

# Spirit Australia

CULTURAL WELLNESS POLICY July 2024



## Introduction

A cultural wellness policy is essential for any organisation that works with diverse groups of people.

At our volunteer organisation, Spirit Australia, we recognise the importance of creating a safe and inclusive environment for psychic spiritual practitioners and community groups, and for individuals and the general public who come into contact with Spirit Australia and its members.

Our policy aims to promote cultural awareness, respect, and sensitivity towards different beliefs, values, and practices. In implementing this policy, we hope to foster a positive, supportive community by celebrating diversity & promoting well-being for all.

## Purpose

This Spirit Australia cultural wellness policy aims to create a supportive and inclusive environment within our volunteer organisation for spiritual psychic practitioners, community groups, and the general public. This policy promotes respect for diverse beliefs, values, and practices while fostering a sense of community and well-being.

## Principles

1. **Respect for Diversity:** We recognise and respect the diversity of spiritual beliefs, psychic practices, and cultural backgrounds within our organisation and the communities we serve.
2. **Inclusivity:** We are committed to inclusivity, ensuring that all individuals, regardless of their spiritual or psychic beliefs, feel valued and welcome.
3. **Non-Discrimination:** Discrimination based on spiritual beliefs, psychic abilities, gender identity, sexual orientation, race, ethnicity, nationality, age, ability, or any other characteristic is strictly prohibited.
4. **Confidentiality:** We uphold strict confidentiality regarding personal information shared by our members, volunteers, and individuals participating in our programs or seeking our services, respecting their privacy and right to confidentiality.
5. **Safe and Supportive Environment:** We strive to maintain a safe and supportive environment for all participants, fostering open communication and mutual respect.

## Guidelines

1. **Training and Awareness:** Regular training sessions will be conducted to increase awareness and understanding of various spiritual and psychic practices, cultural sensitivities, and the needs of our diverse community.
2. **Accessibility:** We are committed to providing accessible services and programs that accommodate diverse abilities and needs, ensuring that everyone can participate fully.
3. **Conflict Resolution:** Any conflicts or issues arising from cultural or spiritual differences will be addressed promptly and respectfully, with a focus on understanding and mediation.
4. **Resource Sharing:** We encourage the sharing of resources, knowledge, and experiences among spiritual psychic practitioners, community groups, and the general public to promote mutual learning and growth.
5. **Community Engagement:** We actively engage with our community through outreach programs, events, and partnerships that celebrate diversity and promote cultural exchange.

## Implementation

1. **Leadership Commitment:** The leadership of Spirit Australia is committed to upholding this cultural wellness policy and ensuring its integration into all aspects of our operations.
2. **Communication:** This policy will be communicated to all volunteers, staff members, participants, and stakeholders, emphasizing its importance and the organisation's commitment to cultural wellness.
3. **Feedback Mechanism:** We welcome feedback from participants and stakeholders regarding the effectiveness of this policy and opportunities for improvement, ensuring continuous growth and adaptation.
4. **Review and Revision:** This policy will be reviewed annually to assess its effectiveness and relevance, with updates and revisions made as needed to reflect evolving cultural and community needs.

By adopting and adhering to this cultural wellness policy, our volunteer organisation Spirit Australia aims to create a nurturing and inclusive environment where spiritual psychic practitioners, community groups, and the general public can thrive, learn from each other, and contribute positively to the community at large.