



Database of NT cultural awareness programs 2016

Report developed by
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Renal Health Program
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About this Resource

This resource and the accompanying Report, was developed over several months between 2016 and 2017. Information was compiled from extensive literature searches, exploration of on-line data bases, web searches and interviews. Over 30 interviews - in person and via phone were conducted using a snowball technique. That is, each person interviewed was asked to identify or recommend a person knowledgeable in the area, for interview.

While every effort was made to ensure the data base was correct at time of writing, we cannot guarantee contact details and structure of programs have remained unchanged.

Health service providers/organisations based in the NT that externally provide cross-cultural awareness programs

Institution	Cross-cultural program(s)	Who receives this?
<p>Aboriginal Cultural Awareness Training (ACAP) NT Department of Health</p>	<p>Target audience: Mandatory for all health Department of Health (DoH) staff in the NT</p> <p>Course Summary: Mandatory that all DoH staff must complete ACAP training as part of their induction. ACAP consists of 1 day workshop delivered by 1 facilitator. Additionally, an online package and a 2 hour introductory ACAP course have been introduced, and if either are completed, staff will be signed off as having undergone ACAP training and may never complete the full day of training.</p> <p>Date of Construction: ACAP implemented in 1996. Reduced to a 1 day course in 2007. Online package and 2 HR introductory course implemented in 2014.</p> <p>Delivery Mode: on-site for 1 day and 2-hr ACAP sessions, or online for the online package.</p> <p>Duration: 6 hours (full day) or 2 hours (2HR introduction).</p> <p>Link: http://www.hr.gov.nt.ca/resources/aboriginal-cultural-awareness-training</p> <p>Contact: Jean Murphy A/Clinical Nurse Consultant – Culture & Consumers, A/Manager Indigenous Services Support Unit Royal Darwin Hospital, jean.murphy@nt.gov.au, (08) 8922 8152, and Nicole Lewis Aboriginal Cultural Awareness Coordinator Top End Region Learning and Development, Nicole.lewis@nt.gov.au, (08) 8922 7013</p>	<p>All Department of Health staff in the Top End. Department of Health staff in Central do cross cultural training through the Centre for Remote Health.</p>
<p>Anyinginyi Health Aboriginal Corporation</p>	<p>▪<u>Jurrkul Munarlki Wurrpu – Cultural Competency Group</u></p> <p>Target audience: Staff involved in service delivery within the Anyinginyi Health Aboriginal Corporation</p> <p>Course summary: The Jurrkul Munarlki Wurrpu Cultural Competency Group is a specialised group that provides invaluable cultural advice and guidance to the organisation respecting cultural values, beliefs and practices. The group’s membership is entirely Aboriginal and is made up of Anyinginyi staff and directors. Making Anyinginyi programs more culturally appropriate and to work to enhance Anyinginyi’s cultural identity and strength. The purpose of the group is to provide input to ensure all information, resources and other items are appropriate and understandable for ALL Wumparani people across the Barkly region.</p> <p>Date of Construction:</p>	

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	<p>Delivery Mode:</p> <p>Duration:</p> <p>Contact: Linda Turner – Cultural Implementation Officer, (08) 8962 2633, e- Linda.Turner@anyinginyi.com.au</p>	
<p>ARDS – Aboriginal Resource and Development Services</p>	<p>Target audience: non-Aboriginal staff working with Aboriginals.</p> <p>Course Summary: A presentation/talk for 30-60 minutes about some of the fundamentals of the cross-cultural divide and working across cultures. The content includes looking at the language, worldview and culture as interrelated entities for any cultural-linguistic group, the massive cross-cultural divide between the dominant culture (balanda) and marginalised minority populations – focussing on (usually remote living) Aboriginal mob who continue to speak an Aboriginal language as their first language and who maintain strong traditional beliefs and cultural practices.</p> <p>It then looks at the cross-cultural interactions that usually take place and highlights the misunderstanding and miscommunication, before moving on to provide some practical advice on strategies to work towards bridging the cross-cultural divide.</p> <p>Date of Construction:</p> <p>Delivery Mode:</p> <p>Duration: 30-60 minutes.</p> <p>Link: http://www.ards.com.au/ Website is being redeveloped and information regarding cross-cultural training programs will be re-developed by the end of August.</p> <p>Contact: Jamie Mapleson, Senior Development Officer, (08) 8984 4174, Johanna.Ward@ards.com.au</p>	<p>Milingimbi clinics</p> <p>Ramo clinics</p> <p>Laynha health</p> <p>School in Ramingining</p>
<p>Australasian College for Emergency Medicine (ACEM)</p>	<p>▪ <u>Indigenous health and cultural competency e-learning series</u></p> <p>Target audience: People who are working or intend to work in an emergency department (ED)</p> <p>Course summary: This course has been designed to expand understanding of culturally diverse patients in an emergency medicine setting. These patients include Aboriginal and Torres Strait Islander people and people for whom English is a second language.</p> <p>The course is presented in three sections:</p>	

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	<p>Section 1: Applying core concepts of culturally competent care in the ED, comprising four modules:</p> <ul style="list-style-type: none"> • introduction to culturally competent care in the ED • culturally competent communication in the ED • understanding health literacy and diversity of health beliefs • understanding language diversity and working with interpreters. <p>Section 2. Caring for Aboriginal and Torres Strait Islander and other culturally diverse patients in the ED, comprising modules five to eight:</p> <ul style="list-style-type: none"> • Improving ED access and experiences for Aboriginal and Torres Strait Islander patients • collaborative practice: understanding the role of Aboriginal Liaison Officers and families in ED care • culturally competent discharge planning • culturally competent end of life care. <p>Section 3. A culturally competent approach to challenging presentations – comprising modules nine and 10:</p> <ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander patients • refugee and migrant patients. <p>Date of Construction:</p> <p>Delivery mode: Online</p> <p>Duration:</p> <p>Link: https://acem.org.au/culturalcompetency, https://www.acem.org.au/</p> <p>Contact: Andrea Johnston (03) 9320 0444, cultural.comp@ACEM.org.au</p>	
<p>Australian College of Rural and Remote Medicine (ACRRM)</p>	<p>•<u>Cultural awareness module for PIP Indigenous health incentive</u></p> <p>Target audience: Staff from GP clinics enrolled in the Indigenous PIP, any health staff or medical students who work with Indigenous clients</p> <p>Course summary: 15 hour online module. This course gives general practice and other health staff increased cultural awareness when working with Indigenous patients. Course topics include:</p> <ul style="list-style-type: none"> • why learn about culture in Australian health care? • health status: demographics, epidemiology and understanding illness from the patient's point of view 	

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	<ul style="list-style-type: none"> • mental health, mental illness and conventional scales: are they cross-culturally sensitive? • clinical encounter: but how? practical ways • to engage cross-culturally. <p>Date of Construction:</p> <p>Delivery mode: online</p> <p>Duration: 15 hours</p> <p>Link: http://www.acrrm.org.au/continuing-development/online-learning/modules/cultural-awareness</p> <p>▪<u>Introduction to cultural awareness – Nation wide</u></p> <p>Target audience: Undergraduate medical students and junior doctors</p> <p>Course summary: This is an abridged version of the Australian College of Rural and Remote Medicine's longer online course, <i>Cultural awareness module for PIP Indigenous health incentive</i>. This course provides introductory knowledge and awareness of Australian Indigenous cultures in the context of health care. Course topics include:</p> <ul style="list-style-type: none"> ○ why learn about culture in Australian health care? ○ health status: demographics, epidemiology and understanding illness from the patient's point of view ○ mental health, mental illness and conventional scales: are they cross-culturally sensitive? ○ clinical encounter: but how? practical ways to engage cross-culturally. <p>Date of Construction:</p> <p>Delivery mode: Online</p> <p>Duration:</p> <p>Link: http://www.acrrm.org.au/rural-and-remote-medicine-resources/online-learning-platform---rrmeo, http://www.acrrm.org.au/</p> <p>Contact: Lex 1800 223 226 or (07) 3105 8200</p>	
<p>Australian Indigenous Psychologists</p>	<p>▪<u>Cultural competence workshop for the non-Indigenous mental health workforce</u></p> <p>Target audience: Non-Indigenous psychiatrists, psychologists, mental health nurses, social workers and mental health-trained</p>	

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Association	<p>occupational therapists</p> <p>Course summary: This two-day course aims to provide mental health practitioners with the cultural competence (skills, knowledge and attitudes) required to apply the <i>National practice standards for the mental health workforce</i> within a social and emotional wellbeing framework when working with Indigenous peoples.</p> <p>Date of Construction:</p> <p>Delivery mode:</p> <p>Duration:</p> <p>Link: http://www.indigenouspsychology.com.au/workshop/about-the-workshops</p> <p>Contact: Tania Dalton Chairperson AIPA 0408 392 559 (08) 6623 3077, 0428 830 447, E: aipa@psychology.org.au</p>	
<p>Relationships Australia South Australia (RASA)</p> <p>Australian Institute of Social Relations (AISR)</p>	<p><u>Internal Cultural Safety Training for Relationships Australia Staff</u></p> <p>Target Audience: It is mandatory that all staff at Relationships Australia must complete this course as part of their induction</p> <p>Course Summary: Every who starts at Relationships Australia goes through an induction program which includes cultural safety training; initially 1 hour on Aboriginal cultural safety and 1 hour on cultural safety in general. This sets the scene that cultural diversity is taken very seriously. Then the second session is a 2 days of cultural fitness training. The first day covers history before and after colonisation, a chronological overview of Aboriginal history after colonisation covering old and new laws. The second day focuses on the practice and what are some of the things that need to be considered in a multicultural environment in day to day work, and how we can work together productively and efficiently without being paralysed by the awful history.</p> <p>The managers of each team enforce staff cultural training compliance and then facilitate ongoing cultural safety discussions within their team to work towards cultural fitness.</p> <p>Date of Construction: 2009</p> <p>Delivery Mode: face to face.</p> <p>Course that pre-dated it: The course prior to this was an informal discussion upon induction about cultural considerations within to consider in the workplace.</p> <p>Duration: 2 x 1 hour introductory, 2 day cultural safety workshop, followed by ongoing cultural safety training within teams.</p> <p>▪<u>Working With First Nation People</u></p>	

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	<p>Target audience: Community Services and Health Workers</p> <p>Course summary: Cultural Fitness is designed to develop cultural competence and facilitate action for reconciliation. Our workshops aim to support culturally safe and effective work practices and relationships and also address the recruitment and retention of Aboriginal Staff.</p> <p>In order to work more effectively with Aboriginal communities you will be encouraged to reflect on your own cultural ways and to explore how these might change to enhance interactions with Aboriginal people. The major focus of our Cultural Fitness training will highlight practices of dominant culture and white privilege rather than specifying Aboriginal ways (which brings with it the hazard of stereotyping all Aboriginal people). An understanding of the history of Invasion of this land is fundamental to current issues and working relationships between Aboriginal and non-Aboriginal people.</p> <p>This two-day workshop is facilitated by two trainers of Aboriginal and non-Aboriginal background who model robust and positive working relationships.</p> <p>Date of construction: approx. 1999</p> <p>Delivery mode: Face to Face</p> <p>Duration: Two-day interactive workshop</p> <p>Resources used: multimedia resources</p> <p>Link: http://www.socialrelations.edu.au/workforce-development/working-with-first-nation-people-and-diverse-populations/</p> <p>•Cultural Awareness & Working with Diversity</p> <p>Target audience: Community Services and Health Workers</p> <p>Course summary: Cultural Awareness & Working with Diversity is designed to develop the cultural competencies to work with migrants and recent arrivals by building culturally safety and effective work practices.</p> <p>Link: http://www.socialrelations.edu.au/workforce-development/working-with-first-nation-people-and-diverse-populations/</p> <p>Date of construction: approx. 1999</p> <p>Delivery mode: Face to Face</p> <p>Duration: 1 day</p> <p>Resources used: multimedia resources</p>	

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	<p>Contact: Iain Henderson (08) 8245 8100, info@airs.edu.au, http://www.socialrelations.edu.au/</p> <p>Enaam, Cultural Diversity Trainer e.oudih@rasa.org.au</p>	
<p>Centre for Cultural Competence Australia (CCCA)</p>	<p>▪<u>Aboriginal and Torres Strait Islander cultural competence course - Accredited</u></p> <p>Target audience: Individuals, service providers, organisations, and state and federal government departments Australia Wide</p> <p>Course Summary: 9 hours 50 minutes. This is a nationally accredited, competency based, online foundation course designed as a pre-cursor to further local or role specific face to face training. The course provides learners with a foundation knowledge about the history of Aboriginal and Torres Strait Islander peoples in Australia, their cultures, and the effects of colonisation and government policies and practices. The course is designed to increase knowledge, shift attitudes and change behaviour. The final part of the course includes a practical component focusing on individual and organisational outcomes in the workplace.</p> <p>Skillsets:</p> <ul style="list-style-type: none"> • Self-management and learning • culturally competent communication • culturally competent problem solving and teamwork • planning and organisation. <p>Accreditation: This course is regulated by TAFE and has been aligned with the following TAFE course at a national level:</p> <ul style="list-style-type: none"> • Title: Course in Aboriginal Cultural Education • National Course Code: 10213NAT • TAFE NSW Course Code: 10833 <p>The course is mapped to three national units of competence:</p> <ul style="list-style-type: none"> • NSW TACE 401A – Develop and apply an understanding of Aboriginal cultures to improve service and program outcomes. NSW TACE 402A – Demonstrate protocols and processes to collaborate in partnerships with Aboriginal peoples. NSW TACE 403A – Identify and analyse legislation, policy and work practices relating to Aboriginal people. <p>Date of Construction:</p> <p>Delivery mode: online</p> <p>Duration: 9h 50 minutes</p>	

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	<p>Link: https://www.ccca.com.au/Frontend/Content/Course/InfoPack/bfa7e50e69c34d1d8e24dab737fbe977.pdf</p> <p>Contact: Rachel Partis Managing Director, T – 1300 240 944, E – enquiries@ccca.com.au</p>	
<p>Centre for Remote Health – A joint Centre of Flinders University and Charles Darwin University</p>	<p>▪<u>Introduction to Central Australian Aboriginal cultures and context – 1 day workshop</u></p> <p>Target audience: People living or working in Central Australia or undertaking short term employment or study placements</p> <p>Course summary: Participants will be encouraged to explore cross cultural communications and examine cultural safety and Indigenous cultures in Central Australia. The course will focus on the social determinants of health and the way that it influences all aspects of life. Upon completion of the course, participants should be able to:</p> <ul style="list-style-type: none"> • identify the unique features of Central Australian context: demographic, history, environment • identify principles of intercultural communication in Central Australia including the support available from Aboriginal colleagues and key resource people • outline key polices and historical events impacting Aboriginal peoples in Central Australia • recognise some aspects of diverse cultures that influence the health and well-being of individuals and groups • identify key elements of local Aboriginal cultures specifically kinship, language, worldview and identity • discuss cultural safety and security frameworks • describe how the social determinants impact on the health and well-being of individuals and groups • outline the health status of Indigenous people in Central Australia. <p>Date of Construction:</p> <p>Delivery mode: 1 day on site</p> <p>Duration: 1 day</p> <p>Link: https://www.crh.org.au/short-courses-and-workshops/introduction-to-central-australian-aboriginal-cultures-and-context</p> <p>▪<u>Framing Indigenous Health – 5 day workshop</u></p> <p>Target audience: The course is designed for all health professionals who work with Indigenous peoples and communities in remote Australia. Community workers and any professional working with Indigenous peoples will find the course invaluable.</p> <p>Course summary: This course provides health professionals with a foundation for working effectively in remote and Indigenous communities. It examines significant issues remote communities face and the subsequent impact on service delivery. It places an emphasis on understanding health and well- being of Aboriginal and Torres Strait Islander peoples.</p>	<p>All Department of health staff in Central Australia.</p> <p>Anglicare, money mob, centre for appropriate technology; architects and engineers, central Australian women’s legal service and all their lawyers, St Phillips School.</p>

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	<p>It will explore the social determinants of health, the cause and effect relationship of Australia’s colonisation and development and the poorer health outcomes experienced by Indigenous Australians. Policies (past and present) in Indigenous Affairs, the manifestations of racism and issues of social justice and human rights will be discussed</p> <p>It will look at living and working in remote areas as a professional, examine sources of stress associated with remote practice and suggest strategies to manage stress.</p> <p>Date of Construction:</p> <p>Delivery mode: 1 day on site</p> <p>Duration: 5 days</p> <p>Link: https://www.crh.org.au/short-courses-and-workshops/introduction-to-central-australian-aboriginal-cultures-and-context</p> <p>Contact: Annie Farthing t – (08) 8951 4700, e - crh.reception@flinders.edu.au</p>	
<p>Combined Universities Centre for Rural and Remote Health</p>	<p>▪<u>Online cultural orientation plan for health professionals</u></p> <p>Target audience: Workers, students and managers in the allied and other health sectors</p> <p>Course summary: This course helps deepen understanding of Aboriginal cultural values and promotes culturally secure health practice. Topics include:</p> <ul style="list-style-type: none"> • culture, self and diversity • Aboriginal history • working with Aboriginal people • providing clinical services • improving cultural security. <p>Date of Construction:</p> <p>Delivery mode: Online module</p> <p>Duration:</p> <p>Link: http://lms.wacrh.uwa.edu.au/login/index.php</p> <p>Contact: (08) 9956 0200, E: admin-wacrh@uwa.edu.au, http://www.cucrh.uwa.edu.au/</p>	
<p>The Council for</p>	<p>CAAPS is currently implementing a Cultural Safety Framework to articulate our existing approach to cultural safety and provide</p>	

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<p>Aboriginal Alcohol Program Services (CAAPS)</p>	<p>guidance to improve our approach in the future. A cultural safety committee is being formed to assist in the roll out of the framework which will include staff and community advisors who will assist in guiding all staff in developing culturally appropriate practices. They will focus on 4 areas; programs, facilities, publications and workforce. In addition to this CAAPS has contracted to provide eLearning in cultural awareness and competency.</p> <p>Target audience: All staff currently employed by CAAPS, and those newly joining us have the opportunity to undertake Cultural Awareness training, provided online by <i>CorporateCulcha</i>.</p> <p>Course summary: 1 hour online course. This course provides increased cultural awareness when working with Aboriginal and Torres Strait islander clients. Course topics include:</p> <ul style="list-style-type: none"> • Our Culture • Our History • Our Future (Putting into practice) • Torres Strait Islanders <p>Date of Construction: October 2016</p> <p>Course that pre-dated it: Have previously used Richard Trudgeon and Dianne Borella but too costly to run everytime a new staff member is employed.</p> <p>Duration: 1 hour</p> <p>Link: http://www.caaps.org.au/</p> <p>Contact: info@corporatculcha.com.au Jill Smith CEO, (08) 8922 4800</p>	
<p>Cross Cultural Consultants</p>	<p>▪<u>Cross Cultural Training for Senior Managers</u></p> <p>Target audience: For senior managers to inform policy development and other strategic decision making</p> <p>Course Summary: One day course in class delivered to staff Darwin, Katherine , Alice, Gove and Tennant Creek</p> <p>Date of Construction:</p> <p>Delivery mode: on-site in classroom setting</p> <p>Duration: full day</p> <p>Resources: E-learning</p>	<p>Menzies School of Health Research , mining companies.</p>

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	<p>Link: http://www.cccnt.com.au/cross-cultural-training-for-government/</p> <p>▪<u>Training for Managers of Multi-Cultural Teams</u></p> <p>Target audience: For all managers particularly those with Indigenous staff</p> <p>Course Summary: One day course in class delivered to staff Darwin, Katherine , Alice Springs, Gove and Tennant Creek</p> <p>Date of Construction:</p> <p>Delivery mode: on-site in classroom setting</p> <p>Duration: full day</p> <p>Resources:</p> <p>Link: http://www.cccnt.com.au/cross-cultural-training-for-government/</p> <p>▪<u>Walking in two worlds</u></p> <p>Target audience: Indigenous staff</p> <p>Course Summary: Two day course in class delivered to Indigenous staff in Darwin, Katherine , Alice, Gove and Tennant Creek</p> <p>Delivery mode: on-site in classroom setting</p> <p>Date of Construction:</p> <p>Duration:</p> <p>Resources:</p> <p>Link: http://www.cccnt.com.au/cross-cultural-training-for-government/</p> <p>▪<u>Basic Cross Cultural Training</u></p>	

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	<p>Target audience: All NTPS staff</p> <p>Course Summary: ½ day course in class delivered to staff Darwin, Katherine , Alice, Gove and Tennant Creek For all NTPS staff</p> <p>Delivery mode: on-site in classroom setting</p> <p>Date of Construction:</p> <p>Duration: ½ day</p> <p>Resources:</p> <p>Link: http://www.ccnt.com.au/cross-cultural-training-for-government/</p> <p>▪ <u>In-depth Cross Cultural Training</u></p> <p>Target audience: For frontline staff and those designing programs and service delivery</p> <p>Course Summary: One day course in class delivered to staff Darwin, Katherine , Alice, Gove and Tennant Creek</p> <p>Delivery mode: on-site in classroom setting</p> <p>Date of Construction:</p> <p>Duration: Full day</p> <p>Resources:</p> <p>Link: http://www.ccnt.com.au/cross-cultural-training-for-government/</p> <p>Contact: Marissa Elsegood office manager, T: 0407 390 193 E: info@ccnt.com.au or Marissa@ccnt.com.au</p>	
Dianne Borella Consultancy Pty Ltd	<p>▪ <u>Closing the Gap, Cross cultural awareness & cross cultural training</u></p> <p>Target audience: All staff within the organisation</p> <p>Course Summary: Orientation/Professional development Introduction, refresher, and in-depth course.</p>	NT PHN, Charles Darwin University, Lawyer Agency, NT Legal Aid Commission staff, St John

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	<p>Delivery mode: on-site in classroom setting</p> <p>Date of Construction:</p> <p>Duration: 2 hours to one full day</p> <p>▪<u>Cultural Immersion Program – 2 nights 3 days</u></p> <p>Target audience: 1st year Charles Darwin University Pharmacy, Health Science, and 1st year Medical Students – Remote visitation to Katherine and/or Daly River.</p> <p>Course Summary: Cultural Immersion Program.</p> <p>Delivery mode:</p> <p>Date of Construction:</p> <p>Duration: 2 nights 3 days</p> <p>▪<u>Cultural Awareness and Community Protocols Training in Darwin, Katherine, Tennant Creek, Alice Springs, Nhulunbuy</u></p> <p>Target audience: St John Ambulance staff and paramedics</p> <p>Course Summary: Cultural Awareness and Community Protocols Training. E-Learning multiple choice questions and answers set in each location as part of their core competency learning requirements/package.</p> <p>Delivery mode:</p> <p>Date of Construction:</p> <p>Duration: one full day</p> <p>Link: http://www.dianneborella.com.au/services/cross-cultural-training/</p> <p>Contact: Dianne Borella Company Director, 0439 450 751, info@dianneborella.com.au</p>	<p>Ambulance staff and Paramedics.</p>
<p>Flinders University – Poche Centre for Indigenous Health & Well-being Northern</p>	<p>Target audience: Delivery to any groups – mainly health care services.</p> <p>Course Summary: All courses are tailored towards specific services. Program takes an approach with a holistic view of health and is therefore not clinically focused. The program is part of Flinders NT.</p>	

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Territory	<p>Delivery mode:</p> <p>Date of Construction:</p> <p>Duration: Dependent on the group. Will deliver courses of any length.</p> <p>Link: www.flinders.edu.au/poche-alice</p> <p>Contact: A/Professor Kerry Taylor, (08) 8951 9603, Kerry.taylor@flinders.edu.au</p>	
Institute of Aboriginal Development (IAD)	<p>▪<u>Working in Central Australia Course</u></p> <p>Target audience: non-Indigenous staff working with Indigenous clients</p> <p>Course Summary: IAD training courses are designed to meet the specific needs of our clients depending on their particular requirements and existing skills set. A working in Central Australia course typically includes:</p> <ul style="list-style-type: none"> - socio-economic, historical and political overview of Central Australia - Central Australian Aboriginal culture and values including language, beliefs and customs - An overview of the current central Australian work environments - Central Australian work culture values and attitudes: individualism, openness, egalitarianism - Management and working styles for working in central Australia - Communication, meeting and negotiation styles when working in central Australia - Challenges and solutions for establishing relationships and working in central Australia <p>Additionally there is a cultural tour around town with an elder, then a half day on the Central Kinship system.</p> <p>Date of Construction:</p> <p>Duration:</p> <p>Resources:</p> <ul style="list-style-type: none"> - A town like Mabantua (book) - Arrente Healing (book) - Anpernrrentye Kin and skin (book) https://iadpress.com/shop/anpernrrentye-kin-and-skin/ <p>Link: www.iad.edu.au</p> <p>Contact:</p>	

Institution	Cross-cultural program(s)	Who receives this?
	<ul style="list-style-type: none"> - Janice Harris, janice.harris@iad.edu.au, - Jenny Bedford jenny.bedford@iad.edu.au (08) 8951 1311 	
<p>Indigenous Psychological Services (IPS)</p>	<p>▪<u>Darwin – Mental Health Assessment of Aboriginal Clients</u></p> <p>Target audience: People who supervise Aboriginal and Torres Strait Islander people in the workplace.</p> <p>Course summary: Participants complete the Aboriginal Mental Health Cultural Competency Test (CCT: Westerman, 2003) which provides participants with a personal feedback report on their Aboriginal mental health cultural competency. The report can be effectively utilised as a cultural supervision plan. This training has evidence of improving cultural competencies of participants.</p> <p>Date of Construction: 2003</p> <p>Duration: 2 day workshop</p> <p>Link: https://www.indigenouspsychservices.com.au/courseinfo.php?cid=95</p> <p>▪<u>Darwin – Suicide Prevention in Aboriginal Communities</u></p> <p>Target audience: People who supervise Aboriginal and Torres Strait Islander people in the workplace.</p> <p>Course Summary: This training program has been developed based on evidence regarding the different risk and protective factors that exist for suicidal behaviours in Aboriginal people. It is the only program in Australia specifically developed for Aboriginal people and on empirical evidence.</p> <p>Date of Construction: 2003</p> <p>Duration: 1.5 day workshop</p> <p>Link: https://www.indigenouspsychservices.com.au/courseinfo.php?cid=96</p> <p>▪<u>Darwin – Mental Health Assessment & Suicide Prevention Combined Workshops</u></p> <p>Target audience: People who supervise Aboriginal and Torres Strait Islander people in the workplace.</p> <p>Course Summary: Combined Workshops - Mental Health Assessment of Aboriginal Clients & Suicide Prevention in Aboriginal</p>	

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	<p>Communities.</p> <p>Date of Construction: 2003</p> <p>Duration: 4 day combined workshop</p> <p>Link: https://www.indigenouspsychservices.com.au/courseinfo.php?cid=96</p> <p>Contact: T – (08) 9362 2036 and E – ips@ips.iinet.au</p>	
Larrakia Nation	<p>▪<u>Base Training Package</u></p> <p>Target audience: Larrakia staff as part of induction. Have the capacity to run the course all the time for both internally and externally but only as required.</p> <p>Course Summary: Interactive 1.5 hour training session. Understanding who the Larrakia People are and what Larrakia Country is</p> <ul style="list-style-type: none"> • Basic knowledge of the history of Darwin and the contribution of Aboriginal people to it • Insight into some of the consequences of that history for Aboriginal people today • Awareness of some key values in Aboriginal culture – including family, country and sacred sites • Awareness of good communication practices with Aboriginal workmates • Appreciation of the achievements of Aboriginal people in contemporary society <p>Date of Construction:</p> <p>Duration: 1.5 hour training session</p> <p>Resources: Use of powerpoint presentation</p> <p>Link: http://larrakia.com/services/cultural-knowledge-unit/cross-cultural-training/</p> <p>Contact: David – Employee Assistance Professional cku@Larrakia.com, (08) 8948 3733</p> <p>Donna Jackson – ranger.teamleader1@larrakia.com</p>	
Morning Star Indigenous Service	<p>Target audience: medical students, remote area nurses, non-Indigenous health professionals.</p> <p>Course summary: 5 hour course delivered over one day to a group. Tailored to the specific profession. For health professionals there is a 1-2 hour lecture specific to health.</p>	NAJAA, remote area nurses, medical students.

Institution	Cross-cultural program(s)	Who receives this?
	<p>Delivery mode: on-site at workplace in classroom setting.</p> <p>Date of Construction: 2001</p> <p>Duration: 5 hours</p> <p>Resources: 141 page handout for completion at own leisure after the program.</p> <p>Contact: Don Christophersen, e: don.christophersen@flinders.edu.au, t: 0419 863 866</p>	
Northern Territory PHN	<p>Target audience: All NT PHN new employees and engage third parties/external stakeholders when funding permits and matches current training priorities.</p> <p>Course summary: cultural awareness training is provided as part of new employee corporate induction. This is conducted by NT PHN’s Cultural Liaison Officer.</p> <p>Date of construction:</p> <p>Delivery mode: on-site, face to face</p> <p>Duration: corporate induction is 1 day; the cultural training is approximately 1 hour within this day.</p> <p>Link: http://www.ntphn.org.au/</p> <p>Contact: (08) 8982 1000, Karen Marshall Principal Program Officer Indigenous Australia’s Health Program e – Karen.marshall@ntphn.org.au</p>	
Ngaigu-Mulu Aboriginal Corporation	<p><u>•Cultural Orientation</u></p> <p>Target audience: Non-Indigenous employees</p> <p>Course summary: This training session provides the entire workforce with a high level understanding and appreciation of local Indigenous process, procedure and protocol which underpin the Aboriginal ways of in effective communication and engagement of Indigenous people. The course covers:</p> <ul style="list-style-type: none"> • Overview of local region and history • Engaging Indigenous people • Awareness of Indigenous kinship <p>Your staff will have the confidence to interact with Aboriginal people in a culturally appropriate way that will enhance</p>	Wurli Wurlinjang Health Service

Institution	Cross-cultural program(s)	Who receives this?
	<p>Indigenous engagement, communication & learning which, in turn, will foster mutual respect.</p> <p>Delivery mode: on-site at workplace in classroom setting.</p> <p>Duration: ½ day full or custom dependent on workplace</p> <p>Resources:</p> <p>Link: http://ngaigumulucorp.com.au/cross-cultural-training/cultural-orientation/</p> <p><u>▪Cultural Training</u></p> <p>Target audience: Non-Indigenous employees</p> <p>Course summary: This training course provides a deeper understanding of Indigenous heritage and culture.</p> <p>The course includes:</p> <ul style="list-style-type: none"> • Cultural Orientation • Local History • Indigenous Engagement • Indigenous Knowledge • Kinship • Effective Communication • Understanding dynamics of Indigenous culture • Understanding an evolving cultural system <ul style="list-style-type: none"> ○ In-depth learning from an Indigenous perspective ○ Awareness of Kinship structure interpreted through an Indigenous eye ○ Awareness of communication structure <p>Your staff will have the confidence to interact with Aboriginal people in a culturally appropriate way that will enhance their confidence to engage and communicate more effectively with Indigenous people in turn, will foster mutual respect.</p> <p>Delivery mode: on-site at workplace in classroom setting.</p> <p>Duration: ½ day full or custom dependent on workplace</p> <p>Link: http://ngaigumulucorp.com.au/cross-cultural-training/cultural-training/</p>	

Institution	Cross-cultural program(s)	Who receives this?
	<p>▪<u>Indigenous Workplace Mentoring</u></p> <p>Target audience: Professionals who work with Indigenous people, such as medical students who are required to have Indigenous knowledge and experience, or teachers and lawyers who work directly with Indigenous people.</p> <p>Course summary: High-level ongoing mentoring</p> <p>Delivery mode: on-site at workplace in classroom setting.</p> <p>Duration: ½ day full or custom dependent on workplace</p> <p>Link: http://ngaigumulucorp.com.au/cross-cultural-training/indigenous-workforce-mentoring/</p> <p>▪<u>Bush Field Trips</u></p> <p>Target audience: non-Indigenous employees</p> <p>Course summary: When taken as part of the cultural training it validates the cultural learning connecting participants to experience the importance of Country, Culture & Lore.</p> <p>Delivery mode: These tours take in the local traditional land and culturally-significant sites and provide an insightful view into Bush-science and skills.</p> <p>Duration: ½ day full or custom dependent on workplace</p> <p>Link: http://ngaigumulucorp.com.au/cross-cultural-training/bush-field-trips/</p> <p>Contact: May Rosas 0428 262 365</p>	
<p>Northern Territory General Practice Education (NTGPE)</p>	<p>▪<u>Customised Cultural orientation and awareness</u></p> <p>Target audience: Medical students, prevocational doctors and GP registrars undergoing training through NTGPE; external organisations</p> <p>Course summary: customised one day cultural orientation courses. Indigenous health, cross-cultural communication and consultation skills are a core component of GP training in the Northern Territory (NT). NTGPE employs a team of cultural educators to conduct and oversee Aboriginal cultural training for participants in its enrolled programs, as well as for external stakeholders.</p>	<p>Danila Dilba, Remote Area Health Corps (RAHC).</p>

Institution	Cross-cultural program(s)	Who receives this?
	<p>Delivery mode:</p> <p>Duration:</p> <p>Link: http://ntgpe.org/CE/Customised-Cultural-Orientation-Courses</p> <p>▪<u>Cultural Immersion Camps</u></p> <p>Target audience: GP’s working with Indigenous People</p> <p>Course summary: three day camp on the Tiwi Island. No cost for the camp itself and registrars are reimbursed flights/accom/training wags to attend.This course aims to increase the cultural awareness of general practitioners working with Indigenous people. The course will help participants to:</p> <ul style="list-style-type: none"> • make their cross-cultural and remote work more relevant and valuable to Indigenous people • work more effectively with their Indigenous colleagues • experience remote living and how it affects one's ability to access essential services • provide a forum for open and honest exchange in a safe and friendly environment. <p>Link: http://ntgpe.org/CE/Cultural%20Immersion%20Camps</p> <p>▪<u>Cultural Mentor Program – yet to begin</u></p> <p>Target audience: General Practitioner Registrars (GPR) and Prevocational GP (PGPPP)</p> <p>Course Summary: CMP will become an integral part of the GPR & Prevocational GP placements and training programs through NTGPE, enhancing the cultural awareness and understanding of program participants. CMP focuses on supporting, educating and training through community involvement and participation.</p> <p>Delivery mode:</p> <p>Duration:</p> <p>Link: http://ntgpe.org/CE/Cultural%20Mentor%20Program</p> <p>Contact: Darwin (Main) Office T: (08) 8946 7079 F Alice Springs Office T: (08) 8950 4848</p>	
Ngaanyatjarra Pitjantjatjara	<p>Target audience: The CEO delivers a cross-cultural leadership training course targeted at leaders of organisations that deal heavily with Aboriginal people. This includes: government departments, health service providers, police, commissioners etc.</p>	government departments, health

Institution	Cross-cultural program(s)	Who receives this?
<p>Yankunytjatjara (NPY) Women's Council</p>	<p>Course Summary: Course structure is free flowing and specifically tailored to the participants in the group. All day course from 9am-4.30pm.</p> <p>Delivery mode: face to face</p> <p>Duration: 7.5 hours</p> <p>Resources: various resources used. Resources that the NPY women's council have created that cannot be accessed from the website. Physical resources such as: emotion and feeling posters translated into Pitjantjatjara and Ngaanyatjarra.</p> <p>Link: http://www.npywc.org.au/</p> <p>Contact: (08) 8958 2319 – Jess, governanceassociate@npywc.org.au</p>	<p>service providers, police, commissioners etc.</p>
<p>Remote Area Health Corps (RAHC)</p>	<p>Target audience: All staff employed by RAHC.</p> <p>Course Summary: RAHC are developing their own in-house curriculum made up of multiple components; pre-course work component which involves reading a handbook on Aboriginal culture specific to the NT – that handbook is being used now running alongside the NTGPE course. RAHC developed this handbook which is why it will be carried over to the new program. There will be a learner guide which takes that cultural orientation handbook and offers a little more direction as to what the student is meant to do in preparation. The student is also expected to complete a federally funded e-learning module which is provided by the Australian govt. DoH.</p> <p>Duration: pre-course work (4 hours), training (7.5 hours), and a post reflective activity</p> <p>Resources: introduction to Indigenous health, and communication and education. Both of those are cultural awareness modules that we developed ages ago. We might bring them back in as a core component of the course.</p> <p>Link: http://www.rahc.com.au/</p> <p>Contact: Aaron Richardson Clinical Coordinator, aaron@rahc.com.au, 0408 869 094</p>	
<p>Secretariat of National Aboriginal and Islander Child Care (SNAICC)</p>	<p>▪<u>Working and walking together (cultural competency training)</u></p> <p>Target audience: People and organisations working with Aboriginal and Torres Strait Islander children, families, clients and community.</p> <p>Course summary: This two-day training course will assist organisations and individuals to engage with their Aboriginal and Torres Strait Islander clients in culturally appropriate and respectful ways. A range of topics are covered including:</p> <ul style="list-style-type: none"> the social context of Aboriginal and Torres Strait Islander communities and families 	

Institution	Cross-cultural program(s)	Who receives this?
	<ul style="list-style-type: none"> • communication skills • cultural protocols • working with Aboriginal and Torres Strait Islander people in culturally competent ways. <p>The training is based on the Secretariat of National Aboriginal and Islander Child Care's Working and Walking Together resource.</p> <p>Delivery mode: on-site.</p> <p>Duration: 2 day training.</p> <p>Link: http://www.snaicc.org.au/training/training-programs/workforce-development-partnerships/working-walking-together-cultural-competency-training/ Contact: Ph: (03) 9489 8099, Fax: (03) 9489 8044, Email: info@snaicc.org.au</p>	
<p>Services for Australian Rural and Remote Allied Health (SARRAH)</p>	<p>▪Cultural safety learning module</p> <p>Target audience: Remote and rural allied health practitioners</p> <p>Course summary: This brief online module uses case studies and interactive exercises to assist health workers to critically reflect on their work practices and to develop culturally safe services for Indigenous clients.</p> <p>Delivery mode: Online</p> <p>Duration: dependent on individual. 1-2 hours approx.</p> <p>Link: http://elearning.sarrah.org.au/Cultural_Safety/index.html</p> <p>Contact: (02) 6285 4960, sarrah@sarrah.org.au</p>	
<p>Tinkerbee Eastern and Central Arrernte Cross-Cultural & Interpretation Services</p>	<p>Target audience: People and organisations working with Aboriginal people</p> <p>Course Summary: Participants will learn about traditional and contemporary Australian Aboriginal culture in a Central Australian context:</p> <ul style="list-style-type: none"> • Traditional kinship systems and their importance • Aboriginal Law and the importance of Land/Apmere • Cross-Cultural Communication dynamics and skills • Aboriginal language • Contemporary social and cross-cultural issues 	

Institution	Cross-cultural program(s)	Who receives this?
	<p>The course gives insight into the problems faced by many Aboriginal people in central Australia today. Participants' questions and concerns are encouraged.</p> <p>Participants will develop skills to help them understand and work across cross-cultural barriers. We've designed the course to be flexible, and can modify content to suit your needs.</p> <p>Delivery mode: on-site at workplace</p> <p>Duration: full day</p> <p>Link: http://tinkerbee.com.au/cross-cultural-awareness/</p> <p>Contact: kumalie112@yahoo.com.au, Rosemary Riley 0457 132 153</p>	
<p>Why Warriors Pty Ltd</p>	<p>▪<u>Why Warriors 5-day learning experience on country</u></p> <p>Target audience: Anyone with an interest in learning more about Yolngu culture.</p> <p>Course summary: Developed by Yolngu leaders to give guests the best possible Yolngu World experience. Guest stay in the homeland village of Bawaka, where they are immersed in and experience the daily life Yolngu people.</p> <p>Delivery mode: At homeland village of Bawaka</p> <p>Duration: 5-day</p> <p>Link: http://www.whywarriors.com.au/cultural-experiences/</p> <p><u>Bridging The Gap Seminars</u></p> <p>Target audience: Non-Aboriginal people working with Aboriginal people, involved in policy and program development, or anyone with an interest in learning more about Aboriginal culture.</p> <p>Course summary: This 2-day course seeks to transform the mindsets and practices of participants working across the cultural divide. The training course delivers practical solutions to participants and an opportunity to explore Indigenous culture and mindset, as well as their own.</p> <p>Delivery mode: seminar delivered over two days.</p> <p>Duration: 2-day course.</p>	<p>Govt. organisations, mining companies.</p>

Institution	Cross-cultural program(s)	Who receives this?
	<p>Link: http://www.whywarriors.com.au/services/seminars/</p> <p><u>Sector Specific Training</u></p> <p>Target audience: Non-Indigenous staff working with Aboriginal people in the Health, Education, Employment, Law and Community Development sectors.</p> <p>Course summary: Course will be tailored towards a the mainstream sectors - Health, Education, Employment, Law and Community Development – and customised to the company’s needs. The course draws on 30 years of lived experience and understanding of the challenges specific to different fields of work in Aboriginal communities. The workshops feature in-depth exploration of frequent scenarios, preconceptions and misunderstandings within those fields, and gives participants the tools to master cross-cultural situations in a sensitive and effective manner.</p> <p>Delivery mode: seminar</p> <p>Duration: Varies</p> <p>Link: http://www.whywarriors.com.au/services/seminars/</p> <p><u>Tailored training</u></p> <p>Target audience: Non-Indigenous staff who work with Indigenous people</p> <p>Course summary: Tailored training workshops designed to meet the unique workplace and organisational needs of the company</p> <p>Delivery mode: dependent on requirements</p> <p>Duration: varies</p> <p>Link: http://www.whywarriors.com.au/services/seminars/</p> <p><u>Train the Trainer</u></p> <p>Target audience: People wishing to train others in cross-cultural communication at their work place.</p> <p>Course summary: Teaching non-Indigenous people how to educate their colleagues in cross-cultural communication. Course takes participants through a comprehensive learning journey, drawing on Why Warriors’ corporate knowledge. Course presented by Richard Trudgen and Yolngu co-presenters Dianne Gondarra and Witiyana Marika.</p> <p>Delivery mode:</p>	

Institution	Cross-cultural program(s)	Who receives this?
	<p>Duration: Varies, 2-5 days</p> <p>Link: http://www.whywarriors.com.au/services/seminars/</p> <p>Contact: T: 1300 501 795, Damien Curtis – 0420 400 284</p>	
Wurli Wurlinjang Health Service	<p>Target audience: Staff</p> <p>Course Summary: Wurli Wurlinjang Health Service provides an in-house cultural awareness program for all staff whether they are indigenous or non-indigenous with a lady called May Rosas whose company is called Ngaigu Mulu Aboriginal Corporation. The cultural awareness training is mandatory for all staff to complete, which goes for half a day which is normally about 3-4 hours. Roughly 100 staff at Wurli Wurlinjang. Delivered to staff in the boardroom. At the moment we have</p> <p>Delivery Mode:</p> <p>Duration: ½ day or 3-4 hours.</p> <p>Resources used: videos, books, diagrams etc.</p> <p>Link: http://ngaigumulucorp.com.au/about/may-rosas/</p> <p>Contact: May Rosas 0428 262 365, Cory (08) 8972 9123 at Wurli Wurlinjang Health Service</p>	

Health service providers/organisations based interstate

Institution	Cross-cultural program(s)	Who receives this?
Aboriginal Health Council Western Australia (AHCWA)	<ul style="list-style-type: none"> ▪ <u>Cultural Safety training</u> <p>Target audience: GPs, nurses, allied health practitioners, receptionists and administration staff</p> <p>Course summary: This training aims to improve the quality of service delivered by health care providers to Aboriginal and Torres Strait Islander people and the experience of service for Aboriginal and Torres Strait Islander people. The materials in these modules are designed as a support for immediate and future action. It is not intended to cover all concepts, nor all important topics. It covers a range of topics relating to cultural safety with which health care professionals working in Aboriginal and Torres Strait Islander Health should be familiar.</p> <p>Delivery mode: 5 online modules</p> <p>Duration:</p> <p>Contact: (08) 9227 1631, reception@ahcwa.org</p> <p>Link: http://www.ahcwa.org.au/cst</p>	
Australian Institute for Loss and Grief, South Australia	<ul style="list-style-type: none"> ▪ <u>Using loss and grief to explain social challenges in Aboriginal communities</u> <p>Delivery mode: on site 5 day qualification training</p> <p>Target audience: Organisations, agencies, and individuals working with, or who would like to work with, Aboriginal individuals and communities</p> <p>Course summary: This 5-day course is conducted by The Australian Institute for Loss & Grief (AIL&G) and auspice by Relationships Australia (SA). The course program uses culturally appropriate, well-established methodologies with unique and original beliefs, concepts, understanding and practices from 'lived experiences'. The course covers three nationally recognised units from the Certificate IV in Community Development (CHC40808). This training has been specifically developed to describe how these three units can be culturally adapted successfully to help support Indigenous well-being across Australia.</p> <p>Duration: 5 day training</p> <p>Link: http://www.lossandgrief.com.au/accredited-training/5-day-training/</p> <ul style="list-style-type: none"> ▪ <u>Bi-cultural Awareness, Safety for inclusion Workshop</u> <p>Target audience: Service Providers seeking to provide culturally safe environments for Aboriginal individuals so their communities will follow.</p> <p>Course summary: Healing grief the Aboriginal way, will explain how loss and grief will un-complicate what's commonly referred to as the 'Aboriginal disadvantage'! Her loss and grief model will disclose, there's actually nothing wrong with us, as a people, 'we're only grieving', showing the pathway to 'Aboriginal prosperity'! By using loss and grief as the foundation, all workshops prove loss and grief is a human</p>	

	<p>experience, doesn't discriminate, so doesn't shame or blame.</p> <p>Duration: 1 or 2 day</p> <p>Link: http://www.lossandgrief.com.au/workshops/1-day-2-day-workshops/</p> <p>Contact: CEO/Founder Rosemary Kudnarto Wanganeen (08 8341 5557, 0438 203 032, rosemary@lossandgrief.com.au)</p>	
Felicity Ryan, NSW	<p>▪Aboriginal Cultural Awareness Training</p> <p>Target audience: Non-Indigenous people who work with Indigenous communities and people and wish to expand their Aboriginal cultural awareness.</p> <p>Course summary: 1 day or 2 day workshop. This course provides participants with an introduction to Aboriginal cultural awareness. Course content includes:</p> <ul style="list-style-type: none"> • Aboriginal cultures, nations and protocols, family and kinship systems • discrimination, myths and stereotypes • the impact of colonisation and its effect on contemporary Aboriginal peoples • current statistics regarding Aboriginal people • Aboriginal identity and how to improve communication • practical strategies around working effectively with Aboriginal people in developing culturally appropriate programs and services. <p>Duration: 1 day or 2 day</p> <p>Link: http://felicityryan.com.au/workshops/aboriginal-cultural-awareness/</p> <p>Contact: Felicity Ryan, T: 0431 444 705, E: flic@felicityryan.com.au</p>	<p>One Sight, NCNS, Drug and Alcohol Healing Centre, NADA, Workforce Development Program, Uniting Care Institute of Family Practice, PCYC, Family worker training development program, Hepatitis NSW, Cancer council NSW, The salvation Army, NewIDAFE.Inc Ngaraa Anoriginal Corporation Wodonga</p>
Salvation Army, VIC	<p>▪Cultural Awareness training</p> <p>Target audience: Non-Indigenous Salvation Army staff members working with Aboriginal and Torres Strait Islanders.</p> <p>Course summary: Restructuring current and outdated course. New course currently being created and will be implemented in mid-2017 approx. Salvation Army staff members will complete this as part of their induction.</p> <p>Contact: T: Sandy Crowden, e – sandy.crowden@aus.salvationarmy.org, t - (03) 8878 4755</p>	
Royal Australian College of General Practitioners	<p>▪Aboriginal and Torres Strait Islander: Cultural awareness and cultural safety training (in general practice).</p> <p>Target audience: RACGP members; GPs and other health professionals from clinics that are enrolled in the Practice Incentives Program (PIP) Indigenous Health Incentive; GP trainees in the RACGP specialist pathway; overseas trained doctors; any health staff or medical students who work with Indigenous clients</p> <p>Course summary: Online module. This course is designed to improve the cultural awareness of general practice staff who work with</p>	RACGP

(RACGP), VIC

Indigenous clients. It helps participants to:

- extend their knowledge about Aboriginal and Torres Strait Islander history and culture
- explore strategies to ensure identification and recording of Aboriginal and Torres Strait Islander patients in general practice.
- Identify effective ways of communication to positively influence the clinical outcomes for Aboriginal and Torres Strait Islander patients.
- consider ways to be more culturally aware.

Delivery mode: online module.

Duration: 6-8 hours. Can be completed in one session or over an extended period of time.

Cost: \$179 for non-members. Free for RACGP members

Link: <http://www.racgp.org.au/yourracgp/faculties/aboriginal/education/resources-for-gps-and-practice-staff/cultural-awareness/>

Contact: T: 1800 472 247, racgp@racgp.org.au

Health service providers that provide internal or in-house training for their staff and not external

Institution	Cross-cultural program(s)
<p>Anyinginyi Health Aboriginal Corporation</p>	<p>Target audience: It is mandatory that all staff (doctors, nurses, maintenance staff, community support care workers etc.) in the Anyinginyi Health Aboriginal Corporation complete this course as part of their orientation.</p> <p>Course Summary: In-house 1 day (6 hour) workshop where contact, language, and kinship and skin systems in the region are covered. The program is done from a National, regional, and local level. At present, there has been 12 workshops and about 90 staff have gone through, with just over 100 staff members in the organisation. In the next couple of months (November 2016 approx.) a second workshop will be implemented; site visit to sites of significance around Tennant Creek that are spoken about during the first day of cultural awareness training. Significant sites include – Phillip Creek Mission where people were taken, Tennant Creek sacred site. TO’s come to engage with the staff. Next year in 2017, a stage two refresher will be implemented for staff that underwent the cultural awareness training in 2015. The refresher will give staff a chance to share and reflect on what they have experienced in their role and also gives us coordinators the opportunity to give a more advanced cultural training course. Kinship systems and skin names will be explored more in-depth and how that affects people when they present to the clinic.</p> <p>Delivery Mode: On site in the boardroom.</p> <p>Duration: 6 hours delivered over one day.</p> <p>Resources used: DVD – Kanyini 52 minute DVD shows 20 minutes of it</p> <ul style="list-style-type: none"> - Teaching resources in Kanyini – accompany the DVD. - Language map of Australia – to talk about languages - Resources off reconciliation Australia, and - Creative spirit <p>Link: http://anyinginyi.org.au/</p>
<p>The Central Australian Aboriginal Alcohol Programmes Unit (CAAAPU)</p>	<p>Target audience: All staff at CAAAPU</p> <p>Course Summary: Informal training mandatory to all staff at CAAAPU as part of staff induction. Staff will sit down with the manager and go through the dos and don’ts, men’s business, women’s business etc. The cultural awareness is ongoing – every week there are men’s and women’s meetings where issues are discussed and addressed by Aboriginal staff. 25% of staff at CAAAPU are Aboriginal.</p> <p>Duration: varies, 2 hours approx.</p> <p>Delivery Mode: In office with manager, then a walk-through of CAAAPU gated community, followed by cultural day every week where Aboriginal staff, residents & clients focus on, participate in & manage cultural matters, non-Aboriginal staff on duty are to attend & participate for their full shift.</p> <p>Link: http://www.caaapu.org.au/</p>

Institution	Cross-cultural program(s)
<p>Central Australian Aboriginal Congress (CAAC)</p>	<p>Contact: Toddy Miliado office coordinator, T – (08) 8955 4600 E – Toddy.miliado@caaapu.org.au</p> <p>Course Summary: in-house cross-cultural training. The program goes from 9am-12.30pm. There'll be one or 2 people presenting, and it's mandatory for all staff to complete in a training sort of setting. No online resources, posters etc. used. Program is done on a power point by local aboriginal people of central Australia.</p> <p>Delivery Mode: On-site.</p> <p>Duration: 3.5 hours.</p> <p>Link: http://www.caac.org.au/</p> <p>Contact: Darrelle Windsor, 8959 4771, Darrelle.windsor@caac.org.au</p> <p>Health Centres under the congress: Main Clinic Service – Gap Rd in Alice Remote Health services clinic: Amoonguna Health Service, Mutitjulu Health Service, Ntaria and Wallace Rockhole Health Service, Santa Teresa Health Service, Utju Health Service, Alukura Women's, Health Service – percy court in Alice, Ingkintja Male Health Service – Gap Rd Alice Child and Family service: Congress Childcare Centre. Social and emotional Wellbeing 14 Leichart Terrace 8959 4750</p>
<p>Danila Dilba Health Service Aboriginal Corporation</p>	<p>Target audience: All staff at Danila Dilba.</p> <p>Course Summary: Customised Cultural orientation and awareness course delivered by NTGPE. Mandatory for all staff to complete within (preferably) 3 months of commencement. Indigenous health, cross-cultural communication and consultation skills are a core component of GP training in the Northern Territory (NT). NTGPE employs a team of cultural educators to conduct and oversee Aboriginal cultural training for participants in its enrolled programs, as well as for external stakeholders.</p> <p>Delivery Mode: on site</p> <p>Duration: 1 day</p> <p>Clinics: Darwin, Men's Clinic, Malak Clinic, Palmerston Health Clinic, and Dental Clinic.</p> <p>Link: http://ntgpe.org/CE/Customised-Cultural-Orientation-Courses and http://www.daniladilbaexperience.org.au/</p> <p>Contact:</p> <ul style="list-style-type: none"> - Danila Dilba 8942 5400, info@daniladilba.org.au - NTGPE – Darwin (Main) Office T: (08) 8946 7079 F: (08) 8946 7077, and Alice Springs Office T: (08) 8950 4848 F: (08) 8952 7105
<p>Drug and Alcohol Services Association (DASA)</p>	<p>Target audience: All Staff at DASA</p> <p>Course Summary: The Cross Cultural Awareness Training Workshop was designed by the Indigenous Outreach Team. The Outreach team deliver the training which is a half day workshop to all DASA staff.</p> <p>Delivery Mode: On site</p>

Institution	Cross-cultural program(s)
	<p>Duration: Half a day</p> <p>Resources used: Power Point Presentation, Videos</p> <p>Link: http://dasa.org.au/</p> <p>Contact: 8952 8412, admin@dasa.org.au,</p>
<p>Katherine West Health Board (KWHB) Aboriginal Corporation</p>	<p>Target audience: In-house cross-cultural orientation mandatory for all staff employed at Katherine West Health Board Aboriginal Corporation.</p> <p>Course Summary: General overview of Katherine West Health Board and the dos and don'ts when staff are in community. All staff are given maps highlighting the taboo areas and sacred sites for sorry business, sorry camps, and men's areas. Staff are given a 30 page cultural security framework to read which was created by KWHB.</p> <p>Delivery Mode: one-on-one or in a small group with the cultural leadership officer.</p> <p>Link: http://kwhb.com.au/home</p> <p>Duration: 1 hour for short-term staff (employment < 6 weeks), & 2 hours for long-term staff (employment up to 12 months). Health centres under KWHB: Bulla (9168 7303), Kalkaringa (8975 0785), Lajamanu (8975 0870), Mialuni (Kildurk) (9167 8842), Nitjpurru (pigeon Hole) (8975 0910), Timber Creek (8975 0727), and Yarralin (8975 0893).</p> <p>Contact: Phone: (08) 8971 9300 Lynette Johns on leave until 22/7/15 Cultural leadership officer. Lynette.johns@kwhb.com.au</p>
<p>Laynhapuy Homelands Aboriginal Corporation</p>	<p>Target audience: All staff at the Laynhapuy Homelands Aboriginal Corporation</p> <p>Course Summary: In-house ongoing program. Health workers are encouraged to give feedback continually through their employment. Cross-cultural awareness program. Ongoing cross-cultural awareness training.</p> <p>Delivery mode:</p> <p>Duration: Dependent on individual staff members and their feedback/requirements.</p> <p>Cost:</p> <p>Link: http://www.laynhapuy.com.au/</p> <p>List of homeland communities supported by Laynhapuy: Balma, Barraratjpi, Barrikira, Bawaka, Baygurrutji, Bukudal (Balaybalay), Bunhunrura, Burrum, Buymarr, Dhalinybuy, Gulungurr (Dhoyndji), Dhamiyaka, Dhupwamirri, Dhuruputjpi, Gangan, Galkila, Garrthalala, Gurkawuy, Gurrumuru, Gutjangan, Mirrngatja, Nalyindi, Raymangirr, Rurrangala, Wandawuy (Boruwuy), Yalukun, Yangunbi, Yilpara (Baniyala), and Yuduyudu.</p> <p>Contact: Jeff Cook Manager Laynhapuy Homelands Aboriginal Corporation, Jeff.Cook@laynhapuy.com.au, (08) 8939 1800</p>
<p>Lhere Artepe</p>	<p>Course Summary: There is not currently a cross-cultural awareness program in place. However, they are in the process of recruiting an executive manager for the office.</p> <p>Link: http://www.lhereartepe.org.au/</p> <p>Contact: Rosalie Kunoth Monks, chairperson of Lhere Artepe, (08) 8953 6555, email: admin@lhereartepe.org.au</p>
<p>Malabam Health</p>	<p>▪No specific cross-cultural awareness program</p>

Institution	Cross-cultural program(s)
Board Aboriginal Corporation	<p>Course Summary: No specific cross-cultural awareness program. The training is fairly informal. The staff may meet with elders and that’s how they might gain cross-cultural knowledge. No resources used. Malabam Health Board is commonwealth funded and provides a whole lot of money for primary health care projects within the community, and provides a couple of million dollars into the clinic to pay for doctors and nurses at the Maningrida Health Clinic in the NT. Maningrida is a remote aboriginal community of 3,500 people. We have aged care, youth services, social and emotional wellbeing, renal dialysis, drug and alcohol and a whole suite of allied health services that come in on a regular basis, visiting specialists etc. The clinic has around 45 staff”</p> <p>Duration: situation dependent</p> <p>Services: aged care, primary health care, renal dialysis, social emotional wellbeing (SEWB), &youth Services.</p> <p>Resources used: none</p> <p>Contact: Ray Matthews, CEO Malabam Health Board Aboriginal Corporation, (08) 8979 5772</p>
Miwatj Health Aboriginal Corporation	<p>Target audience: Mandatory for all staff in the Miwatj Health Aboriginal Corporation. Which is made up of 140 staff members, 70% have direct contact with patients.</p> <p>Course Summary: 1-2 hours. Course run by either Melanie Herdman and a Yolgnu facilitator if needed. Mandatory for all Miwatj staff. Follow up on every subject every month and sometimes repeat sessions if requested by staff. There is follow up on every subject every month and sometimes repeat sessions as requested by staff. There are 140 staff at Miwatj – 70% of which have direct contact with patients.</p> <p>Delivery mode:</p> <p>Duration: 1-2 hours depending on the subject.</p> <p>Miwatj clinic staff: Gunyangara (also known as Marngarr), Milingimbi, Nhulunbuy, Yirrkala, Galiwiwin’ku (Elcho Island), and through mobile outreach services to nearby communities.</p> <p>Resources: Melanie has created most of the resources that she uses. She also uses some from ARDS and the local school at Yirrkala.</p> <p>Link: http://miwatj.com.au/</p> <p>Contact: Mel Herdman, herdmanm@miwatj.com.au, (08) 8939 1940</p>
Pintupi Homelands Health Service	<p>Target audience: Staff who work in the Pintupi Homelands Health Service</p> <p>Course Summary: No formal cultural-awareness training. Leon Chap who is employed in a managerial role at Pintupi homelands explains that most of the employees in the Pintupi Homelands Health Service have been working in the industry for over 5 years. They are completely separate to the NT government and the Indigenous elected body is in charge of the clinic.</p> <p>Delivery Mode: -</p> <p>Duration:</p> <p>Cost:</p> <p>Link:</p> <p>Contact: Leon Chap, phsadmin@bigpond.com Phone: (08) 8956 8577</p>
Sunrise Health Service Aboriginal Corporation	<p>Target audience: In-house staff induction for Sunrise Health Service Aboriginal Corporation staff.</p> <p>Course Summary: No formal cultural awareness training. Staff induction which covers some cultural awareness aspects. The duration is</p>

Institution	Cross-cultural program(s)
	<p>dependent on how competent the staff members being inducted are in Aboriginal culture, and how much previous exposure they have had with aboriginal people a health care setting. The induction consist of a power point presentation. Mandatory for all staff to undergo this training, however, if they are not at work on the day that it is being held if they are on leave etc. this is hard to control.</p> <p>Duration: Dependent on how competent in Aboriginal culture the staff members who are being inducted are.</p> <p>Link: http://www.sunrise.org.au/sunrise/home.htm</p> <p>Contact: (08) 8971 1120</p>