

## INDIGENOUS CULTURAL CAPABILITY FRAMEWORK (ICCF)

The ICCF builds content and activities into University courses to deliver on our Graduate Capability commitment that *Curtin graduates are culturally competent to engage respectfully with local First Peoples and other diverse cultures*. The ICCF is applicable to both staff and students, however this document refers only to learning opportunities for staff. This framework is relevant to all staff.



CAPABILITY: Staff, students and leaders have enhanced capability to value diversity and promote equity and inclusion	
<b>Enhance staff capability to value diversity and promote equity and inclusion</b> Indigenous Australian Cultural Capability – Staff <i>Deliver Indigenous Australian Cultural Capability Framework (ICCF) programs.</i>	<b>Enhance student/graduate capability to value diversity and promote equality and inclusion</b> Graduate Capability <i>Deliver Indigenous Australian Cultural Capabilities experiences for students.</i>
Professional development that enables Curtin to develop “student and staff knowledge and understanding of Indigenous Australian cultures, histories and contemporary realities and awareness of Indigenous protocol, combined with the proficiency to engage and work effectively in Indigenous contexts congruent to the expectations of Indigenous Australian Peoples”	

INTEGRITY	RESPECT	COURAGE	EXCELLENCE	IMPACT
Capabilities	Specific Outcomes	Professional Development	Examples of Behaviours	
Level 1  Curiosity Respect Awareness	<ul style="list-style-type: none"> <li>Recognise and demonstrate awareness and understanding of First Nations.</li> <li>Understanding of UN Declaration on the Rights of Indigenous Peoples, The Uluru Statement and the Royal Commission into Aboriginal Deaths in Custody.</li> <li>Recognise and demonstrate awareness of Aboriginal and Torres Strait Islander people’s histories and current situations.</li> <li>Demonstrate interest of and respect of individual’s heritage and show they respect and value the heritage of others.</li> </ul>	<ul style="list-style-type: none"> <li>Ways of Working (WoW) – delivered by staff at the Centre for Aboriginal Studies. <b>(Essential)</b></li> <li>Noongar Language and Culture (MOOC) – delivered through Curtin’s Massive Open Online platform. <b>(Optional)</b></li> </ul>	<ul style="list-style-type: none"> <li>Acknowledgement of Country – meetings, lectures, events, papers, research documents and emails.</li> <li>Completion of Introduction to Aboriginal and Torres Strait Islander People and Culture @ Curtin.</li> <li>Attendance at Curtin events held on cultural days of significance throughout the year.</li> <li>Advocate for the rights of Aboriginal and Torres Strait Islanders.</li> </ul>	
Level 2  Reflexivity Responsive Integration	<ul style="list-style-type: none"> <li>Demonstrates they are developing their understanding by how they follow protocols and interactions with First Nations colleagues and students.</li> <li>Design learning experiences that provide opportunities to develop their knowledge and respect for First Nation’s peoples, their histories and lived experiences in a local and national context.</li> <li>Recognise and discuss their own cultural assumptions, values and beliefs and how this may impact others.</li> </ul>	<ul style="list-style-type: none"> <li>Wogga Warniny (The Blanket Exercise) – delivered by the Office of Elder in Residence team.</li> <li>Carrolup Engagement Workshops – delivered by staff from the Office of Elder in Residence and John Curtin Gallery</li> <li>On Country Immersion Experiences – delivered by the Office of Elder in Residence Team (Swan Valley, Pinjarra, Roelands)</li> </ul>	<ul style="list-style-type: none"> <li>Actively participate and contribute in Curtin and community events that celebrate First Nations history and culture.</li> <li>Produce and include course learning material with relevant learning outcomes to develop Indigenous cultural capabilities.</li> <li>Up to date with current Indigenous affairs.</li> </ul>	
Level 3  Empathy Advocacy Partnership	<ul style="list-style-type: none"> <li>Be culturally responsive and follow appropriate protocols when working with First Nations People.</li> <li>Apply the education principles of the UNDRIP into relevant policies and practices.</li> <li>Show cultural empathy by supporting colleagues and students to increase their knowledge and understanding of Australia’s First Nation peoples.</li> </ul>	<ul style="list-style-type: none"> <li>On Country Immersion Experience – 3 day staff trip to Nownaup Bush University.</li> </ul>	<ul style="list-style-type: none"> <li>Support staff and teams to attend and participate in community and Curtin events that celebrate First Nations history and culture.</li> <li>Promote and advocate the Curtin Indigenous Strategy and reconciliation.</li> <li>Use strategies developed and supported by local elders and community members.</li> <li>Consult with local elders and community members for opportunities to collaborate.</li> </ul>	

# Level 1

•Ways of Working Cultural Awareness Program (WoW) delivered by staff at the Centre for Aboriginal Studies. This training is designed to create a better understanding of Indigenous culture and identify aspects of cross-cultural communication to enhance relationships.  
•(Essential)

# Level 1

•Noongar Language and Culture through Curtin’s Massive Open Online Course (MOOC). This gives an opportunity to learn about the Noongar people of Western Australia, their culture and their language in a self-paced manner. It provides resources that complement the content that is delivered. Visit [edx.org](http://edx.org)  
•(Optional)

# Level 3

•On-Country learning, exploring Australian Indigenous knowledges based on country at Curtin’s Nowanup Bush Campus in the Great Southern. This training aims to give participants opportunities to gain insights into the significance of historical and contemporary issues that have influenced and impacted on Aboriginal and Torres Strait Islander people. It is delivered using Aboriginal pedagogies, including sessions with First Nations Elders that challenge those involved to develop their understandings of First Nations’ ways of being, doing and knowing.



On-Country Immersion, Nowanup Bush Campus and Wogga Warniny

Jayde Conway  
Office of Elder in Residence  
Tel: (08) 9266 4340 or 0468 549 475  
E: [j.conway@curtin.edu.au](mailto:j.conway@curtin.edu.au)

# Level 2

•On-Country Immersion Experiences delivered by the Elder in Residence Team. The trips aim to provide participants with greater cultural competence and include:  
•Swan Valley (Yagan’s Story)  
1.Pinjarra (Stirling & Galyute’s Story)  
2.Roelands Village (Syd Jackson’s Story)  
3.Mogumber & New Norcia

# Level 2

•Wogga Warniny (The Blanket Exercise) is delivered by the Elder in Residence team and is essentially an activity that builds awareness of the contact history between First Nations people of Western Australia and colonisers.  
•Carrolup Engagement Workshop is a session that provides a platform to learn about the Stolen Generation and impacts through the story of Carrolup and is delivered by staff from the EIR team and John Curtin Gallery.