



Australian Government

**Assessment Requirements for BSBFNG404
Maintain and protect cultural values in an
Aboriginal and Torres Strait Islander
organisation**

Release: 1

Assessment Requirements for BSBFNG404 Maintain and protect cultural values in an Aboriginal and Torres Strait Islander organisation

Modification History

Release	Comments
Release 1	<p>This version first released with the Business Services Training Package Version 8.0.</p> <p>Supersedes and is equivalent to BSBATSIC412 Maintain and protect cultural values in the organisation.</p>

Performance Evidence

The candidate must demonstrate the ability to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including evidence of the ability to:

- develop at least one strategy to maintain and protect cultural values in an Aboriginal and Torres Strait Islander organisation
- identify and satisfactorily address at least two different instances of cultural exploitation, stereotyping or prejudice in an Aboriginal and Torres Strait Islander organisation.

Knowledge Evidence

The candidate must be able to demonstrate knowledge to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including knowledge of:

- legislative and organisational requirements relating to maintaining and protecting cultural values in an Aboriginal and Torres Strait Islander organisation, including policies and procedures
- Aboriginal and Torres Strait Islander cultural governance practices that impact the effective governance of organisations
- respectful behaviours that support cultural diversity with peers and a range of stakeholders
- key concepts of stereotyping and prejudice and their impacts on individuals and organisational culture
- cultural context in which Aboriginal and Torres Strait Islander boards operate
- methods to accommodate cultural differences in an organisation
- impacts of colonisation on Aboriginal and Torres Strait Islander culture, including changes in Aboriginal and Torres Strait Islander culture since colonisation
- strategies to maintain and protect aspects of Aboriginal and Torres Strait Islander culture in organisations

- geographic, cultural, social, economic and political contexts in which different Aboriginal and Torres Strait Islander organisations operate
- historical factors, and the impact on local community members and the organisation
- key concepts of avoiding exclusion of family groups
- mitigation strategies for dealing with disagreements in organisations
- techniques in balancing the two worlds of Indigenous culture and mainstream Australia
- relevant protocols and cultural responsibilities of board members
- key social, technical, economic, legislative and political changes that may impact the activities of the organisation.

Assessment Conditions

Skills in this unit must be demonstrated in a workplace or simulated environment where the conditions are typical of those in a working environment in this industry.

This includes access to:

- organisation's constitution
- governance requirements, codes of conduct and policies and procedures relevant to board activities.

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.

Links

Companion Volume Implementation Guide is found on VETNet --

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=11ef6853-ceed-4ba7-9d87-4da407e23c10>