



DEVELOP WORKFORCE IN A CULTURAL CONTEXT GYMPIE

Develop Workforce in a Cultural Context is an innovative strategy rolling out in Gympie from August until November. It aims to bring workforce and community leaders together to collaborate in building a diverse and inclusive sector with a shared purpose of creating a stronger sense of unity within the Gympie child and family support system.

Develop Workforce in a Cultural Context has two components:

- a cultural capability program aimed at building insights, connections, motivations and skills to influence change for greater Aboriginal and Torres Strait Islander inclusion; and
- a workforce planning component which supports the development of practical strategies to enable services to enact real change.

We encourage you to participate in both components of the program but we understand that you have a lot of competing priorities, and welcome you to share participation between people at your service.

Your organisation will get the most from this program if you involve those that have an interest in building greater understanding and connections with Aboriginal and Torres Strait Islander peoples, and those who can influence and lead change within their organisation or community. Leadership is not about title, leadership is about behaviour and setting an example.

OUR VISION



WHY DEVELOP WORKFORCE IN A CULTURAL CONTEXT?

- Reflect the community in which your service operates - people are more likely to access a service where they can see themselves represented and their culture visible.
- Build the knowledge and awareness of non-indigenous staff – provide culturally appropriate services.
- Build stronger connections across community – keep children and families connected to culture.

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PHASE 1

WHEN / WHERE	WHAT	WHO SHOULD ATTEND?
<p>Thursday 10 August 2017 & Thursday 24 August 2017</p> <p>9.00am - 4.00pm</p> <p>VENUE: Royal Hotel Gympie, 190 Mary Street, Gympie</p>	<p>Provocative Yarning is about understanding the past so that we can understand the present and strategically plan for cultural capability across the child and family support sector. It is delivered over two days. We will focus on:</p> <ul style="list-style-type: none"> • Our connections and world views • Creating culturally safe spaces • Relationship building and communication • The local and historical context in which services operate • Impacts of transgenerational trauma on individuals, families, the community and workforce • Strategies for supporting children and young people to remain connected to culture • Challenges and successes of our work with Aboriginal and Torres Strait Islander children and families • Leading change to support Aboriginal and Torres Strait Islander inclusion 	<p>Service delivery workers, leaders, police, health professionals, and teachers.</p>
<p>Thursday 21 September 2017</p> <p>10.00am - 12.00pm</p> <p>ONLINE SESSION</p>	<p>Making the Case for a Diverse & Inclusive Workforce is an online session to showcase the positive contribution that Aboriginal and Torres Strait Islander peoples can make within the workforce and the flow on effects to community and families.</p>	

PHASE 2

WHEN / WHERE	WHAT	WHO SHOULD ATTEND?
<p>Thursday 2 November 2017 & Thursday 9 November 2017</p> <p>9.00am - 4.00pm</p> <p>VENUE: Royal Hotel Gympie, 190 Mary Street, Gympie</p>	<p>Planning a Diverse & Inclusive Workforce is a workforce planning program delivered over two days. It is aimed at developing several practical workforce strategies that enable the building of a culturally strong and capable workforce that provides opportunities for Aboriginal and Torres Strait Islander peoples. We will focus on:</p> <ul style="list-style-type: none"> • Developing a workforce plan for the Gympie region using a range of practical exercises, templates and tools • Align workforce plan actions to individual or partnership organisations or networks for implementation including goals, timeframes and community ownership • Identify strategies to improve connections, recruitment, retention, skilling and leadership pathways for Aboriginal and Torres Strait Islander peoples. 	<p>Leaders, HR professionals, managers, coordinators, team leaders.</p>

PRESENTERS

RONA SCHERER

Rona Scherer comes from the Kuku Yalanji (Salt water) and Mamu (Rainforest) peoples of Far North Queensland, having a strong and active role in her homelands. She comes with diverse experience including being a founding member of, and curating art exhibitions and conducting workshops. Rona also sits on the Board of Mullen Bun Goon for the Mamu Tropical Skywalk in Far North Queensland. Rona currently works in the Health and Community Services Workforce Council (Workforce Council) as a Consultant, delivering and facilitating Inclusive Practice workshops to the education, health and community services sectors.

CHRISTINE PAYNE

Christine Payne has been with the Workforce Council since 2007 where she has held various roles. Christine has worked with groups across various community sectors including youth, mental health, domestic violence and family support supporting them to work together to collect data, prioritise needs and develop workforce plans to build the capacity of the health and community services sectors throughout Queensland. More recently Christine's work has focussed on developing a suite of learning and development offerings including mentoring programs, large conferences, workshops and peer learning experiences.

Develop Workforce in a Cultural Context is an initiative of the Health and Community Services Workforce Council, delivered in partnership with the Queensland Family and Child Commission as an initiative of the *Strengthening Our Sector Strategy*.

REGISTER NOW

This event is free to attend and all registrations are welcome. We will prioritise places for those working in the child and family support sector if we are over subscribed.

For more information and to register visit <https://develop-workforce-in-a-cultural-context-gympie.eventbrite.com.au>



For more information call Chris or Rona from the Workforce Council on 1800 112 585.