

Aboriginal Cultural Learning Model



Introduction



Strategic Alignment

- Supports Focus Area 2 (Respect), Action 7 of the Stretch Reconciliation Action Plan

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through Cultural Learning.

- Contributes to a culturally safe work environment, in turn supporting CoA's target of achieving an Aboriginal and Torres Strait Islander Employment rate of greater than 2%.
- Supports CoA's continued commitment to building a respectful and inclusive workplace that celebrates all cultures.

Work to Date

- Draft Cultural learning Model developed by Aboriginal Employment & Inclusion Coordinator, in consultation with Reconciliation Team Leader.
- To support principles of self-determination and enable engagement with the Aboriginal and Torres Strait Islander community, we are now pleased to be presenting the draft model to Panpapanpalya and the Reconciliation Committee.

Review of Current Cultural Learning Model



CoA's current program is a one-day Aboriginal Cultural Sensitivity and Respect Training delivered face to face.

92%

of participants **agreed or strongly agreed** that it improved their understanding of Aboriginal and Torres Strait Islander history and culture

92%

of participants **agreed or strongly agreed** that they would recommend the program to their colleagues

Improvement Opportunity

While overall feedback from employees has been positive, participants would welcome more:

- discussions around how they can better support Aboriginal people in the workplace and the community and
- more exploration of what advocacy and allyship looks like for CoA.

Further, Aboriginal and Torres Strait Islander employees have shared instances with the Aboriginal Employment & Inclusion Coordinator where they have experienced behaviours that are culturally unsafe.

Proposed Model

Through a new Cultural Learning Model CoA seeks to:

- Adopt an approach that is guided by best practice and Aboriginal and Torres Strait Islander expertise, and which places CoA as an organisation that is considered a leader in its approach to cultural learning.
- Position cultural learning as a shared journey towards respect, understanding, reconciliation and cultural safety for current and future Aboriginal and Torres Strait Islander employees.
- Demonstrate the importance of cultural learning by incorporating Cultural Learning as a mandatory training activity on commencement, and after three years.

Proposed Model



Through a new Cultural Learning Model CoA seeks to:

- Utilise a variety of methods and channels to drive engagement and participation.
- Introduce more opportunities for reflection and consideration of how cultural learning can be applied in everyday work and personal lives.
- Uphold the principles of self-determination and cultural empowerment, by enabling Aboriginal and Torres Strait Islander employees to voluntarily participate in Cultural Learning activities.
- Emphasise visible leadership and commitment from Executive and other people leaders.



Cultural Awareness and Sensitivity Program

Program summary:

This foundational online program develops foundational knowledge of Aboriginal and Torres Strait Islander cultures and histories and discusses the impact of colonisation and recognises intergenerational trauma and its relevance to contemporary Indigenous experiences.

Methodology: online
Target audience: All employees

Program duration: TBA



Reconciliation and Allyship

Program summary:

Building on Step 1, this four-hour face to face program empowers staff to become active allies for Aboriginal and Torres Strait Islander peoples within their roles and the wider community, guiding them to translate knowledge into tangible actions that support Reconciliation efforts.

Methodology: face to face

Target audience:

All employees.

A targeted session for Executive and Senior Leadership Team.

Program duration: 4 hours



Cultural Refresher (Sustaining the Journey)

Program summary:

This four-hour face to face session, reinforces key learnings from Step 1 and 2 and ensures continuous cultural competency beyond specific awareness weeks.

Methodology: face to face
Target audience: All employees

Program duration: 4 hours

Aboriginal Cultural Learning Model

Timeframes

January '26 Commence recruitment for Coordinator,
Aboriginal Employment and Inclusion

February '26 Engage with Panpapanpalya and
Reconciliation Committee

May '26 Commence procurement for Cultural Learning
provider(s)

September '26 Implement new Cultural Learning Model

Discussion and Questions



We seek the experience and feedback of Panpanpalya on the following:

- What are the most important capability gaps Cultural Learning should address?
- Are there common topics that are overlooked when developing Cultural Learning?
- What would successful Cultural Learning look like from your perspective?
- What elements would you consider as being critical in the design and content of effective Cultural Learning?
- What delivery methods have you found most and least effective for Cultural Learning, and why?
- What mistakes have you seen organisations make in the design and delivery of Cultural Learning?

Plus.....anything else you think will support the design and implementation of a revised Cultural Learning Model.