

CURIJO CONNECT

We recognise and respect that Aboriginal people are first peoples and Traditional Owners of this country. We pay our respects to Elders both past and present and extend that respect to all Aboriginal peoples of this land. We acknowledge the rich and diverse cultures and the long history of Aboriginal Australia. We understand the important role of maintaining these rich cultures and the ongoing relationship with the land.

A MESSAGE FROM MANAGEMENT

We hope you are all going well and we're again excited to provide you with an update of how our business journey is progressing.

Firstly we are very pleased to have grown and have a new Practice Manager, Margaret Lovell. Margaret has joined us to manage Business, Evaluation and Audit.

We have developed strong partnerships with selected organisations where our values align and where our business capabilities enhance each other, this has provided further opportunity for us to deliver the highest of quality work and larger projects.

We'd like to thank all of our clients in trusting us and assisting our business to grow, we are enjoying our projects and, more importantly, supporting our clients to find and implement solutions.

We are also members of the Canberra Indigenous Business Network Aboriginal Corporation and support the growth of Indigenous business to support, collaborate and assist in improving outcomes for individuals, families and communities through economic development and employment.

We hope you have an enjoyable read.

IN THIS ISSUE, WE'RE COVERING:

- A MESSAGE FROM MANAGEMENT - PAGE 1
- WELCOME TO CURIJO - OUR NEW STAFF - PAGE 2
- SERVICES: MOTIVATIONAL MAPS, BEA PRACTICE, NSW ICCS STATUS - PAGE 2
- CULTURAL LEARNING JOURNEY - PAGE 3
- RECONCILIATION ACTION PLAN - PAGE 4
- SIGNIFICANT DATES/EVENTS + UPCOMING DATES - PAGE 5 & 6
- DID YOU KNOW? THE DIFFERENCE BETWEEN WELCOME TO COUNTRY - PAGE 7
- STAFF PROFILE: NICHOLAS WARD - PAGE 8



WELCOME TO OUR NEW STAFF

We would like to welcome two new staff members to our team here at Curijo, Margaret Lovell, and Nicholas Ward. Curijo is excited to have both of you join our team as we expand and grow as a business. Check out staff profiles in this edition of Curijo Connect to hear more about Nicholas Ward.



Pictured: Margaret Lovell (left) and Nicholas Ward (right)

SERVICES

MOTIVATIONAL MAPS

Motivation is the key to high performance and understanding what motivates you can assist with putting in place strategies that make an impact. Curijo's Motivational Maps tool is designed to help you or your team understand motivation and how this knowledge of motivation can be used to enhance performance and productivity in the workplace. Curijo is the only Aboriginal business in Australia with a Business Practitioner and Licensed Practitioners who can apply a deep cultural lens on Motivational Maps.

ACCREDITED



LICENSED PRACTITIONER

Curijo's Motivational Maps tool assists individuals, teams and organisations to overcome personal and career development issues. The tool can also help with: increasing motivation and performance, improving engagement and productivity, career planning, finding strategies to re-motivate and empower demotivated staff. It creates an awareness when managing diversity and conflict in teams, team communication and planning, including the recruitment and retention of staff.

Motivational Maps with Curijo involves: Completing a 15-minute online questionnaire, followed by a debrief with our specialised and experienced staff. This will help you unpack and understand your motivation and how to use this to your advantage. For teams and organisations a workshop is held to identify strengths and weaknesses of the team and unpack the core ingredients needed to successfully implement change and put in place strategies that will create a motivating environment. Head to our website to learn more <https://curijo.com.au/motivational-maps/>

BEA PRACTICE

Curijo's Business, Audit and Evaluation Practice supports Senior Leaders to facilitate best practice in governance, performance, and compliance auditing and reporting. We work across a variety of sectors including the Commonwealth, State and Local Governments, and in not for profit industries. The challenges and complexity of programs provides teams with stimulating and often thought provoking work.

NSW ICC STATUS

NSW INDIGENOUS CHAMBER OF COMMERCE

Curijo is proud to announce that we are now NSWICC Assured. Which means we have met the National Policy requirements as upheld by the First Australians Chamber of Commerce and Industry (FACCI) for being identified as a First Nations Business Owner or Entrepreneur.

CULTURAL LEARNING JOURNEY

Curijo's Cultural Learning Journeys provide organisations and participants with the opportunity to learn, develop and raise awareness about Aboriginal and Torres Strait Islander history and culture. It is designed so participants can ask questions in a safe space during interactive sessions.

The training provides an awareness and understanding of Aboriginal and Torres Strait Islander people, the diversities and cultural realities to help reflect on an appropriate level, allowing basic strategies for communication and relationship development.

There are 3 levels of Cultural Learning Journeys; Awareness, Expansion and Immersion each designed for learning and sharing to move forward for a more in-depth and understanding of the needs of Aboriginal and Torres Strait Islander people, families and communities.

The Cultural Learning training addresses the necessity for organisations and individuals to provide more respectful, receptive and culturally safe services primarily through knowledge and reflection.

Engaging in the Journey allows insight about Aboriginal and Torres Strait Islander facts, history and cultural aspects. Packages can be tailored to meet the specific needs of participants and organisations to ensure the maximum proposed outcome are achieved.

Cultural Learning Journeys are facilitated by experienced Aboriginal and Torres Strait Islander staff, sharing their own experiences and stories for a real-life experience. Some of the training can be emotional and confronting, giving a true insight into history and past experiences.

Participants will walk away from the Journey with an in-depth understanding to broaden knowledge and embrace Aboriginal and Torres Strait Islander culture and history.

It gives an understanding of family structures, skin and language groups. Participants learn to identify the effects of racism and develop skills to reflect upon and minimise racism within workplace and community.

Participants develop strategies to communicate effectively with Aboriginal and Torres Strait Islander people and will be able to identify communication issues and ensure they are addressed to develop and maintain relationships. An understanding of cultural safety will help to develop professional relationships based on mutual respect. Participants will learn to identify and utilise resources to continue their cultural learning journey.



TESTIMONIALS

"Having the history of policies and legislation and the impact on families illustrated."

"Bel is an inspirational facilitator. She has a very supportive approach and takes you on the cultural learning journey in a gentle but educative way."

"Gaining a better understanding of Aboriginal history in Australia and how this impacts on the community today. Learning ways to communicate effectively and appropriately with members of the Aboriginal community."

RECONCILIATION ACTION PLAN

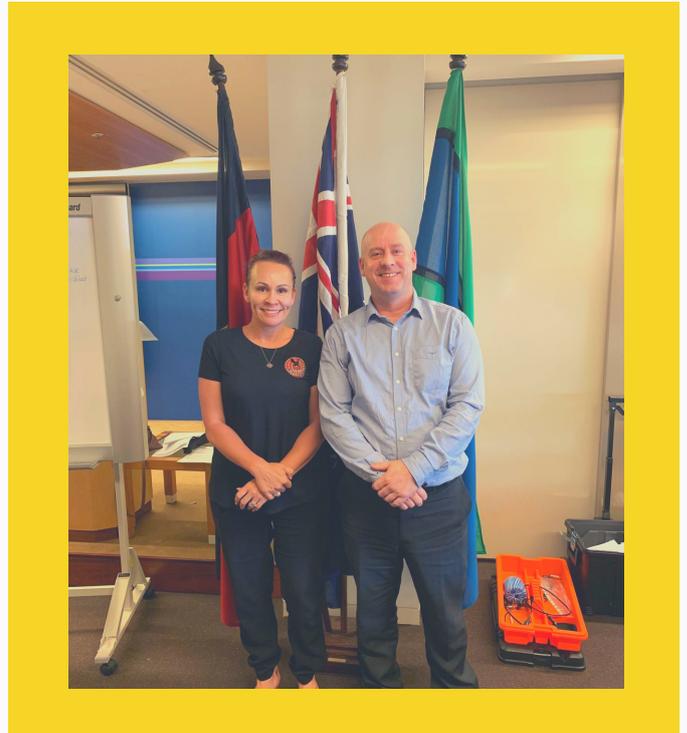
RAPS & CULTURAL AWARENESS

Developing a RAP and having it endorsed by Reconciliation Australia for your business, agency or organisation assists in moving forward on a journey in a meaningful and respectful manner. There are many ways that an agency can move forward in the RAP Journey and these are very individualised.

Curijo can provide support to implement recommendations to ensure that organisational frameworks meet the vision for reconciliation. This includes assistance so that plans which have been developed are implemented in a practical manner whilst ensuring a continued focus on relationships, opportunities and respect. This, in turn, creates economic opportunities and social change for Aboriginal and Torres Strait Islander people, families and communities.

Curijo staff who assist with RAP Journeys are both Aboriginal and non-Indigenous and work in partnership to ensure that the needs of the organisation are met in a culturally safe manner.

Our Aboriginal staff are experienced in the development, implementation and review of RAPs whilst having an in-depth understanding of cultural needs and maintaining a focus on the core aims of the business.



See Curijo's Belinda Kendall pictured with Phil Smith, from the Department of Infrastructure, Regional Development and Cities, and Chair of the RAP Working Group.

Our non-Indigenous staff are also fully trained and supported to work in a culturally sensitive manner to support agencies in their RAP journey.

Curijo's vision for reconciliation is to work collaboratively to improve outcomes for Aboriginal and Torres Strait Islander people to provide equality and mutual benefits for all. At Curijo we aim to improve outcomes and increase Aboriginal and Torres Strait Islander participation in the delivery of high-quality professional services.

In the workplace, a RAP is a strategic document that supports an organisation's business plan. It includes practical actions that will drive an organisation's contribution to reconciliation both internally and in the communities in which it operates.

Each of the four RAP types (Reflect, Innovate, Stretch, Elevate) set out the minimum elements required from your organisation to build strong relationships, respect and opportunities within your organisation and community. If you would like to learn more about how our staff can help support your business or organisation, contact us today.

SIGNIFICANT EVENTS/DATES

11TH ANNIVERSARY OF NATIONAL APOLOGY DAY

February 13th marked the 11th Anniversary of the National Apology to the Stolen Generations. Curijo acknowledges this as an important date due to the effects of past policies on Aboriginal and/or Torres Strait Islander families and communities which has been profound and still continues today.

As an Aboriginal business, we aim to improve the outcomes of Aboriginal and Torres Strait Islander peoples through education, employment opportunities and working together in the spirit of reconciliation.

INTERNATIONAL WOMENS DAY

IWD2019 @ CURIJO

Some of our staff enjoyed a lovely morning tea in honour of International Women's Day. A lovely morning to celebrate and acknowledge our female staff, their achievements, contributions and to be supported by our colleagues. Curijo is a great place to be!



WHAT IWD 2019 MEANS TO SOME OF OUR STAFF

BY MARGARET LOVELL

Let's build a gender-balanced world. Today is International Women's Day 2019 and this year's theme is #balanceforbetter.

Balance is not a women's issue, it's a business issue. The race is on for the gender-balanced boardroom, a gender-balanced government, gender-balanced media coverage, a gender-balance of employees, more gender-balance in wealth, and gender-balanced sports coverage.

Gender balance is essential for economies and communities to thrive. Balance for better seeks to work over the next 12 months towards equality for a better and limitless future for the next generation of young women. At Curijo, we aim to support and encourage all women in our business, our clients, the wider community and in our own families.



BY JAYE RUDRUM

Balance for better means equality for a better and limitless future for the next generation of young women. At Curijo, we aim to support and encourage all women in our business, our clients, the wider community and in our own families. One of our Aboriginal Consultants, Jaye Rudrum has shared what International Women's Day means for her.

"For me, this means all women being able to achieve their dreams regardless of past stereotypes, being able to achieve any level of education, take on any occupation, play in any sport at all levels and being paid the equal amount as male counterparts for the same job. We have come a long way, although we still have a long way to go in believing women can be CEO's, Politicians, Leaders and the 'breadwinners' in the family.

When I was growing up my mum was the 'breadwinner' at home. It has inspired me to know I could achieve just as much as any male. Nothing makes me happier than watching my niece being able to play the sport she loves, NRL football on a Sunday morning. My dad has never put limits on what my sister and I could be growing up, even if it meant we would be famous in his favourite sport, motor racing.

Being an Aboriginal woman, I have a lot of strong cultured women in my life and the balance they have being Mothers, Wives and Aunties, gave me every chance to be a strong woman and balance every aspect of my life. Now, I am able to pass these skills, knowledge and inspiration onto the next generation of young women in our family, teaching them that they can be anything they dream of".



HARMONY DAY

Harmony day began in 1999 and coincides with the United Nations International Day for Elimination of Racial Discrimination. Harmony Day is about inclusiveness, respect, and belonging for all Australians, regardless of cultural or linguistic background. The core values of mutual respect and inclusion underpin our methodologies and practice at Curijo in an attempt to promote a sense of inclusiveness and belonging for all of our clients and staff.



We here at Curijo have celebrated Harmony Day by holding a morning tea in our Canberra office. Harmony Day is important for all peoples, we here at Curijo are supportive of an inclusive Australia that celebrates, values and embraces cultural diversity.



UPCOMING DATES

- APRIL 25TH : ANZAC DAY
- MAY 26TH : NATIONAL SORRY DAY
- MAY 27TH : 1967 REFERENDUM ANNIVERSARY
- MAY 27TH - JUNE 3RD : NATIONAL RECONCILIATION WEEK + MABO DAY

DID YOU KNOW?

THE DIFFERENCE BETWEEN A WELCOME TO COUNTRY AND AN ACKNOWLEDGEMENT OF COUNTRY

WELCOME TO COUNTRY

A Welcome to Country is an official welcome from an Aboriginal or Torres Strait Islander Custodian or Elder to their lands. It can take many forms, depending on the particular culture of the Traditional Custodians. It can include singing, dancing, smoking ceremonies or a speech in traditional language or English.

When organising a Welcome to Country for an event, organisers need to provide the Traditional Custodians (in some places there are more than one group) with information on the theme and purpose of the event. Elder/s representing the traditional owners may choose to include in the welcome a traditional focus to the theme or purpose of the event.

When it is not possible to arrange a Welcome to Country at such events, an Acknowledgement of Country is the minimum requirement.

ACKNOWLEDGEMENT OF COUNTRY

An Acknowledgment of Country is a way of showing awareness of and respect for the Traditional Aboriginal or Torres Strait Islander owners of the land on which a meeting or event is being held, and of recognising the continuing connection of Aboriginal and Torres Strait Islander peoples to their Country.

When at a meeting, speech or formal occasion the speaker can begin their proceedings by offering an Acknowledgement of Country. Unlike a Welcome to Country, it can be performed by a non-Aboriginal person.

An Acknowledgment of Country can be informal or formal, and may take the following form for example: 'I would like to show my respect and acknowledge the traditional custodians of this land, of Elders past and present, on which this event takes place.'

IMPORTANCE

Why are Welcomes to Country and Acknowledgements of Country important?

Aboriginal and Torres Strait Islander peoples have experienced a long history of exclusion from Australian history books, the Australian flag, the Australian anthem and for many years, Australian democracy.

This history of dispossession and colonisation lies at the heart of the disparity between Aboriginal and Torres Strait Islander and non-Indigenous Australians today. Including recognition of Aboriginal and Torres Strait Islander people in events, meetings and national symbols is one part of ending the exclusion that has been so damaging.

Incorporating welcoming and acknowledgement protocols into official meetings and events recognises Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of land. It promotes an ongoing connection to place of Aboriginal and Torres Strait Islander Australians and shows respect for Traditional Owners. (Source: Reconciliation Australia)

STAFF PROFILE

NICHOLAS WARD

What is your family background?

My great grandma migrated from Liverpool in the United Kingdom to Ipswich in Queensland, and my family has lived there for over 50 years, but recently they have moved to the Sunshine Coast in Queensland.

Have you completed additional training, degrees, certificates?

I graduated with a Bachelor of Information Technology majoring in Business Analysis from Griffith University in Brisbane. Along with a Cert 1 & 2 in Information Technology. Recently I have begun a two-year Internal Auditing course with the Institute of Internal Auditors (IIA).

What was your journey to Curijo?

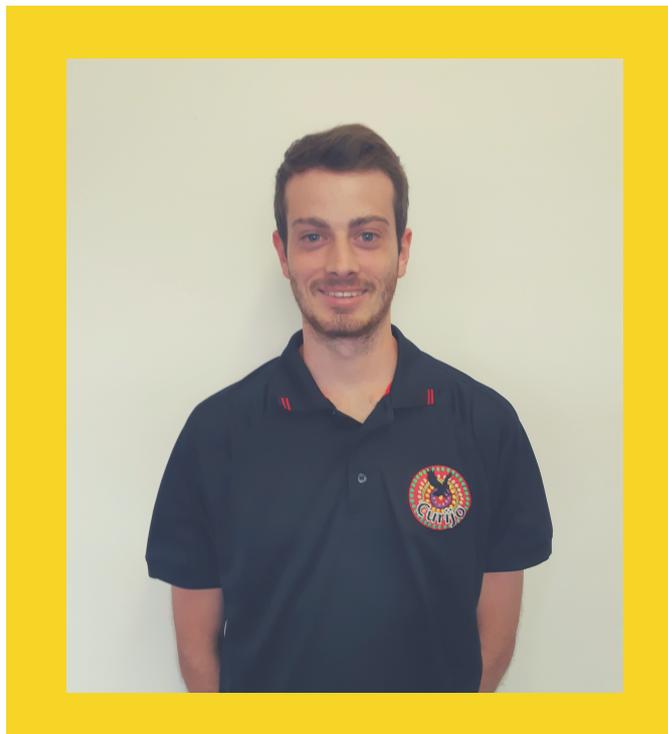
Previously I have worked as a replenishment Team Leader at Kmart while undertaking my University studies. Towards the end of my studies I worked as a Business Analyst for a year long university project. Once my studies were completed, I worked as a Master Data Officer at the Tradelink head office in Brisbane for almost 2 years. Now I bring my skills and knowledge to the team at Curijo.

Where do you see yourself in the future?

In the future I see myself using all the knowledge and experiences I have obtained in my career and being the lead Business Analyst of a team that contributes meaningful services to both businesses and the community.

What qualities, skills and abilities do you bring to Curijo?

I bring to Curijo a vast knowledge in the Information Technology space, including a few years doing data analysis. While these skills and abilities are worthwhile, I feel the qualities of being a trustworthy, hardworking and caring employee to be a great addition to the Curijo team.



What does it mean for you working at an Indigenous business? What have you learned along the way?

Recently I attended a Cultural Learning Journey session run by Belinda at Curijo, and I must say this opened my eyes greatly as I now have a better understanding of what the Indigenous cultures in Australia have gone through in their histories and to an extent continue to go through. So, for me to be working at an Indigenous business I feel very honoured.

Have you had a career highlight whilst at Curijo?

Not yet, but I think I'm very close to accomplishing a high point in my career on the major projects soon to be delivered.

What are your interests and things you like to do in your spare time?

I am a huge lover of sports. I have played football (soccer) since I was 5 years old and have continued the whole way through my life. In recent years I have started to get involved in coaching. There is a great deal of satisfaction you get in teaching young kids the game I have grown to love so much and to see their smiling faces encourages me to keep going.