

PROGRESS AGAINST OUR STRATEGIC DIRECTIONS

Strategic Direction 1: Profile of CATSINaM as a national peak body

Our work to elevate CATSINaM's profile has both an external and internal focus, including building our membership, honouring their contributions, and profiling our work and policy positions in the public domain.

RECOGNISING THE CONTRIBUTIONS AND ACHIEVEMENTS OF CATSINaM MEMBERS

2017 was the second year of the CATSINaM 'Hall of Fame'. We inducted Dulcie Flower at the CATSINaM Conference Hall of Fame Gala Dinner in October. Dulcie is a Torres Strait Islander woman who began her nursing career at the Cairns Base Hospital and spent many years working as a theatre nurse at the Royal Prince Alfred Hospital in Sydney. During the 1960s she became involved in Aboriginal organisations, including the Federal Council for the Advancement of Aboriginal and Torres Strait Islanders (FCAATSI).

Dulcie was one of the founding members of the Redfern Aboriginal Medical Service in 1971, along with Mum Shirl, Gordon Briscoe and Fred Hollows. She went on to volunteer and work in the Redfern AMS over many years. This included writing and conducting an Aboriginal Health Worker education program, as well as continuing to take on roles in mainstream health services. After retiring from the Redfern AMS in 2003, she became a Board Director within Aboriginal Community Controlled Health Services. She served on state and national committees, advocating for Aboriginal and Torres Strait Islander Australians and their health needs.

The Member awarded the prestigious 'Fellow of CATSINaM' in 2017 was Professor Juanita Sherwood, currently the Director of the University of Sydney National Centre for Cultural Competence. This was in recognition of her significant professional achievements within the nursing and midwifery profession through her clinical, community engagement, teaching and research work.



"It is a privilege to honour Aunty Dulcie Flower—her accomplishments are extraordinary within nursing, Aboriginal and Torres Strait Islander health, and human rights for Aboriginal and Torres Strait Islander Australians. We hope that our work at CATSINaM continues everything that she has worked to achieve throughout her life."



PROMOTING THE VALUE, SCOPE AND ROLE OF ABORIGINAL AND TORRES STRAIT ISLANDER NURSES AND MIDWIVES

So many of our events and invited presentations highlight the value, scope and role of Aboriginal and/or Torres Strait Islander nurses and midwives and therefore, why we need to grow the Aboriginal and/or Torres Strait Islander nursing and midwifery workforce. Our premier event, the 2017 Annual Conference was no exception with 227 attendees in the Gold Coast who shared their skills and knowledge in addressing Aboriginal and Torres Strait Islander health, supporting and growing our workforce, and strengthening cultural safety wherever they work.

Our work extends beyond national to international contexts. CATSINaM is coordinating the International Alliance of Indigenous Nurses established after our 2016 International Conference. We hosted Alliance teleconferences to continue progressing the Alliance's work. We wrote to the incoming CEO of the International Council of Nurses, Dr Isabelle Skinner, to continue our advocacy for increased recognition and voice of Indigenous nurses within ICN governance structures.

Janine Mohamed gave a keynote at the 2017 New Zealand Nursing Association Conference in Aotearoa to 350 delegates. It explored CATSINaM's work on cultural safety, the need for historical truth-telling about Australia's history and the impact on Aboriginal and Torres Strait Islander Australians, as well as talking about the shared journeys of First Nations peoples in Australia, New Zealand and other colonised countries in working toward workforce growth and cultural safety.

CATSINaM also takes opportunities to connect with Aboriginal and/or Torres Strait Islander young people who are thinking about their future. We have visited primary and high schools, and were key participants in the a 'Champions of Health' expo at the Bowraville Central School on 9th March for students, families and staff from schools in Bowraville and the Nambucca Valley.



PROMOTION AND PRESENTATIONS IN PUBLIC AND PROFESSIONAL SPHERES

This last year represented the largest annual audience that CATSINaM has addressed in its history through presentations to public, professional and educational forums. We accepted 43 invitations to present. The audience reached a stunning 5,427. This has kept Janine Mohamed very busy as she was involved in almost 80% of these presentations.

Invitations ranged from keynote and panel presentations at national forums and conferences, invited presentations for national forums, delivery of professional development workshops, and meetings with nursing and midwifery professionals. Audience sizes varied between 15 and 550 people. Some of the groups to whom presentations were delivered included the:

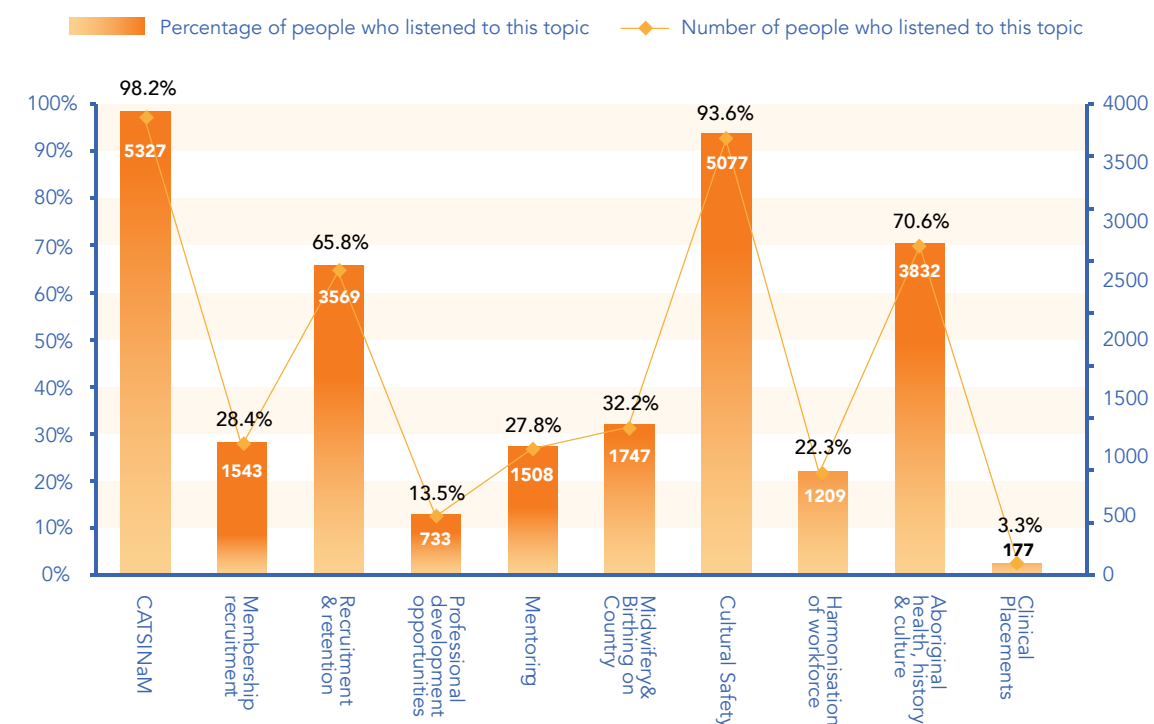
Council of Deans of Nursing and Midwifery
Coalition of National Nursing and Midwifery Organisations
Australian Nursing and Midwifery Federation
Australian College of Nurses
Australian College of Midwives
Australian Health Practitioners Regulation Authority
NSW National Aboriginal and Torres Strait Islander Health Summit
Indigenous Women in Governance Masterclass
National Library of Australia
Science in Australia Gender Equity Symposium



All of our priority areas for advocacy and action were addressed—especially cultural safety, recruitment and retention, and curriculum on Aboriginal health, history, culture and cultural safety. (See graph on opposite page).



Topics for CATSINaM formal presentations July 2017 –June 2018 and audience reached (n = 5,427)



INFORMING AND COMMUNICATING WITH OUR MEMBERS AND STAKEHOLDERS

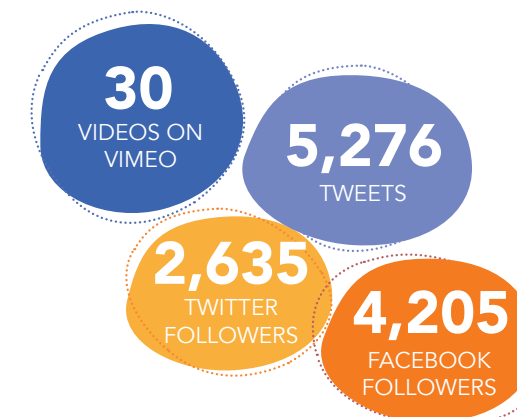
We are committed to telling you what we are doing, profiling and sharing what Members are doing and explaining how stakeholders are working with us. Our quarterly comprehensive Newsletter goes out to all Members and a wide range of stakeholders, supplemented by email blasts for timely professional announcements, events and professional development opportunities.

We have grown our collection of videos on the CATSINaM Vimeo site to 30. They focus on the priorities, leadership and unique skills of Aboriginal and/or Torres Strait Islander nurses and midwives.

Website traffic remains high as visitors search for information and our increasing range of resources and publications. We maintain strong Twitter and Facebook activity as a mechanism to profile our work, promote key messages, and engage with Members and stakeholders.

In March 2018, the revised Codes of Conduct for both nurses and midwives became operational. They included a specific section on the responsibility of nurses and midwives

to consider and create cultural safety for Aboriginal and Torres Strait Islander clients. CATSINaM became deeply involved in addressing the erroneous media coverage provided by several mainstream media outlets in response to a backlash from small sections of the nursing and midwifery profession and select politicians. Over March and April 2018, we responded to multiple inquiries from the media, gave interviews and wrote articles and media releases to correct and counter this coverage, and provide a clear description of why cultural safety was vital within the profession. This included statements in partnership with national nursing and midwifery organisations, such as the Nursing and Midwifery Board of Australia.





Strategic Direction 2: Advocacy on behalf of Aboriginal and Torres Strait Islander nurses and midwives

We are committed to advocating for: 1) recognition of the importance, role and cultural safety of Aboriginal and Torres Strait Islander health professionals, particularly our Members and potential Members, and 2) improved health outcomes and cultural safety in health systems for Aboriginal and Torres Strait Islander peoples.

Our advocacy work extends across the nursing and midwifery profession, and the different sectors of the health system in which our Members work, to Aboriginal and Torres Strait Islander health in general. Articulating our policy positions and building constructive relationships and effective partnerships is crucial to our success, along with increasing the capacity of CATSINaM Directors and Members to undertake this advocacy work.



SUPPORTING THE VOICE AND LEADERSHIP OF CATSINaM DIRECTORS, STAFF AND MEMBERS

CATSINaM has supported opportunities for the voices as Aboriginal and/or Torres Strait Islander nurses and midwives to be represented by our Directors and Members, as well as our staff. We greatly value the contributions of Directors and Members in this representation work. This includes short-term and long-term commitments, such as:

- Hesta Superannuation's Reconciliation Action Plan Working Group
- Queensland Nursing and Midwifery Executive Council's Expert Advisory Committee
- Department of Health's Breastfeeding Advisory Group
- Birthing on Country Initiative Committee
- Rheumatic Heart Disease in Pregnancy Committee, Rheumatic Heart Disease Australia
- Puggy Hunter Scholarship Assessment Committee
- National Nurse Practitioners Conference
- Department of Health's Cervical Screening Advisory Group
- Koori Maternity Strategy Women's Business Forum
- Australian College of Midwives, Aboriginal and Torres Strait Islander Advisory Committee

CATSINaM staff are involved in a broad range of national reference groups, working parties, forums, conferences, campaigns, media releases and articles, as well as jurisdictional or university-based review and advisory groups. Appendix 2 illustrates this work, as well as the graph showing the topics for formal presentations in Strategic Direction 1.

BUILDING RELATIONSHIPS AND PARTNERSHIPS WITH EXTERNAL STAKEHOLDERS

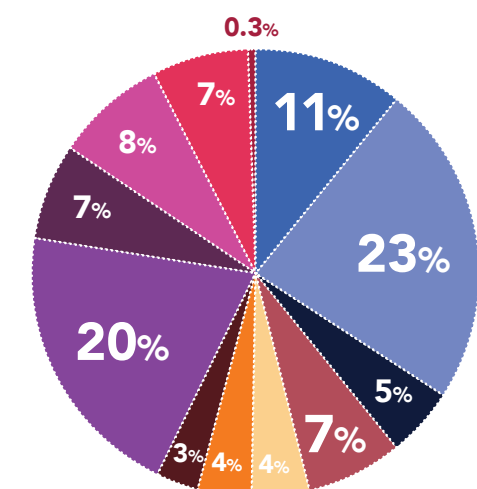
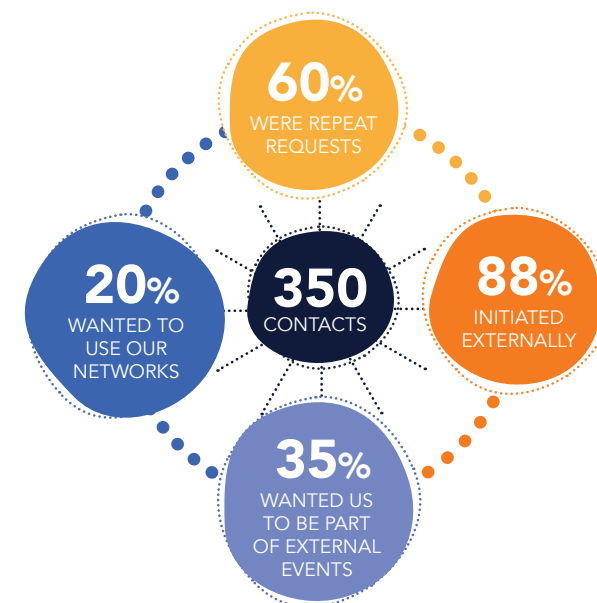
How many and which organisations do we engage with?

Achieving our desired outcome relies on having respectful and supportive relationships with external stakeholders in government, the nursing and midwifery profession, Aboriginal health and the wider health sector. The number and types of contacts we receive or initiate each year has continued to be high in 2017-2018 at 285.

As 88% were initiated by external groups, this provides evidence that we have a well-established profile and are viewed as a good source of information and assistance in supporting the Aboriginal and/or Torres Strait Islander nursing and midwifery workforce and addressing Aboriginal and/or Torres Strait Islander health on a broader basis. Further, 60% of these were repeat requests—organisations who engage with us on a second or greater occasion. It was common for external organisations to ask us to participate in an external event, committee or reference group, occurring for 35% of contacts. Distributing information via our membership and stakeholder networks represented 20% of requests.

Who is in contact with CATSINaM?

The pie chart shows how these 350 contacts reflect a broad range of organisations. We are regularly and repeatedly involved with a range of government bodies, nursing and midwifery organisations, the education sector, Aboriginal and Torres Strait Islander health organisations, other non-government and private sector organisations.



- Nursing/Midwifery Peak Bodies & Professional Associations
- Training and education organisations
- Aboriginal health peak bodies & professional associations
- Other Australian Government
- State/Territory Government
- ACCH Sector services
- State/Territory health services
- Non-government organisations
- Media
- Private sector
- DoH
- Primary Health Care Networks

Political engagement

Ensuring our voice and wisdom is heard in the political sphere is a vital element of our role. We do this through collaborative forums such as the National Health Leadership Forum, for which Janine Mohamed is the Chairperson, the Closing the Gap Committee and Redfern Statement, as well as CATSINaM specific engagement. Examples of CATSINaM activities include participation and representation in:

- the Minister for Aged Care and Indigenous Health's think tank on palliative care
- the Australian Healthcare and Hospitals Association (AHHA) Roundtable discussion about a future blueprint for a 10-year agreement for hospital funding which the Minister for Health commissioned AHHA to undertake
- the regional roundtables for the 'Closing the Gap' Refresh
- the National Maternity Services Plan
- the ALP National Policy Platform
- providing a response to the Joint Select Committee Inquiry on Constitutional Recognition of Aboriginal and Torres Strait Islander Peoples.



Joint Member and Stakeholder Forums: How can we collaborate?

Our 2017 Member and Stakeholder Forum series ended in Perth in September 2017. We had 194 participants in the seven forums, with over 30% being Members. An important aspect of the forums was to identify areas in which stakeholders are keen to collaborate with CATSINaM and how they propose this could occur. This resulted in six key themes being identified as potential collaboration opportunities. We have started to pursue these opportunities during 2017-2018. A significant component of this work has involved cultural safety—in workforce development, the nursing and midwifery curriculum, and in health services.

CATSINaM'S WORK ON CULTURAL SAFETY

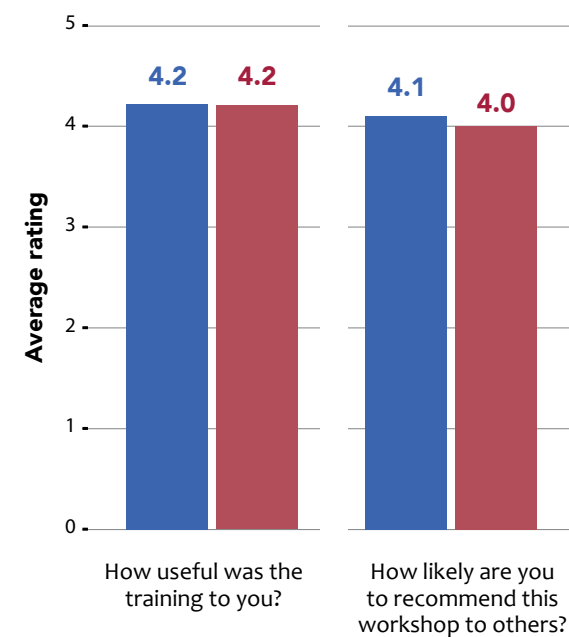
Workforce development on cultural safety

Since 2013, CATSINaM has provided annual opportunities for stakeholders to undertake two-day comprehensive *Cultural Safety Training*. This occurred again in March 2018 with colleagues from universities, ANMAC, the Australian College of Nursing and Australian College of Midwifery in attendance.

Over June – August 2017, this training was delivered by CATSINaM's providers to the Department of Health, Indigenous Health Division. Participant ratings were compared for the end of the workshop with a one-month follow-up (ratings were: 1 = not at all, 2 = slightly, 3 = moderately, 4 = very, and 5 = extremely).

Participants who answered both surveys indicated the workshop was well received and highly valued.

■ Initial survey
■ Final survey



We have created a half-day *A brief introduction to cultural safety* workshop. This is designed to assist organisations to progress their understanding of cultural safety in the workplace and recognise the value of comprehensive cultural safety training. Three organisations have booked a workshop so far for 2018.

"The presentations and exercises were extremely informative and useful for self-reflection. All were challenging, uncomfortable and 'free'-ing. To be able to start thinking in a different way is a gift—thank you."

Cultural safety Training participant

"I now go away from this program with a sense of responsibility to make a difference."

"Seeing the truth about the fact that not all Australians have equal access to care and services"

Cultural safety Training participants

"Transformative, made me reflect and reframe, gained knowledge I didn't previously have, gained awareness and insight."

"I was turned to look at myself and deeply examine my thoughts and views about race, racism and whiteness."

Cultural safety Training participants

Cultural safety is the most frequent topic CATSINaM presents on, in addition to talking about our history, purpose and focus. Janine Mohamed regularly addresses large audiences at high profile events to champion cultural safety. In the last year, this included the 5th NSW Aboriginal and Torres Strait Islander Health Summit, the Australian Health Ministers Advisory Council, the Universities Australia conference, the Australian Nursing and Midwifery Federation Biennial National Conference, the Australian College of Midwives Annual Conference, the Australian College of Nursing Forum and the New Zealand Nursing Organisation Conference.

We are frequently asked to deliver short workshops explaining the **difference** between cultural awareness and cultural safety training. Two examples were for the Science in Australia Gender Equality Symposium in Brisbane and the Centre for Remote Health in Alice Springs.



CULTURAL SAFETY ADDRESSED IN:

94%

OF INVITED PRESENTATIONS

71%

OF CATSINaM EVENTS

Cultural safety in university nursing and midwifery curriculum

Where possible CATSINaM takes up invitations from universities to discuss cultural safety in the nursing and midwifery curriculum, which builds on our work in 2016-2017 to create the CATSINaM Nursing and Midwifery Aboriginal and Torres Strait Islander Health Curriculum Framework (N&M Framework). We delivered two-hour workshops for the University of South Australia and University of Melbourne over this last year, which included explaining the **difference** between cultural awareness and cultural safety training.

We are frequently consulted by Schools of Nursing and/or Midwifery about how they are applying the N&M Framework to their curriculum, as well as ANMAC about how they are assessing Schools. On occasions, we sit on curriculum review committees.

The launch of the *Leaders in Nursing and Midwifery Education Network* (LINMEN) in October 2017 at our Annual Conference has created an excellent mechanism under which to continue and extend our work to date in this area. Three years of funding is available through to June 2020.



At this early stage, LINMEN already has 20 university and 15 individual memberships and started undertaking activities across its three domains of work:

- develop and share good practice curriculum resources on Aboriginal history, health, culture and cultural safety
- provide professional development opportunities for nursing and midwifery educators
- identify and share effective strategies for creating culturally safe teaching and learning environments for Aboriginal and Torres Strait Islander students and staff.

This included the Annual LINMEN Professional Development Forum in October 2017, delivered by two of our Members — Ali Drummond and Leonie Cox from the School of Nursing and Midwifery, QUT.



LINMEN and CATSINaM collaborated with the National Centre for Cultural Competence at the University of Sydney on the *Cultural Competence and the Higher Education Sector: Dilemmas, Policies and Practice* conference in April 2018. LINMEN hosted representatives from 20 Schools of Nursing and/or Midwifery and held the inaugural LINMEN Networking Dinner, with a keynote address from Professor Tom Calma AO on April 4th, with over 40 people attending.

We presented to the Council of Deans of Nursing and Midwifery on LINMEN, and what membership can offer to their Schools of Nursing and/or Midwifery and their staff. We hope this will translate into further membership applications and collaborative events with universities.

Cultural safety in the VET sector curriculum for enrolled nurses

The development of the N&M Framework for university trained registered nurses and midwives highlighted the need for equivalent activity in the VET sector. A required unit in the Diploma of Nursing is CHCDIV002 *Promote Aboriginal and Torres Strait Islander cultural safety*.

After an environmental scan of available teaching and learning resources for the unit, CATSINaM recognised the need to provide a high-quality option that was clearly centred on cultural safety.

After 10 months of work, a package of four inter-related teaching and learnings resources have been produced and the first of several orientation workshops advertised for the 2018-2019 year (Sydney — July 2018, Melbourne and Brisbane — November 2018).



FACILITATOR GUIDE

ASSESSMENT MAPPING GRID

STUDENT ASSESSMENT DOCUMENT

LEARNER GUIDE

Cultural safety in health services

The 2nd edition National Safety and Quality Health Service Standards (NSQHSS) became operational as of January 2018. It includes specific standards with associated guides on how health services may address the needs of Aboriginal and/or Torres Strait Islander Australians within the health system. This provided CATSINaM with an excellent opportunity to support cultural safety being embedded in health services.



To support health services to implement the cultural safety elements, CATSINaM created a new planning and implementation framework along with an associated workshop on how to apply it. Our framework offers practical and achievable guidelines for meeting the new standards, as well as promoting and improving cultural safety at all levels of health service decision making and service delivery. For each standard, we have considered ways of 'knowing', 'being' and 'doing' to promote cultural safety.

We had 21 participants attend the first workshop on the CATSINaM Framework for the NSQHSS in May 2018 at the Australian Commission on Safety and Quality in Health Care in Sydney. We hope to offer more workshops over the coming year.

Birthing on country:

'a metaphor for the best start in life for Aboriginal and Torres Strait Islander babies and their families', which provides an appropriate transition to motherhood and parenting, and an integrated, holistic and culturally appropriate model of care for all (Kildea et al, 2013).



Cultural safety in maternity care — Birthing on Country

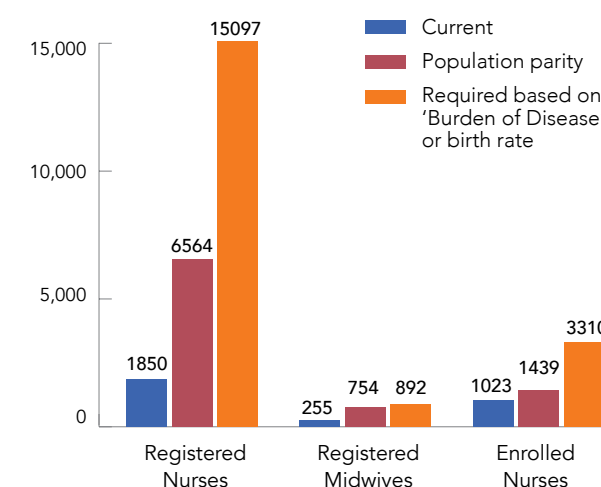
CATSINaM is part of a partnership with the Australian College of Midwives (ACM), the University of Queensland and the University of Sydney for the 'Birthing on Country' project. It aims to improve birth outcomes for Aboriginal and Torres Strait Islander mother and babies, bringing together community members and health services in three demonstration sites, in line with CATSINaM's Birthing on Country joint position statement with ACM and CRANaplus.

At this point, work has been undertaken to establish 'Birthing on Country' at two of the demonstration sites. This culturally grounded approach requires midwives to restore and support 'birthing on country' as a practice that re-centres culture by reclaiming birthing rituals, naming practices and cultural space, and delivers antenatal education programs informed by cultural knowledges.



Strategic Direction 3: Recruitment and retention of Aboriginal and Torres Strait Islander peoples in nursing and midwifery

The number and representation of Aboriginal and Torres Strait Islander nurses and midwives has grown from 2,246 and 0.79% in 2011 to 3,203 and 1.03% in 2016 — the latest available data. While close to a 43% increase over five years, it is not sufficient or fast enough. Strengthening our effectiveness in supporting the recruitment and retention of Aboriginal and Torres Strait Islander peoples in nursing and midwifery remains core business for CATSINaM. This requires us to consider recruitment and retention in pre-registration training, clinical placements, cadetships, graduate placements and ongoing support for Aboriginal and Torres Strait Islander nurses and midwives once they are qualified.



HOW MANY ABORIGINAL AND/OR TORRES STRAIT ISLANDER NURSES AND MIDWIVES DO WE HAVE AND NEED?

We have tracked the numbers of registered and employed Aboriginal and/or Torres Strait Islander nurses and midwives we have and need for several years. Based on data from the National Health Workforce Data Set, current growth trends will not reach population parity within the next decade. We must also factor in health disadvantage, as burden of disease for Aboriginal and/or Torres Strait Islander Australians is 2.3 times that of non-Indigenous Australians. The results of doing this are shown in the graph. We need 8.2 times our current levels of Registered Nurses — this equates to 3.5 times our current numbers of Registered Midwives and 3.2 times current Enrolled Nurses.

Over the last year, CATSINaM has implemented a variety of strategies to help achieve this.

ADVOCACY ON RECRUITMENT AND RETENTION

Close to half of the invited presentations we deliver and our own events specifically focus on recruitment and retention. However, whenever we talk about cultural safety in workplaces and learning environments and appropriate curriculum content regarding Aboriginal and Torres Strait Islander health, history, culture and cultural safety, we are advocating for strategies that impact on the recruitment and retention of Aboriginal and Torres Strait Islander student nurses and midwives.

We continue to use all opportunities — membership of national nursing and midwifery committees, meetings with national nursing and midwifery organisations, and responses to national submissions and consultations to promote the need for more action in this area. We have continued to pursue the idea of a National Aboriginal and/or Torres Strait Islander Nursing and Midwifery Workforce Strategy.

DIRECT SUPPORT TO STUDENTS

The Student Day at our Annual Conferences has become a signature event for Aboriginal and/or Torres Strait Islander nursing and midwifery students. Our conference sponsors help support students to attend, as do some of their universities and we prioritise bursaries for students in the conference budget. We were excited to have the inspirational Professor Chris Sarra run the 2017 Student Day—his focus was ‘Claiming a Stronger Smarter Future’.

We are very encouraged to learn that attending these days and becoming CATSINaM Members plays a strong role in students successfully completing their qualification.

Our partnership with the Royal Flying Doctors Service (RFDS) has continued, having supported one student for a long placement of 9 weeks in a remote location in 2017, we have grown to supporting three students to undertake four or five-week placements in 2018. All report having an amazing learning experience—clinically and culturally—that inspires them to achieve graduation.



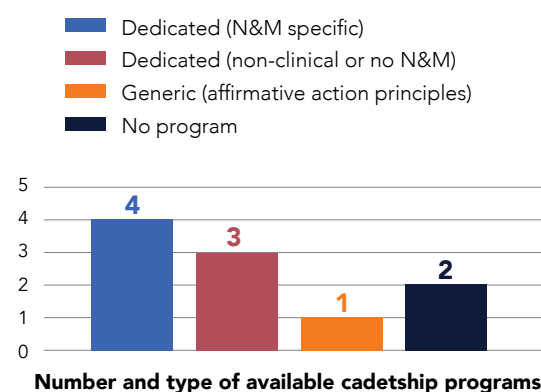
RECRUITMENT AND RETENTION
ADDRESSED IN:

47%
OF INVITED
PRESENTATIONS

40%
OF CATSINaM
EVENTS

GOOD PRACTICE IN CLINICAL PLACEMENTS FOR ABORIGINAL AND/OR TORRES STRAIT ISLANDER NURSING AND MIDWIFERY STUDENTS—A NEW RESOURCE

One of our new initiatives was creating the *Good Clinical Placements Guide for Nursing and Midwifery Students* resource. The purpose of this national guide is to: 1) better prepare students and workplaces for clinical placements—including in the Aboriginal Community Controlled Health sector and 2) assist higher education providers and employers consider and address the complexities faced by Aboriginal and/or Torres Strait Islander students when entering clinical placements. The final version will be available in September, and we look forward to promoting it over the next year.



CADETSHIP AND TPP PROGRAMS FOR ABORIGINAL AND/OR TORRES STRAIT ISLANDER NURSES AND MIDWIVES—A NEW RESOURCE

Across Australia, Aboriginal and/or Torres Strait Islander nursing and midwifery students can currently access eight cadetship programs—two jurisdictions have no program. Of these, only four are dedicated Aboriginal and/or Torres Strait Islander cadetships programs for nursing and midwifery students. Three dedicated cadetship programs are for other health professions or non-clinical health contexts. The situation is less favourable for Transition to Professional Practice programs, with only one dedicated program in one state.

Another new initiative was creating the *Aboriginal and/or Torres Strait Islander Cadetship and Transition to Professional Practice Programs: Guiding principles and a framework for implementation* resource. It applies to Aboriginal and/or Torres Strait Islander students and graduates across a range of health professions, so our colleagues in AIDA, IAHA, NATSIHWA were involved in reviewing the resource.

The resource has a core document that provides clear guidance to organisations that want to establish a dedicated Aboriginal and/or Torres Strait Islander cadetship and/or TPP program or strengthen existing programs. It includes brochure templates that organisations

can adapt to promote their programs across the organisation and to potential program participants. Benefits of a cadetship or TPP program are highlighted in the brochures.

THE CATSINaM MENTORING PROGRAM

Our relationship with NSW Health on mentoring has strengthened this past year with further workshops in regional areas. Since we started working together, they have put 36 nurses and midwives through CATSINaM's Mentoring Training Program, to be mentors for participants in their Aboriginal and/or Torres Strait Islander Nursing and Midwifery Cadetship Program.





CATSINaM Training Programs

A BRIEF INTRODUCTION TO ENABLING CULTURALLY SAFE HEALTH CARE
Half day workshop

INTRODUCTION TO MENTORING
Half day workshop

CULTURAL SAFETY AND RESILIENCE
Half day workshop

MENTORING TRAINING
Two day workshop

PROFESSIONAL DEVELOPMENT OPTIONS FOR MEMBERS

CATSINaM Members tell us that the professional development event that they most look forward to each year is the CATSINaM Conference and annual Professional Development Forum — see Strategic Direction 1. The conference has grown in size and scope each year, with multiple professional development options as well as opportunities for Members to network and present their work.

Another strategy for creating professional development options for Members is assisting them to access relevant conferences, often through CATSINaM being directly involved in Conference Program Committees and creating sponsorship packages. Two examples for the past year are the conference for the WHO Collaborating Centre for Nursing and Midwifery Education and Research Capacity Building (based at James Cook University) and the Trans Tasman Midwifery Education Consortium Conference with Griffith University.

CATSINaM's own suite of training programs has grown in the last year. An overview of the focus and content, learning outcomes, fees and participant numbers are now profiled on our website. All programs can be delivered for organisations or groups in their locations or at their conferences.

Three focus specifically on Member needs: the half-day *Cultural safety and resilience* workshop, the half day *Introduction to Mentoring* workshop and the two-day *Mentoring training* through which Members learn how to be a mentor. While employers and colleagues of Aboriginal and/or Torres Strait Islander nurses and midwives can participate in the two mentoring workshops, the *A brief introduction to enabling culturally safe health care* half-day workshop targets their needs. Through this workshop, CATSINaM hopes they recognise the need to do more and progress to undertaking comprehensive two-day cultural safety training.

Strategic Direction 4: Active involvement in research and workforce development projects

We have sought out opportunities to be actively involved in research and workforce development projects that will contribute to realising the vision of CATSINaM. The CATSINaM Mentoring Program is one of these, described in Strategic Direction 3. The work we will do through LINMEN will also support workforce development from 2018 onwards.

Encourage and support Members in undertaking research

CATSINaM finds opportunities to support and encourage Members who are involved in research to present their work and access available funding or scholarship opportunities. Our Annual Conference is a vital forum in which this can happen. The collaboration with the National Centre for Cultural Competence on the *Cultural Competence and the Higher Education Sector: Dilemmas, Policies and Practice* conference provided a second opportunity this year. We acknowledge all Members who contributed to these conferences.

A writing retreat in July 2017 examined options for developing presentations and publications and several briefs for publications in online forums and academic journals were developed. Since then an article was published in Croakey on creating an Indigenous-led movement for cultural safety in Australia. We anticipate one or two more papers will emerge in the coming year.

Actively support, advise on and guide research projects in nursing, midwifery, and Aboriginal and Torres Strait Islander health

We remain involved in The Lowitja Institute as a national centre of excellence for research in Aboriginal and Torres Strait Islander health. Janine Mohamed and Professor Roianne West represent CATSINaM on Research Program Committee 2: 'A health workforce to address Aboriginal and Torres Strait Islander health'. Another Member, Ali Drummond, is on The Lowitja Institute Board.

Workforce development projects

We were successful in gaining funding for two workforce development initiatives this year, both are profiled under Strategic Direction 3: the *Good Clinical Placements Guide for Nursing and Midwifery Students* resource, and the *Aboriginal and/or Torres Strait Islander Cadetship and Transition to Professional Practice Programs: Guiding principles and a framework for implementation* resource.