

SYNERGY Cultural Solutions

Cultural Foundations Training Program

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Application

This training application is designed to build the cultural competency and confidence of participants in promoting Aboriginal cultural safety within the workplace. It equips participants with the necessary skills and awareness to identify cultural safety issues, meaningfully engage with Aboriginal people, and model culturally safe practices in their professional environments.

The program encourages participants to reflect on their own cultural values and assumptions, and fosters inclusive, respectful, and informed decision-making.

Program Overview

The Cultural Foundations Training Program is designed to take participants on a transformational cultural learning journey of discovery that prepares and lay firm foundations for a better understanding and appreciation of local, domestic and global cultural diversity.

This program was developed to better prepare and improve participants' efforts in engaging and effectively connecting with cultures other than their own and to strengthen the relationship between their workplace and other Aboriginal people.

The program content introduces a range of cultural concepts and dimensions that highlight the characteristics and nuances that exist within greeting preferences, communication styles, societies and family structures, the perceptions that different cultures have of time and concludes with equipping the participant with a better understand of making culturally informed decisions.

Program Objectives

- Develop culturally competent participants with a deeper understanding and appreciation of the values, behaviours, beliefs, customs, and traditions of other cultures.
- Empower participants to better connect, engage, and build relationships across different cultures.
- Guide participants to explore diverse cultural nuances that exist within greeting preferences, communication styles, family structures, types of societies, and the perception and management of time and culturally informed decision making
- Encourage participants to reflect on their own cultural biases to begin a new culturally transformative learning journey.

Program Modules

Communication and Engagement

1. Greeting preferences
2. Communication styles
3. Types of societies
4. Family structures and bereavement
5. Perception and management of Time
6. Culturally informed decision making

Reflection

1. Self-Reference Criterion: How to do assess/evaluate others
2. Learning Journey: Where do we start?
3. Cultural Spectrum: Reflecting introspectively on where we are

Program Outcomes

- Create culturally competent workplace diversity advocates and cultural champions for Aboriginal communities.
- Equip participants with a better understanding and approach to effectively connect, engage, and build relationships across other cultures.
- Enable participants to establish and identify cultural differences and disconnects that negate cultural understanding.
- Encourage participants to reflect introspectively on their own cultural values, understanding, attitudes, and assumptions and share experiences.
- Prepare participants with a better understanding and awareness to make culturally informed decisions.

Skills and Knowledge Development

Identifying Aboriginal Cultural Safety Issues in the Workplace

- Understand what constitutes cultural safety and recognize signs of cultural unsafety or exclusion.
- Identify systemic and interpersonal barriers affecting Aboriginal peoples' experiences in the workplace.

Engaging and Connecting with Aboriginal People

- Develop culturally respectful communication and relationship-building skills.
- Learn protocols and practices for engaging with Aboriginal individuals and communities.
- Build trust through active listening, empathy, and acknowledgment of cultural identity and lived experience.

Modelling Cultural Safety in Own Work Practice

- Demonstrate inclusive and respectful behavior aligned with Aboriginal cultural values and perspectives.
- Lead by example in advocating for cultural safety and inclusion.
- Incorporate cultural awareness into everyday interactions, workplace policies, and professional practice.

Developing Strategies to Enhance Cultural Safety

- Create action plans and workplace initiatives that promote Aboriginal cultural safety and inclusion.
- Collaborate with Aboriginal voices to co-design culturally appropriate solutions.
- Advocate for systemic change that supports diversity, equity, and reconciliation.

Completion

On completion of the program, participants will significantly contribute to their workplace's commitment to creating a culturally competent workforce to develop inclusive, culturally safe, and meaningful relationships with Aboriginal peoples. This will foster a more inclusive work environment, enhance collaboration, and strengthen the workplace's reputation as an organisation that values diversity and cultural understanding.

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