

Cultural Learning Strategy



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.



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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.



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Cultural Learning Model

Towards an environment where people feel safe & respected



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•••• **2028 - 2029**

Create supportive work setting where anyone can thrive



UN SDG Alignments









Cultural Learning Strategy



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CLS Deliverables



Foundation Knowledge of First Nations Culture

Providing knowledge and training for deeper understanding, respect and appreciation of First Nations Peoples, history and cultural perspectives.

Multicultural Understanding and Sensitivity

Building cultural awareness training to respect values and different backgrounds resulting in an appreciation of a variety of cultural beliefs, traditions, customs and upbringings.



Critical Reflection and Bias Awareness

Encouraging reflection of conscious and unconscious biases and how to overcome them. Promote inclusiveness, collaboration and facilitating open discussions in a safe environment.

Inclusive and respectful communication

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Providing tools for effective and empathetic communication through the use of respectful and sensitive language and active listening.

Ongoing Learning and Capability Building

Facilitating continuous competence and building training and reviewing and Being.

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Collaboration with First Nations Peoples and Multicultural Communities

Ensuring opportunities for cultural learning events and project collaborations through partnerships with First Nations Peoples and other multicultural groups.



Cultural Safety and Inclusivity

Creating environments where all cultural groups feel safe, respected and valued using trust and openness. Utilising policy, monitoring and checklists, to ensure sensitivity and inclusion.



cultural learning, developing cultural capability through talent pipelines, leadership progress against learning aspects of Knowing, Doing





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.





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