



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

CULTURAL SAFETY WORKSHOP 2019



***Begin your journey towards creating a workplace that
embraces diversity and supports inclusion through
mutual respect, shared understanding and experiences.***

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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.



CULTURAL SAFETY WORKSHOP OVERVIEW

We offer a Half Day Workshop that is aimed at participants who have had training in Aboriginal Cultural Competency and Awareness.

This workshop covers the following areas:

- what is Cultural Safety (where it comes from, its importance within the workplace, principles of Cultural Safety Principles and Practices)?
- understanding our own culture (self reflection and organisational reflection)
- types of bias and what influences cultural bias (conscious and unconscious)
- the journey to reaching a proficiency in Cultural Safety
- identifying Organisational Cultural Safety

The learning outcomes are:

- reflect on how individual attitudes and values influence perceptions, assumptions and behaviours within the workplace
- raise participant's knowledge about the diversity of cultural experiences
- what a Culturally Safe workplace looks like
- plan towards creating a Culturally Safe Workplace



Program

Cost

Half Day

**\$2,650 + GST
flat rate**

Recommended group size between 10 and 25.

The Cultural Safety Workshop is a 3 ½ hour program where participants explore aspects of Cultural Safety and how it applies to them and their workplace. This is achieved through a series of individual and group exercises, group discussion and presentation with one of our experienced facilitators. The program works on the process of self and organisational reflection based on a specific workbook designed by our Education team. This enables individuals and organisations to reflect on their own values and beliefs and how that may influence the workplace.

It is highly recommend that before attending this workshop, participants have a solid understanding of Cultural Awareness/Competency, which can be done by attending one of our Building Aboriginal Cultural Competency program.

Group size is capped at 25 to ensure all participants have the opportunity to fully immerse themselves in the workshop and process of self-reflection.



GENERAL

Participants and Bookings

Our programs are based around reflective and 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 Aboriginal organisation employing Aboriginal 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. These materials will be sent via email for your dissemination to participants.

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 have a demonstrated understanding of Aboriginal cultural competency and cultural safety, and the training will include appropriate practical examples, high-level responses to participant questions and awareness of the challenges within a complex, client-focussed environment. The facilitators create a safe, trusting and friendly environment to allow participants to share information and ask questions in a comfortable atmosphere and safe space.

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.

