



CULTURAL
SAFETY
FOR YOUR
WORKPLACE

WALKING TOGETHER



ENHANCE YOUR WORKPLACE CULTURE

WITH CROSS CULTURAL AWARENESS

Our delivery model is to provide the employer with an understanding of how to make the workplace culturally safe. We help you with practical ways to embrace a culturally inclusive and safe workplace.

How do you?

**ATTRACT
ABORIGINAL
WORKERS**

**RETAIN
ABORIGINAL
WORKERS**

**ENCOURAGE A
CULTURALLY
INCLUSIVE
WORKPLACE**

Training

Our training can be tailored to suit your needs however please contact us to discuss options that suit your workplace

- Training is face to face delivery in your workplace
- Flexible training delivered to suit your business needs
- Provision of Certificate of Attendance for all participants

Content Covered

- Managing the retention of Aboriginal people in the workplace and how to support them
- Commonly perceived cultural barriers and the tools to handle challenging conversations
- Why creating an inclusive environment is important and how to create one
- Increasing knowledge of Aboriginal health, history, government policies and how this has influenced perception
- Cultural learning style differences
- Difference in communication styles – some practical strategies in the provision of feedback and ensuring motivational and cultural fit in the workplace
- Intergenerational trauma and practical examples of lived experiences

DEVELOPMENT OF RAP PLANS

What is a RAP Plan?

Reconciliation Action Plans (RAP) assist businesses to embed the principles and purpose of reconciliation. This is in the form of an action plan and is generally lodged with Reconciliation Australia and is available for public view.

How can we help you do this?

- Clarity on the current Reconciliation landscape and key milestones in the Australian reconciliation journey to date
- Understand the employer's reconciliation journey and experience to date
- Share some storytelling and share lessons learned
- Key stakeholder engagement to understand the RAP development process and framework

Local Knowledge

Whether your organisation is doing a RAP Plan or would just like to know more about local knowledge we can offer the following:

- Introduction to specific Aboriginal community people in your region
- Experience Aboriginal on-country culture around the region.
- Safe space question and answer session to advance Cultural Intelligence.

OUR TRAINERS



Anita Morgan

Anita has previously worked as a highly skilled Employee Support and Wellbeing Coordinator & Aboriginal Health Development Advisor at Northeast Health Wangaratta.

Anita now works at Impact Services and is experienced in providing cultural awareness training, promoting Aboriginal and local employment, and fostering reconciliation.

With a deep understanding of government legislation and a proven track record in developing strong relationships with Traditional Owners and community stakeholders, Anita is a valuable asset in promoting cultural engagement and safe working practices.



Adrian Hardy

Adrian is a young Noongar man from the Great Southern region of WA with a strong desire to help others and expand knowledge of his culture. He possesses excellent communication and active listening skills, along with leadership abilities. Adrian has experience working in various roles, including case management for young people and youth work.

Adrian has also volunteered as a basketball coach, demonstrating his dedication to helping and mentoring others. Adrian's passion for working with youth and his involvement in community initiatives showcase his potential to provide cultural awareness training.

With his deep understanding of Indigenous culture and his ability to connect with diverse individuals, Adrian is well-equipped to deliver impactful and engaging cultural awareness training sessions. His positive attitude, perseverance, and motivation further contribute to his effectiveness in creating an inclusive and culturally sensitive learning environment.



Alisia Coyne

Alisia Coyne is a talented cultural awareness trainer and facilitator who has a deep understanding of the needs and experiences of Indigenous people in Australia. As a Noongar Aboriginal woman, Alisia brings a unique perspective to her work and is able to provide valuable insights into Indigenous culture and traditions.

Through her experience in coordinating and delivering programs in various settings, Alisia has developed strong communication and interpersonal skills. She has a proven ability to establish rapport with clients and her expertise in facilitating discussions makes her an invaluable asset in promoting cultural awareness and understanding.

Alisia's work as a Facilitator and Employment Mentor at Impact Services demonstrates her commitment to supporting jobseekers in finding and maintaining employment. Her strategies include developing job search skills, providing training and skill development opportunities, and offering on-the-job support. Alisia is passionate about helping Indigenous people overcome barriers to employment and achieve their goals.

She has a keen understanding of the challenges faced by Aboriginal people in Australia, and she is dedicated to promoting cultural understanding and respect.

**DIVERSITY
AND
INCLUSION
ARE THE
CORNERSTONE
TO A
SUCCESSFUL
WORKPLACE
CULTURE**



OUR OFFICES

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If you would like to know more about our tailored programs please call us at one of our offices above.

