



# INDIGENOUS PARTICIPATION PLAN

## InBusiness 2021 – 2024

Our Indigenous Participation Plan is structured according to the three broad pillars of reconciliation.

- *Relationships* – Encourage and foster meaningful, long-term relationships with the Indigenous community.
- *Respect* – Respect the customs and practices of Indigenous people and their communities.
- *Opportunities* – Grow sustainable employment, self-employment and participation opportunities for local Indigenous people.

We have attached our **guidelines ('elements') of learning** and a note on **our network**. Our intention with that is to show Indigenous participation in action, within our own practice.

### RELATIONSHIPS

Sustained, respectful and inclusive engagement is essential to gaining an understanding of Aboriginal and Torres Strait Islander perspectives. Each engagement with community members holds within it the opportunity for creating new relationships based on openness, trust and mutual understanding.

#### WE WILL SUSTAIN RELATIONSHIPS BY:

- Celebrating Indigenous success stories and awards.
- Recognising and respecting Elders and Traditional Owners through acknowledgement at key meetings and events and engaging with them for common outcomes.
- Recognising the critical dimension of family, community and traditional life in the day-to-day reality of our clients, staff and other participants
- Working to improve Indigenous outcomes across government and industry partners.
- Regular consultation with peaks and other representative bodies – at local, intrastate and national levels
- Regularly Reviewing programs and activities to ensure they are inclusive and accessible for Aboriginal and Torres Strait Islander peoples and business.



## RESPECT

Recognition, respect and valuing of Aboriginal and Torres Strait Islander cultures is the cornerstone of processes through which Aboriginal peoples and Torres Strait Islander peoples determine and manage Preferred Futures.

### WE WILL MATURE RESPECT BY:

- Consultation on and observation of appropriate cultural protocols and expectations.
- Working from a point of recognition that Indigenous Australia is an *asset*, and source of substantial wisdom and experience in the respectful 'bringing on' of participants
- Engaging with and supporting business development events such as the Meeanjin Markets and Black Coffee.
- Being true champions of Indigenous business
- Including appropriate cultural signage or meaning on relevant projects.

## OPPORTUNITIES

Increasing the economic participation of Aboriginal peoples and Torres Strait Islander peoples in the economy delivers real benefits for individuals, families and communities.

### WE WILL CREATE OPPORTUNITIES BY:

- Identifying and promoting pathways for Aboriginal and Torres Strait Islander clients, trainees, staff and other participants
- Promoting and assisting the spend on Indigenous businesses through procurement processes, funding grant allocations, major projects and infrastructure.
- Developing the tourism sector in partnership with Traditional Owners, the tourism industry and government agencies.



## Learning Elements

Our processes value the Indigenous cultural orientation towards action learning, learning-by-doing, and oral communication. We valorise:

- ✓ Informal and unplanned learning
- ✓ Experiential learning—shadowing, apprenticeship
- ✓ Networking and relationship-building opportunities
- ✓ Teachback opportunities—newly skilled workers training others in new techniques and sharing their understanding
- ✓ Feedback—responses that provide the learner with information on the real or projected outcome of their actions
- ✓ Self-directed learning
- ✓ Mentoring—named individuals provide support and guidance to self-directed learners
- ✓ Peer supported learning groups—the small group process is used for mutual support and problem solving
- ✓ Appraisal—a regular, structured review of past progress and future goals
- ✓ Flexible course planning that explicitly incorporates input from learners at key stages
- ✓ Modular pathways with a high degree of variety and choice
- ✓ Nonlinear learning
- ✓ Case based discussions
- ✓ Small group, problem based or project-focused learning
- ✓ Teambuilding exercises—activities focused on the group's emergent performance rather than that of the individual<sup>1</sup>

---

<sup>1</sup> Fraser, Sarah W. and Greenhalgh, Trisha (2001), Coping with complexity: education for capability. British Medical Journal, Vol. 323, 6 October 2001, pps 799 – 803



## Trusted Networks & Colleagues

Our valued colleague and referee, Leesa Watego, brings with her:

### Indigenous Connections

Meeanjin Markets Stallholders [www.meeanjinmarkets.com.au](http://www.meeanjinmarkets.com.au)

Southeast Queensland Indigenous Chamber of Commerce [www.seqicc.com.au](http://www.seqicc.com.au)

One Business (Business training across regional Queensland)  
<https://go.tafeqld.edu.au/Advance-Queensland.html>

Black Coffee Indigenous Business Networking <https://www.blackcoffee.net.au/>

Queensland Government Aboriginal and Torres Strait Islander Reference Group  
<https://advance.qld.gov.au/aboriginal-and-torres-strait-islander-business-and-innovation-reference-group>

### Member of

IBA's Strong Women Strong Business <https://www.facebook.com/groups/161983957816341>

First Nations Foundation Indigenous Women's Financial Wellness Group  
<https://www.facebook.com/groups/indigenouswomensfinancialwellness>

Indigenous Business Queensland Alumni  
<https://www.facebook.com/groups/IndigenousBusinessQld>

**Leesa Watego** – Director - Iscariot Media Pty Ltd

Small Business and Digital Media Trainer | Indigenous Business Sector Growth Advocate | Founder of Deadly Bloggers

LinkedIn: <https://www.linkedin.com/in/leesawatego/>

Website: <https://www.iscariotmedia.com/>



**Australasian Leadership Academy**

Ph 1800 997 304 | Mb +61 439 876 901

[www.australasianleadership.com](http://www.australasianleadership.com) | [info@australasianleadership.com](mailto:info@australasianleadership.com)

Registered Training Organisation - RTO ID # 41012