

Continuing your journey - Module 10

The references and links below will help you to continue your journey and learn more.

Things to do

- Arrange a dialogue group in your workplace to discuss how to 'change the conversation' in your workplace.
- Develop a Cultural Learning Plan that includes the highest-priority activities and learning from the Continuing Your Journey sections of this course.
- Talk to your supervisor about the capabilities you identified as needing more work and how to address them, including face-to-face cultural awareness and other cultural competency training.
- Invite experts to deliver master classes or talk to your workplace.
- Arrange to spend extended periods of time in Aboriginal and Torres Strait Islander communities, including with Indigenous Volunteers Australia.
- Find yourself an Aboriginal or Torres Strait Islander mentor and set up a mutual mentoring process.
- Familiarise yourself with the Commonwealth's cultural capability framework and employment strategy.
- Find out about your agency's diversity and employment strategies and your agency's Reconciliation Action Plan and take an active role in implementing these.
- Subscribe to the *Commonwealth Aboriginal and Torres Strait Islander Employment Strategy*, as well as a range of resources on the GovDex site. Email diversity@apsc.gov.au to subscribe.

Read books or articles

Aigner, G, Godwell, C, Martin, J, Paulson, G, Rawnsley, J, Robertson, K et al. 2014, *Lost conversations — finding new ways for black and white Australians to lead together*, Creative Commons [Australia].

<http://benevolent.org.au/lostconversations>

Australian Government n.d., 'The Forrest review: creating parity', <https://indigenousjobsandtrainingreview.dpmc.gov.au/forrest-review>.

Australian Human Rights Commission 2011, Chapter 4: 'Cultural safety and security: Tools to address lateral violence', *Social Justice Report 2011*, Australian Human Rights Commission, Sydney.

<https://www.humanrights.gov.au/publications/chapter-4-cultural-safety-and-security-tools-address-lateral-violence-social-justice>.

Bin-Sallik, M. 2003, 'Cultural safety: let's name it!', *Australian Journal of Indigenous Education* vol. 32, p. 21–28.

Carey, M 2015, 'The limits of cultural competence: an Indigenous Studies perspective', *Higher Education Research & Development*, vol. 0, no. 0, pp. 1–13.

Charles Sturt University n.d., *Guide to working with Indigenous Australian staff*, Charles Sturt University, Sydney. https://www.csu.edu.au/__data/assets/pdf_file/0004/409459/Guide-for-Working-with-Indigenous-Australian-Staff_-WEB.pdf

Covey, SR 1990, *Principle-centred leadership*, Free Press, New York.

DiAngelo, R. and Sensoy, Ö. 2014 'Getting slammed: White depictions of cross-racial dialogues as arenas of violence', *Race & Ethnicity in Education*, 17(1) p. 104–128.

Fredericks, B.L 2008b, 'The Need to Extend Beyond the Knowledge Gained in Cross-Cultural Awareness Training', *The Australian Journal of Indigenous Education*, vol. 37, p. 81–89.

Gorringe, S, Ross, J and Fforde, C 2011, *Will the real Aborigine please stand up? Strategies for breaking the stereotypes and changing the conversation*, AIATSIS Research Discussion Paper, 28: p. 1–16. http://aiatsis.gov.au/sites/default/files/products/discussion_paper/gorringe-ross-fforde-dp28-real-aborigines-stereotypes.pdf.

Goffee, R & Jones, G 2015, *Why should anyone be led by you? What it takes to be an authentic leader*, Harvard Business School Press, Boston.

Goleman, D 2004, 'What makes a leader?', *Harvard Business Review*, January issue, p. 82–91.

Laycock, A, Walker, D, Harrison, N & Brands, J 2009, *Supporting Indigenous researchers: a practical guide for supervisors*, Cooperative Research Centre for Aboriginal Health, Casuarina, NT. https://www.lowitja.org.au/sites/default/files/docs/supervisors_guide1_0.pdf

Paradies, Y 2005, 'Anti-Racism and Indigenous Australians', *Analyses of Social Issues and Public Policy*, vol. 5, no. 1, p. 1–28.

Reconciliation Australia 2016, *RAP impact report 2015*, Reconciliation Australia, Canberra. <http://www.reconciliation.org.au/raphub/>

Singleton, GE & Linton, C 2014, *Courageous Conversations About Race*, SAGE Publications, New York City.

Universities Australia 2011, *National best practice framework for Indigenous cultural competency in Australian universities*, Universities Australia, Canberra.

Universities Australia 2011a, *National best practice framework for cultural competency in Australian Universities*. Universities Australia. Sydney. <http://sydney.edu.au/nccc/documents/national-framework-universities-australia.pdf>

Watch

Cultural capability, 2013, online video, Wally Tallis, Studio Q.

<https://www.youtube.com/watch?v=y3x21-MReXo>

Nova Peris describes family's Stolen Generations connection, 2013, online video, ABC News.

<http://www.abc.net.au/news/2013-11-26/nova-peris-family-legacy-stolen-generations/5086196>

Reconciliation Action Plans: turning good intentions into action, 2013, online video, Reconciliation Australia.

<https://www.youtube.com/watch?v=jX3oVvmEVTs>

Understanding systemic oppression and institutionalized racism, 2015, online video, Kyol Blakeney, TEDxYouth@Sydney.

<https://www.youtube.com/watch?v=5SBFdtqW0GM>

Visit websites

Australian Public Service Commission, APS Values and Code of Conduct in Practice

<http://www.apsc.gov.au/publications-and-media/current-publications/aps-values-and-code-of-conduct-in-practice>

Australian Public Service Commission, Commonwealth Indigenous Champions Network

<http://www.apsc.gov.au/publications-and-media/current-publications/ies-implementation-guide/indigenous-champions>

Australian Public Service Commission, Indigenous Employment

<http://www.apsc.gov.au/managing-in-the-aps/indigenous>

Australian Public Service Commission, Reconciliation Action Plan

<http://www.apsc.gov.au/about-the-apsc/the-commission/hear-my-story-reconciliation-action-plan-2012-14>

Department of Human Services, Reconciliation Action Plan

<https://www.humanservices.gov.au/corporate/publications-and-resources/reconciliation-action-plan>

Indigenous Procurement Policy

<https://www.dpmc.gov.au/indigenous-affairs/about/jobs-land-and-economy-programme/ipp>

National Centre for Cultural Competence, The University of Sydney

<http://sydney.edu.au/nccc/>