

Duration:
Half day
4.5 hours

Corporate Aboriginal Cultural Awareness



CCA recommend this workshop as the first stage in implementing a company Aboriginal Engagement Strategy or Reconciliation Action Plan (RAP).



This ensures that Leaders are aware of the company's overall objectives, targets and commitments prior to the workshops being delivered to the broader workforce.

More importantly in understanding the role of Leaders in influencing the success of the Aboriginal Engagement Strategy or RAP.

Workshop Objectives:

An overview of the history of Aboriginal Australia and the Aboriginal Kinship System. Confirm the company commitment to Aboriginal Engagement Strategy or RAP.

Enhance cooperation and build better working relationships between Aboriginal communities, family groups and representatives of the company.

Provide an overview of considerations and barriers that apply to intercultural communication.

Discuss Leaders role in supporting the company Aboriginal Engagement Strategy or RAP.

Session 1 – Why Industry Engage with Aboriginal People & Groups

This session will provide an understanding of why Industry engages with Aboriginal people and groups and includes:

- » Detail the Company Aboriginal Engagement Strategy or RAP (where relevant) commitments and how:
- » This training is aligned to Diversity & Inclusion, and Social License to Operate.

Session 2 – Historical Perspectives

This session will examine the effect of colonisation on Aboriginal people, including past, present and the continuing impact, and includes:

- » Overview of the time periods in the history of Aboriginal Australia.
- » The effect our history has had on non-Indigenous people:
 - » Which is rarely considered.

Session 3 – Aboriginal Kinship System

This session includes:

- » Overview of the Kinship System which governs Aboriginal people.
- » How Kinship influences relationships.
- » How Kinship may impede the employment process and ways in which this can/may be managed.

Session 4 – Communication – Intercultural

This session examines general differences and various forms of communication between Aboriginal and non-Aboriginal people, and

- » How culture dictates why Aboriginal people communicate differently.
- » Explores intercultural communication – barriers and consideration.
- » Explores strategies to overcome communication across cultures.

Session 5 – Leaders Role in Supporting Company Aboriginal Affairs Commitment

The success of any strategy relies on the “whole of the business” participating rather than individuals in specialist roles – this session includes:

- » The responsibility of Executives and Senior Managers role in supporting Aboriginal participation or RAP commitments.
- » Executive and Senior Management can influence the company to achieve Aboriginal Participation commitments.

