

Cultural Safety Resource Index

This Cultural Safety Resource Index provides a curated selection of resources currently available online. It is intended for use by individual practitioners to aide learning and professional development, and also for those involved in development of curriculum and educational materials. The Resource Index is arranged into the following sections:

- A. Background theory of Cultural Safety
- B. Continuing Professional Development for individuals
- C. Organisational Cultural Safety
- D. Directory of external training opportunities

This Cultural Safety Resource Index forms part of a suite of resources in the CMC Cultural Safety Toolkit, created to support the implementation and integration of the Cultural Safety Training Plan for Vocational Medicine in Aotearoa 2023.[1]

CMC Cultural Safety Toolkit

This toolkit has been developed to help operationalise the Cultural Safety Training Plan. The tools support critical consciousness development and transformative practice that contribute to culturally safe environments and equitable health outcomes. They are designed for use by individual practitioners to be part of an ongoing professional development plan.



The annotated index provides useful notes on each resource, and indicates key proficiencies the resource particularly applies to. Key proficiencies state that culturally safe medical practitioners;

1. Engage in ongoing development of critical consciousness,
2. Examine and redress power relationships,
3. Commit to transformative action,
4. Ensure that 'cultural safety' is determined by patients and communities served.

Note that this list is not exhaustive, and new research and resources are emerging constantly. Therefore, we encourage further exploration, and welcome recommendations to include in this list.

[1] Simmonds S et al (2023) A Cultural Safety Training Plan for Vocational Medicine in Aotearoa. Te ORA and the Council of Medical Colleges, Wellington, New Zealand. January 2023 <https://www.cmc.org.nz/media/4xmpx1dz/cultural-safety-training-plan-for-vocational-medicine-in-aotearoa.pdf>
Cultural Safety Resource Index, October 2025

A. Background theory of Cultural Safety			
Name	Type	Notes	Link
Ramsden I (2002) Cultural Safety and Nursing Education in Aotearoa and Te Waipounamu	PhD Thesis	- Key proficiencies: 1, 2, 3, 4, background theory of CS - Useful for gaining a deeper appreciation of the genesis of the concept of Cultural Safety - Very readable thesis - Contains many useful anecdotes / case studies	https://www.croakey.org/wp-content/uploads/2017/08/RAMSDEN-I-Cultural-Safety_Full.pdf
Irihapeti Ramsden on Cultural Safety in Nursing (1993)	Audio	A 20min radio interview with Irihapeti Ramsden on Cultural Safety in Nursing (1993). She highlights the meaning of cultural safety and its challenges in teaching and assessment.	https://www.youtube.com/watch?v=A4TVOrbi9Y4
Curtis et al (2019) Why cultural safety rather than cultural competency is required to achieve health equity: a literature review and recommended definition in International Journal for Equity in Health	Article	Proposes a definition for cultural safety and clarifies the essential principles and practical steps to operationalise this approach in healthcare organisations and workforce development.	https://equityhealth.biomedcentral.com/articles/10.1186/s12939-019-1082-3
Ramsden I (2000) Kawa Whakaruruhau 10 years on	Article	Background theory Cultural Safety	https://www.studocu.com/en-au/document/university-of-south-australia/registered-nurse-nursing-practice/cultural-safety-kawa-whakaruruhau-ten-years-on/57550217
Medical Council NZ Statement on cultural safety	Website and position statements	This statement outlines what cultural safety means and why it is important. The document reflects the evolution of thinking away from the cultural competence of doctors – that is acquiring skills and knowledge of other cultures – towards self-reflection of a doctor's own attitudes and biases that may affect the cultural safety of patients. Council requires doctors to meet these cultural safety standards.	https://www.mcnz.org.nz/our-standards/current-standards/cultural-safety/

Wepa D (2015) Cultural Safety in Aotearoa NZ	Book	Great CS reference text	https://www.thenile.co.nz/books/dianne-wepa/cultural-safety-in-aotearoa-new-zealand/9781107477445?gad_source=4&gclid=CjwKCAjwnqK1BhBvEiwAi7o0X1ijoUK-uzfnCqahqj0BOjnT4oDUj-QUVoTbToBtuGk37l_VKXTjlxoCNmcQAvD_BwE
Carter M (2023) Literature and Environmental Scan of Cultural Safety in Medical Training	Report	- This literature scan was undertaken to inform the CS Training Plan - Gives good insight to the nexus between Cultural Safety, Cultural Competency and Hauora Māori	https://www.cmc.org.nz/media/f03dvuwu/literature-and-environmental-scan-of-cultural-safety-in-medical-training.pdf
Simmonds et al (2023) Cultural Safety Training Plan for Vocational Medicine in Aotearoa	Report and training plan	- Provides a framework and a training plan for CS - The double table on p20-21 is a user-friendly overview of the full set of proficiencies, plus suggested teaching methods and assessments - This table is provided as a separate pdf document on the CMC website (2nd link provided in next column)	https://www.cmc.org.nz/media/4xmpx1dz/cultural-safety-training-plan-for-vocational-medicine-in-aotearoa.pdf CS teaching methods and assessments table: https://www.cmc.org.nz/media/4xmpx1dz/cultural-safety-training-plan-for-vocational-medicine-in-aotearoa.pdf
Human Rights Commission (2023) Maranga Mai	Report	- Very comprehensive document on impacts of colonisation, with recommendations - Chapter on health	https://nwo.org.nz/wp-content/uploads/2023/02/Maranga-Mai-Full-Report-PDF.pdf
Hall et al (2023) Evolving beyond antiracism: Reflections on the experience of developing a cultural safety curriculum in a tertiary education setting	Article	Australian context, cultural safety audit of several health policies. Includes an interesting infographic of the timeline of cultural safety development	https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10078494/
Mohammed J et al (2024) Cultural Safety in Australia a Discussion Paper	Discussion paper	- Review of cultural safety – Australian context - A proposal of national standards	https://www.lowitja.org.au/wp-content/uploads/2024/08/CulturalSafetyinAustralia_DiscussionPaper_August2024.pdf
Richardson and Carryer 2005	Journal article	- Although an older article (2005), interesting points on teaching cultural safety - Nursing context	https://www.flexiblelearning.auckland.ac.nz/stepps/11/files/richardson_2004_teaching_cultural_safety_in_nz_nursing.pdf

Gollan and Stacey 2021 First Nations Cultural Safety Framework	Framework	- Although the context of this document is CS in evaluation, it has some great infographics and uncomplicated descriptions of aspects of CS - Also a good list of self-reflection questions	https://www.aes.asn.au/images/AES_FirstNations_Cultural_Framework_finalWEB_final.pdf
Harris M State of the pākehā nation	article/lecture	Interesting paper on pākehā culture and identity	file:///C:/Users/Owner/Desktop/MAHI/4.%20CMC%20Cultural%20Safety%20July2021/background%20material%20and%20resources/2024-State-of-the-Pakeha-nation-essay-Max-Harris.pdf
Land of the Long White Cloud series from RNZ	Video	Good discussion on recognising privilege, and the importance of knowing your own history	Land of the Long White Cloud Episode 2: Inheriting Privilege RNZ
Intersectionality and health explained	Video	Good explanation and graphics of racism, culture and intersectionality	Intersectionality and health explained
Penney et al (2024) Cultural Safety in Paramedic Practice	Article	Key themes; workforce representation, resource disparities, Cultural Safety education	https://www.publish.csiro.au/HC/HC24010
What Is Privilege?	Video showing teaching activity	- Activity to demonstrate privilege (e.g. in teaching) - Effective, although can be confronting, need to carefully consider if it is suitable for your group	https://www.youtube.com/watch?v=hD5f8GuNuGQ&t=10s
B. Continuing Professional Development for Individuals			
Gibbs Reflective Cycle	Activity	- Key proficiency 1 (and 2) - Provides a process for self-reflection	https://www.ed.ac.uk/reflection/reflectors-toolkit/reflecting-on-experience/gibbs-reflective-cycle
Te Arawhiti Māori-Crown Relations Capability Framework - individual	Self-reflection tool - individual	- Good example of a self-reflection tool - Some of the specific competencies may be relevant to health context - Contains suggested initiatives for improving competency	https://www.tearawhiti.govt.nz/assets/Tools-and-Resources/Maori-Crown-Relations-Capability-Framework-Individual-Capability-Component.pdf
He Ako Hiringa (2023) Ideas on culturally safe consultations	Webinar – 90min youtube video	Bias, racism, critical consciousness development	https://www.akohiringa.co.nz/education/ideas-on-culturally-safe-consultations-a-discussion-on-communicating-to-improve-medicine?mc_cid=8327c0d8ae&mc_eid=6cf692c115

Ao mai te rā – anti-racism	Podcasts x12, literature review, tools	Excellent suite of resources from the Ministry of Health’s Ao mai te rā anti-racism project	https://www.youtube.com/playlist?list=PLK6Ij4pwzeG45ZDMS8orEwy6xSQfzCzJ
Effective ways to address power imbalances	Collaborative article	This collaborative article, has a list of key strategies for addressing power imbalances, and also offers space for physicians etc to contribute their experiences and tips	https://www.linkedin.com/advice/0/what-most-effective-ways-address-power-imbalances-nzree
Understanding bias in healthcare	Teaching and learning resource / videoclips / quiz	- Learn online resource provides a certificate at the end of the modules 3 youtube videoclips on bias / Tiriti / patient experience - Downloadable quiz on understanding bias	https://www.hqsc.govt.nz/our-work/system-safety/aotearoa-patient-safety-day/previous-patient-safety-week-campaigns/patient-safety-week-2019-understanding-bias-in-health-care/
Te Tāhū Hauora - Aotearoa patient safety Day 2023	Videoclip 3min, transcript	- Key proficiency 4 - Ways to elevate patient voice - Discussions on types of bias, co-design, genuine engagement, lived experience	https://www.hqsc.govt.nz/resources/resource-library/aotearoa-patient-safety-day-2023-video-elevate-the-voice-of-consumers-and-whanau/
Actively listening for patient safety	Videoclip, 3min	- Key proficiency 4 / horizontal CS - Creating a culture / environment within health workforce that encourages patient advocacy - Provides some clear tips: S A I T model	https://www.hqsc.govt.nz/resources/resource-library/actively-listening-for-patient-safety/
Speaking up for patient safety	Videoclip, 3min	- Key proficiency 4 / horizontal CS - Provides a step-by-step process for a graded assertiveness tool that can be used amongst colleagues - Clear communication tips	https://www.hqsc.govt.nz/resources/resource-library/speaking-up-for-patient-safety/
Learning from adverse events report	Page 21 - an inclusive process for involving whānau	- Large report, although some useful tools: - P21 - provides a useful process for involving whānau following an adverse event	https://www.hqsc.govt.nz/assets/Our-work/Mental-health-and-addiction/Resources/LAECFWE-project-close-report_final_26052023.pdf
Ngā ahua tangata – considering human factors in system design	Seven short videoclips (1-3mins)	- Key proficiency 3 /horizontal CS - Relational healthcare - Considering human factors in system design	https://www.hqsc.govt.nz/resources/resource-library/e-learning-module-human-factors-nga-ahua-tangata/

		- Some videoclips specific to; nursing, anaesthesia, paramedics, te ao Māori, user-centred design - Discussion of bias in video #6	
Equity scorecard	tool	A list of 12 yes/no questions designed to help aid reflection and work towards equity in individual practice	https://www.hqsc.govt.nz/resources/resource-library/equity-scorecard/
From Knowledge to Action – a framework for building quality and safety capability in the NZ health system 2016	Framework/tool	- While an older resources, still very useful - Divided into different ‘levels’ of health care; patients, healthcare workers, team leaders, governance boards etc.	https://www.hqsc.govt.nz/assets/Our-work/Leadership-and-capability/Publications-resources/From-knowledge-to-action-Oct-2016.pdf
Equity of Healthcare for Māori - a framework	framework	This contains practical actions that can be taken to improve equity - at practitioner level, and organisational level	https://www.health.govt.nz/system/files/documents/publications/equity-of-health-care-for-maori-a-framework-jun14.pdf
Implicit association test Harvard	Online tool / test	- Online ‘test’ to measure your implicit association between concepts (e.g. race and good/bad) - Interesting activity to undertake by individuals, in privacy / safe space. - Several different ‘tests’ (e.g. - Note that this is American-based/context - Also note that data is collected	https://resources.lmu.edu/dei/initiativesprograms/implicitbiasinitiative/whatisimplicitbias/testyourimplicitbias-implicitassociationtestat/
Intersections of race, gender, class	Youtube webinar	One of the Tiriti-based futures anti-racism webinars that discussions the intersection of race, gender, class	https://www.youtube.com/watch?v=WRrKt2_uxFk
ACC cultural safety policy – Kawa Whakaruruhau	webinar	Webinar to explore ACC’s new cultural safety policy	https://www.youtube.com/watch?v=hyfTiTtp7oo
Rongohia te Reo, whatua he oranga	Report	The voices of whānau Māori affected by cancer	https://teaho.govt.nz/index.php/reports-and-numbers/reports/voices-whanau-maori-affected-cancer
C. Organisational Cultural Safety			
Ten decolonisation actions for tauiwi-led organisations	Poster	Printable poster, great clear resource for organisations	https://nwo.org.nz/wp-content/uploads/2020/03/10-decolonisation-for-tauiwi-led-organisations-2020-NWO-print.pdf

... for individuals	Poster	Printable poster, designed for individuals	https://nwo.org.nz/wp-content/uploads/2020/03/10-decol-actions-for-individuals-2020-NWO-print.pdf
Te Arawhiti Māori-Crown Relations Capability Framework - organisation	Self-reflection / audit tool - organisation	- Organisation-level audit tool - Includes actions that can be taken	https://www.tearawhiti.govt.nz/assets/Tools-and-Resources/Whaingā-Amorangi/TA013.04-MCR-capability-OCC.pdf
Ethnicity data toolkit	Toolkit	Hospital level and Primary care level toolkit for collecting quality ethnicity data	https://www.health.govt.nz/publication/hospital-ethnicity-data-audit-toolkit
Te Tāhū Hauora – patient safety week poster	Poster	Printable poster for promoting anti-bias	https://www.hqsc.govt.nz/resources/resource-library/patient-safety-week-2019-poster-who-me-biased-he-ngakau-haukume-toku/
Te Tāhū Hauora - Restorative practice policy	Report /framework	- Key proficiency 4 / horizontal CS - Philosophy and framework for restorative practice following healthcare harm - Also includes ways to elevate patient voice / and open communication amongst colleagues and across disciplines	https://www.hqsc.govt.nz/assets/Our-work/System-safety/Restorative-practice/Publications-resources/Envisioning-a-Restorative-Health-System-May-2023.pdf
Transforming organisational culture - Mersey care	Videoclip 36mins plus transcript	- Using 'zero' approaches and restorative justice to transform organisational culture - Although UK based, useful to demonstrate process for organisational transformation - Explores: barriers to transparency / promoting a 'just' culture - valuing different perspectives, psychological safety in an organisation	https://www.hqsc.govt.nz/resources/resource-library/video-how-mersey-care-built-a-restorative-just-culture/
Code of expectations for health entities engagement with whānau and communities	Code / guide	Expectations as outlined in the Pae Ora Act 2022	https://www.hqsc.govt.nz/resources/resource-library/code-of-expectations-for-health-entities-engagement-with-consumers-and-whanau/
Te Tāhū Hauora	Guides	The Patient Experience Survey information: results, methods, resources	https://www.hqsc.govt.nz/our-data/patient-reported-measures/patient-experience/about-our-surveys/
He Pikinga Waiora	Framework and videoclip	Great example of an equity framework that involves community in planning and decision-making	https://www.hpwcommunity.com/applying-the-framework

		Associated videoclip to describe how to use the framework	
Pitama et al 2018	Journal article	- Aotearoa context - Details some institutional barriers experienced when implementing cultural competency / indigenous health curricula - Although focus on cultural competency, similar challenges	https://ncime.ca/wp-content/uploads/2024/06/Cultural-Safety-Anti-racism-and-Graduating-Outcome-Gaps-in-Medical-Education-Curriculum-Frameworks.pdf
Saunders 2024 Fulfilling cultural safety expectations in specialist medical education and training: considerations for colleges to advance recognition and quality	Journal article	- Australian context - Also looks at cultural loading, and how to minimise this - Section on: Where should specialist medical colleges direct their efforts?	https://www.mja.com.au/journal/2024/221/1/fulfilling-cultural-safety-expectations-specialist-medical-education-and#17
2014 Creating Cultural Safety		- Canada context - Great article, with lots of practical guidance	https://www.ontariomidwives.ca/sites/default/files/2019-08/Creating-Cultural-Safety.pdf
Cultural Safety, anti-racism, and graduating outcome gaps in medical education frameworks (2024)	article	- Canada – based - Great article	https://ncime.ca/wp-content/uploads/2024/06/Cultural-Safety-Anti-racism-and-Graduating-Outcome-Gaps-in-Medical-Education-Curriculum-Frameworks.pdf
SMS toolkit	Range of resources	Includes lesson plans	https://www.smstoolkit.nz/cultural-safety
Audit tools for culturally safe and responsive healthcare practices with Aboriginal and Torres Strait Islander people: a scoping review	Journal article	This study examined existing cultural safety audit tools, and facilitators and barriers to implementation, in the context of providing culturally safe and responsive healthcare	https://gh.bmj.com/content/9/1/e014194
D. Directory of external training opportunities			

Victoria University - centre for restorative practice	Microcredentials - online courses	Three short courses offered online approx 50 hrs each,	https://www.wgtn.ac.nz/restorative-justice/learn-with-us
Auckland University, Foundations of Cultural Safety for Clinical Education	15 point University Course	Designed around the CS Training Plan and the four key proficiencies	https://courseoutline.auckland.ac.nz/dco/course/CLINED/720/1253
Being White: identity matters, Victoria University	Short course 2 days	[Although no info currently on website] - Key proficiency 1 (also 2 and 3) - Course designed to challenge white culture and ways in which pākehā ways of being continue to support a colonial mindset	https://www.wgtn.ac.nz/restorative-justice/news/being-white-identity-matters
Lowitja Institute	Audit tool	- CS Audit tool for both individuals and organisations - There is a cost	Note: currently paused as under review
Wellington Uni Professional	Short courses	- This organisation provides a number of short courses on culture and related topics. - Note that there is a cost	https://wellingtonuni-professional.nz/
STIR - stop Institutional Racism	A range of resources on website	- Stop institutional racism is a social movement committed to anti-racism - Website includes information on short courses	https://www.stirnz.org/
The Open Polytechnic	Directory of courses	Online courses on cultural safety and awareness	https://www.openpolytechnic.ac.nz/qualifications-and-courses/hwb410-supporting-cultural-safety-and-awareness/
Whitireia	course	- Six-month course - Small fee	https://cpd.whitireia.ac.nz/local/staticpage/view.php?page=course-id-69-detail