Resources for reconciliation in your organisation

General:

Diversity Council Australia, Gari Yala (Speak the Truth): Centring the experiences of Aboriginal and/or Torres Strait Islander Australians at work.
https://www.dca.org.au/sites/default/files/dca_synopsisreport_web_0.pdf

"*Gari Yala*, which means 'speak the truth' in the Wiradjuri language, is based on a survey 1,033 Aboriginal and/or Torres Strait Islander workers across Australia and reveals some shocking realities about experiences of racism, the lack of cultural safety and identity strain experienced by Indigenous people across Australian workplaces." Every workplace would benefit from reading this and being guided by their 10 recommendations to centre Indigenous voices in the workplace. "Through listening to Indigenous people, employers can begin to tailor their employment programs to address what is needed."

Resources from Reconciliation Australia:

- The RAP Framework

- The RAP process

- Who has a RAP?

- Case studies of RAPs in Action

The Australian Human Rights Commission National Anti-Racism Framework Scoping Report 2022

The 2022 Australian Reconciliation Barometer

Amnesty International Australia, "Inclusive Language and Events Guide"

https://www.amnesty.org.au/wp-content/uploads/2021/09/AIA-Inclusive-Language-and-Events-Guide-3.pdf

Resources based on topic:

Topic: systemic racism

10 things you should know about systemic racism

Pearson, L., O'Loughlin, M. (2021, 2 Feb). 10 things you should know about systemic racism. Indigenous X. https://indigenousx.com.au/10-things-you-should-know-about-systemic-racism/

Topic: white privilege in the workplace

This is what white privilege looks like at your workplace.

Davis, K. (2021, 2 August). This is what white privilege looks like at your workplace. *Fast Company.* https://www.fastcompany.com/90601052/this-is-what-white-privilege-looks-like-at-your-workplace

Topic: Creating an Aboriginal cultural lens

Phillips, G., Hirvonen, T. (2021, 17 Nov). Decolonisation of the workplace! Is more important than ever. *Indigenous X.* https://indigenousx.com.au/decolonisation-of-the-workplace-is-more-important-than-ever/

Cecilia Harris, "Cultural lens awareness crucial to diversity practice", *Australian Water Association,* May 6, 2021, https://www.awa.asn.au/resources/latest-news/business/diversity/cultural-lens-awareness-crucial-to-diversity-practice.

Eileen Sakai, "The impact of cultural perceptions within the workplace", *Xenium,* https://xeniumhr.com/blog/culture/the-impact-of-cultural-perceptions-within-the-workplace/.

Topic: microaggressions

Kothomi Gatwiri, "6 microaggressions people see in the workplace", *SBS,* 21 April, 2021, https://www.sbs.com.au/topics/voices/culture/article/2021/04/19/microagressions-workplace-make-people-second-guess-themselves

Topic: cultural load

Gayatri Nair, "How employers can address cultural load in the workplace", *HRM,* 7 July, 2021, https://www.hrmonline.com.au/diversity-and-inclusion/addressing-cultural-load/

Topic: cultural safety

Aboriginal and Torres Strait Islander cultural safety, Victoria Department of Health, https://www.health.vic.gov.au/health-strategies/aboriginal-and-torres-strait-islander-cultural-safety

Diversity Council Australia, "10 truths to centre Indigenous Australians' voices to create workplace inclusion", https://www.dca.org.au/topics/aboriginal-and-torres-strait-islander-peoples/leading-practice-principles

Topic: Tokenism

Kara Sherrer, "What is Tokenism, and Why Does it Matter in the Workplace?", *Vanderbilt University,* Feb 26, 2018, https://business.vanderbilt.edu/news/2018/02/26/tokenism-in-the-workplace/

Akbar, T. (2020, 14 Oct). Tokenism happens but we need this to shift to representation and change. Indigenous X. https://indigenousx.com.au/tokenism-happens-but-we-need-this-to-shift-to-representation-and-change/

Reconciliation Australia, Narragunnawali, "Tackling Tokenism", Professional Learning, https://www.narragunnawali.org.au/professional-learning/40/tackling-tokenism#tab-2

Topic: Racism

Australian Human Rights Commission, "Racism. It Stops With Me – Ask yourself the hard questions," July 11, 2022, https://www.youtube.com/watch?time_continue=199&v=6-5ezuQmVm0&feature=emb_logo&ab_channel=AustralianHumanRightsCommission

Topic: Allyship

Amnesty International, "How to be an anti-racism ally", May 2021, https://www.amnesty.org.au/ally-guide/

Topic: Connecting with community

"Connecting to Aboriginal Culture and Community", Swan Alliance Communities for Children, March 2016, https://www.ngala.com.au/wp-content/uploads/2018/01/Ngala_CULTURAL_PROTOCOLS_lowres2.pdf

Tools

Racism It Stops With Me, Workplace Cultural Diversity Tool, https://itstopswithme.humanrights.gov.au/workplace-cultural-diversity-tool

Making an organisational account with the *Racism It Stops With Me* Campaign allows your organisation access to their toolkit. Their Workplace Cultural Diversity Tool is designed to support employers, managers and human resources personnel as they work to promote cultural diversity and challenge racism in the workplace. It includes good practice areas and case studies in:

- Acknowledging First Nations sovereignty
- Organisational learning
- Leadership and commitment
- Strategy
- Equitable hiring
- Equitable retention
- Developing a strong culture
- Embedding anti-racism

Anti-racism training – Australian Human Rights Commission

https://humanrights.gov.au/education/training/training-topic/anti-racism-training?mc_cid=c5965670fb&mc_eid=71654d53ff

Reconciliation Australia, "Which RAP is right for you?", https://www.reconciliation.org.au/wp-content/uploads/2021/09/RAP-Levels-and-Framework.pdf

Reconciliation Australia's RAP Framework provides organisations with a structured approach to advance reconciliation. This document outlines the elements of each type of RAP to help your organisation make the right decision on where to start.

Uluru Statement from the Heart

Reconciliation NSW's USFTH toolkit provides information to host an event in support of the USFTH, what you will need to do this, and what your workplace can do to support the Uluru Statement.

Centre for Volunteering resources

The centre for Volunteering have released some very useful resources for organisations on the topics:

- *Building Mutually Beneficial Partnerships*
- *Country*
- *Culturally Important Dates and Events*
- *Culture and Identity*
- *Glossary*
- *Kinship and Connectedness*
- *Trauma and Health*

Follow the link to download the resources.

Trainings:

Reconciliation NSW partners with The Centre for Cultural Competence Australia (CCCA), which specialises in online Aboriginal and Torres Strait Islander cultural competence training. Courses are foundation-level, non-confrontational, and self-paced. A portion of the cost from these courses helps us to fund reconciliation projects across NSW. Find out more here: https://reconciliationnsw.org.au/cultural-competency-training-2/

Centre for Cultural Competence Australia (CCCA) Trauma-informed Aboriginal and Torres Strait Islander Cultural Capability Training

https://www.ccca.com.au/content/course-details?CourseID=5874

All CCCA Online courses - https://www.wealli.com.au/ccca-courses/

Podcasts

Braddick, M. (2021, 8 Oct). Blak Nation Podcast conversations - cultural safety in the workplace. Indigenous X. https://indigenousx.com.au/blak-nation-podcast-conversations-cultural-safety-in-the-workplace

Topics covered: cultural safety in the workplace, developing a cultural lens

This podcast "explores the differences between the western mindset and the Indigenous mindset of coping with trauma and managing wellness. It identifies the need to decolonise the western mindset and reconnect with country and people.

Both episodes describe how we can better manage the workplace and our personal lives by staying true to cultural ways. It starts with respecting Indigenous employees, redefining what is best for them culturally in the spaces they work, and valuing the contribution an Indigenous employee brings to an organisation through cultural ways of knowing. These conversations are important – they can make change and expand understanding around the Indigenous employee, their expertise, the impact on them culturally and spiritually, and also their knowledge in shaping self-care for themselves and the communities they work in."

Podcast episode: "White privilege, professional bias and tone policing at work", The New Way We Work Podcast.

Via web address: https://megaphone.link/MANV4050674070

Spotify: https://open.spotify.com/episode/7eTA8vuHBZNKNLTzrolONh?si=77e15e44fae84073

Blak Nation. (2021, Sep 20). Indigenous Wellness. IndigenousX.
https://omny.fm/shows/indigenousx-presents/indigenous-wellness

"As the global wellness industry continues to grow, how are Indigenous people maintaining their own practices, adapting them to changing contemporary contexts, and engaging others in conversations about wellbeing?

Non-Indigenous people have a long and shaded history of misappropriating and misrepresenting wellness principles and practices from other cultures.

But what can non-Indigenous people learn from Indigenous understandings of wellness?"

Dean, D. (Producer) (2019). Indigenous Language and Perception. *All in the Mind.* ABC Radio National. Retrieved: https://www.abc.net.au/radionational/programs/allinthemind/indigenous-language-and-perception/11457578

Topic covered: Indigenous ways of knowing

"Our perception of the world is significantly affected by the language we speak. It frames our worldview by training our brains in line with cultural understanding. Indigenous languages from around Australia pose a vastly different perspective of the world than that of English. We explore

how these languages influence perceptions of self, kinship and the natural world." With guest Tyson Yunkaporta, author of *Sand Talk.*

Specific to organisational field

Racism and health

VicHealth Webinar (2021), "Reimagining Young People's Futures without Racism"

https://www.youtube.com/watch?v=bJps5UT6zkQ

VicHealth Research (2021), "Racism, racial discrimination and child and youth health"

Racism, racial discrimination child and youth health (vichealth.vic.gov.au)

Unicef (2016), "Research reveals what racism can do to a child's body"

https://www.unicef.org.au/blog/news-and-insights/november-2016/research-reveals-what-racism-can-do-to-a-childs-body

BMC Health, "Impact of racism and discrimination on physical and mental health among Aboriginal and Torres Strait islander peoples living in Australia: a systematic scoping review"

https://bmcpublichealth.biomedcentral.com/track/pdf/10.1186/s12889-021-11363-x.pdf

Lowitja Institute. "Mental Health Impacts of Racial Discrimination in Victorian Aboriginal Communities"

https://www.lowitja.org.au/content/Document/Lowitja-Publishing/LEAD-Report-WEB.pdf

Lowitja Institute. "Canada–Australia Indigenous Health and Wellness Racism Working Group. Discussion Paper and Literature Review"

https://www.lowitja.org.au/content/Image/Canada_Australia_Discussion_Paper-web_hi_res.pdf

Reading List

Stories

The Yield

Indigenous perspectives

Sand Talk

Histories

Dark Emu