



OVERVIEW



Acknowledgement of Country

Zeke Shaw Indigenous Consultant (ZSIC), acknowledges all Traditional Tribal Sovereign Lands and their Original Custodians throughout this continent, and we pay our respects with the highest cultural integrity to all Elder's, past, present and emerging. Also respectfully acknowledging those who did not make it back home - the 'stolen generations', as we encourage supports for all towards healing of self and others. As Original Sovereigns, this forms part of our cultural obligations to one another.

About ZSIC

ZSIC is 100% owned and operated by an Original Custodian of the Sovereign People of the Wiradjuri Tribal Nation (Wellington NSW), and Tjapukai Tribal Nation (Cairns QLD).

We are Supply Nation and NSW Indigenous Chamber of Commerce Certified:

<https://zekeshawindigenousconsultancy.com.au/about/supply-nation-certified/>

<https://zekeshawindigenousconsultancy.com.au/about/nswicc-certified/>



Our core beliefs are embedded in our message: "Indigenous Solutions Driven By Indigenous People".

ZSIC supports workplace harmony within Government, NGO, Private Sectors of workplace culture and community cohesion, for reasons indicated below.

Our aim is to assist you to meet the cultural commitments within your organisation and succeed on your business deliverables through genuine cultural planning, consultation, and engagement. ZSIC works with your workplace community to strengthen cultural capabilities, through structured cultural and professional planning and support.

Background to YCSP

The Yawarra (Care) Cultural Supervision Program (YCSP) is an Indigenous-led workplace program that encourages and enables Indigenous Workers to feel a strong sense of belonging, purpose and connectedness, within their workplace and community.

The program was created and designed to support real Business and Employer commitment to 'Closing The Gap' on Indigenous life expectancy, and Self-Determination for Indigenous Workers. Cultural safety through Aboriginal Cultural Protocols is paramount in the workplace.



Published by the Australian Government, the *Closing The Gap Report 2020* research data revealed that national targets to close the life expectancy gap for Aboriginal people within a generation by 2031, is not on track.

The life expectancy target is measured using the Australian Bureau of Statistics (ABS) estimates of life expectancy at birth, which are available every five years.

Following, are statistics stemming from 2015-2017 ABS data, highlighting this devastating reality.

- life expectancy at birth was 71.6 years for Indigenous males, and 75.6 years for Indigenous females.
- In comparison, the non-Indigenous life expectancy at birth was 80.2 years for males and 83.4 years for females.
- This is a gap of 8.6 years for males and 7.8 years for females.

Life expectancy is an overarching target, which is dependent not only on health, but the social determinants such as education, employment status, housing and income. Social determinants are estimated to be responsible for at least 34 per cent of the health gap between Indigenous and non-Indigenous Australians. (<https://ctgreport.niaa.gov.au/life-expectancy>)

The YCSP program adheres to the National Agreement Outcomes on *Closing the Gap*, as per 3. OBJECTIVES AND OUTCOMES, as follows:

- Shared decision-making:** Aboriginal and Torres Strait people are empowered to share decision-making authority with governments to accelerate policy and place-based progress on Closing the Gap through formal partnership arrangements.
- Building the community-controlled sector:** There is a strong and sustainable Aboriginal and Torres Strait Islander community-controlled sector delivering high quality services to meet the needs of Aboriginal and Torres Strait Islander people across the country.
- Improving mainstream institutions:** Governments, their organisations and their institutions are accountable for Closing the Gap and are culturally safe and responsive to the needs of Aboriginal and Torres Strait Islander people, including through the services they fund.
- Aboriginal and Torres Strait Islander-Led data:** Aboriginal and Torres Strait Islander people have access to, and the capability to use, locally-relevant data and information to set and monitor the implementation of efforts to close the gap, their priorities and drive their own development.
- The socio-economic outcomes (listed at Table B).**
(<https://www.closingthegap.gov.au/national-agreement/national-agreement-closing-the-gap/3-objective-and-outcomes>)



In addition, self-determination through genuine Participation validates the development of the YCSP Program within a workplace, and forms part of ZSIC's cultural safe pathways and vision - "Indigenous Solutions Driven By Indigenous People". The Australian Human Rights Commission - under the Right to Self-Determination - establishes a clear view to support programs like YCSP, for the purposes of Self- Determination and Australia's first peoples.

The right to self-determination has particular application to Aboriginal and Torres Strait Islander peoples as Australia's first peoples.

- Self-determination is an 'on-going process of choice' to ensure that Indigenous communities are able to meet their social, cultural and economic needs. It is not about creating a separate Indigenous 'state'.
- The right to self-determination is based on the simple acknowledgment that Indigenous peoples are Australia's first people, as was recognised by law in the historic Mabo judgement.
- The loss of this right to live according to a set of common values and beliefs, and to have that right respected by others, is at the heart of the current disadvantage experienced by Indigenous Australians.
- Without self-determination it is not possible for Indigenous Australians to fully overcome the legacy of colonisation and dispossession.
(Social justice and human rights for Aboriginal and Torres Strait Islander peoples, Australian Human Rights Commission, 2003)

The right of self-determination for Aboriginal and Torres Strait Islander peoples is in addition to the right which everyone has the freedom from discrimination (including under ICCPR articles 2.1 and 26) and which members of all ethnic, religious or linguistic minorities have to enjoy their own culture, profess and practice their religion, and use their own religion.

<https://humanrights.gov.au/our-work/rights-and-freedoms/right-self-determination#Australian%20people>

ZSIC aligns itself to Governments, Non-Governments and Private Sectors Indigenous Procurement Policies (Small and Medium Enterprises – SMEs), which are the overarching policies for the procurement of goods and services. This allows local Indigenous-owned businesses, such as ZSIC, to provide their services.

Indigenous businesses' cultural expertise, and professional experiences are respectfully acknowledged, by monetary values which support their experiences.

Each State and Territory Government Procurement Policy can be located on the Reference section of this document.



Yawarra (Care) Cultural Supervision Objective

All ZSIC training and cultural supervision sessions are delivered and facilitated by Original Custodians of Sovereign Tribal Nations who have cultural lived experiences and formal knowledge. Your YCSP is designed in collaboration with you around your organisation's requirements to achieve its cultural objectives.

The program objective is to:

- Allow participants to own and create their professional training and development opportunities, that empowers self, others, and the workplace
- Enhance Employer opportunities to retain Indigenous Staff in a culturally safe environment, resulting in a meaningful and rich life that contributes to safe communities
- Allow workplaces to meet their cultural strategic benchmarks and goals through positive Indigenous Employee and Employer relationships
- Support an Employer as a workplace of choice for Indigenous workers.

Aim

YCSP forms part of ZSIC's commitment to deliver supports that aim to provide culturally safe practices in the workplace in a number of ways. These are:

- Participants gain a broader understanding of their Employer's Business Plans, Strategies and Objectives, improving performance outcomes and workplace culture
- Participants and management increase positive workforce performance that really matters
- Participants develop personal growth through exploring and strengthening cultural connections to Culture, Country, and Community.

Only through genuine and authentic Indigenous Leadership can Indigenous Staff truly be supported and given every opportunity to succeed, as they navigate living in 'Two Worlds' – their traditional and modern worlds.

Program Benefits

The YCSP has benefits for both the Indigenous Employee and the workplace. YCSP supports existing staff supervision processes, and Supervisors are encouraged to utilise the YCSP format in conjunction with current supervision practice with their Indigenous staff. Each YCSP mode incorporates Business Plans, Objectives, and Aims of the Employer in the sessions.

Within the YCSP, the Indigenous Employee is exposed to greater professional development opportunities, and takes ownership of their professional and cultural growth, in a culturally safe learning and development environment, e.g.: higher duties and tasks, formally shadowing Managers in their roles, etc.

Business Reconciliation Action Plan (RAP) initiatives are often identified during YCSP and are also explored to meet the needs of the participant.



Participants have options to strengthen cultural areas of their identity, as well as to deliver a cultural activity within the workplace, eg: staff meeting, Management meeting, NAIDOC Celebration, Reconciliation Week Activities, etc. Benefits are wide and varied:

- a. YCSP Program Forms are utilized and creates a pathway of positive developments and planning, and designed to be culturally safe
- b. Sessions can take place every month
- c. Consistent effort with a stronger professional development focus
- d. Greater opportunities to enhance and support cultural identity learning experiences. A result of quality time to building cultural connections to culture and community
- e. Creation of a professional pathway by / with the participant, endorsed and supported by the workplace
- f. Opportunities for the participant to create a cultural activity that builds on their identity
- g. Opportunity to deliver a formal cultural presentation within the workplace, eg: Team Members, Managers
- h. All YCSP's are evaluated by the participant and copies are provided to the Participant and the Employer on completion of every session.
- i. Facilitator/Employee/Employer Yarn-Up's are available where required
- j. Counselling session (1hr) with a Counsellor registered with the Australian Counselling Association.

Delivery Mode Options

ZOOM, Microsoft Teams, FaceTime, Face-To-Face

All financial commitments associated with Face-To-Face consultations and engagements is the responsibility of the Employee's Business and/or Workplace (eg; travel expenses, accommodation, and meals) through negotiation with ZSIC.

Fees and terms

The first consultation with ZSIC to scope your company's requirements is free of charge. During this consultation, we guide you and your organisation through a process to identify and document the Scope of Works that your organisation requires to achieve its cultural objectives.

Following the initial scoping consultation, ZSIC will provide you with a priced quote to deliver your agreed Scope of Works for your consideration. Agreed fees will be invoiced for each hour YCSP. This will apply whether the agreed hour allocated to a YCSP has been utilised or not.

The above fees will apply immediately, should YCSP continue past the agreed YCSP work scheduled, unless stipulated by the Employer prior to any YCSP occurring.

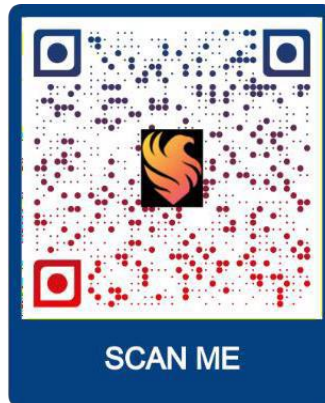
E.G.: YCSP scheduled for 10am – 11am, and discussions continue past 11am

Regardless of the amount of time continuing past the allocated YCSP scheduled, the above fees apply for an additional hour, and every other hour after that.

E.G.: discussion continues between 11am - 11:15am.

The above fees will apply for any additional consultations relating to the YCSP upon request.

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ZSIC is authorized to use the Stakeholders Logo's for all training materials, resources, curriculum development and presentations, related to the agreed Scope of Work.

ZSIC grants no implied licenses hereunder, unless granted by ZSIC by request and in writing.

October 2023

References

- Queensland Procurement Policy (QPP) 2021
<https://www.forgov.qld.gov.au/finance-and-procurement/procurement/procurement-resources/procurement-policies-and-frameworks/our-procurement-policy>
- New South Wales Procurement Policy <https://buy.nsw.gov.au/policy-library/policies/procurement-policy-framework>
- South Australia Procurement Policy
<https://www.dpc.sa.gov.au/about-the-department/accountability/procurement-practices>
- Western Australia Procurement Policy
<https://www.wa.gov.au/government/multi-step-guides/western-australian-procurement-rules>
- Northern Territory Procurement Policy
<https://nt.gov.au/industry/procurement/how-procurement-works/procurement-framework>
- ACT Procurement Policy
<https://www.procurement.act.gov.au/>

ZSIC envisages that we will provide cultural consultation, collaboration, co-design, development and guidance towards the tasks and actions required to assist employers and their Aboriginal employees. We will genuinely acknowledge and implement Cultural Protocols and enhance cultural and professional knowledge, as a genuine commitment to Closing the Gap, through tailored YCSP activities.