

Cultural Competency

Aboriginal Cultural Awareness has been the primary method for staff to gain knowledge of Aboriginal people's history, diversity, and cultures. Although the importance of Cultural Awareness training can't be undervalued, it has been viewed that the capacity of this training does not go far enough to adequately measure the learning for staff in relation to their level of cultural competence.

Aboriginal Cultural Competency is a valuable skill set for staff both professionally and personally supporting, working, and engaging with Aboriginal people. Aboriginal Cultural competencies, skills and knowledge are necessary for the establishment of positive and effective relationships with Aboriginal people.

Workshop Objectives:

This one-day workshop is designed to provide participants a better understanding of Cultural Proficiency to enhance the learnings from an Aboriginal Cultural Awareness Training program. Increased competency builds on awareness. This training incorporates both the principles of Cultural Competency Building and Cultural Awareness.

The content also focuses on giving participants a better understanding of their own culture and how this has shaped their own behaviours, values, beliefs and family structures, which in turn allows them to understand and appreciate people from other cultures.

Summary:

Primarily this training has been designed to support companies, organisations, and individuals to develop their Cultural Proficiency and Cultural Awareness framework and how to access cultural issues that may impact in developing relationships with Aboriginal people.

Further to provide participants with an understanding of:

- Cultural Sensitivity
- Cultural Safety and;

Assist in the development of Engagement Strategies to work more effectively with Aboriginal people and communities.

Cultural Competency Training Outline:

Session 1 – Aboriginal Cultural Proficiency:

This session will enable participants to develop a greater understanding of Cultural Proficiency and includes:

- » Guiding Principles of Cultural Proficiency.
- » Why Cultural Proficiency is Important.
- » Essential Elements of Cultural Proficiency

Session 2 – Aboriginal Cultural Competence:

This session will enable participants to develop a greater understanding of Cultural Competence and:

- » Why Aboriginal or Cultural Competency is Important.
- » The Concept of Culture.
- » Steps to Minimise Cultural Bias.

Session 3 – Aboriginal Cultural Sensitivity:

This session will enable participants to develop a greater understanding of:

- » Our shared history and key events that effect Aboriginal and non-Aboriginal people.
- » Intercultural communication.
- » How to assess cultural issues that might impact on cross cultural relationships.

Session 4 – Aboriginal Cultural Knowledge:

This session will enable participants to develop a greater understanding of Aboriginal Culture and includes:

- » Different Language Groups.
- » Connection to Country and why it is important.
- » The Kinship System.
- » Customary Law.

Session 5 – Aboriginal Cultural Awareness

This session will enable participants to develop a greater understanding of:

- » Who are Aboriginal Australians?
- » Significant events that influence current values, beliefs, and attitudes.

Session 6 – Strategies for Working Aboriginal People

This session will enable participants to develop a greater understanding of Inter-cultural communication and culture and:

- » How culture can dictate why Aboriginal people communicate.
- » Barriers and considerations when communicating with Aboriginal people.
- » Strategies to overcome communication across cultures.
- » Strategies for working with Aboriginal people.

“For Aboriginal Cultural competence to succeed it will require individuals to reflect on their own personal and organisational values.”

