



Koorie Heritage Trust Inc
'Gnokan Danna Murra Kor-ki'

BUILDING ABORIGINAL CULTURAL COMPETENCY

KOORIE HERITAGE TRUST



PROGRAM AND COST OF DELIVERY 2018

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WHO WE ARE

- Our Vision:** To live in a society where Aboriginal culture and history are a fundamental part of Victorian life.
- Our Purpose:** To promote, support and celebrate the continuing journey of the Aboriginal people of South Eastern Australia.
- Our Motto:** Gnokan Danna Murra Kor-ki – *Give Me your Hand my Friend*
- Our Values:** Respect, Honesty, Reciprocity, Curiosity.
- Our Centre:** Provides a unique environment rich in culture, heritage and history which welcomes and encourages Aboriginal and non-Aboriginal people to come together in the spirit of learning and reconciliation.

The Koorie Heritage Trust is an Aboriginal owned and managed not-for-profit organisation. We celebrated our 30th anniversary in 2015 and moved to our new home at Federation Square.

We offer a unique range of programs and services to promote, support and celebrate the Aboriginal culture of South-Eastern Australia.



BUILDING ABORIGINAL CULTURAL COMPETENCY PROGRAM OVERVIEW

We offer either a Full or Half Day Programs aimed at participants who have not had any or limited training or exposure to Aboriginal people.

Our Programs is intended for organisations that are able to meet our minimum group size requirement of 10 participants.

The learning outcomes of our Programs generally are to:

- Develop awareness of Aboriginal culture and identity.
- Develop awareness of the strengths of Aboriginal culture and people.
- Assist in making the connection and understanding the impact of colonisation and past policy for Aboriginal people today.
- Develop capacity to be more understanding and response to Aboriginal colleagues and clients.
- Motivate the participants in their cultural competence journey.



Program	Cost
Full Day	\$3,400 + GST flat rate

Recommended group size between 10 and 25.

The Full Day Program is designed for public sector and corporate organisations with employees who may not have had any previous training or exposure to Aboriginal peoples and communities but who require a practical understanding for future engagement. It is also suited for organisations with Reconciliation Action Plans that identify the need for better Aboriginal cultural awareness in order for their employees to build stronger relationships and enhanced respect with Aboriginal peoples.

A sample of topics and issues covered in the program include:

- Cultural competence – meaning and importance.
- Australian settlement history (setting the scene and the legacy impact of colonisation on attitudes and lifestyle choices).
- The building blocks of identity (definitions of Aboriginality; Aboriginal family values, land and identity, lore, dreaming and creation; myths of settlement).
- The building blocks of identity – the Aboriginal community today (saying sorry, terminologies and statistical outline of Australia’s Indigenous population).
- An introduction to developing personal strategies for working more effectively with Aboriginal people.

Duration: 7 hours including morning and afternoon tea, and lunch breaks.

Program	Cost
Half Day	\$2,200 + GST flat rate

Recommended group size between 10 and 25.

Aboriginal history and impact of colonisation on contemporary Aboriginal peoples and communities is complex. Because of this complexity, we highly recommend our Full Day Program to organisations who are serious about raising the cultural competency/awareness of staff working with and delivering services to Aboriginal peoples. However, we are conscious that organisational demands may not enable staff to attend a full day program. As such, we also offer a Half Day Program, which is a condensed version of our Full Day Program.

As with our Full Day Program, the Half Day Program is suited for participants who may not have regular contact with Aboriginal peoples and communities, but who are interested in building their knowledge and understanding of Aboriginal issues from an Aboriginal perspective.

Duration: 3 ½ hours (approx.) including tea breaks.

GENERAL

Participants and Bookings

Our programs are based around experiential/participatory learning that encourage reflection on participants' own values, beliefs and behaviour. To enable participants to gain the most out of the program and group activities, we have a minimum group size requirement of 10 participants. We also cap the group size at 25 to enable all participants the opportunity to engage with the facilitator.

The responsibility for taking and managing participant bookings remains with you.

Venue

We recommend that the training is conducted onsite at the Trust as it provides participants with an holistic experience that includes from the outset being physically immersed in an Indigenous organisation employing Indigenous staff.

However, if the training is conducted at a venue nominated by you, the understanding is that you will be responsible for booking and managing the venue, including IT facilities and support, and that you will cover the cost of that venue booking separate to our program and delivery costs.

Program Dates

We recommend that you nominate dates that are suitable to you, which we then check against the availability of our facilitator. Where there are clashes with availability, we will negotiate alternative dates with you.

Program Materials

Program materials include PowerPoint handouts and additional information and resource materials will be sent via email for your dissemination to participants.

It is not essential for participants to bring these materials however it is recommended.

Facilitator and Facilitator Expectations

We employ Aboriginal facilitators for the delivery of our programs. Our facilitators have extensive work and community services history and experience in a range of private, business, community and government positions, and bring to our programs their personal stories and experience.

Our facilitators also have demonstrated understanding of Aboriginal cultural competence and the training includes appropriate examples, high-level responses to participant questions and awareness of the challenges, within a complex, client-focussed environment. The facilitators are also expected to create a safe, open, trusting and friendly environment to allow participants to 'bond' with each other and to bring about a comfortable atmosphere for sharing of information.

Contact

For further information, please contact:

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Terminology

While the term Koorie is commonly used to describe Aboriginal people of Southeast Australia, we have used the term Aboriginal in this proposal to include all people of Aboriginal and Torres Strait Islander (ATSI) descent who are living in Victoria. We recognise the diversity of Aboriginal people living throughout Victoria including Koories and other Aboriginal and Torres Strait Islander people from around Australia.

