

# Online cultural capability training for Dietitians Australia members and staff

As part of our commitment to Reconciliation through the INNOVATE Reconciliation Action Plan (RAP), Dietitians Australia is pleased to offer members several suggestions for online training to improve cultural capability.

For contextualisation, Indigenous cultural capability is a holistic and life-long learning approach which refers to the skills, knowledge, behaviours and systems which work to plan, support, improve and deliver culturally respectful and empowering health interactions, healthcare services and improvements in health outcomes for Aboriginal and/or Torres Strait Islander Peoples.

Building a culturally capable profession is important to Dietitians Australia, given that Aboriginal and/or Torres Strait Islander Peoples are encountered in many facets of the work we do, whether it be through interactions with patients/clients, colleagues, staff who work in other disciplines, the media, politics or our own Indigenous membership.

In the quest to assist members with cultural learning, our RAP Working Group has researched and collated **nine online cultural capability training options** that members may wish to undertake as part of their Continuous Professional Development (CPD). These online training options will be reviewed on an annual basis to ensure members have the most up-to-date training options on hand.

| Yuwahn Wupin (Culturally Able) Journey |   |
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| <b>Institution</b>                     | Griffith University   |
| <b>Link</b>                            | <a href="https://www.griffith.edu.au/griffith-health/first-peoples-health-unit/e-learning-initiative">https://www.griffith.edu.au/griffith-health/first-peoples-health-unit/e-learning-initiative</a>   |
| <b>Description</b>                     | <p>The Portal content aligns strategically with a Federal Government endorsed Aboriginal and Torres Strait Islander Health Curriculum Framework (<a href="#">The Framework</a>), and targets a beginner level of understanding in First Peoples health and takes approximately two hours to complete. Five capabilities are covered including:</p> <ul style="list-style-type: none"> <li>• Respect</li> <li>• Safety and Quality</li> <li>• Reflection</li> <li>• Communication</li> <li>• Advocacy</li> </ul> <p>Participants are required to undertake quiz questions upon completion of each of the five cultural capability modules to earn their Yuwahn Wupin digital badge. Participants must achieve a minimum score of 5 correct answers in each quiz to progress to the next stage and receive a digital certificate on completion.</p> |
| <b>Target audience</b>                 | The Portal is part of a suite of initiatives aimed at increasing the cultural capability of health students.  |
| <b>Fee</b>                             | Free  |

| Working Well (through eLearn Australia) |   |
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| <b>Institution</b>                      | eLearn Australia in collaboration with Northern Territory General Practice Education, AMSANT and Danila Dilba Health Service  |
| <b>Link</b>                             | <a href="http://ntgpe.org/workingwell/index.htm">http://ntgpe.org/workingwell/index.htm</a>   |
| <b>Description</b>                      | <p>Free online modules that provide advice, stories and guidance to GP Registrars and other health professionals who are planning to work in Aboriginal Community Controlled Health Services (ACCHS). These modules were acknowledged by the World Health Organisation in 2014. It consists of five self-directed learning modules:</p> <ul style="list-style-type: none"> <li>• Working Well 1: Differences between ACCHS and mainstream general practice</li> <li>• Working Well 2: The role of the Aboriginal and Torres Strait Islander Health Practitioner (ATSIHP)</li> <li>• Working Well 3: Challenges of working at an ACCHS</li> <li>• Working Well 4: Common misunderstandings between GPs and other staff at ACCHS</li> <li>• Working Well 5: Advice for GP Registrars about to start a term at an ACCHS</li> </ul> <p>It has a strong NT influence and so may be a great tool for those working in the Northern Territory.</p> |
| <b>Target audience</b>                  | GP Registrars and other health practitioners working for Aboriginal Community Controlled Health Services  |
| <b>Fee</b>                              | Free  |

| Cultural Safety Training |   |
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| <b>Institution</b>       | Victorian Aboriginal Community Controlled Health Organisation (VACCHO)  |
| <b>Link</b>              | <a href="https://www.vaccho.org.au/cultural-safety-services/aboriginal-cultural-safety-training/">https://www.vaccho.org.au/cultural-safety-services/aboriginal-cultural-safety-training/</a>   |
| <b>Description</b>       | <p>VACCHO's Introduction to Aboriginal Cultural Safety Training is delivered by experienced Aboriginal and Torres Strait Islander facilitators who role model and reinforce culturally safe behaviours and practices throughout the training. The training offers foundational knowledge and awareness on Aboriginal and Torres Strait Islander Peoples, identities and cultures while exploring the basics of cultural safety and simple ways to put it into practice. The session covers:</p> <ul style="list-style-type: none"> <li>• Understanding cultural safety and its importance in increasing service accessibility and effective engagement with Australia's First Peoples</li> <li>• The historical and ongoing impacts of colonisation and colonial policies on Australia's First Peoples culture and Communities</li> <li>• Trauma-informed practice</li> <li>• First Peoples diverse identities; respectful terminology and language</li> <li>• Cultural load and its impacts on individuals, Communities, and organisations</li> <li>• How equity and self-determination are vital to cultural safety</li> <li>• Foundational skills to implement cultural safety into practice</li> <li>• Fostering respectful relationships with First Peoples and Communities</li> </ul> |

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|                        | <ul style="list-style-type: none"> <li>• A timeline of Aboriginal and/or Torres Strait Islander strength and resilience</li> </ul> <p>A total of 5 hours duration, the delivery mode is either face to face or online. Each participant will receive a pack of training resources relevant to the session as well as a Certificate of Participation supplied by VACCHO's Cultural Safety Team.</p> |
| <b>Target audience</b> | Anyone interested in gaining the necessary knowledge and understandings to effectively work with Aboriginal and Torres Strait Islander peoples.  |
| <b>Fee</b>             | Open Session - \$300.00 per person (plus GST)  |

| <b>Aboriginal Insights E-Learning</b> |   |
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| <b>Institution</b>                    | Aboriginal Insights (founded by Ngarluma-Aboriginal woman, Jolleen Hicks)   |
| <b>Link</b>                           | <a href="https://courses.aboriginalinsights.com.au/">https://courses.aboriginalinsights.com.au/</a>   |
| <b>Description</b>                    | <p>Aboriginal Insights brings a higher level of understanding, respect, and appreciation of the Aboriginal Community and their culture through learned expertise and authentic personal experiences. The E-Learning courses provide an in-depth learning about Aboriginal peoples and their Cultures which serves as a solid foundation to begin to appreciate the culturally different approach required when working with or supporting Aboriginal people, families, or Communities to achieve positive outcomes.</p> <p>The two-level online learning product is called Understanding and Action in the Aboriginal Space. This includes:</p> <p><b>Level 1 – Cultural Awareness 101 for All Workplaces in Australia*</b> (8 Lessons)<br/> <b>Level 2 – Developing your Aboriginal Engagement Strategy</b> (8 Lessons)<br/> *Pre-requisite to Level 2</p> <p>Each user will receive their own login and dashboard. The online learning will include unlimited access for the duration of 180 days to online learning courses, cultural learning downloadable resources and opinion articles on current issues. All users will also have access to IT support. Jolleen Hicks will be available to engage via email <a href="mailto:info@aboriginalinsights.com.au">info@aboriginalinsights.com.au</a></p> <p>This is also now available in SCORM Compliant version. Email <a href="mailto:info@aboriginalinsights.com.au">info@aboriginalinsights.com.au</a> for more information.</p> |
| <b>Target audience</b>                | Anyone involved in closing gaps specific to Aboriginal peoples, including gaps in the space of health, education and employment.  |
| <b>Fee</b>                            | <p><b>Understanding &amp; Action Learning Package</b> (Level 1 &amp; Level 2 courses) - \$499 pp + GST (6 months access)</p> <p><b>Level 1 – CA101</b>, \$169 pp + GST (6 months access)<br/> *these are discounted rates for DA members – please contact Aboriginal Insights directly to access these rates (<a href="mailto:info@aboriginalinsights.com.au">info@aboriginalinsights.com.au</a>).<br/> **further discount is available for those purchasing a license for 100+ users.<br/> SCORM packages are available starting at \$50 per license (minimum of 100 licenses).</p>  |

| Public Online Cultural Capability Program |  |
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| <b>Institution</b>                        | BlackCard  |
| <b>Link</b>                               | <a href="https://www.theblackcard.com.au/blackcard-public-online-cultural-capability-program/">https://www.theblackcard.com.au/blackcard-public-online-cultural-capability-program/</a>  |
| <b>Description</b>                        | <p>BlackCard programs are based on a three semester university course by Dr Lila Watson and Dr Mary Graham, Aboriginal Elders and educators and long-time course developers and lecturers for the University of Queensland.</p> <p>Offering two online programs, each program is supported by BlackCard’s Learning Portal. The portal provides access to the workshop preparation and homework materials, including:</p> <ul style="list-style-type: none"> <li>• Pre-workshop and book</li> <li>• Activities, resources and videos</li> <li>• Guided homework and group activity tasks</li> </ul> <p><b>Option 1</b> – 3hr Virtual Cultural Capability Program (includes 14 days complimentary access to BlackCard’s Learning Portal).</p> <p><b>Option 2</b> – 90 min Virtual Cultural Capability Program – a deep dive into Aboriginal Terms of Reference (includes 14 days complimentary access to Blackcard’s Learning Portal).</p> |
| <b>Target audience</b>                    | Anyone interested in strengthening their cultural capability.  |
| <b>Fee</b>                                | Option 1: \$300 + GST<br>Option 2: \$150 + GST   |

| The IAHA Cultural Responsiveness Training |   |
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| <b>Institution</b>                        | Indigenous Allied Health Australia (IAHA)   |
| <b>Link</b>                               | <a href="https://iaha.com.au/iaha-consulting/cultural-responsiveness-training/">https://iaha.com.au/iaha-consulting/cultural-responsiveness-training/</a>   |
| <b>Description</b>                        | <p>This training focusses on action-orientated and strength-based outcomes. It is aimed at critical self-reflective practise identifying one’s impact on another. Training is delivered to participants in three main online and blended learning stages for ease and convenience. It is a highly interactive course that centres around three driving principles:</p> <ul style="list-style-type: none"> <li>• What do we need to know (<i>knowing</i>);</li> <li>• Whom do we need to be (<i>being</i>); and</li> <li>• How do we transform behaviours and systems to be culturally safe and responsive in meeting Aboriginal and Torres Strait Islander people’s needs (<i>doing</i>).</li> </ul> <p>IAHA have conducted extensive research on each topic to provide participants with meaningful and relevant content. This research is harnessed by lived experience from their highly skilled Aboriginal and Torres Strait Islander facilitators within the IAHA network.</p> <p>Level 1 &amp; Level 2 is all online and self-paced, with Level 3 offered as either a highly interactive Zoom workshop, or a recorded version of this workshop.</p> |

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| <b>Target audience</b> | Anyone interested in strengthening their cultural responsiveness. |
| <b>Fee</b>             | Level 1-3 program is \$495.00 per person (price includes GST).    |

### Lowitja Institute Learning & Development Hub

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| <b>Institution</b>     | Lowitja Institute   |
| <b>Link</b>            | <a href="https://learning.lowitja.org.au/">https://learning.lowitja.org.au/</a>   |
| <b>Description</b>     | <p>There are three self-paced courses to choose from:</p> <ul style="list-style-type: none"> <li>• <b>Introduction to evaluation in Aboriginal and Torres Strait Islander contexts:</b> a 3-5 hour course that is designed as an introduction to Aboriginal and Torres Strait Islander evaluation for Aboriginal and/or Torres Strait Islander people who are new to, or have had limited experience with designing or undertaking project or program evaluation.</li> <li>• <b>Introduction to Indigenous knowledge translation:</b> a 5+ hour course that is designed as an introduction to Indigenous knowledge translation for Aboriginal and/or Torres Strait Islander researchers including community-based researchers, project managers, knowledge brokers/knowledge translation navigators, and research stakeholders, as well as, non-Indigenous people working in Aboriginal and Torres Strait Islander health research.</li> <li>• <b>Introduction to Aboriginal and Torres Strait Islander research:</b> a 5 hour course that is designed for Aboriginal and/or Torres Strait Islander people, as an introduction to Aboriginal and Torres Strait Islander research for those who are new to research and/or are thinking about applying for grant funding. Participants who complete it could choose to undertake further professional development through Lowitja Institute's online modules and/or consider more formal training through a Certificate IV in Aboriginal and Torres Strait Islander Research Theory and Practice.</li> </ul> |
| <b>Target audience</b> | Aboriginal and/or Torres Strait Islander researchers including community-based researchers, project managers, knowledge brokers/knowledge translation navigators, and research stakeholders as well as non-Indigenous people working in Aboriginal and Torres Strait Islander health research.  |
| <b>Fee</b>             | All courses are \$220 each.   |

### Health Journey Mapping

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| <b>Institution</b> | Lowitja Institute  |
| <b>Link</b>        | <a href="https://www.lowitja.org.au/page/services/tools/health-journey-mapping">https://www.lowitja.org.au/page/services/tools/health-journey-mapping</a>  |
| <b>Description</b> | Hospitals and health services strive to identify and respond to the clinical, cultural safety and coordination care needs of Aboriginal and Torres Strait Islander Peoples and improve the overall quality of care, but this is often challenging in busy clinical settings with multiple conflicting priorities. In supporting pathways towards overcoming these challenges and to improve the quality and cultural safety of |

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|                        | <p>Aboriginal and Torres Strait Islander people’s health care journeys, the Lowitja Institute has developed a package of mapping tools and resources that assist clinicians, managers and teams to recognise:</p> <ul style="list-style-type: none"> <li>• Aboriginal and Torres Strait Islander patient and family needs</li> <li>• Identify strengths and gaps in health systems</li> <li>• Evaluate effectiveness; and</li> <li>• Meet accreditation standards</li> </ul> <p>The Health Journey Mapping package consists of a handy user guide, some worked examples and introductory videos to support the uptake and implementation of 3 Health Journey Mapping tools at the following levels of complexity:</p> <ul style="list-style-type: none"> <li>• <b>Clinical:</b> for busy clinicians in everyday clinical practice.</li> <li>• <b>Detailed:</b> for more comprehensive quality improvement, care planning and evaluation.</li> <li>• <b>Complex:</b> a higher-level tool that brings together multiple perspectives of the patient, family and health services across different stages of a journey.</li> </ul> |
| <b>Target audience</b> | Clinicians, managers and teams interested in improving equitable and optimised health care for Aboriginal and Torres Strait Islander people.   |
| <b>Fee</b>             | Free for Lowitja Institute Members Community (becoming a <a href="#">member</a> is an easy process)  |

| <b>Tools for Culturally Safe Evaluation</b> |  |
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| <b>Institution</b>                          | Lowitja Institute  |
| <b>Link</b>                                 | <a href="https://www.lowitja.org.au/page/services/tools/evaluation-toolkit">https://www.lowitja.org.au/page/services/tools/evaluation-toolkit</a>  |
| <b>Description</b>                          | <p>Includes a range of practical guides, tools and templates developed in support of a Lowitja Institute approach to the culturally safe evaluation of programs and policies that affect Aboriginal and Torres Strait Islander Peoples. The tools can be used to eliminate racism in evaluation and encourage self-reflection to ensure that evaluation practitioners continue their learning journey with each evaluation completed.</p> <p>There are 4 tools, each with a separate guidebook explaining what is in the tool, when it is most relevant to use the tool across the four main evaluation stages, and how to use it.</p> <ul style="list-style-type: none"> <li>• Tool A: Addressing cultural safety throughout evaluation</li> <li>• Tool B: Addressing racism within evaluation</li> <li>• Tool C: Community-led co-design of evaluation</li> <li>• Tool D: Critical reflection on evaluation</li> </ul> |
| <b>Target audience</b>                      | Evaluators and commissioners who want to change their practices and ensure they are working in a more culturally safe manner.  |
| <b>Fee</b>                                  | \$1,100 for all four tools   |