



Stepping Black

INDIGENOUS CORPORATION AUSTRALIA

CULTURE|COMMUNITY|PEOPLE



Cultural Connection

Project Cost \$POA

Delivery Time: TBC

Number of Participants: 5 - 15

SERVICE PROVIDER:

Stepping Black Indigenous Corporation Australia (SBICA)

TITLE OF ACTIVITY:

Stepping into Cultural Awareness

ABOUT THE WORKSHOPS:

The workshops are designed to provide personal and professional development for the members of any group or organisation in the area of Cultural Awareness Training.

The workshops will be delivered by experienced facilitators.

The aim of the workshops is to give the participants the skills needed to integrate Cultural Knowledge and Understanding as part of an effective and productive management strategy for the group or organisation.

Resources will be provided for all participants as part of the program.

PROJECT MANAGEMENT & COURSE FACILITATION PERSONNEL:

- **SBICA Team** – plus any Guest Consultants or Supporters



Course Outline

Session 1 **Cultural Exploration - What is Culture? Thinking & Attitudes**

Session 2 **“The Big Picture” - History**

Session 3 **Framework for Learning**

Session 4 **Story Telling - Stories of Your Local Area**

Session 5 ***What are your specific needs - Tailor ‘Your Toolkit’ to meet your needs/outcomes***

The promotion of Health and Well-Being and significance of Cultural Influences will be interwoven throughout the workshops and promoted as part of the personal and professional development elements of the program.



Brief Overview

The participants will:

- Participate in Professional Development activities
- Learn about the history of Indigenous people in this country
- Learn about cultural awareness
- Learn about culturally appropriate workplace behaviours
- Learn about Reconciliation Action Plans - Policies and Procedures
- Be exposed to techniques to apply when dealing with different cultures
- Contribute ideas of how to be culturally aware for the benefit of all employees
- Investigate options for developing an organisation specific Action Plan for the future

It is anticipated that these workshops will create an on-going interest in Cultural Knowledge and Understanding with further development of skills and the application of these new skills.

The program of workshops will develop a respect for Indigenous Culture.



Course Outcomes

Participation

- Up to 15 participants register
- High completion rate for participants

Professional Skills Development

- Active participation in all workshops
- Understanding of basic cultural awareness expectations and behaviours
- Develop practices and techniques that will assist them to perform their roles in the workplace
- Understanding of Industry standards and compliance with regard to RAP Policies
- Develop understanding of cultural impacts on employees, their employers and businesses and organisations

Personal Skills

- Professional development
- Improved time management, improved self-management including personal health and well-being
- Working with other group members – development of teamwork
- Interaction and effective communication with industry representatives
- Pride in self, community and culture
- Understanding of benefits of good health

Employability Options

- Skills developed to be relevant to industry standards
- Investigation of options and pathways to further develop of personal and professional skills
- Skills developed would be relevant when working for work in other businesses

Value for Money

- Access to industry recognized and experienced workshop facilitators and industry representatives
- Provision of all good quality workshop materials and resources
- Use of funds for high quality results



Cultural Training 'Interconnectedness'

Session	Activity / Course Content	Facilitators
(insert Date/s)		
Arrival by 8.30 am for Coffee		
Session 1	<p>Concept Thinking - Attitudes</p> <ul style="list-style-type: none"> • Introduction to Workshop Schedule & Resources • Introduction to Facilitators • "What is Culture?" <ul style="list-style-type: none"> • Identity • Four Clays - North South East West • Food, Language, Writing/Symbols, Dress, Religion, Communication, Eye Contact, body language, other • Priorities <ul style="list-style-type: none"> • Land • Family & Community • Spirituality, • Kinship <p>Cultural Questions – From Participants</p>	<p>SBICA Team</p> <p><i>Optional Special Guests/Consultants</i></p> <p><i>PP Presentation</i></p> <p><i>Different Symbols from Different Lands</i></p> <p>Participant Activity <i>Drawing Activity/ Telling a story</i></p>
Session 2	<p>Big Picture</p> <ul style="list-style-type: none"> • History teaches us about Change • Looking at the Eras in History • Culture Clash - Guns, fences, prisons, churches • Mapping Indigenous Peoples' Lands (<i>Local Places – Aboriginal Names</i>) 	<p>SBICA Team</p> <p><i>Optional Special Guests/Consultants</i></p> <p>Participant Activity <i>Poster Stories</i> <i>Maps</i></p>
Traditional Games		
Session 3	<p>Framework for Learning</p> <ul style="list-style-type: none"> • Different ways of Thinking, Doing & Being • Local Stories by Local Elders/Storytellers • Wanting to be connected – the 'Essence of Being' <p>Participant Activity</p>	<p>SBICA Team</p> <p><i>Optional Special Guests/Consultants</i></p> <p><i>Uncle Ernie's Presentation</i></p>
Session 4	<p>"Your Toolkit"</p> <p><i>Input from your organisation about areas you want to cover / Targeted Actions e.g.</i></p> <ul style="list-style-type: none"> • <i>RAP, Employment Strategies</i> • <i>Cultural Safety</i> • <i>Yarning Circle / Learning Circle</i> • <i>Cultural Experiences</i> • <i>Health & Wellbeing</i> • <i>Economic Impacts</i> • <i>Development of Practical and Realistic Strategies</i> 	<p>SBICA Team</p> <p><i>Optional Special Guests/Consultants</i></p> <p>Participant Activity</p>