



## Weenthunga Cultural Safety and Critical Consciousness Workshops

This document outlines Weenthunga Health Network's (Weenthunga's) approach to Cultural Safety and Critical Consciousness (CSCC) Workshops, as well as our workshop delivery options, workshop style, content, costings and more.

### Cultural Safety and Critical Consciousness

- A journey of organisational transformation
- Facilitated by two-way team
- Interactive workshop sessions
- Delivery in-person or online
- Groups of up to 15 in-person and groups of up to 12 people online, preferably starting with leadership teams
- Pre-workshop and post-workshop questionnaires included
- Resources and opportunities for learning and reflection provided in addition to workshops
- Optional extras: tailoring of content to meet specific organisational needs, carefully curated wellbeing and learning packs to support wellness and growth, follow-up support offered to embed change (additional costs apply)

### About Weenthunga

Weenthunga means "hear/understand" in Woi-wurrung. Weenthunga is growing and nourishing the First Nations health workforce and leading transformational change in health and health education. We uphold health sovereignty and progress health justice for First Nations people state-wide. Our Membership includes over 300 First Nations health professionals working in ACCHOs, hospitals, other mainstream health organisations, private practice and Blak Business.

We advocate for First Nations-led spaces; embedding and valuing First Nations' knowledge and practice; critical allyship; and anti-racism work.

Our unique First Nations-led networking model values two-way collaboration, and is underpinned by our 4R's (Relationships, Respect, Reciprocity, Responsibility) + Resistance values.



## Workshop Outline

### Session 1: Identity and Culture

This session enables learners to build relationships and trust with one another as foundations for the peer learning journey and transformational change. It involves reflection on individual identity and culture and how this influences perception and behaviour. Developing awareness of what shapes our identities and cultures enables us to see how and why we see things the way we do, enabling consideration of ways of seeing and doing that are different from ours.

### Session 2: Power and Privilege and Racism

This session unpacks concepts of cultural safety, cultural humility, critical consciousness, white privilege and white identity. Activities will support learners to identify their own privilege and sit with discomfort.

### Session 3: Racism

This session develops understanding of racism at individual and institutional/systemic levels, as well as the impacts of racism on First Nations people and health. It includes racism terminology (e.g. microaggressions, tokenism, white saviourism), examination of a Racism Scale, health impacts of racism, and community stories relating to experiences of racism at the hands of the health system.

### Session 4: Anti-racism, Decolonising and Working Two-Way

This session provides a way forward through exploring concepts of anti-racism, allyship, working two-way and decolonising health policy and practice. Activities support learners to identify opportunities to practice anti-racism within their own roles and teams to create an anti-racist workplace, and to work in allyship with the leadership of First Nations people. Examples are provided demonstrating ways First Nations health knowledge and practice improves health experiences and care for all.

### Session 5: Debrief and Next Steps

This session reflects on key learnings and changes in understanding and practice. Discussions are held regarding how new knowledge and understandings will be embedded and to ensure accountability mechanisms. This will support individual and organisational change and growth.

*See more about our approach at Appendix 1.*



## Workshop Costings

Note: If you are a First Nations-led organisation, please contact us for alternative costings.

Option 1 (Recommended)	Option 2	Option 3
2 x 4 hour sessions <u>and</u> 1 x 2 hour session (online)	3 x 3 hour sessions (in-person or online)	4 x 2 hour sessions (online)
\$9,000 + GST	\$8,100 + GST	\$7,200 + GST

Additional mandatory and optional costs are outlined below.

### Mandatory: Project Administration, Preparation and Initial Meeting

Administration relating to the delivery of proposal, invoicing, sending out pre-workshop surveys, compiling attendance lists and initial meeting with Weenthunga two-way team to:

- ☀ Build relationships between key contacts at organisation and Weenthunga
- ☀ Discuss our approach to working with the group
- ☀ Form shared understandings of the need for and purpose of the sessions
- ☀ Develop a shared commitment to the journey of building cultural safety

Investment: \$1200 + GST + \$600 per additional cohort of CSCC learners

### Mandatory: First Nations Emotional Labour

Weenthunga First Nations facilitator emotional labour impacts/wellbeing time, costed at \$100 + GST per session, per Weenthunga First Nations facilitator. This reflects Weenthunga's approach to addressing the impacts of this work on First Nations staff.

Investment: \$100 + GST per session per First Nations person

### Mandatory: Materials

Materials to compliment workshop learnings.

Investment: \$25 + GST per person

### Travel

For face-to-face delivery, additional costs include travel time (charged at \$150 + GST per hour per person), \$1/km if driving and/or airfares (at cost price), parking, tolls, meals and accommodation (if applicable).

Weenthunga cannot guarantee face-to-face delivery is feasible and each request is determined on a case-by-case basis (i.e. based on staff availability, distance etc.).

Updated figures can be provided at the time of booking and post-travel.

## Optional recommended

### Wellbeing and Learning Packs for Attendees

Our thoughtfully curated packs showcase products from First Nations businesses and support learning, wellbeing and shared experience. Packs are tailored to your budget (\$30–\$150 per person; recommended \$100).

### Evaluation and reporting

**Brief Report:** Preparation and delivery of a report outlining the work undertaken and its impact, including pre- and post-questionnaire summaries, key insights and reflections, changes in learners understanding, attitudes and practice, and recommendations for next steps (approximately 13 pages).

Investment: \$1200 + GST

**Full Report:** In addition to the Basic Report, this includes a detailed session summary, glossary of key terms, references and further resources (approximately 26 pages).

Investment: \$2500 + GST

### Cultural Yarns/Debriefing

Weenthunga offers online cultural yarns and debriefing for First Nations people working in health, wellbeing and healing roles. Sessions are \$200+GST per hour for one-on-one, or \$450+GST per hour for group supervision with a maximum of 8 people (5-6 people is the ideal group size). Face-to-face sessions will incur travel costs. Follow-up support (e.g. resource sharing) is available from \$50+GST.

### Critical Allyship Coaching/Debriefing

Weenthunga offers online coaching and debriefing for Settlers striving to practice critical allyship. Sessions are \$200+GST per hour for one-on-one, or \$450+GST per hour for group supervision spaces with a maximum of 8 people (5-6 people is the ideal group size). Face-to-face sessions will incur travel costs. Follow-up support (e.g. resource sharing) is available from \$50+GST.

### Other service offerings/costings:

Weenthunga offers bespoke CSCC consulting, including Cultural Safety Audits, anti-racism policy development, workplace coaching/team building and project/policy advice. Investment includes:

- ☀ Facilitation: \$450+GST per person, per hour, minimum of two staff engaged in facilitation
- ☀ Meetings: \$300+GST per person per hour
- ☀ Document writing/review/advice: \$250+GST per person per hour
- ☀ Preparation/research: \$200+GST per person per hour
- ☀ Transcribing: \$120+GST per person per hour
- ☀ Individual consultations/interviews/debriefing: \$200+GST per person per hour
- ☀ Group consultation/interviews/debriefing: \$450+GST per person per hour
- ☀ Document design/layout: \$150+GST per person per hour

## Appendix 1: Our Approach

Workshops are delivered by Weenthunga's two-way facilitation team, bringing together First Nations and Settler voices. This approach weaves diverse knowledges, lived experiences, and perspectives, allowing topics to be explored, compared, and contrasted in ways that support deeper, more comprehensive understanding.

Workshops are offered both in-person and online and combine presentation-based content with participatory learning. Presentations incorporate videos, infographics, and other engaging resources, alongside interactive activities, small-group discussions, and whole-group sharing. Where delivered as a series, sessions are scheduled weeks apart to scaffold learning, allow time for reflection and application, and progressively build understanding and capability.

Unlike many professional learning environments focused solely on acquiring new knowledge or skills, this work is intentionally challenging. It requires un-learning and re-learning deeply embedded ways of seeing and doing, and confronting unconscious bias and ideas that may feel unfamiliar or uncomfortable for many Settlers.


Learners complete pre-workshop activities prior to commencement, including reflective questions, preparatory resources, and informed consent to participate. Follow-up resources are shared after each session, and a post-workshop survey is completed at the conclusion of the series. This work is designed to support both individual learning and sustained organisational change.

### Timeline

- ☀ Workshops to be scheduled at least two months in advance.
- ☀ Final learner list to be confirmed and provided to Weenthunga at least one month prior to commencement.
- ☀ Pre-workshop activity and learner agreement to be distributed three weeks prior to the first session.
- ☀ Completed pre-workshop activity responses and signed learner agreements due at least two weeks prior.
- ☀ Weenthunga will notify the organisation of any concerns arising from learner responses that require follow-up at least five days prior to the first session.

### Participation Requirements and Conditions

- ☀ Maximum group size is 15 people for in-person delivery and 12 people for online delivery.
- ☀ Minimum group size is 8 learners.
- ☀ Participation is not confirmed until the signed learner agreement is received.
- ☀ Learners must complete the pre-workshop activity at least two weeks prior to attending the first session.
- ☀ Learners must agree to complete all preparatory work as part of the pre-workshop activity (approximately 3 hours).
- ☀ Learners must attend each session in full in order to progress to subsequent sessions.
- ☀ For online delivery, learners must have access to a private workspace, their own screen, and a working camera and microphone. No other work or browser windows are to be open during sessions.

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- ☀ Learners who arrive more than 10 minutes late will not be permitted to join the session.
  - ☀ Weenthunga reserves the right to refuse participation or request a participant to leave a session if their language or behaviour compromises the cultural safety of facilitators or learners.

### Cancellation and Rescheduling

#### Cancellations:

- ☀ 30+ days' notice: full refund, less administration fee.
- ☀ Less than 30 days' notice: no refund.

#### Rescheduling:

- ☀ 30+ days' notice: no charge, less administration fee.
  - ☀ Less than 30 days' notice: 20% re-booking fee applies.
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