

Dr Tracy Westerman presents

# CULTURAL COMPETENCY FOR SUPERVISORS OF ABORIGINAL PEOPLE

Supervisors of Aboriginal People (2 Days)

Melbourne

23-24 August



Indigenous  
PSYCHOLOGICAL SERVICES



### ABOUT Dr Tracy Westerman

Dr Tracy Westerman is a descendant of the Njamal people near Port Hedland, WA. She holds a Graduate Diploma in Psychology, a Master's Degree and Doctor of Philosophy (PhD) in Clinical Psychology. She is a recognised leader in Aboriginal mental health and in the area of cultural competency. She is a highly sought after trainer with her workshops sold out each time they have been delivered across Australia over the past eighteen years. She has run a successful business for 18 years in the absence of any government assistance or funding and as such has gained considerable skills in managing and navigating mainstream systems at a highly complex level. She has achieved national and international recognition for her innovative approaches to Aboriginal mental health and for her work in advancing the concept of cultural competency for organisations who wish to improve their capacity to employ and retain Aboriginal people in the workplace. Participants walk away with practical skills grounded in the latest evidence base for effective practice.

For further information about Dr Westerman go to <http://indigenoupsychservices.com.au/ips-tracy-westerman/dr-tracy-westerman/>

**ABOUT THESE PROGRAMS:** IPS has been at the forefront of research, development and delivery of cultural competency intervention programs (CCIPs) since 1998. This work has focused on clearly defining the necessary skills, abilities and aptitudes that predict cultural competence. This information has then been used to design training programs to ensure that skills that are most relevant to working effectively with Aboriginal people are targeted. This program also focuses on the development of skills specific to retaining Aboriginal people in the workplace. IPS' research has determined that the causes of employment cessation amongst Aboriginal people were primarily related to the stress associated with the transition between community and workplace and cultural differences between worker and work environment.

### CULTURAL COMPETENCY FOR SUPERVISORS OF ABORIGINAL PEOPLE (2 Day workshop)

Participants complete the General Cultural Competency Profile (GCCP) to gauge cultural competencies. This training has evidence of improving cultural competencies.

- Better understand cultural competence and how to achieve focused, sustained shifts in core areas
- Understand the motivators and predictors of racial bias and develop the skills associated with cultural empathy
- Increasing knowledge of Aboriginal health, history, government policies & culture & how this links with cultural competence
- The impact of Identity Formation as a construct for supervision and support of Aboriginal employees
- Managing the Retention of Aboriginal people in the workplace.
- The most common causes of employment cessation & how best to support Aboriginal employees
- Understand how the community culture and historical context impacts on employees
- Supervision and Leadership models – can these be culturally adapted to suit Aboriginal employees
- Cultural Learning Style differences and impacts on supervision strategies, skills acquisition and mentoring. Differences in communication styles – some practical strategies in the provision of feedback and ensuring motivational and cultural fit in the workplace
- Culturally Competent Organisations - the common characteristics. Some best practice policies & organisational structures that work
- Increasing representation of Aboriginal employees across organisations. A look at recruitment strategies in accurately identifying a skilled workforce & leadership potential

**INCLUDED IN WORKSHOP: General Cultural competency Profile (normally \$150); pre-workshop reading materials; participant workbook; morning tea, lunch & afternoon tea**

TO SEE WHAT PEOPLE ARE SAYING ABOUT IPS' CULTURAL COMPETENCY PROGRAM, GO TO:

<http://indigenoupsychservices.com.au/news/testimonials/>

Registration Type	Early Bird Registration – 8 weeks prior		Standard Registration	
	With Payment	Without Payment	With Payment	Without Payment
Cultural Competency for Supervisors of Aboriginal People	\$1,550+gst	\$1,600+gst	\$1,700+gst	\$1,750+gst

For more information contact IPS:

T: 08 9362 2036

E: [ips@ips.iinet.net.au](mailto:ips@ips.iinet.net.au)

[www.indigenoupsychservices.com.au](http://www.indigenoupsychservices.com.au)

# Cultural Competency Workshop 2017 Registration Form

(A tax invoice will be issued upon receipt of a completed registration form)  
ABN: 98 090 758 713



## Please select

LOCATION & DATE:

Melbourne:  Supervisors of Aboriginal People 23 & 24 August

## PRICING OPTIONS FOR WORKSHOPS:

### Supervisors of Aboriginal People

EARLY BIRD REGISTRATION - up to 8 weeks prior to workshop

\$1,550+GST If payment is received with registration

\$1,600+GST If payment is NOT received with registration

STANDARD REGISTRATION

\$1,700+GST If payment is received with registration

\$1,750+GST If payment is NOT received with registration

### Details of person attending workshop \*\* Mailing address for workshop information

Title: \_\_\_\_\_ Name: \_\_\_\_\_ (This will be the name on your certificate)

Position: \_\_\_\_\_ Email: \_\_\_\_\_

Postal address: \_\_\_\_\_ Suburb: \_\_\_\_\_ State: \_\_\_\_\_ P/C: \_\_\_\_\_

Tel Bus hrs (\*required): (\_\_\_\_) \_\_\_\_\_ Tel After hrs (\*required): (\_\_\_\_) \_\_\_\_\_

### Details of person/agency responsible for payment \*\* Mailing address for a/cs information

Agency to be invoiced (\*\*required): \_\_\_\_\_

Postal address: \_\_\_\_\_ Suburb: \_\_\_\_\_ State: \_\_\_\_\_ P/C: \_\_\_\_\_

Agency Tel (\*required): (\_\_\_\_) \_\_\_\_\_ Fax (\*required): (\_\_\_\_) \_\_\_\_\_

Email: \_\_\_\_\_

### TERMS & CONDITIONS

- Delegates are responsible for any errors in registration details.
- Once paid, fees are **non-refundable**, although places are transferable to another person in your agency.
- If workshops are cancelled by IPS, full refunds of REGISTRATION FEES ONLY will be provided. Participants travelling for workshops MUST BOOK FULLY REFUNDABLE OR CHANGEABLE AIRFARES until workshop is confirmed to be going ahead based on sufficient numbers. This occurs a minimum of 6 weeks prior to the workshop date.

**CANCELLATION policy is NOT NEGOTIABLE. IPS regrets the difficult personal circumstances that prevent people from attending, including medical conditions, emergencies, severe weather conditions or transport difficulties, however the logistics of event management prevents IPS from assuming responsibility for these contingencies**

**FEES MUST BE FULLY PAID 14 days from the date of invoice or places in the workshop cannot be guaranteed.**

**I understand & agree to these terms. PLEASE READ THE TERMS & CONDITIONS CAREFULLY BEFORE SIGNING**

Signature of participant or representative: (\*required): \_\_\_\_\_

### Payment details

Cheques made payable to "Indigenous Psychological Services" OR

Please debit my credit card \$ \_\_\_\_\_ (+ GST)    

Number: \_\_\_\_\_ Exp: \_\_\_\_\_ CVC: \_\_\_\_\_ (last 3 digits on back of c/c)

Name on Card: \_\_\_\_\_

Signature: \_\_\_\_\_

OR Register online @ [www.indigenoupsychservices.com.au](http://www.indigenoupsychservices.com.au) (if paying by credit card)

Post form with payment to:  
Indigenous Psychological Services  
PO Box 1198  
East Victoria Park WA 6981  
OR  
Fax: 08 9362 5546