



Cultural Mindfulness Background Information



Cultural Mindfulness

Is the deliberate intent of your actions to make a conscious effort of our thoughts, behaviour, and attitude as we interact with other people.

It is having an awareness, understanding, and being respectful of other cultural perspectives and practices, which can help create a more inclusive, diverse, respectful, and productive work environment.

What does the symbol represent?

The WorkWell cultural mindfulness symbol represents actions that contribute towards improving diversity, equity, and inclusivity in the workplace.

WorkWell has applied examples of the symbol to actions in the following resources:

- Priority Wellbeing Area Checklists
- Priority Wellbeing Area Example Action and Evaluation Plans
- Multi-level approval Action Plan examples in the Kete

How do I use the symbol?

When creating your Action and Evaluation Plan you are encouraged to apply the symbol to appropriate actions that relate to improving cultural mindfulness. For example, creating a supportive environment that provides staff recognition and encouragement.

Why is it important?

Workplaces have many opportunities to change their practices and support their staff to become culturally mindful.

We all need to do our part to make effective changes in what we say and do to drive a flourishing and thriving workplace.

A workplace that values diversity, equity, and inclusiveness value its people, which contributes to overall workplace success.

Developing an inclusive environment that encourages diverse perspectives can improve employee satisfaction and retention.

Facts:

Creating an inclusive workplace is essential for fostering diversity, equity, and ensuring employees feel valued, respected, and empowered. This can be through shared values, belief systems, attitudes, and support at all levels of the workplace.

The [benefits to your workplace](#) include:

- It will create a supportive and vibrant workplace which will strengthen employee satisfaction, retention, and productivity.
- It encourages broader perspectives.
- It can reduce workplace conflicts. Staff can also benefit from unconscious bias training.
- Promoting diversity and prohibiting discrimination when supported by policy development.
- A happier and healthier workplace.

Key messages for your workplace

- Define your core values as an organisation of what you represent. These values should be consistent with what is important to your workplace and demonstrated through employee behaviour.
- Create a workplace that values diversity and inclusiveness so people feel respected, understood, and represented.
- Promoting cultural mindfulness is essential for effective communication, innovation, and team performance. Inclusivity increases morale and engagement which flows onto increased productivity and lower staff turnover.