

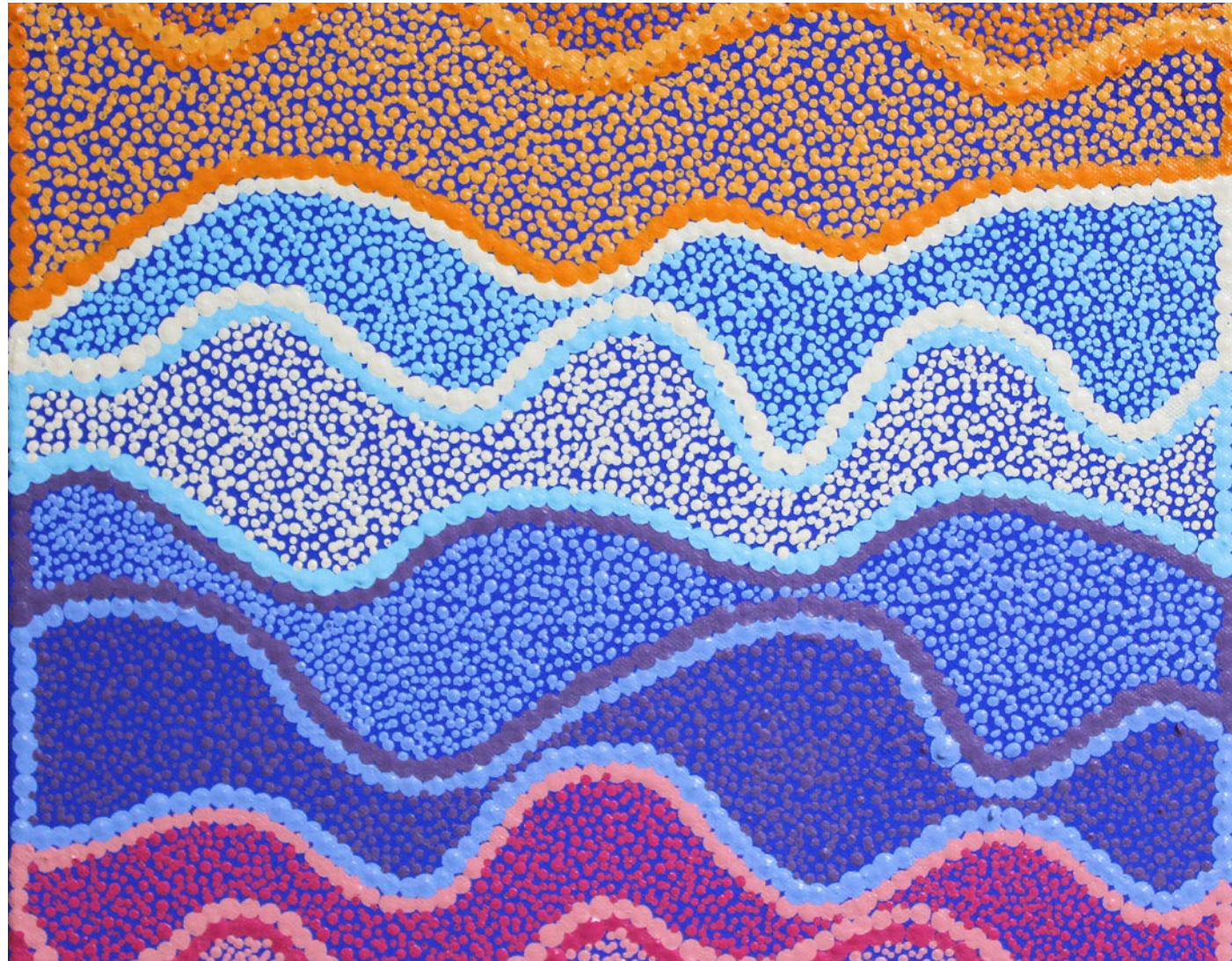


Cultural Learning *Strategy*

cirka

Acknowledgement of Country

Cirka Group acknowledges the traditional owners of the land on which we work. We pay our respects to elders past and present.



© Benisa Marks/Copyright Agency, 2002

Title: Tali at Kalipinpa - Artist: Benisa Marks

In this painting Benisa tells the story of big rock hole in the sand hills in her country Kalipinpa. Kalipinpa is located 400 km west of Alice Springs near Kintore. This is the country of Benisa's father. It is at Kalipinpa where you will see a sacred soak. This soak is very significant to Benisa's Dreaming.

Introduction

Cirka is committed to fostering a culture of respect and inclusiveness through learning that provides understanding and embracing First Nations peoples and multiculturalism in the workplace.

Our mission is to build a culturally safe work environment that enables and empowers people from a wide range of backgrounds to contribute free of discrimination or prejudice in a harmonious workplace that respects and celebrates our diversity and continues to support our growing business.

Our core values include inclusiveness and collaboration, requiring all team members to respect and appreciate different views and alternative perspectives, always working together, and sharing ideas and knowledge.

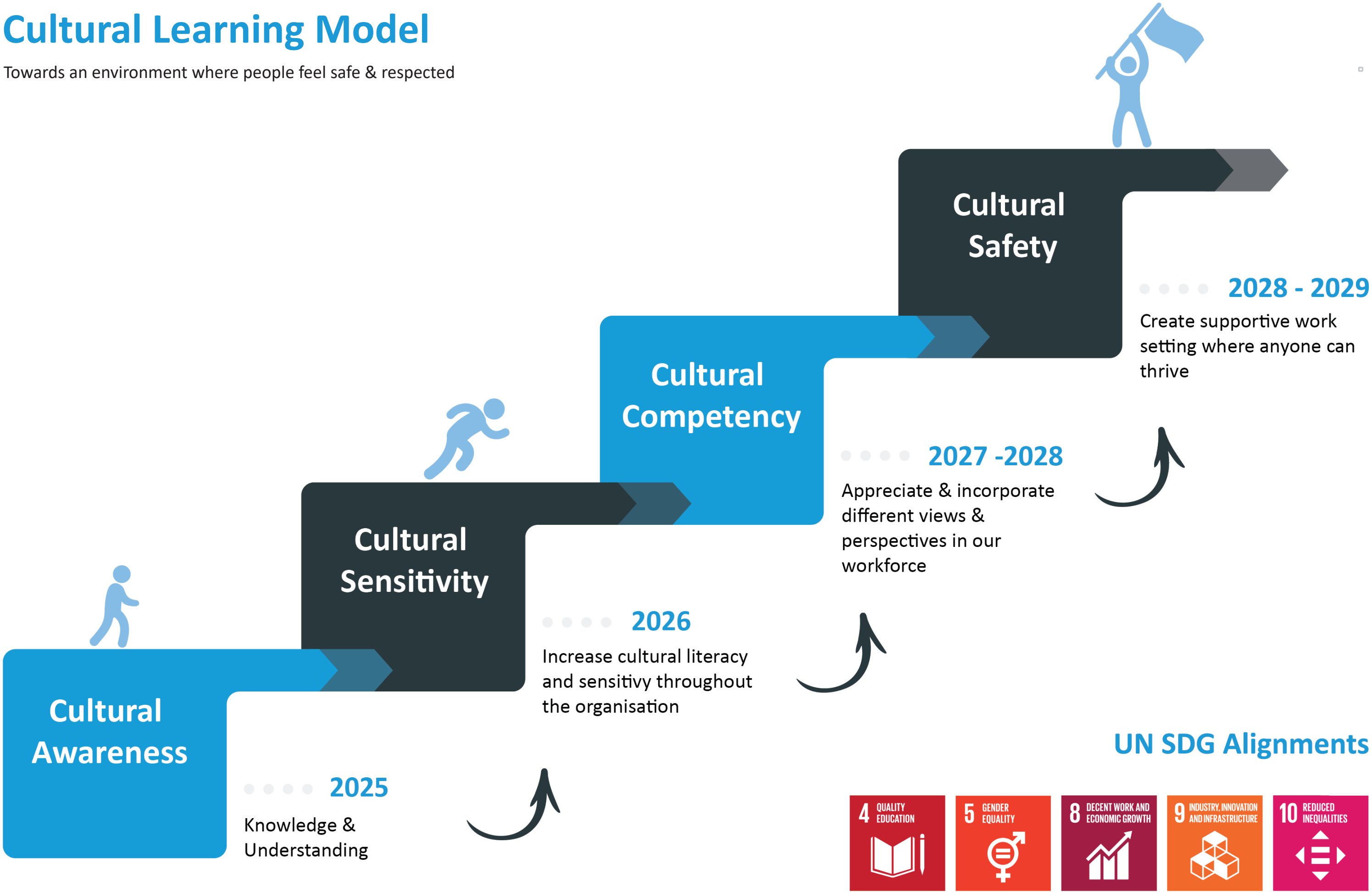
Our commitment to cultural learning and developing multicultural (First Nations and other cultures) competency and cultural capability provides a basis for excellent communication and an inclusive workplace with cross-cultural teams.

We are proud to be progressing on our journey to establish cultural safety across the workplace, adding value to our people, business and stakeholders, resulting in higher performance, stronger outcomes and setting us apart as an employer of choice.



Cultural Learning Model

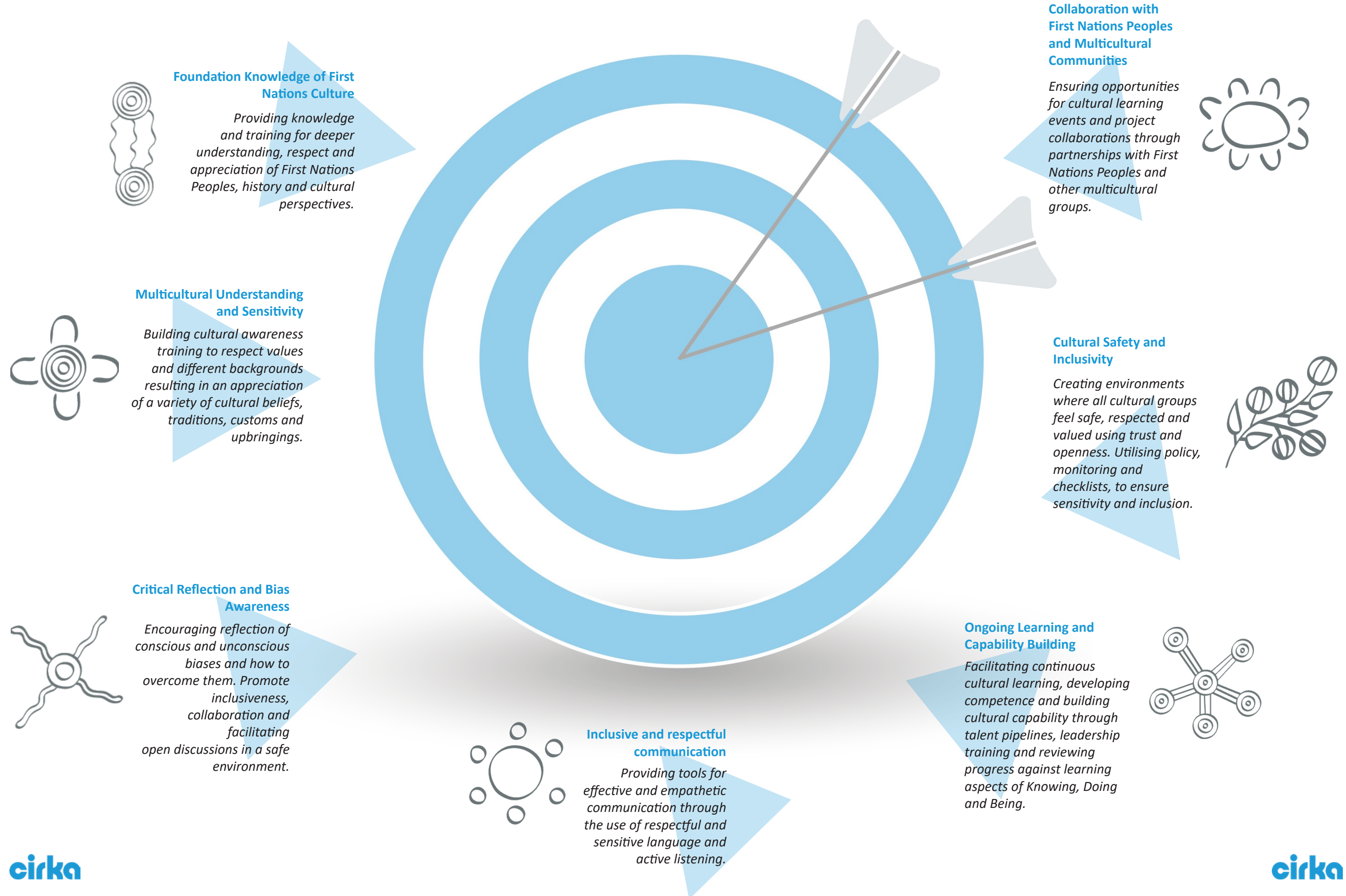
Towards an environment where people feel safe & respected



Cultural Learning Strategy



CLS Deliverables



Final Message

Cultural Learning is integral to meeting our strategic targets and embedding a culturally safe environment across all Cirka workspaces.

To achieve collaboration and inclusion, we continue our commitment to consult individuals and external partners from First Nations Peoples and other cultures.

