



## **EXPRESSION OF INTEREST**

### ABORIGINAL CULTURAL IMMERSION TRAINING PROGRAM

Community Industry Group is calling for expressions of interest from Aboriginal people and organisations to be contracted as a Consultant as part of the Aboriginal Cultural Immersion Training Program (ACITP). The ACITP aims to prepare leaders and staff of non-Aboriginal organisations to engage with and work with Aboriginal people, families, children and communities through developing a greater understanding of the impact of structural racism on Aboriginal people. As part of the ACITP you will deliver workshops to non-government and government organisations working with vulnerable people and communities in the Illawarra Shoalhaven District.

---

Community Industry Group has partnered with a group of local leaders from community services organisations and government departments who work together to achieve positive results for vulnerable people and communities in the Illawarra Shoalhaven District in order to deliver the Aboriginal Cultural Immersion Training Program.

## **ABORIGINAL CULTURAL IMMERSION TRAINING PROGRAM OBJECTIVES**

The objectives of the ACITP are to:

- Embed quality Aboriginal culturally safe and appropriate practice into organisational and service delivery processes for community service organisations in the Illawarra and Shoalhaven.
- Support non-Aboriginal community organisations, government departments and service providers to meaningfully connect with Aboriginal people, families and communities in order to achieve better outcomes and to provide opportunities and practical assistance to help break the cycle of disadvantage.

## **CONSULTANT RESPONSIBILITIES**

The successful consultant or consultants will deliver a series of workshops which are at least 1 day in duration for up to 20 leaders and staff from non-Aboriginal community organisations. At the end of each workshop, participants should have a solid understanding of the impacts of structural racism, white privilege and colonization on Aboriginal people in the current context.

To achieve this, ideally the workshops will:

- Involve local Aboriginal Elders and community members to ensure the workshops are embedded in the local context with personal stories from people who live in the area who can talk about their own and their families' experiences both positive (strengths based) and negative.
- Highlight the importance of "truth telling" to personalise the experience and focus on transitioning theoretical knowledge to applied knowledge.
- Include stories from the present and the past from both younger and older Aboriginal people, and cover impacts of structural racism on both Aboriginal men and women .
- Provide a safe but challenging space which supports participants to examine their own position of white privilege and what they can do on a personal level to address structural racism.
- Be interactive and safe, giving opportunity for participants to ask questions they may not otherwise ask and to work in small groups to share their insights and experiences.
- The Consultant will also ensure a local Elder is present to provide Welcome to Country at each session.

The Consultant will be responsible for:

- Development of content and format for workshops, including presentations, handouts, activities and evaluations.
- Direct delivery and facilitation of the workshops
- Arranging for attendance by local Aboriginal Elders and community members, including arranging for gift vouchers or other forms of recognition of their contribution.
- Booking of venues and catering. Note - Partnership members may be able to offer venues at no cost dependent on availability.



## REPORT

The Consultant will produce a report which outlines:

- Workshops conducted, including a list of participants,
- Broad outcomes based on participant evaluations and reflections from Aboriginal Elders and community members in attendance,
- Recommendations for further initiatives to improve service delivery for Aboriginal people, families and communities.

## SELECTION CRITERIA

- Aboriginality (Aboriginality is a genuine occupational qualification and is authorised under Section 14 of the Anti-Discrimination Act of 1977).
- Capacity to ensure the training includes local Aboriginal people who are willing to share local Aboriginal culture, history and experiences.
- Ability to develop and deliver training which addresses the impacts of structural racism, white privilege and colonization on Aboriginal people in the current context.
- Identification of resources and supports to prepare organisation representatives to participate.
- Strong facilitation and verbal communication skills.
- Demonstrated experience in report writing.
- Demonstrated reliability and high level organisational skills.

## HOW TO APPLY

Consultants are asked to submit an expression of interest containing the following:

- Response to each of the selection criteria (max 3 pages).
- Outline of proposed approach/program (max 2 pages).
- Firm quotation on a workshop by workshop basis including program delivery, travel etc.
- Resume.
- Contact details for three referees who can attest to capacity to deliver similar programs.
- The EOI is the first stage in the application process. Applicants who are successful at stage 1 will be asked to meet with the selection panel to further discuss their proposed approach to the program.



### APPLICATION DEADLINE:

Please send applications to  
[info@cigroup.org.au](mailto:info@cigroup.org.au)  
by 5pm on 23 November 2020



### FURTHER DETAILS:

Nicky Sloan, CEO, Community Industry Group  
Phone: 02 4256 4333  
Email: [nsloan@cigroup.org.au](mailto:nsloan@cigroup.org.au)