

## Other or further services

- ① Meetings with people in key organisational leadership positions to provide strategic advice.
- ① Strategic planning workshops for organisational cultural change with key staff groups.
- ① Supporting organisations to develop Reconciliation Action Plans and set up monitoring processes.
- ① Policy, data and program analysis.
- ① Review workshops to explore and determine progress against plans made based on the training, organisational cultural change plans and/or Reconciliation Action Plans.
- ① Mentoring and coaching for staff with internal leadership or change agent roles to implement and sustain organisational cultural change.
- ① Evaluation services to assess progress in achieving organisational cultural change.

*"They have opened my eyes that this isn't about learning about 'Aboriginal culture', but understanding my own power and privilege as a member of the dominant white culture, and how this stands in the way of Aboriginal Australians leading an equally opportunity-filled and rich life."*

*"Very challenging and how it needed to be because I have blindly lived in the dominant culture as a white male....As a leader, how do I lead so all people are included, respected, cared for and supported? I need to change! I want to be part of the solution."*

## Contact Details

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Kathleen Stacey and Sharon Gollan

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# Cultural Respect Training and Consultancy



## 'Cultural respect and safety - engaging respectfully with Aboriginal Australians' workshop

Consultants: Sharon Gollan, Kathleen Stacey,  
Cara Ellickson and Tony Fletcher

## Focus of the workshops

This two-day workshop focuses on material that will extend and enhance participants' ability to:

- ① identify, understand and respond to racism, including institutional racism
- ① recognise and understand how dominant culture and whiteness impact on experiences, opportunities, and outcomes for Aboriginal and Torres Strait Islander Australians
- ① appreciate the impact of colonisation and dispossession for Aboriginal and Torres Strait Islander Australians, including the historical and ongoing effects in their everyday lives
- ① support and implement initiatives for Aboriginal and Torres Strait Islander Australians as part of their work roles.

NB: This is not Aboriginal cultural awareness training.

*"The facilitators were great - challenging and supportive - and gave of themselves to help us better learn."*

## Workshop delivery

A key feature of the workshop is that facilitation is based on an **Aboriginal/non-Aboriginal partnership**. This directly models the role for non-Aboriginal people in working in Aboriginal and/or Torres Strait Islander contexts and/or with Aboriginal and Torres Strait Islander Australians.

Workshop delivery involves an interactive mix of presentations, small and large group discussions and exercises, and multi-media activities.

## Impacts and outcomes

- ① Participants continue and/or commence their personal and professional journey of self-awareness for non-Aboriginal staff in considering how their values and attitudes impact on the experiences of Aboriginal people.
- ① Makes 'real' and meaningful the issues associated with all dimensions of racism, particularly institutional racism, for participating individuals and organisations.
- ① Enables participants to plan and implement practices and strategies that address racism, personally and professionally, at an individual, team and organisational level so experiences and outcomes for Aboriginal and Torres Strait Islander Australians improve.
- ① Supports organisations to be more effective in how they 'close the gap' between Aboriginal and Torres Strait Islander and non-Indigenous people across multiple areas of inequity, including but not limited to health, wellbeing, education and employment.

*"This has been the most valuable training I've ever done in terms of invoking an internal shift within myself to my ethics of living and being in the world. I'm hoping to do it justice when I am working ongoing within the service and in my personal life."*

*"It has changed my entire perspective on racism and white privilege, which will translate into my personal and professional life."*

## History

The first version of the workshop began in 1994 from a relationship that developed between Sharon Gollan, a Ngarrindjeri woman, and Shona Russell, a non-Aboriginal woman, during a journey of healing project in which they both participated. The project provided culturally informed support to families who had lost a loved one through deaths in custody. They were joined by Sue Hetzel soon after.

Since this time, Sharon has continued her commitment to work in partnership with non-Aboriginal people to facilitate the workshops, as well as provide other consultancy and training services, in order to engage and resource a wider community of non-Indigenous Australians in sharing the responsibility for creating change to address racism and increase equitable outcomes.

The current non-Aboriginal co-facilitators have long-standing relationships with Sharon: Kathleen Stacey (18 years), Cara Ellickson (11 years) and Tony Fletcher (10 years). Kathleen is regularly involved in working with Aboriginal and Torres Strait Islander organisations, programs and/or initiatives in her own consultancy company, frequently with Sharon.

Over the last two decades, the workshop has been delivered in a broad range of sectors, such as:

- health
- education (secondary and tertiary)
- early childhood (child care and preschool)
- family, youth and community support services
- child protection
- planning, transport and infrastructure
- law and justice
- disability and mental health support services.