Australian Government

BSBATSIC412 Maintain and protect cultural values in the organisation

Release: 1

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Modification History

Release	Comments
Release 1	This version first released with BSB Business Services Training Package Version 1.0.

Application

This unit describes the skills and knowledge required to work as a board member in a way that respects, maintains and protects aspects of culture within the organisation.

It applies to individuals responsible for maintaining and protecting cultural values in an organisation as part of their board role in monitoring and guiding the activities of Aboriginal and Torres Strait Islander organisations.

No licensing, legislative or certification requirements apply to this unit at the time of publication.

Unit Sector

Regulation, Licensing and Risk – ATSI Governance

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1 Demonstrate knowledge of your culture	1.1 Outline relevant traditional and cultural responsibilities in a manner appropriate to the audience
	1.2 Follow accepted cultural protocols when undertaking board duties
	1.3 Identify the role of Elders and their relationship to the organisation
2 Demonstrate respect for cultural diversity	2.1 Treat individuals and groups with diverse lifestyles, backgrounds, cultures and languages with respect and sensitivity
	2.2 Accommodate cultural differences in dealing with other people

ELEMENT	PERFORMANCE CRITERIA
3 Identify impacts of colonisation on Aboriginal and Torres Strait Islander culture	3.1 Identify how changes in Aboriginal and Torres Strait Islander culture since colonisation impact the organisation and its members today 3.2 Recommend ways the organisation can help to restore, protect and maintain culture
4 Apply Aboriginal and Torres Strait Islander cultural practices to governance processes	4.1 Identify relevant Aboriginal and Torres Strait Islander cultural practices that contribute to effective governance of organisations 4.2 Work with other board members to incorporate relevant Aboriginal and Torres Strait Islander cultural practices into organisation's governance processes
5 Deal with potential and actual cultural exploitation	5.1 Identify examples of potential and actual harm 5.2 Work with other board members to develop strategies for responding to potential and actual damage to cultural integrity
6 Deal with potential and actual stereotyping and prejudice	6.1 Identify areas of potential and actual social conflict as a consequence of stereotyping and prejudice 6.2 Work with other board members to develop strategies toward reconciliation in consultation with appropriate individuals or groups in targeted areas
7 Determine effects of new legislation and policy on the organisation	7.1 Assess the potential impact of new and proposed legislation and policy on the organisation and its members 7.2 Develop strategies to respond to new and proposed legislation and policy
8 Determine impact of development on culture	8.1 Identify relevant social, technical, economic and political changes that may impact the activities of the organisation 8.2 Assess current and future impact of development on culture 8.3 Develop strategies to maximise positive impact, and prevent or minimise negative impact on culture

Foundation Skills

This section describes language, literacy, numeracy and employment skills incorporated in the performance criteria that are required for competent performance.

Skill	Performance Criteria	Description

Reading	3.1, 4.1, 5.1, 6.1, 7.1, 8.1, 8.2	• Gathers, interprets and analyses text to assess key changes in legislation and policy and how they relate to the organisation and community
Writing	1.1, 3.1, 3.2, 4.1, 4.2, 5.2, 6.2, 7.2, 8.1-8.3	• Uses clear, specific and industry-related terminology to complete and update workplace documentation
Oral Communication	1.1-1.3, 2.1, 2.2, 3.1, 3.2, 4.2, 5.2, 6.2, 7.1	• Participates in a variety of spoken exchanges with people from diverse backgrounds in an effort to maintain and protect cultural values • Uses listening and questioning skills to confirm understanding for requirements
Navigate the world of work	1.2, 4.1, 7.1	• Understands nature and purpose of own role and associated responsibilities and recognises and follows implicit and explicit workplace protocols • Appreciates implications of legal and regulatory responsibilities related to own work
Interact with others	2.1, 2.2, 4.2, 5.2, 6.2	• Pays attention to behaviour of others, interpreting a broad range of verbal and non-verbal signals and asking some questions to help understand others' thoughts and feelings • Cooperates with others as part of familiar routine activities and contributes to specific activities requiring joint responsibility and accountability
Get the work done	1.3, 3.1, 3.2, 4.1, 5.1, 6.1, 7.2, 8.1-8.3	• Takes responsibility for planning and organising own workload, identifying ways of sequencing and combining elements for greater efficiency and considering how to respond to input of others • Recognises and takes responsibility for addressing predictable and some less predictable problems in familiar work contexts • Recognises potential of new approaches to enhance work practices and outcomes and accepts need for change

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
BSBATSIC412 Maintain and protect cultural values in the	BSBATSIC412A Maintain and protect cultural values in the	Updated to meet Standards for Training Packages	Equivalent unit

Code and title current version	Code and title previous version	Comments	Equivalence status
organisation	organisation		

Links

Companion Volume implementation guides are found in VETNet - https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=11ef6853-ceed-4ba7-9d87-4da407e23c10