

Generic Aboriginal Cultural Awareness

This program is designed for the bulk workforce who will have the most contact with Aboriginal co-workers. It is designed to ensure they understand the differences in family structures and obligations, cultural sensitivities and how history has impacted on Aboriginal people both internally and externally.

Furthermore, many non-Aboriginal people do not understand why many companies must have Indigenous Participation Strategies and targets in place and what this means to the broader workforce and the business.

Summary:

This Workshop has been designed for the general workforce and includes an increased focus on Inter-cultural communication and how the whole of the workforce has a role to play in supporting company commitments.

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Generic ACA Training Outline:

Session 1 – Historical Perspectives

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

- » Overview of the time periods in the history of Aboriginal people.
- » Overview of past policies relating to Aboriginal people, implemented by Europeans.
- » Implications of past policies and continuing impact.
- » Discuss the effect the history has had on non-Indigenous people – which is rarely considered.

Session 2 – Aboriginal Kinship System

This session will provide an overview of the Kinship System which governs Aboriginal society and includes:

- » Overview of how Aboriginal families are structured.
- » Information about how Kinship influences relationships.
- » Explore how this may implicate or impede the employment process and ways in which this can/may be managed.

Session 3 – 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.
- » Intercultural communication – barriers and considerations.
- » Strategies to overcome communication across cultures.

Session 4 – Strategies for Working with Aboriginal People

This session will examine the impact of Aboriginal culture in the workplace, and includes:

- » Underlying issues and barriers to employment.
- » Strategies to develop better working relationships between Aboriginal and non-Aboriginal people.
- » Retention strategies to retain and support Aboriginal employees.