

# Alcohol and Other Drugs Services: Self Assessment in Cultural Competency

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# About Us

- DAMEC mission is to reduce the harm associated with the use of alcohol and other drugs within CALD communities in NSW.
- Primary role is to assist AOD and related services to develop their capacity to provide competent prevention, education and treatment services to CALD communities.

# Our sector

- NGO Drug Treatment (115)
- NSW Health Drug and Alcohol (8)
- Private
- Allied or non AOD specific services  
(DoCS funded initiatives app 21)

# Cultural Competency

- Mixed bag
- Accreditation as a driver (NGOs)
- Low levels of bilingual AOD practitioners in workforce
- Limited knowledge base (working with diversity in AOD settings) and resources
- DAMEC still shaping role in AOD workforce development

# What we look at

- Policies and Strategic Plans
- Data Collection and Analysis
- Practice
- Staffing and Recruitment
- Networks and Partnerships
- Training and Workforce Development
- Evaluation and Planning
- Resourcing

# Self Assessment Tool

- Individual \*
- Self Assessment questionnaire for individual reflection
- use in supervision and/ or staff appraisal
- Organisation
- Service Cycle self assessment for whole of staff
- Cultural Competency Strategic Plan

\* Adapted by Kate Sullivan from MDAA Cultural Competence Works Manual (2205) and the work of Tawara D.Goode, Georgetown University Child Development Centre.



# Next Step

- Start talking with NGO agencies about enhancing their Cultural Competency
- Conduct *Service Cycle* review with more AOD agencies and evaluate
- Conduct *Service Cycle* review with SAAP service and evaluate
- Negotiate with DoCS

A photograph of a single orange fish, possibly a koi, swimming in clear blue water. The fish is positioned in the lower-left quadrant of the frame, swimming towards the right. The water is a deep, clear blue, and the background is a lighter, hazy blue, suggesting a bright, sunny day. The overall scene is serene and minimalist.

That's about it