



Certified Practising Nutritionist - Cultural Competency and Diversity Statement

- aligned with UNDRIP Principles and Certified Practising Nutritionist (CPN) Professional Competency Standards

The Certified Practising Nutritionist (CPN) upholds cultural competency and diversity as integral to safe, ethical, and inclusive nutrition practice. Guided by the *United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)*, the CPN recognises the rights of Aboriginal and/or Torres Strait Islander peoples and all culturally diverse individuals through the application of the following principles: *Self-determination, Participation in Decision-Making, Respect for and Protection of Culture, and Equality and Non-Discrimination*.

1. Self-Determination

“Indigenous peoples have the right to autonomy and self-government in matters relating to their internal and local affairs.”

The CPN respects the right of individuals and communities to define their own health priorities. This includes supporting autonomy in decision-making and delivering services that reflect the values, goals, and contexts of those receiving care.

Mapped Competencies:

- **C5.E2.1** – Use a collaborative and person-centred approach when working with clients.
- **C19.E2.3** – Negotiate client compliance.
- **C11.E1.3** – Establish key aspects of cultural safety in consultation with Aboriginal and/or Torres Strait Islander people.
- **C11.E3.2** – Involve Aboriginal and/or Torres Strait Islander people in evaluations.
- **C18.E1.4** – Explore and clarify the client’s expectations of the service/clinic.

2. Participation in Decision-Making

“Indigenous peoples have the right to participate in decision-making in matters which would affect their rights.”

The CPN ensures meaningful involvement of clients, including Aboriginal and/or Torres Strait Islander peoples, in decisions affecting their care. This includes active engagement in health planning, delivery, and evaluation processes.

Mapped Competencies:

- **C5.E2.4** – Support the client to identify and articulate key information that supports the provision of service.
- **C11.E3.1** – Agree outcomes against which cultural safety strategies can be measured.
- **C25.E1.5** – Design a public health nutrition program or project, including appropriate evaluation methods.

3. Respect for and Protection of Culture

“Indigenous peoples have the right to maintain and strengthen their distinct cultural institutions, practices and traditions.”

The CPN integrates cultural knowledge and traditional practices into service delivery, respecting and supporting culturally specific foodways, health beliefs, and worldviews. Service delivery is adapted to reflect the cultural contexts of clients and communities.

Mapped Competencies:

- **C23.E1.4** – Address appropriate cultural factors in dietary advice.
- **C10.E2.1** – Value and respect diversity and inclusiveness across all areas of work.
- **C11.E2.3** – Use communication techniques and work practices that show respect for the cultural differences of Aboriginal and/or Torres Strait Islander people.
- **C10.E4.2** – Consider the impact of social and cultural diversity where difficulties or misunderstandings occur.
- **C17.E3.2** – Ensure workplace relations reflect consideration of the full range of individual and cultural differences.

4. Equality and Non-Discrimination

“Indigenous peoples and individuals are free and equal to all other peoples and individuals and have the right to be free from any kind of discrimination.”

The CPN commits to non-discriminatory practice by identifying and addressing personal biases and systemic barriers to equitable care. Services are delivered in ways that uphold fairness, inclusion, and health equity.

Mapped Competencies:

- **C10.E1.1** – Identify and reflect on own social and cultural perspectives and biases.
- **C10.E2.3** – Use work practices that make environments safe for all.
- **C12.E1.5** – Promote respect for rights and responsibilities of others through considered application of work practices.
- **C11.E2.1** – Ensure work practices are grounded in awareness of one’s own cultural bias.
- **C2.E1.2** – Reflect on and recognise the effect of values, beliefs and behaviour in practice.

The Certified Practising Nutritionist (CPN) integrates these principles and competencies to ensure culturally responsive, equitable, and safe service provision across diverse communities. This commitment strengthens trust, improves outcomes, and affirms the rights of all clients in alignment with both national health standards and international human rights frameworks.

Certified Practicing Nutritionist Professional Competency 11

C11. Promote Aboriginal and/or Torres Strait Islander cultural safety

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
<i>Elements define the essential outcomes</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element</i>
C11.E1. Identify cultural safety issues in the workplace	C11.E1.1 Identify the potential impact of cultural factors on service delivery to Aboriginal and/or Torres Strait Islander clients C11.E1.2 Identify critical issues that influence relationships and communication with Aboriginal and/or Torres Strait Islander people C11.E1.3 Establish key aspects of cultural safety in consultation with Aboriginal and/or Torres Strait Islander people C11.E1.4 Evaluate the extent to which cultural safety is integrated in own work and workplace
C11.E2. Model cultural safety in own work	C11.E2.1 Ensure work practices are grounded in awareness of one's own cultural bias C11.E2.2 Reflect awareness of own and other cultures in work practices C11.E2.3 Use communication techniques and work practices that show respect for the cultural differences of Aboriginal and/or Torres Strait Islander people C11.E2.4 Engage with Aboriginal and/or Torres Strait Islander interpreters and colleagues as cultural brokers, according to situation needs
C11.E3. Evaluate cultural safety strategies	C11.E3.1 Agree outcomes against which cultural safety strategies can be measured C11.E3.2 Involve Aboriginal and/or Torres Strait Islander people in evaluations C11.E3.3 Evaluate programs and services against desired outcomes C11.E3.4 Revise strategies based on evaluation with appropriate engagement of Aboriginal and/or Torres Strait Islander people

Performance Evidence

The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the job role. There must be evidence that the candidate has:

- promoted Aboriginal and/or Torres Strait Islander cultural safety in the context of at least 1 workplace
- researched culture and history, the impact of European settlement, loss of land and culture and the importance of law and kinship

- evaluated ways to improve communication with Aboriginal and/or Torres Strait Islander peoples who may be clients or colleagues.

Knowledge Evidence

The candidate must be able to demonstrate essential knowledge required to effectively complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the work role. This includes knowledge of:

- concept of Aboriginal and/or Torres Strait Islander cultural safety in the community services and health context, and its relationship with:
 - cultural awareness
 - cultural competence
- legislative context for Aboriginal and/or Torres Strait Islander cultural safety
- the diversity of Aboriginal and/or Torres Strait Islander cultures
- historical, social, political and economic issues affecting Aboriginal and/or Torres Strait Islander people and their engagement with community services and health systems, including:
 - impact of European settlement
 - loss of land and culture
 - racism and discrimination
 - past and present power relations
- own culture, western systems and structures and how these impact on Aboriginal and/or Torres Strait Islander people and their engagement with services
- factors that contribute to Aboriginal and/or Torres Strait Islander ill health and common diseases experienced by these groups of people:
 - impact of trauma on individuals' ability for:
 - decision-making
 - communicating
 - understanding
 - retaining information
- ways to involve Aboriginal and/or Torres Strait Islander people in the planning and delivery of services and programs