

## 2. Our Intent

RANZCOG acknowledges our responsibility as a medical college, through our provision of education, training, continuing professional development, clinical guidelines, patient resources and workforce development and support, to contribute to a more equitable healthcare system and improvements in health outcomes for all women in Australia and Aotearoa New Zealand.

RANZCOG, through our Cultural Safety Steering Group **will** systematically examine all aspects of our work to ensure it aligns with and supports the delivery of culturally safe care.

### 2.1. Education and Training

RANZCOG **will** embed culturally safe care within our curriculum. We will assess training sites to ensure they provide a culturally safe training environment and support our trainees and members to deliver culturally safe care to their patients and communities.

### 2.2. Continuing Professional Development

RANZCOG **will** embed educational activities and reflective practice tools within the domains of the Continuing Professional Development Framework to ensure our members engage in critical self-

assessment and life-long learning towards culturally safe practice, to increase consumer confidence and patient safety.

## 2.3. Clinical Guidelines

RANZCOG **will** adopt an equity tool to ensure that clinical guidance recommendations consider the impact of the guideline on all of our patient populations.

We will use culturally safe, inclusive language within our formal documents, resources and educational training materials that are culturally appropriate and accessible for all.

## 2.4. Workforce

RANZCOG **will** continue to refine strategies to grow our workforce to better reflect our populations across Australia and Aotearoa New Zealand, with a particular focus the on the Māori and Aboriginal and Torres Strait Islander specialist workforce.

To better ensure we attract and retain doctors from underserved populations, we will enhance their access to training, improve the supports available to them and provide mentoring opportunities during their training and early years of specialist practice.