



LEADER TOOL



NAIDOC WEEK – LET'S BE OPEN, CURIOUS, COMMITTED AND PARTICIPATE

As Australians, it is important for us to recognise our rich cultural history and celebrate together with First Nations Peoples. At AccessEAP, we work with you to support the social and emotional wellbeing of all employees and organisations. In order to achieve this, it is critical to work within a holistic approach that reflects diverse spirituality and cultures, and a focus on listening and learning to gain a better understanding.

As non First Nations leaders across a range of different organisations, sectors and industries, there are strong positive organisational benefits and outcomes that can be achieved by working together and collaborating on how to strengthen pathways of support and cultural respect.

Increasingly non First Nations organisations include and practice Acknowledgement of Country. How does your organisation respectfully support and engage with First Nations Employees? Do you work and consult with Aboriginal and Torres Strait Islander organisations or communities? How can you improve the ways with cultural respect and relationships with First Nation Peoples? Here are some things to consider:

Clear purpose – organisations that focus on strengthening Aboriginal and Torres Strait Islander employment strategies have a very clear understanding, purpose and mindset about why they are doing this and the positive outcomes overall. Are you looking to gain organisational advantage through a diverse workforce? Are you aiming to improve customer or client service with First Nation Peoples? Is this an important part of your organisation's social and cultural purpose?

Diversity creates opportunity – in the same way that we consciously create a workforce that draws upon the multitude of experiences, backgrounds and ways of working for all people, it is important to think about how respectful cultural relationships in collaboration with First Nations Peoples can benefit organisations.

Acknowledge challenges – it is important to reflect on the challenges, history, key issues and obstacles that Aboriginal and Torres Strait Islander Employees and employers face. Last year AccessEAP implemented Cultural Competency Training for all non First Nations Employees. This could also be included as part of an induction or orientation program.

Continue the conversation – celebrating NAIDOC week is an important way to build your organisation's strengths to engage with recruiting, retaining and building a compelling Employee Value Proposition which reflects the importance of our First Nations Peoples and heritage. The celebration and date is important ([see tips here](#)) – but continuing the conversation is more important.

Cultural competence – as a non First Nations People leader, we often find ourselves reflecting on and challenging our approach with people and teams. Self-reflection and learning with an open mindset are important skills that support our growth. There are many resources available to help build cultural competencies in consultation with First Nations Peoples. Lead the way by being curious, listening, participating and learning.





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At AccessEAP, we are proud to celebrate NAIDOC Week and promote our **Aboriginal and Torres Strait Islander Peoples Dedicated Support Line** see here for details: [Aboriginal and Torres Strait Islander Peoples Dedicated Support Line](#)

Aboriginal and Torres Strait Islander Peoples Dedicated Support Line

Welcome to the Aboriginal and Torres Strait Islander Peoples Dedicated Support Line: part of your EAP, provided by your employer and delivered by AccessEAP.

Facilitating a culturally safe experience for Aboriginal and Torres Strait Islander People is the purpose of this dedicated Support Line. We recognise a need to offer the opportunity to speak with an Aboriginal or Torres Strait Islander Counsellor or a Culturally Sensitive Counsellor who has experience with individual, families and community and who understand the challenges you may face. By working together we aim to find the most appropriate support for you. Referral to other Aboriginal and Torres Strait Islander services can also be arranged.

Support when you need it: 24/7 365 days. Our Client Services Team members are available to speak with you. Please call to make an appointment between EST 8am - 6pm Monday to Friday or outside these hours for urgent requests.

At AccessEAP our Cultural Wellbeing Team includes both Aboriginal and Torres Strait Islander Counsellors and Culturally Sensitive Counsellors. If appropriate our Cultural Co-Ordinator is able to assess and understand any individual circumstances and will work with you to identify the most culturally safe options for you or your organisation.

Together we find ways to provide culturally appropriate support that works for you, sharing knowledge in a respectful, confidential and safe space. Having a chat can help with the day to day challenges at home or in the workplace such as;

- Stress
- Anxiety
- Trauma
- Grief and Loss
- Dependency Issues
- Financial
- Diet
- Family/relationships

"keeping the spirit strong through strengthening social and emotional wellbeing"

This dedicated Support Line provides a culturally sensitive way for Aboriginal and Torres Strait Islander Peoples to access mental health and wellbeing support.

How to contact AccessEAP

Whatever the nature of your concern please feel free to call the Aboriginal and Torres Strait Islander Peoples Dedicated Support Line on:
1800 861 085

AccessEAP employees begin their journey to cultural competency by completing Amilla Cultural Competency Training. We are committed to ensuring the best experience for all our clients.

AccessEAP acknowledges the traditional custodians of the land we work on and their continuing connection to land, culture and community. We pay our respects to Elders past, present and future.

CALL 1800 861 085 | Email info@accesseap.com.au | accesseap.com.au

AccessEAP People in Focus

If you have any further questions or would like to discuss a specific concern, contact our Manager Support Hotline or your Relationship Manager. As always, as your EAP, we are here to support your people whatever the nature of their concerns; please contact AccessEAP on 1800 818 728 or contact the Aboriginal and Torres Strait Islander Peoples Dedicated Support Line on 1800 861 085.

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