



## P017 - ACSEP POLICY ON CULTURAL DIVERSITY

### Preamble

The Australasian College of Sport and Exercise Physicians (ACSEP) Cultural Diversity Policy is based on the following general principles:

- All individuals are capable of identifying with their own culture and developing prejudices about other cultures and beliefs systems. Recognising this potential and/or behaviour in oneself is a skill worth having.
- In any group containing individuals from diverse cultural backgrounds, there will be more points of commonality than points of difference. All individuals seek good health and domestic stability, regardless of cultural background.
- One does not have to agree with every aspect of a different culture, in order to respect that culture.
- One does not have to agree with every aspect of a different culture, in order to deliver good health care to a person from that culture.
- Ethnic culture groups are as diverse as any other group of individuals. Some individuals retain strong system beliefs related to their cultural origin while others readily embrace the traditional belief systems of their new home. One should not assume that originating from a particular cultural background indicates a particular cultural inclination.
- All cultures are dynamic and constantly changing while preserving elements considered to be of importance and value.
- The cultural diversity of the ACSEP and the Australian and New Zealand communities is a strength and an asset.

The ACSEP Cultural Diversity Policy has been created with the aim of raising awareness of all ACSEP Fellows, members, Registrars and non-medical staff to work with, train with and learn from individuals from varying cultural backgrounds.

### Policy

ACSEP recognises, respects and promotes the value of cultural diversity and will adopt and implement inclusive policies and strategies, which advance cultural diversity as a positive force in all facets of College activity.

### Context

ACSEP aspires to have a College community characterised by procedural fairness, academic integrity, professional rectitude and ethical practice. ACSEP explicitly embraces the professional, social and ethical dimensions of the questions it faces in Registrar selection, training, assessment, maintenance of professional standards, committee representation and delivery of medical services. In all its endeavours, the College is guided by a fundamental concern for justice and equity, and for the dignity of all human beings.

A commitment to cultural diversity embodies sensitive and ethical appreciation and recognition of cultural differences.



### Relevant Legislation

There is a range of relevant federal and state legislation with which ACSEP must comply and which relates directly or tangentially to recognition and accommodation of cultural diversity. ACSEP is committed to complying with all relevant legislation.

### Policy Objectives

The objectives of this policy are for the ACSEP, in its Registrar selection, education, training, assessment, maintenance of professional standards and delivery of medical services to:

- a) Give specific acknowledgement and support to the cultures of Australian and New Zealand Indigenous peoples.
- b) Recognize and value the multicultural nature of the Australian and New Zealand societies and of the College community.
- c) Provide a diverse, flexible and creative training and collegiate environment which acknowledges, supports, values and encourages cultural diversity and assists in the development of understandings of and insights into a range of cultures.
- d) Facilitate the contribution and successful participation within the College, its training program and executive, of Fellows, members, Registrars and non-medical staff from diverse cultural backgrounds.
- e) Emphasise the value of cultural diversity and strengthen its commitment to cultural inclusiveness, in:
  - Selection of Registrars;
  - Training activities;
  - Curriculum structure and delivery;
  - All assessment processes;
  - Maintenance of professional standards;
  - Membership and functions of executive committees; and
  - Delivery of medical services to the community.
- f) Educate Fellows, members, Registrars and non-medical staff so that they are capable of responding sensitively, sympathetically and justly in any cultural context.
- g) Attempt to redress any unfair, discriminatory or illegal practices which may result or have resulted directly or indirectly from cultural difference, identity and/or context.

ACSEP in its various activities, including the development and application of policies, which guide its operation, will be informed by its commitment to support of and sensitivity to cultural diversity.

### Policy Implementation

In order to achieve the above policy, the College will develop and adapt its policies, procedures and practices to integrate the principle of respect and support for cultural diversity.

#### The Curriculum

The College will develop strategies to give effect to its commitment to inclusive, cross-cultural perspectives in the structure of the curriculum, the teaching of the curriculum and the conduct of the curriculum-based assessment.



In future curriculum and assessment reviews, the principles of cultural awareness will be applied in the design and delivery of the curriculum and to training and assessment methods used.

The curriculum will:

- a) Assist the introduction of Registrars to the ACSEP and the relevant training expectations, and in particular will assist in the transition of Registrars facing a variety of linguistic, personal and intellectual challenges.
- b) Include cross-cultural content, value diversity, and respect and support culturally diverse approaches to learning and ways of understanding.
- c) Encourage an open and inclusive approach, which values learning from others (particularly others from different cultural backgrounds) and respects diversity of perspectives.
- d) Equip Registrars to undertake training and research in a manner which observes ethical guidelines, is sensitive to relevant cultural protocols of subject groups, including language protocols, and generally is culturally appropriate.
- e) Be designed to engage Registrars of diverse cultural backgrounds.

### **Selection of Registrars, training, assessment and maintenance of professional standards**

ACSEP will ensure that Registrar selection, training, research, supervision and assessment practices are sensitive to and support cultural diversity.

All College documents will promote use of spoken and written language that is free from stereotyping or bias and inclusive in valuing diversity.

Maintenance of Professional Standards (MOPS) will be structured having regard to the ACSEP commitment to supporting cultural diversity.

Train the Trainer programs and other professional development courses will support cultural diversity.

Within the training and learning process, academic integrity and freedom must be upheld while respecting cultural differences.

### **Employment**

Employment policies and procedures will, where appropriate, foster the cultural diversity of the workforce.

The College will conduct training and development programs of relevance to cultural diversity on the basis of need.

### **Executive**

Decision-making within the College will, wherever reasonably practicable, be informed by input from Fellows, members, Registrars and non-medical staff from diverse backgrounds.

To the extent reasonably possible and appropriate, the membership of various committees and working groups will reflect the diversity of the College community.



### **Goals of ACSEP Policies, Procedures and Practices**

ACSEP policies, procedures and practices will promote a culture in which all members of the College community:

- a) Understand, value and have informed respect for cultural diversity in interactions between and among:
  - Fellows;
  - Members;
  - Registrars;
  - Non-medical staff; and
  - The general community
- b) Are sensitive to the needs of individuals whose first language is not English. This includes Indigenous people.
- c) Have the right, within reasonable limits, to adhere to their cultural traditions and to express their ideas and opinions, while respecting the rights of others, without fear of discrimination, harassment or bullying.
- d) Recognise that visitors to and temporary residents in Australia and New Zealand are entitled, subject to relevant legislative provisions, to the same consideration as Australian and New Zealand citizens.