

Survey

Social Work Knowledges, Attitudes and Skills

The following section has a series of detailed questions about your thoughts and actions pertaining to culturally responsive practices within social work.



1. It is important to respect the voices of Aboriginal and Torres Strait Islander people

1	2	3	4	5	6
Strongly Disagree	Mostly Disagree	Disagree more than Agree	Agree more than disagree	Mostly Agree	Strongly Agree

2. How often do you respect the voices of Aboriginal and Torres Strait Islander people e.g., colleagues, media, politics) in your work practices?

1	2	3	4	5	6	7
Never	At least once a year	A few times a year	At least once a month	A few times a month	At least once a week	Almost every day

3. It is important to understand the importance of Country for Aboriginal and Torres Strait Islander people

1	2	3	4	5	6
Strongly Disagree	Mostly Disagree	Disagree more than Agree	Agree more than disagree	Mostly Agree	Strongly Agree

4. How often do you consider the importance of Country for Aboriginal and Torres Strait Islander clients in your work practices?

1	2	3	4	5	6	7
Never	At least once a year	A few times a year	At least once a month	A few times a month	At least once a week	Almost every day

5. It is important to know that kinship connections are a strong part of Aboriginal and Torres Strait Islander cultures

1	2	3	4	5	6
Strongly Disagree	Mostly Disagree	Disagree more than Agree	Agree more than Disagree	Mostly Agree	Strongly Agree

6. How often do you adapt your work practices to consider kinship connections for Aboriginal and Torres Strait Islander clients?

1	2	3	4	5	6	7
Never	At least once a year	A few times a year	At least once a month	A few times a month	At least once a week	Almost every day

7. It is important to know that Aboriginal and Torres Strait Islander peoples have a right to be proud of their culture

1	2	3	4	5	6
Strongly Disagree	Mostly Disagree	Disagree more than Agree	Agree more than Disagree	Mostly Agree	Strongly Agree

8. How often do you try to encourage the cultural pride of Aboriginal and Torres Strait Islander service users?

1	2	3	4	5	6	7
Never	At least once a year	A few times a year	At least once a month	A few times a month	At least once a week	Almost every day



9. It is important to continually be mindful of the complexities behind diversities within and between Aboriginal and Torres Strait Islander knowledge systems

1	2	3	4	5	6
Strongly Disagree	Mostly Disagree	Disagree more than Agree	Agree more than Disagree	Mostly Agree	Strongly Agree

10. How often do you consider diversities within and between Aboriginal and Torres Strait Islander knowledge systems?

1	2	3	4	5	6	7
Never	At least once a year	A few times a year	At least once a month	A few times a month	At least once a week	Almost every day

11. It is important to know the support networks within local Aboriginal and Torres Strait Islander communities

1	2	3	4	5	6
Strongly Disagree	Mostly Disagree	Disagree more than Agree	Agree more than Disagree	Mostly Agree	Strongly Agree

12. How often do you engage with local Aboriginal and Torres Strait Islander support networks in your work practices?

1	2	3	4	5	6	7
Never	At least once a year	A few times a year	At least once a month	A few times a month	At least once a week	Almost every day



13. In my work, when I ask for help from Aboriginal and Torres Strait Islander people, I try to be respectful and consider what I can do in the spirit of reciprocity

1	2	3	4	5	6
Strongly Disagree	Mostly Disagree	Disagree more than Agree	Agree more than Disagree	Mostly Agree	Strongly Agree

14. How often do you try to 'give back' to Aboriginal and Torres Strait Islander communities in your work practices?

1	2	3	4	5	6	7
Never	At least once a year	A few times a year	At least once a month	A few times a month	At least once a week	Almost every day

15. In my work practices, I recognise that Aboriginal and Torres Strait Islander people have the right to self-determine and protect their own culture, values, and development

1	2	3	4	5	6
Strongly Disagree	Mostly Disagree	Disagree more than Agree	Agree more than Disagree	Mostly Agree	Strongly Agree

16. How often do you support Aboriginal and Torres Strait Islander communities to self-determine and protect their culture, values, and development?

1	2	3	4	5	6	7
Never	At least once a year	A few times a year	At least once a month	A few times a month	At least once a week	Almost every day



17. In my work, I'm happy walking alongside, sharing the space respectfully and helping the wider Aboriginal and Torres Strait Islander communities for their own benefit

1	2	3	4	5	6
Strongly Disagree	Mostly Disagree	Disagree more than Agree	Agree more than Disagree	Mostly Agree	Strongly Agree

18. How often do you walk alongside sharing the space respectfully and helping the wider Aboriginal and Torres Strait Islander communities?

1	2	3	4	5	6	7
Never	At least once a year	A few times a year	At least once a month	A few times a month	At least once a week	Almost every day

19. In my work practices, I am fully transparent with Aboriginal and Torres Strait Islander service users about the work I am doing

1	2	3	4	5	6
Strongly Disagree	Mostly Disagree	Disagree more than Agree	Agree more than Disagree	Mostly Agree	Strongly Agree

20. How often do you try to ensure that you are fully transparent with Aboriginal and Torres Strait Islander service users?

1	2	3	4	5	6	7
Never	At least once a year	A few times a year	At least once a month	A few times a month	At least once a week	Almost every day



21. In my work practices I carefully negotiate the differences between Aboriginal and Torres Strait Islander and Western ways of knowing

1	2	3	4	5	6
Strongly Disagree	Mostly Disagree	Disagree more than Agree	Agree more than Disagree	Mostly Agree	Strongly Agree

22. How often do you respectfully negotiate the differences between Aboriginal and Torres Strait Islander and Western ways of knowing?

1	2	3	4	5	6	7
Never	At least once a year	A few times a year	At least once a month	A few times a month	At least once a week	Almost every day

23. In my work practices, I am careful not to misuse and misrepresent Aboriginal and Torres Strait Islander knowledges and cultural practices.

1	2	3	4	5	6
Strongly Disagree	Mostly Disagree	Disagree more than Agree	Agree more than Disagree	Mostly Agree	Strongly Agree

24. How often do you ensure that you do not misuse and misrepresent Aboriginal and Torres Strait Islander knowledges and cultural practices?

1	2	3	4	5	6	7
Never	At least once a year	A few times a year	At least once a month	A few times a month	At least once a week	Almost every day





	1	2	3	4	5	6
	Strongly Disagree	Mostly Disagree	Disagree more than Agree	Agree more than Disagree	Mostly Agree	Strongly Agree
25. The historical traumas from colonisation have intergenerational effects for Aboriginal and Torres Strait Islander peoples and communities today.						
26. Overall, Australia has ignored how Aboriginal and Torres Strait Islander peoples were active custodians of their Country (e.g., agriculture, aquaculture, and land management practices).						
27. Australian policy makers have not adequately supported Aboriginal and Torres Strait Islander led organisations.						
28. Racism and stereotypes within Australia are a real issue for Aboriginal and Torres Strait Islander peoples.						
29. I'm able to productively manage the complexities of working with Aboriginal and Torres Strait Islander service users.						
30. It is important to learn Aboriginal and Torres Strait Islander place names within the local community.						
31. You know who the key Aboriginal and Torres Strait Islander Elders are within the local community						
32. Do you attend local Aboriginal and Torres Strait Islander community events to develop knowledge that is important to the local community?						
33. It is important for me to be aware of what I don't know and understand about Aboriginal and Torres Strait Islander people						
34. Australia's social and political systems protect non-Aboriginal people many socio-economic advantages						
35. When working with Aboriginal and Torres Strait Islander service users, I utilise a strengths perspective when discussing their culture.						
36. If possible, I am willing to work in collaboration with Aboriginal and Torres Strait Islander social workers.						

	1	2	3	4	5	6
	Strongly Disagree	Mostly Disagree	Disagree more than Agree	Agree more than Disagree	Mostly Agree	Strongly Agree
37. I believe social workers should be familiar with the United Nations Declaration of the Rights of Indigenous Peoples when working with Aboriginal and Torres Strait Islander service users						
38. As social workers, we should develop strong partnerships with Aboriginal and Torres Strait Islander allied health and community support services						
39. I actively seek and read reports, papers, and books written by Aboriginal and Torres Strait Islander people and organisations						
40. I am aware of my own beliefs and attitudes about Aboriginal and Torres Strait Islander peoples and their impact on my interactions with Aboriginal and Torres Strait Islander people.						

Thank you for your response to this survey.



Acknowledgments

Stage 1:

We would like to acknowledge the 30 Aboriginal and Torres Strait Islander stakeholders that partook in the survey and interviews to discuss what cultural responsiveness was to them and what was required of social workers. We would like to thank the Aboriginal stakeholder for the gift of utilising the word Ngurras.

Stage 2:

We would like to acknowledge and thank the 100 social workers across Australia who partook of the survey to ask about their culturally responsive practice. We would like to thank the 10 social workers who allowed us to interview them on their practice and to thank the 5 social workers who then spoke to us further in relation to examples of their culturally responsive practice.

Stage 3:

We would like to thank the cultural liaison social workers for consulting with a further 30 Aboriginal and Torres Strait Islander stakeholders on the drafts of the tools in this stage.

We would like to thank these Aboriginal and Torres Strait Islander stakeholders for giving their views on the tools.

We would like to thank Helen Redfern for her assistance with the critical reflection section.

We would like to thank the AASW for its continued support of the project and involvement.

We would like to thank UTS and USC for all of their support in the project.

We would like to thank the 13 social workers who took a survey to help us shape the look of the booklet. These social workers interviewed their peers, discussed the graphic design and did small runs of the tools with colleagues as well as give their considered opinions to the project. Due to some social workers not giving permission to be named, all names were withheld.

We would like to thank the research assistants Claire Morse, Krystal Evans, Nathan West and Tania Cusack for all their hard work.

We thank everyone that was involved in this project either in a small or large way for your views, thoughts, energy and support.

Funded by: The Australian Research Council Indigenous Discoveries Grant.

Research team: Dr Bindi Bennett (Gamilaraay) and Professor Gawain Bodkin Andrews (D'harawal).

Citation: Bennett, B. and Bodkin-Andrews, G. 2021. Continuous Improvement Cultural Responsiveness Measurement tools. Retrieval from Indigenous and Transcultural Research Centre: <https://www.usc.edu.au/research/indigenous-and-transcultural-research-centre/building-knowledge-systems>

