National Aboriginal Wellbeing Conference

The Future of Our Dreaming

Spirit Dreaming
training & education

4th National
Aboriginal Wellbeing Conference

Durrimi Durrimi – Where the Rivers meet the Sea

Janie Smith

The Future of Our Dreaming

Janie Smith
Leanne Woods, Rebecca Smith
Interrelate-Connect team

The Future of Our Dreaming

Acknowledgement to country

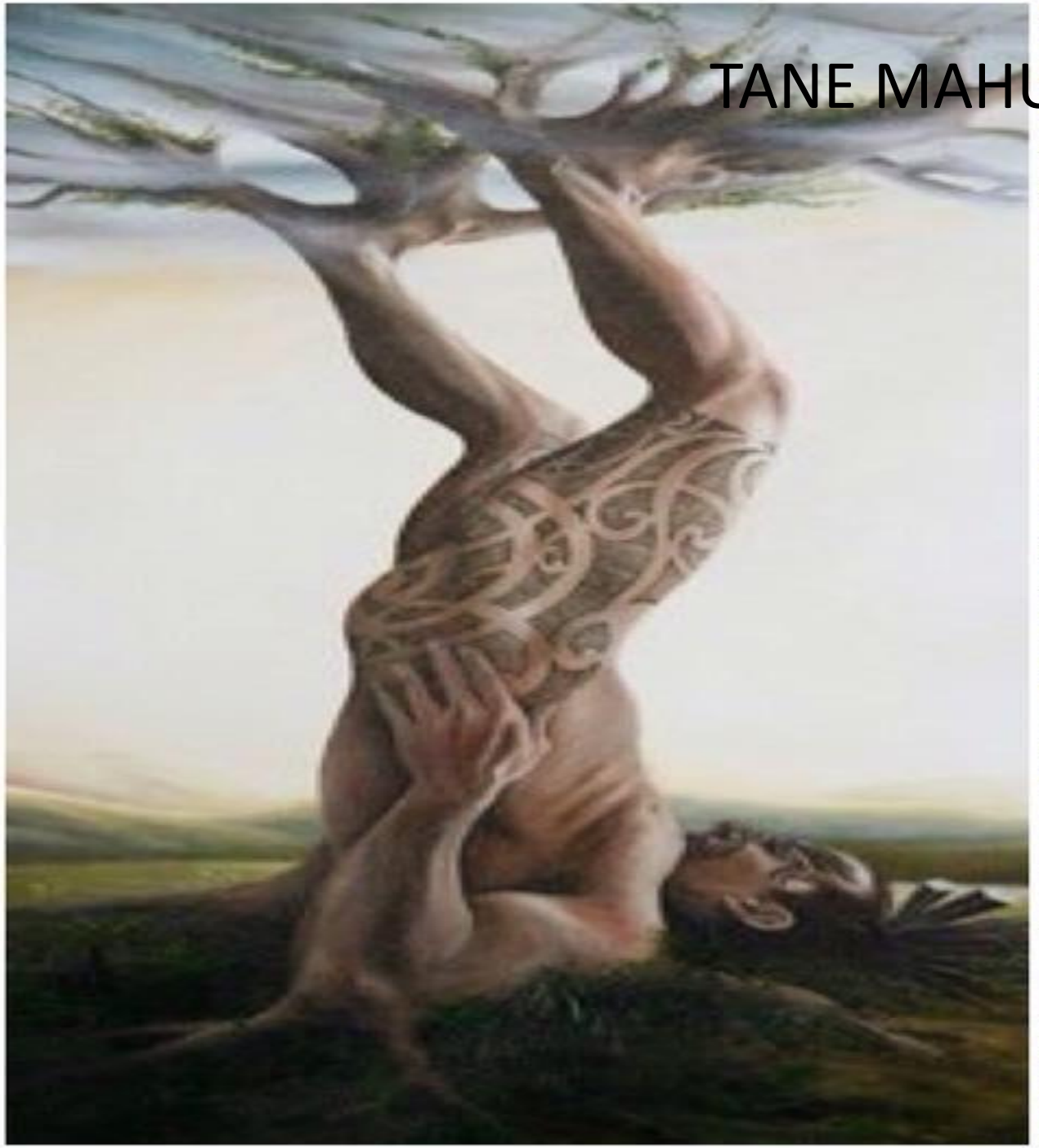
Calling Home –Whakapapa Hokianga

Durrimi Durrimi the name and its meaning

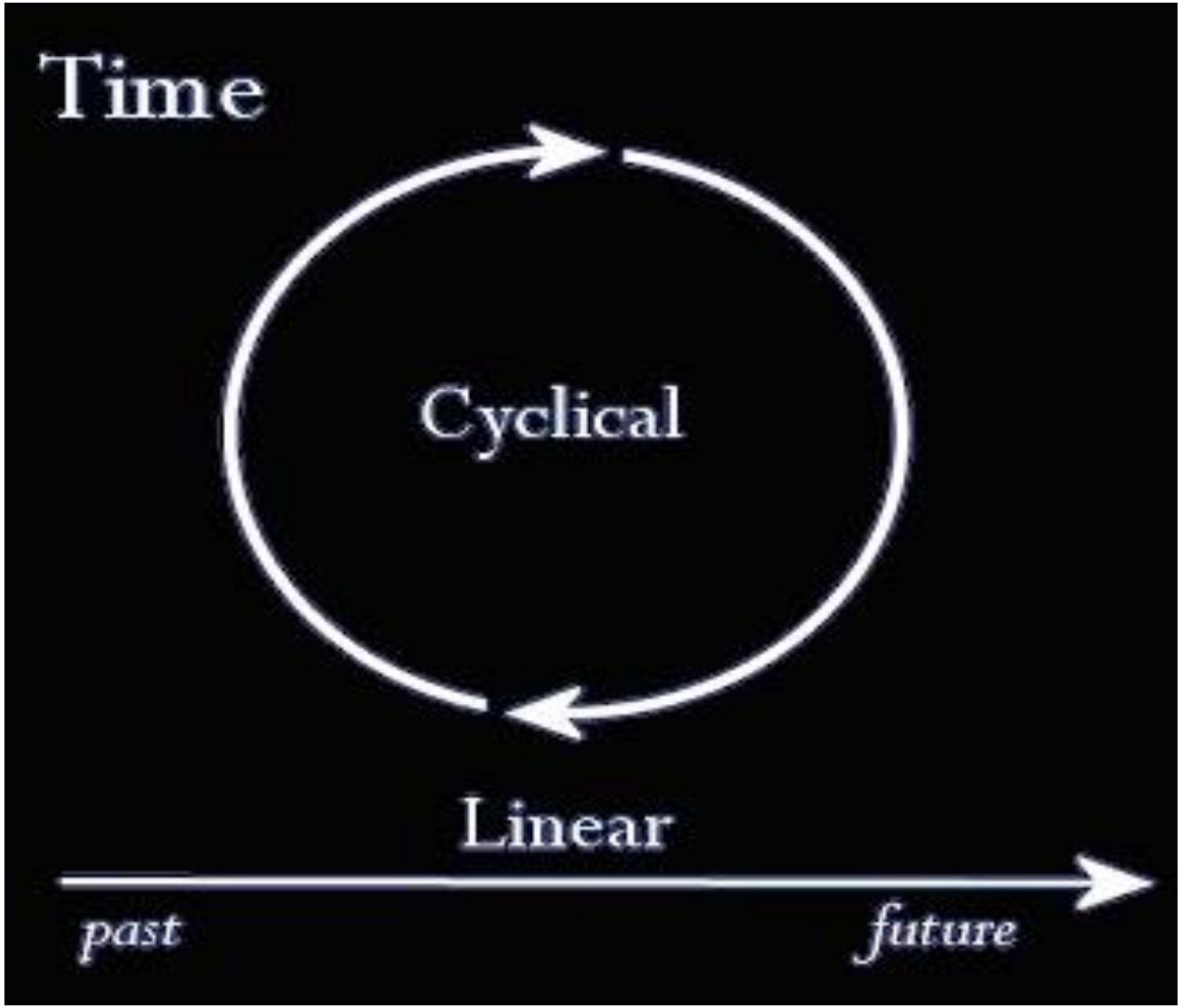
Thank You Yapa
Durrimi Durrimi

Sharing Knowledge and Hunting I make the tea and you catch the fish

TANE MAHUTA



Linear Time line



Cyclical time is never ending the beginning of time is the now.
The now is the past
The present
The future

The view of Colonial history is marked by the modernist progress myth that the future must be brighter.

And that it is only in leaving the past behind we get to the brighter future.

It fails to take into account the Aboriginal vertical stacked view of time where past present and future are all bound up into the eternal now of the Dreaming.

It fails to take into account the interconnectedness of people through their ancestors and descendants.

Eternity Now Aboriginal concepts of time
Rebecca Walker 27 August 2010 www.salarmy.org.au

Recognizing that our understanding of time is subjective and that there are other perspectives, this allows us to see that our perspectives are not necessarily superior to others

While westerners deal in chronological time. Aboriginal treat time from a descriptive point of view and give it as least equal weight to time as an eternal quality which comes from Aboriginal cosmology which is centered on the Dreaming

Eternity Now Aboriginal concepts of time

Rebecca Walker 27 August 2010 www.salarmy.org.au

RELATIONSHIPS

RESPECT Listen Boundaries

Cross cultural boundaries

windaan
windaan.org.au
Empowering
our mob
windaan
BOWRAVILLE

Therapeutic –fun –creative –engaging

Go4Fun

Keep our Culture
Strong
Toormina High School
Students say No to Domestic Violence & Sexual Assault
Toormina High School
Students say No to Domestic Violence & Sexual Assault

BOWRA

Keep our culture
Strong

BE AUTHENTIC……BE REAL!

Thank you

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‘Getting it Out’

Tell someone how you feel.
Too many people suffer in silence and never seek the help they need.
Getting it out and talking about it is a vital step on the road to recovery. *Artist: Garry Purchase*

WORK HEALTH & SAFETY LEGISLATION

WHS Act 2011

- s19 – Primary Duty of Care.

WHS Regulations 2017

- Chapter 3: Part 3.1 - Managing risks to health and safety.

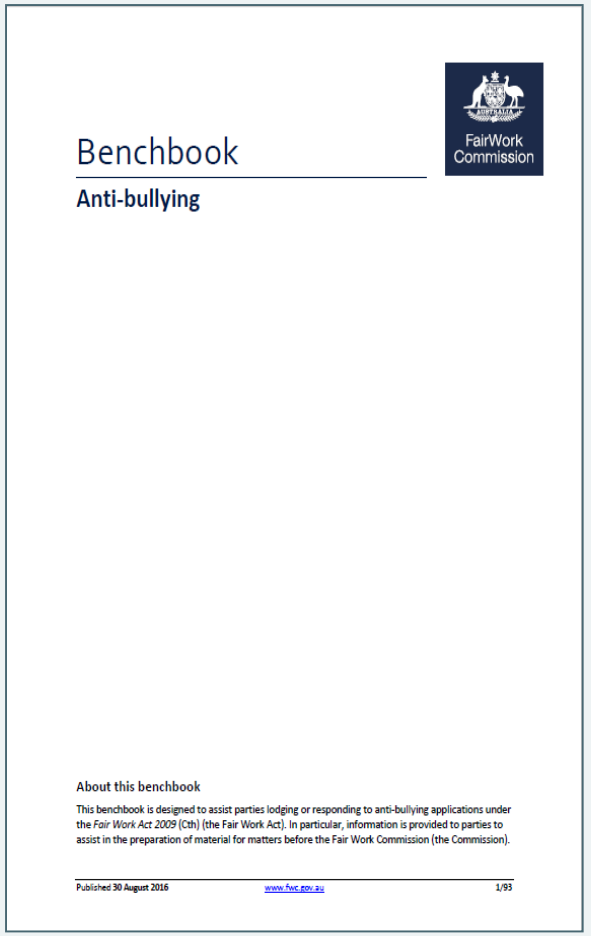
‘Health’ is defined in the Work Health and Safety Act 2011 as both *physical* and *psychological*

OTHER LEGISLATION!

- **Workers Compensation Act 1987 s9A**
  - No compensation payable unless employment is a substantial contributing factor.

- **Fairwork Act 2009 s789FD(1)**
  - Definitions of bullying are derived from the Fairwork Commission's Benchbook:

    "Anti-bullying"



Benchbook

Anti-bullying

FairWork Commission

About this benchbook

This benchbook is designed to assist parties lodging or responding to anti-bullying applications under the *Fair Work Act 2009* (Cth) (the Fair Work Act). In particular, information is provided to parties to assist in the preparation of material for matters before the Fair Work Commission (the Commission).

Published 30 August 2016 www.fwc.gov.au 1/93

FAIRWORK COMMISSION

Stop bullying orders:-

A worker who is covered by the Fair Work Act 2009 and reasonably believes they have been bullied at work may apply for an order to stop workplace bullying.

FairWork Commission

About the F72 application form

Order to stop bullying

Who can use this form

Use this form if you:

- are a worker in a constitutionally-covered business, **and**
- you reasonably believe you have been bullied and that the bullying will continue, **and**
- you believe that this bullying behaviour creates a risk to health and safety.

'A worker' is defined in the *Work Health and Safety Act 2011* (Cth) and includes employees, contractors, outworkers, apprentices, trainees, students gaining work experience and some volunteers. Members of the Australian Defence Force are excluded from the definition of 'worker'.

A constitutionally-covered business includes a business or undertaking conducted:

- by a constitutional corporation—for example, a Pty Ltd company or an incorporated association conducting trading or financial operations; or
- by the Commonwealth or a Commonwealth authority; or
- by a body corporate incorporated in a Territory; or
- principally in a Territory or Commonwealth place.

For more information please see the Commission's Anti-bullying Guide.

What is bullying?

Workplace bullying occurs when:

- an individual or group of individuals **repeatedly** behaves **unreasonably** towards a worker or group of workers **at work, and**
- the behaviour creates a **risk to health and safety.**

Reasonable management action carried out in a reasonable manner is **not** bullying, for example reasonable performance management or directing a worker to perform duties in keeping with their job.

The Fair Work Commission (the Commission) has the power to make an order to stop bullying. The Commission can only make an order if there is a risk that the worker will continue to be bullied at work by the particular individual or group. Accordingly, where the worker is no longer engaged at the workplace where they allege the bullying occurred, and in other circumstances where there is no risk of the bullying behaviour continuing, orders cannot be made.

The Commission does not have the power to award compensation.

For more information about anti-bullying, please see the Commission's Anti-bullying Guide and Anti-bullying Benchbook.

Lodging your completed form

1. **Lodge your application** along with any accompanying documents with the Commission. You can lodge your application online using the Commission's Online Lodgment Service (OLS) or by post, by fax or by email or in person at the Commission's office in your State or Territory.

2. **Provide payment details** so you can pay your application fee. The current application fee is available on the Lodge an application page on the Commission's website www.fwc.gov.au. See the Application Fee section at the end of this form for further information.

WORKPLACE BULLYING

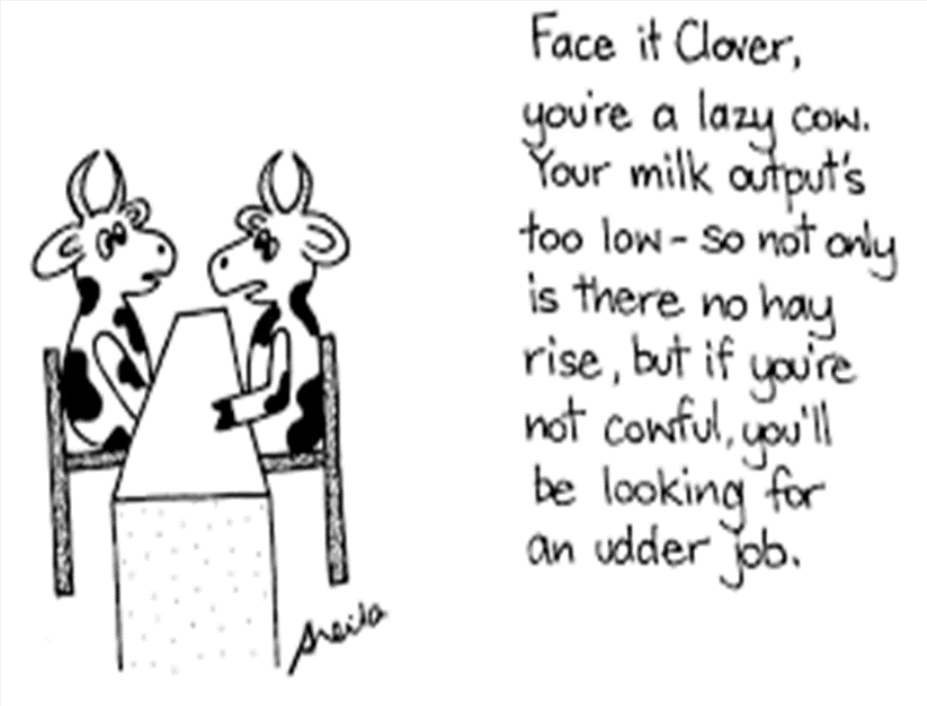
- **Workplace bullying** is **‘repeated’** and ‘**unreasonable behaviour’** directed towards a worker or group of workers that creates a risk to health and safety.

  - *Repeated behaviour is persistent and can involve a range of behaviours over time.*

  - *Unreasonable behaviour is behaviour that a reasonable person would see as unreasonable, e.g. victimizing, humiliating, intimidating or threatening behaviour.*

WHAT IS *NOT* WORKPLACE BULLYING

- **Reasonable management action**
- **Unlawful discrimination**
- **Sexual harassment**
- **Workplace conflict**



RESOLVING LATERAL VIOLENCE

- *Naming 'lateral violence' gives Aboriginal communities:*
  - *the space to discuss its impact*
  - *the tools to start developing solutions.*
- *Apply traditional cultural ways of resolving disputes, such as learning, healing circles and shared care.*

"…bring it out, name it for what it is, a destroyer of culture and life. Publicly admit it is happening and then take steps and measures to deal with it… Find ways to deal with it, end it, eradicate it from our lives and communities."

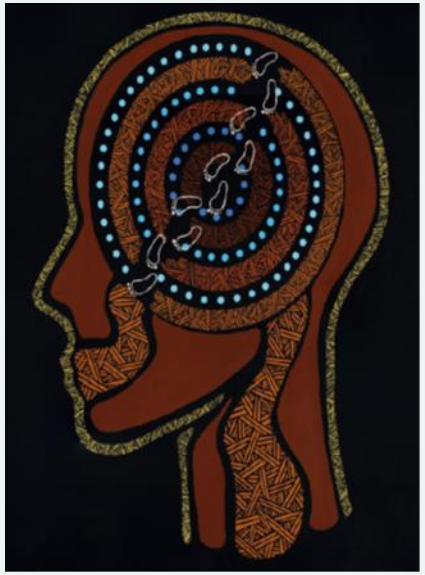
Richard J. Frankland

WORKPLACE STRESSORS

Demands of the work?

How organisational change is managed and communicated?

Lack of support provided by the organisation?



Recognition and reward for work related efforts?

How much control you have with your work?

Perceptions of fairness and equity of work procedures?

Understanding your role and do not have conflicting roles?

Relationships at work?

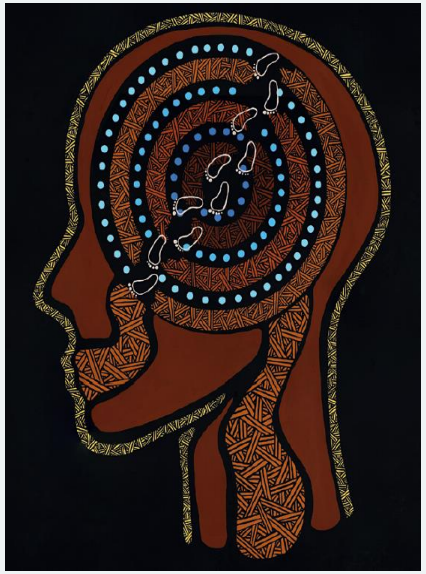
CONTROL STRATEGIES

- *Promoting workplace civility (cultural respect)*
- *Promoting appropriate workplace behaviours*
- *Challenging (difficult) employee conversations*
- *Promoting fair performance practices and appropriate feedback strategies*
- *Managing complex personalities at work*
- *Managing interpersonal dynamics*
- *Engaging with SafeWork NSW*

PSYCHOLOGICAL WELL-BEING

Self acceptance

Purpose in life the pursuit of meaningful goals



Establishment of quality relationships to others

Sense of personal growth & development as a person

Sense of autonomy in thought

Ability to manage complex Environments to suit personal needs

NSW MENTALLY HEALTHY WORKPLACES STRATEGY 2018-2022

IMPORTANT CONTACTS

- **If you or someone else is in immediate danger, call 000 or go to your nearest hospital emergency department.**
- **If you're concerned about your own or someone else's mental health, you can call the NSW Mental Health Line 1800 011 511 for advice.** The Mental Health Line (**1800 011 511**) is a single number, state-wide 24-hour mental health telephone access service. **Having a tough time and need someone to talk to right now? The following services are there to listen and help you out. They are confidential and available 24/7!**
- Lifeline – 13 11 14
- Beyond Blue - 1300 224 636
- Heads up - headsup.org.au/healthy-workplaces
- Black Dog Institute – blackdoginstitute.org.au
- Men's Line Australia - 1300 78 99 78
- Kids Help Line - counseling and support provided for young people (5yrs to 25yrs) who are feeling depressed, sad, or lonely – or just need someone to 'yarn' to – 1800 55 1800
- Domestic Violence Line - 1800 656 463
- Suicide [self harm] Call Back Service - 1300 659 467
- Justice Health & Forensic Mental Health Network – 1800 222 472
- Warringa Baiya Aboriginal Women's Legal Centre – 1800 686 587
- NSW Law Access – 1300 888 529
- https://directory.wayahead.org.au/

NSW GOVERNMENT

THE PRESENTATION IS FREE

- **Our aim is to improve your workplace ‘Duty of Care’ legislative obligations & workplace relationships.**
- **We will invite a SafeWork Inspector from the local office, who will be capable in assisting you in ensuring your WHS obligations are met.**
- **To continually support you to develop the operational procedures which are compliant with current legislative requirements.**
- **We are there to support you and your staff.**

Contact Details

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LLB (Indigenous), Dip.Bus. Ad. Dip Indigenous Leadership

Manager Aboriginal Stakeholder Engagement and Aboriginal Programs

SafeWork NSW

92-100 Donnison St, Gosford NSW 2256

Ph. 02 4321 5708 **(m)** 0418 537 316

Email: stephen.cochrane@finance.nsw.gov.au

Andrew Rowe

B.App.Sci (OH&Env.) Ad. Dip. Elect. Eng. A.MIEAust.

Principal Inspector | Psychosocial Services

SafeWork NSW

Level 1, 300 Macquarie Street, Liverpool, NSW 2710

Ph. 9618 8558 **(m)** 0467 730 843

Email: andrew.rowe@safework.nsw.gov.au

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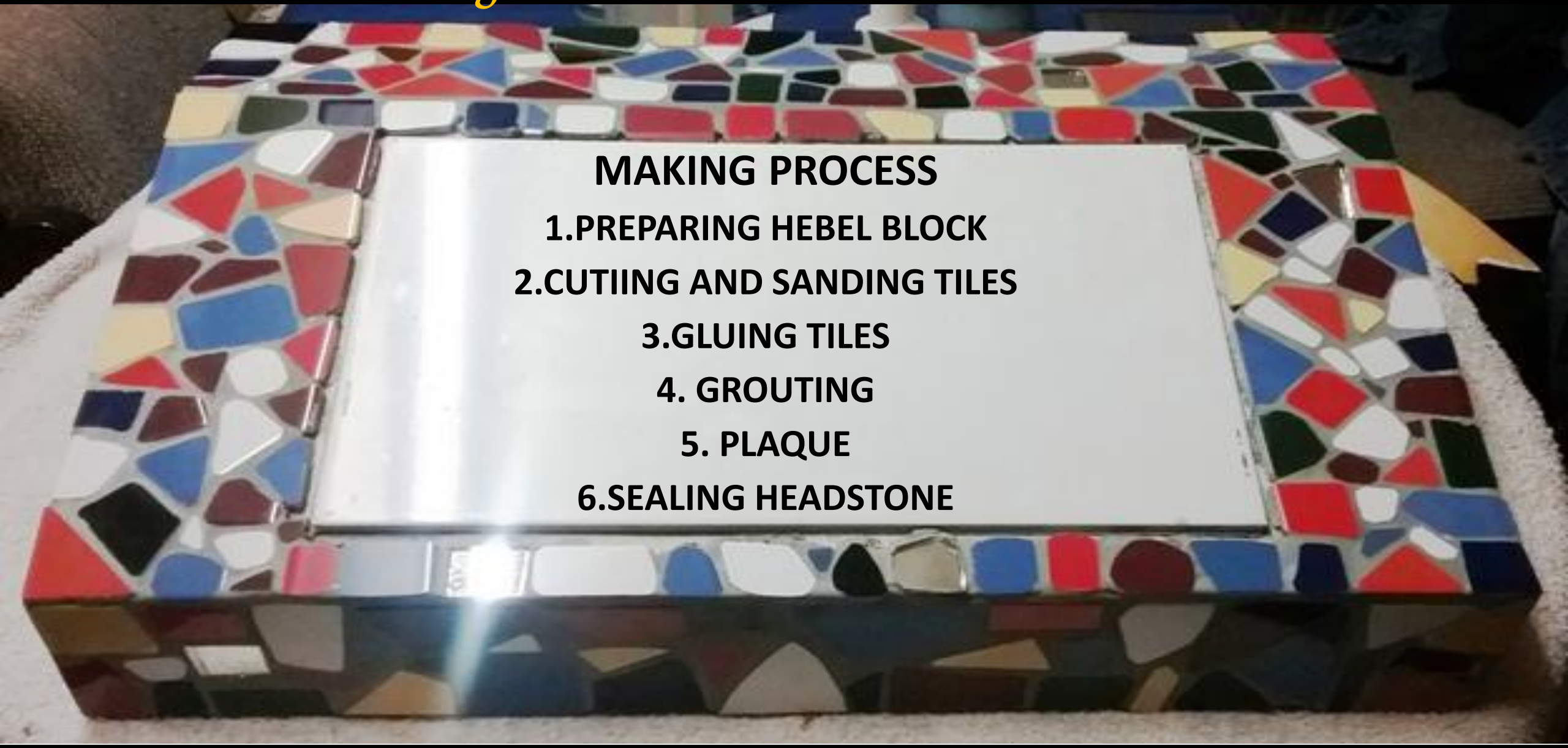
HEALING HEARTS ONE HEADSTONE AT A TIME

MONCA KERWIN & KELVIN THORNYCROFY

The Future of Our Dreaming


MAKING PROCESS
1.PREPARING HEBEL BLOCK
2.CUTIING AND SANDING TILES
3.GLUING TILES
4. GROUTING
5. PLAQUE
6.SEALING HEADSTONE

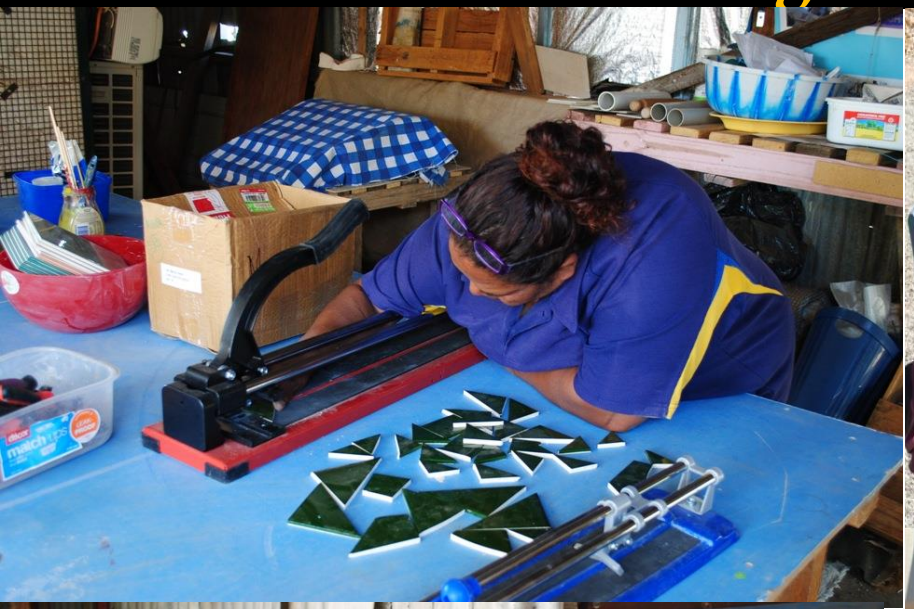
HEBEL BLOCKS

SEALING

JOINING

DRYING

SHAPING



TILE CUTTING AND SANDING

TILE CUTTER

TILE NIPPERS

SAND PAPER

BELT SANDER

GLUING ON TILES

DESIGNING

EDGING & SPACING

TILE NIPPERS

FREE-FORM

GROUTING

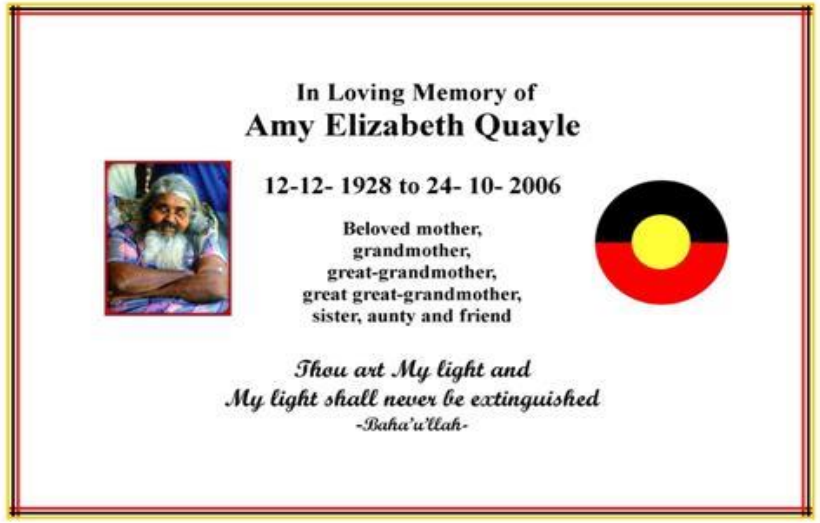
COLOURS

CINAMON GROUT

BLACK GROUT

WHITE GROUT

RIVER STONE



PLAQUE

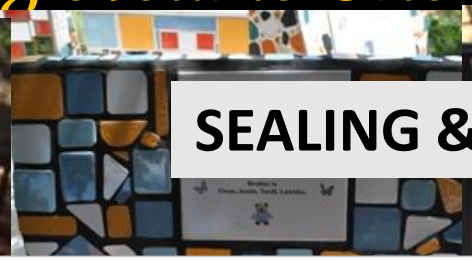
DESIGN

CERAMIC DECAL

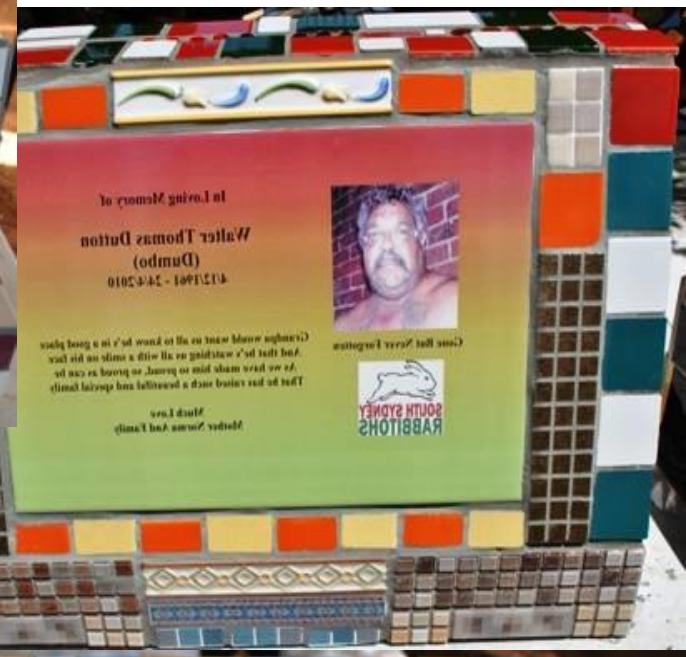
GLUE IN PLAQUE

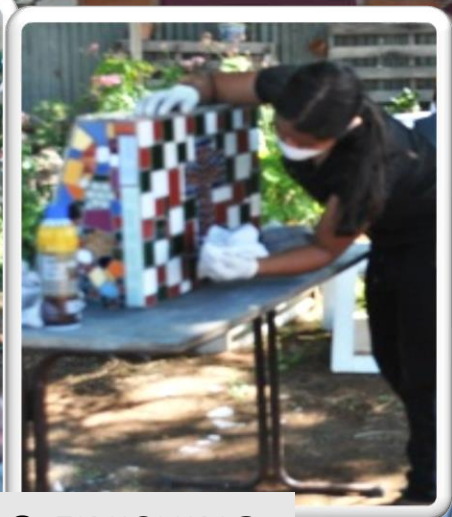
GROUTING

Healing Hearts One Headstone at a Time



SEALING & FINISHING





SEALING GROUT & FINISHING

The Future of Our Dreaming

Healing Hearts One Headstone at a Time Program

Is a relevant, meaningful, hands-on creative endeavour.
It is a process toward healing – grief and loss.
It promotes peace and harmony within individual participants
It is a unifying group activity
Inspires and uplifts
Provides a vehicle for personal discovery and achievement
It gives a sense of pride for personal achievement and for the positive contribution it is to community.
A pathway to future employment

WHAT THEY SAY ABOUT HEALING HEARTS ONE HEADSTONE AT A TIME

"I have become so much more calmer since doing this program and when I go home I don't fight with the kids."
"This is so good because I have not accepted my mum's passing and now I am coming to terms with it"
"It is so peaceful and healing here"
"This is the best program ever to happen in Wilcannia"
"I don't want to leave in the afternoons."
Everybody should come and make a headstone. It would help the community a lot"
"We are doing something that is really worthwhile for ourselves and our community"
"This program is the main topic of conversation when I am out and about in community visiting family and friends or at a party. Everyone is talking about how good it is and I always tell them how good it is for me and the others"
"This place (referring to our home where the program is taking place) is the 'heart' of Wilcannia.

Family members have expressed -
Feelings of pride for what their family member has done for the loved one, the family and the community.
Pride in the fact that this has happened in Wilcannia.
Statements like "if my niece is doing it and finding healing I am being healed too“

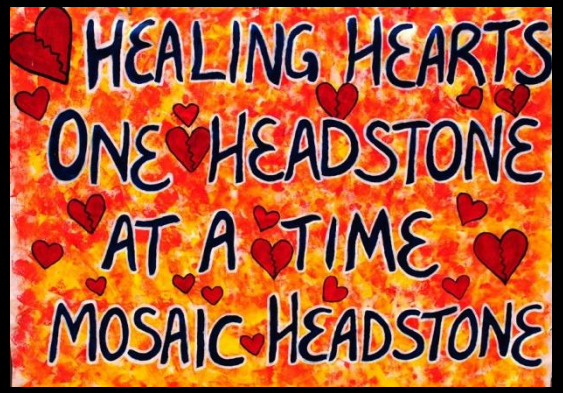
Community
Expressions of happiness and goodwill toward the program throughout the town and response on social media
Talk amongst the community of how good the program is and what it is doing for participants
Sense of ownership amongst communit

Healing Hearts One Headstone at a Time is a relevant meaningful hands-on creative healing program

developed by **PAAKA THARTU KARNU MOSAIC HEADSTONES**

We provide the program in Wilcannia for Wilcannia residents as a community service. Our People, Our Community, Our Heart.

We can facilitate a training program in your community.
Talk to us about how, when and where after the conference.
Make sure you take one of our pamphlets for more information.



Paaka Thartu Karnu Mosaic Headstones
ABN 63356748926.
Contact: Email. ptkmosaic@gmail.com
Phone: 0447605838
POBox 129. Wilcannia 2838 NSW

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The CHALLENGES Of Aboriginal Leadership

What **STOPS** us from being the best we can ?

Trauma
Lateral Violence
Communication
Our Fear of Success

Transgenerational

TRAUMA

Transgenerational Trauma

began at the point of colonisation and continued through the years with assimilation and Stolen Generations policies.

All of these experiences greatly impacted on the wellbeing of Aboriginal Peoples, and continue to affect our Peoples

today.

Transgenerational Trauma

is created when layers upon layers of trauma are experienced by individuals, or collectively by a community.

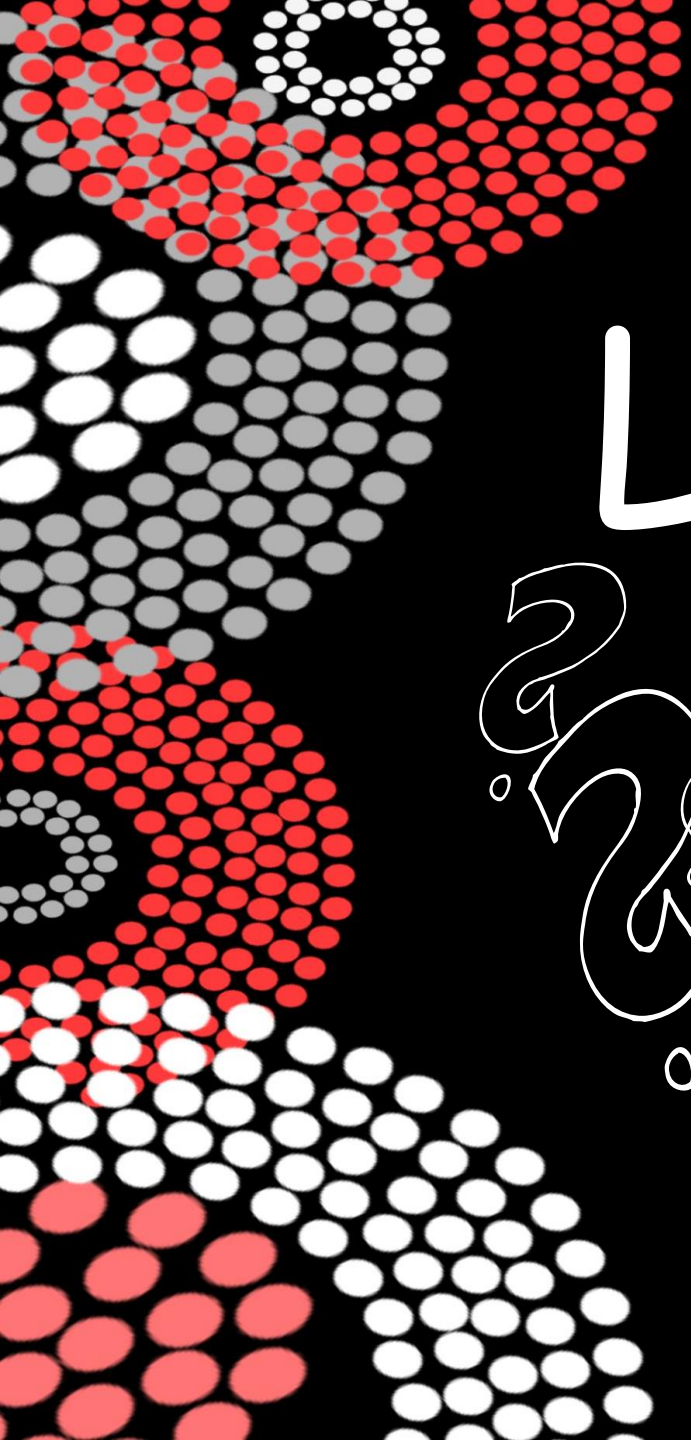
It is created when trauma is experienced **repeatedly,** so negative behaviours begin to manifest because there is no opportunity to engage in a healing process.

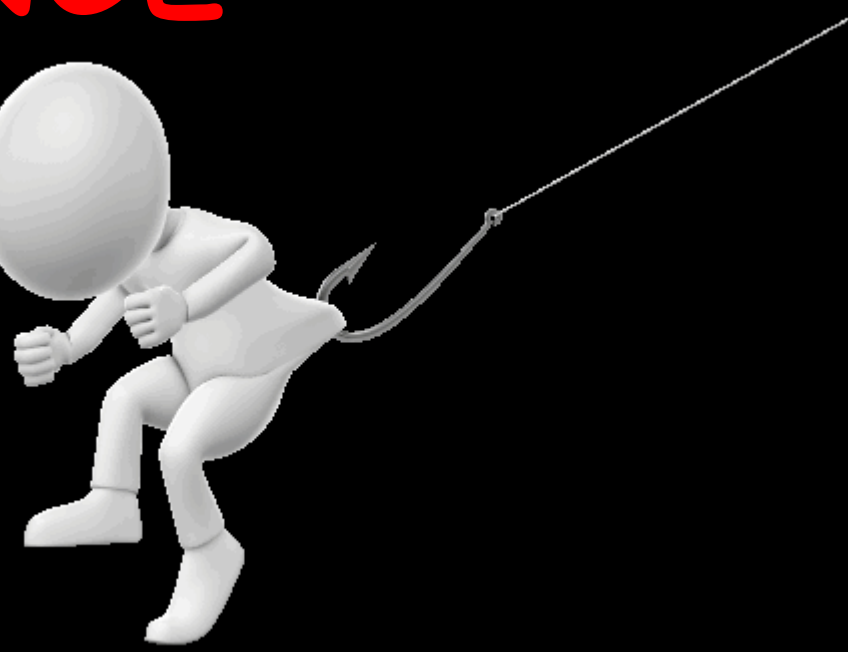
When a **child is** threatened, two brain circuits are activated simultaneously.

Caught in between the `survival reflex' and the `attachment circuit', the child's internal world collapses.
(Siegel, 2012).

The brain of the traumatised child reorientates from `learning' to `**survival**'.

LATERAL VIOLENCE





CRABS in a bucket

LATERAL VIOLENCE

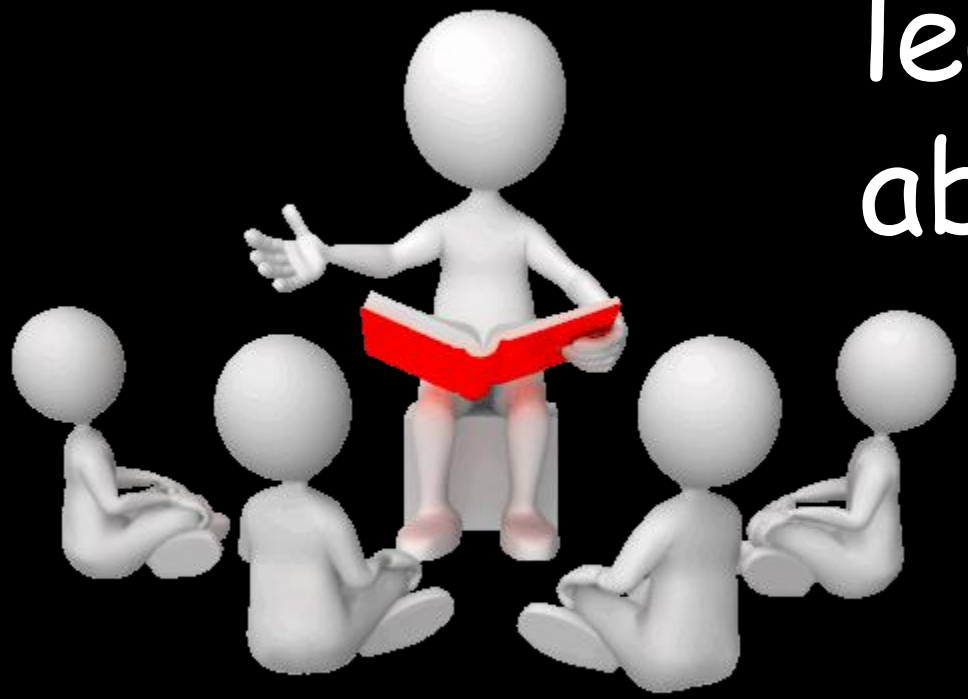
are any behaviours which are used to;

MANIPULATE
DOMINATE
CONTROL
DIMINISH

How does my

Communication Style

impact on my leadership abilities?



5 Languages of Love

By Gary Chapman

1. Words of Affirmation
2. Acts of Service
3. Quality Time
4. Receiving Gifts
5. Physical Touch

What Makes a Good Leader?

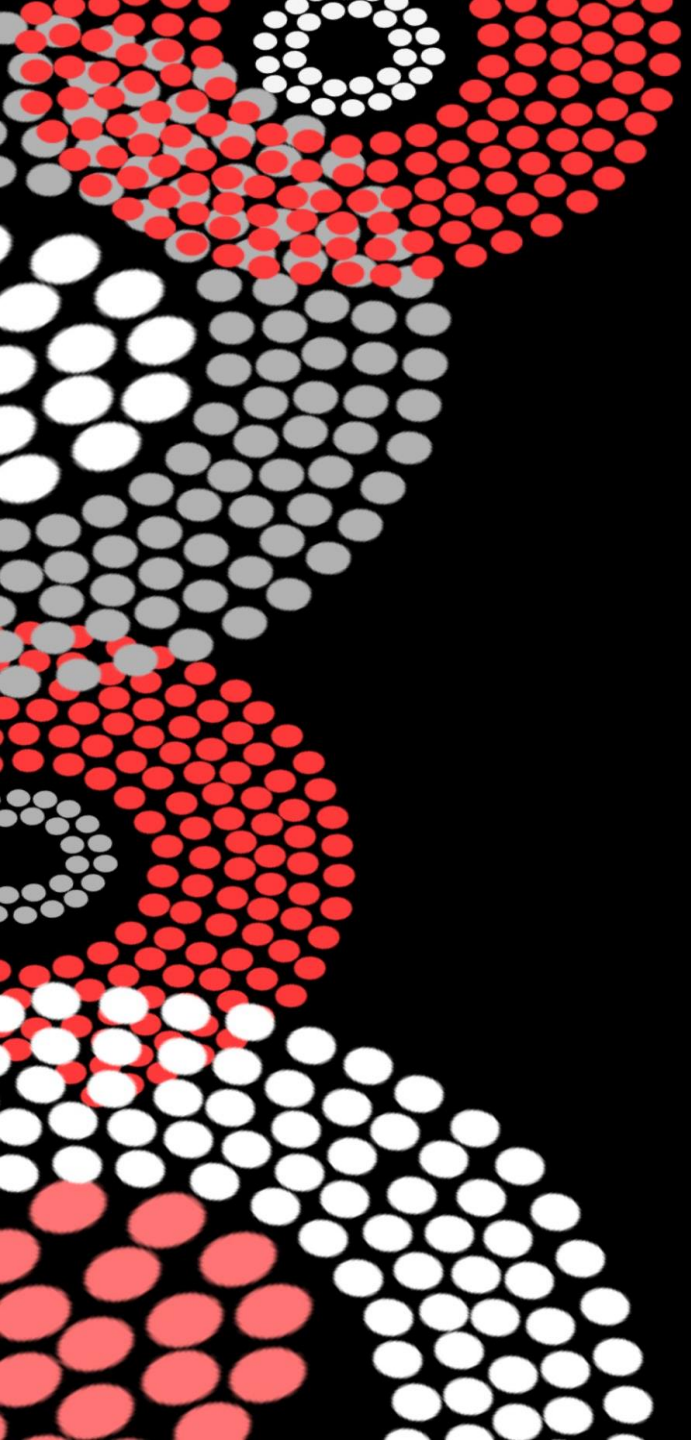
Who was the best Boss or the best Leader you have ever met?

What skills did that person have that made you respect them?

HOW ...
Do we become great leaders?

Turn Mistakes into Success

More and more entrepreneurs are openly admitting the importance of failure.



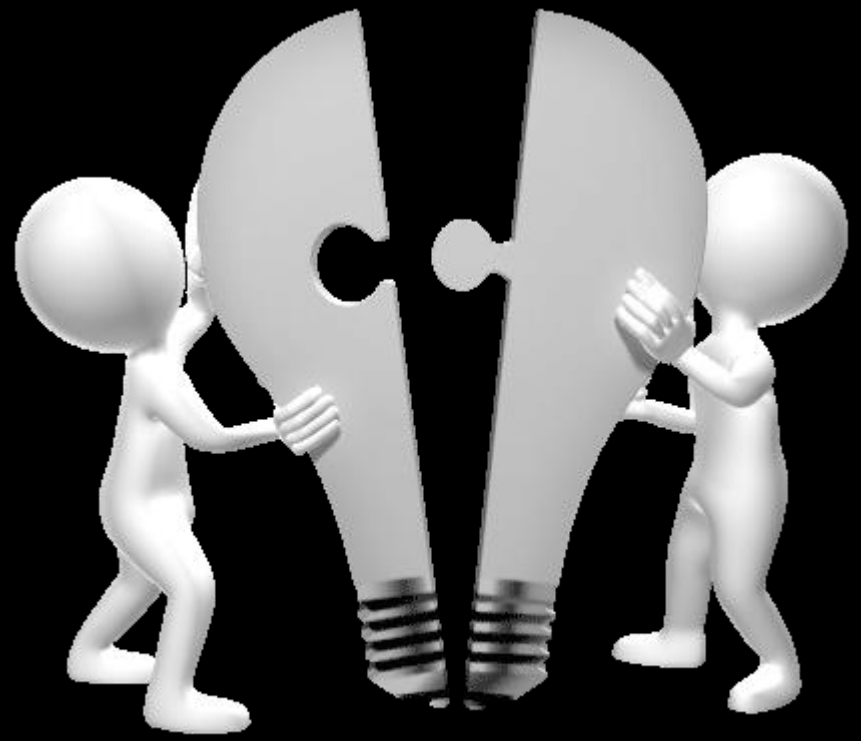
“Leaders need to recognize their errors and accept their shortcomings. After all, continuing to use the same unsuccessful strategies is futile. When it becomes clear that you’ve failed at something, embrace it.

Far too many leaders do not know how to admit failure. They blame others, or the environment, or even bad luck”

Gerry Czarnecki, author of *Take Two and Call Me in*

The Traits of a Good Leader

- Emotional stability
- Tolerate frustration and stress
- Dominance
- Enthusiasm
- Conscientiousness
- Social boldness
- Tough-mindedness
- Self-assurance
- Compulsiveness



Leadership Styles

- Transformational
- Coaching
- Pace Setter
- Authoritative
- Laissez-Faire
- Charismatic

Leadership Styles

- Transformational
  - "I can do this better"
- Coaching
- Pace Setter
- Authoritative
- Laissez-Faire
- Charismatic

Leadership Styles

- Transformational
  - "I can do this better"
- Coaching
- Pace Setter
  - "Let's dream big & set standards"
- Authoritative
- Laissez-Faire
- Charismatic

Leadership Styles

- Transformational
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- Coaching
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  - "Let's dream big & set standards"
- Authoritative
- Laissez-Faire
  - "I will give you the tools & trust you to do it"
- Charismatic

Leadership Styles

Transformational

"I can do this better"

Coaching

"Let me show you how it's done"

Pace Setter

"Let's dream big & set standards"

Authoritative

Laissez-Faire

"I will give you the tools &
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Charismatic

Leadership Styles

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"Let's dream big & set standards"

Authoritative

"I will direct, & you will do it"

Laissez-Faire

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Authoritative

"I will direct, & you will do it"

Laissez-Faire

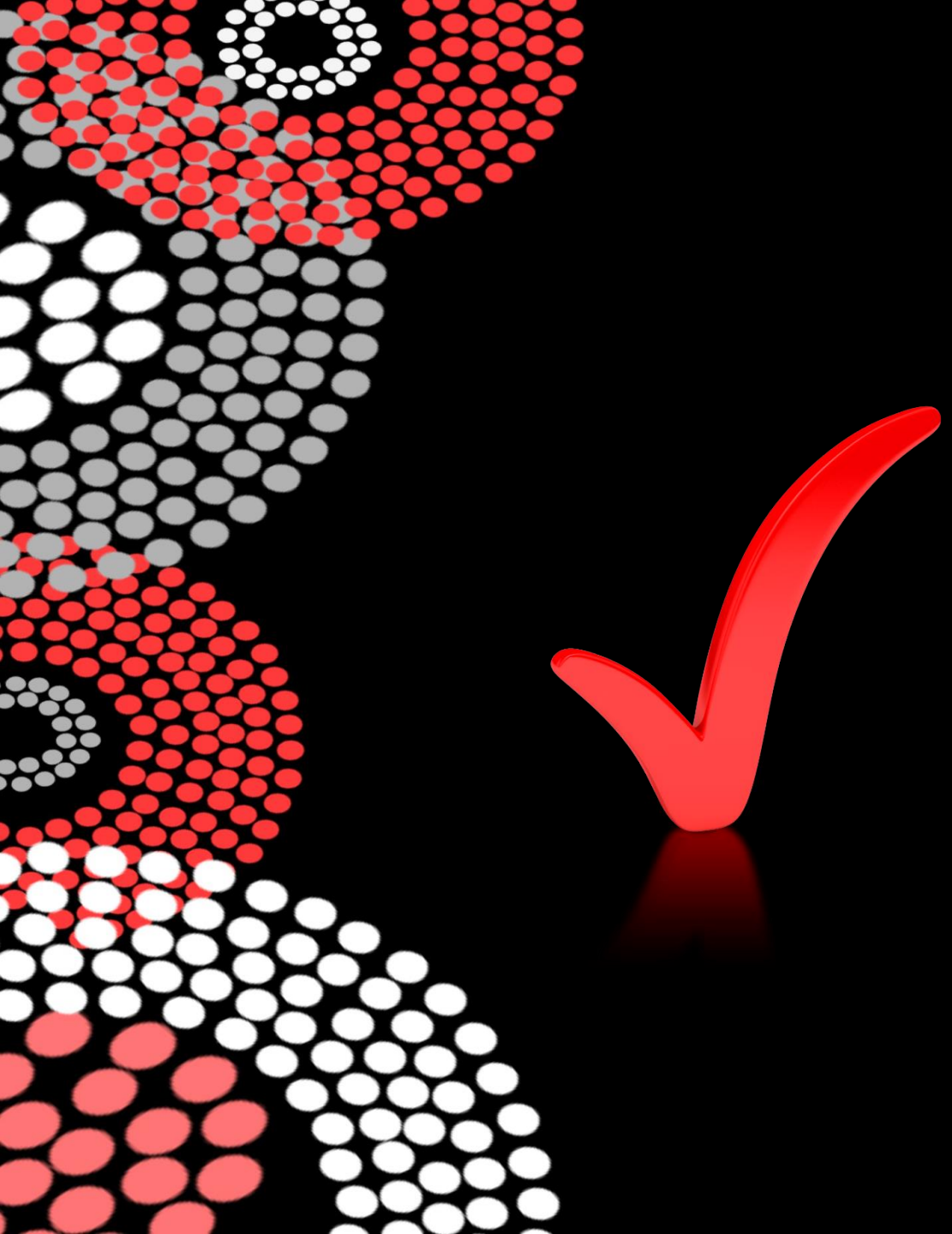
"I will give you the tools & trust you to do it"

Charismatic

"Let's do it together"

Effective Leadership Skills

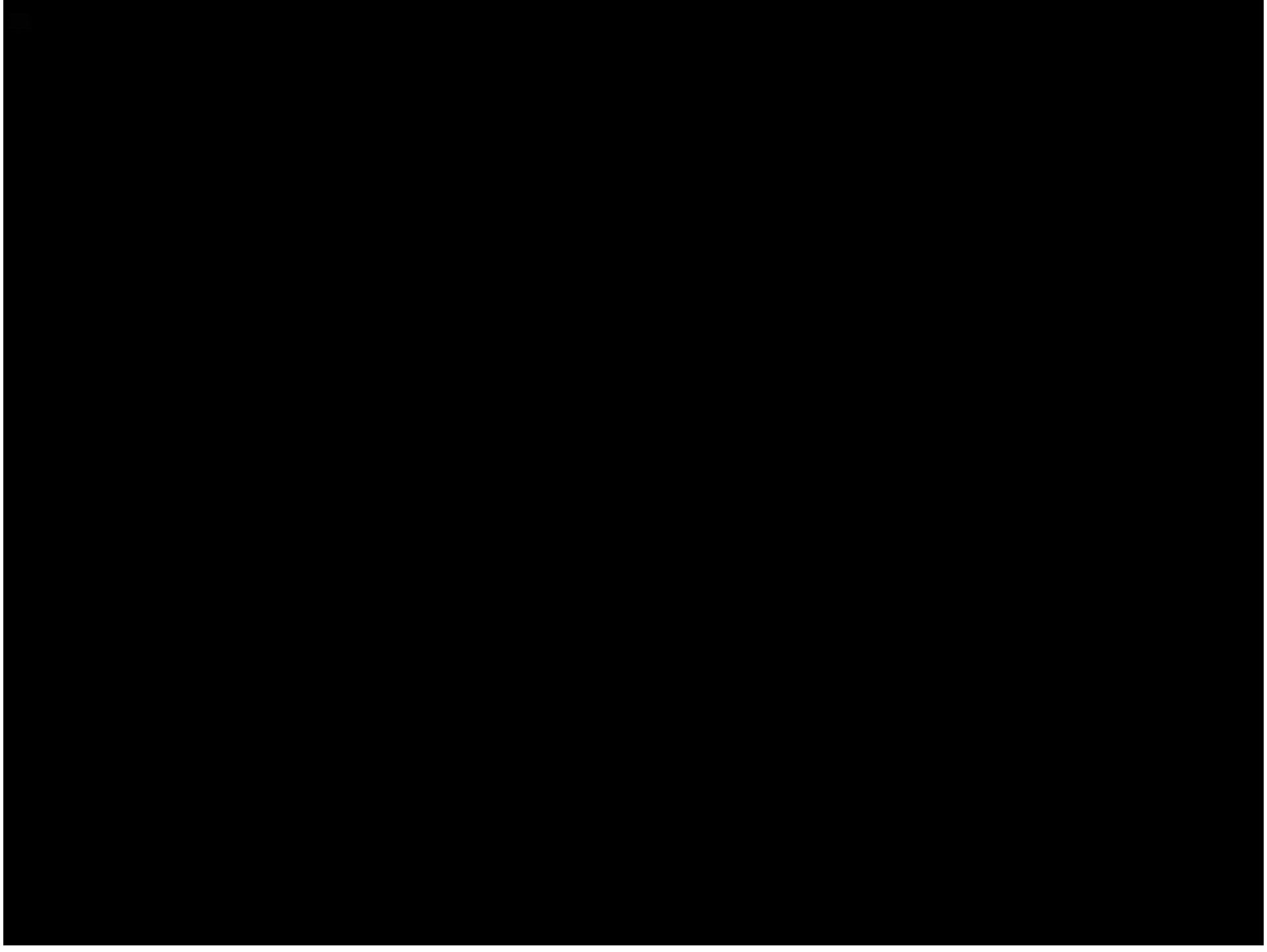
Honesty
Delegate
Communication
Confidence
Commitment
Seek Advice
Positive Attitude
Creativity



- Understand your communication Style
- Develop your leadership style
- Surround yourself with others who compliment you
- Be authentic
- Trust in **YOURSELF**

Mel Brown

Spirit Dreaming
mel@spiritdreaming.com.au
Ph 0418 477 093



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training & education

See You All Next Year in 2020

Dreaming
training & education