



**Australian Government**

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

**Release: 1**

## BSBFNG404 Maintain and protect cultural values in an Aboriginal and Torres Strait Islander organisation

### Modification History

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

### Application

This unit describes the skills and knowledge required for members of the board of an Aboriginal and Torres Strait Islander organisation to maintain and protect aspects of culture in the organisation. It includes ensuring that cultural protocols are followed and addressing issues relating to culture in the organisation.

The unit applies to individuals who are board members and responsible for 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

Technical Skills - Aboriginal and Torres Strait Islander Governance

### Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Identify and follow cultural protocols	1.1 Identify traditional and cultural responsibilities relating to own role in Aboriginal and Torres Strait Islander organisation 1.2 Follow cultural protocols and organisational policies and procedures when undertaking board duties 1.3 Identify role of Elders and their relationship to organisation
2. Respect cultural diversity	2.1 Treat individuals and groups with diverse lifestyles, backgrounds, cultures and languages according to organisational policies and

	<p>procedures</p> <p>2.2 Take appropriate steps to accommodate cultural differences in the organisation</p> <p>2.3 Recommend ways that organisation can help to maintain and protect culture</p>
3. Apply Aboriginal and Torres Strait Islander cultural practices to governance processes	<p>3.1 Identify Aboriginal and Torres Strait Islander cultural practices that contribute to effective governance of organisations</p> <p>3.2 Work with other board members to incorporate required Aboriginal and Torres Strait Islander cultural practices and protocols into organisation's governance processes</p>
4. Deal with potential and actual cultural exploitation	<p>4.1 Identify examples of potential and actual cultural exploitation in the community</p> <p>4.2 Work with stakeholders to develop strategies for responding to potential and actual damage to cultural integrity</p>
5. Deal with potential and actual stereotyping and prejudice	<p>5.1 Identify areas of potential and actual social conflict as a consequence of stereotyping and prejudice</p> <p>5.2 Work with stakeholders to develop strategies toward reconciliation in consultation with appropriate individuals or groups in targeted areas</p>
6. Determine impact of broader Australia-wide development on culture	<p>6.1 Identify relevant generational, cultural, social, technical, economic and political changes that may impact the activities of the organisation</p> <p>6.2 Assess current and future impact of development on culture</p> <p>6.3 Develop strategies to maximise positive impact of development, and prevent or minimise negative impact on culture</p>

## Foundation Skills

*This section describes those language, literacy, numeracy and employment skills that are essential to performance but not explicit in the performance criteria.*

Skill	Description
Reading	<ul style="list-style-type: none"> <li>Gathers, interprets and analyses diverse texts to assess key changes and how those changes relate to organisation and community</li> </ul>
Oral communication	<ul style="list-style-type: none"> <li>Participates in a variety of spoken exchanges with people from diverse backgrounds</li> <li>Uses listening and questioning skills to confirm understanding for requirements</li> </ul>
Initiative and enterprise	<ul style="list-style-type: none"> <li>Monitors own adherence to legal and regulatory responsibilities related to own work</li> </ul>

Planning and organising	<ul style="list-style-type: none"><li>• 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</li></ul>
Self-management	<ul style="list-style-type: none"><li>• Takes responsibility for addressing problems relevant to own role</li></ul>
Teamwork	<ul style="list-style-type: none"><li>• Cooperates with others and contributes to specific activities requiring joint responsibility and accountability</li></ul>

## Unit Mapping Information

Supersedes and is equivalent to BSBATSIC412 Maintain and protect cultural values in the organisation.

## Links

Companion Volume Implementation Guide is found on VETNet --

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