



Australian Government

AHCCCF411 Develop approaches to include cultural and human diversity

Release: 1

AHCCCF411 Develop approaches to include cultural and human diversity

Modification History

Release	TP Version	Comment
1	AHCv1.0	Initial release

Application

This unit of competency describes the skills and knowledge required to develop approaches to include cultural and human diversity in land management activities.

It applies to those whose job role includes identifying and accessing culturally diverse groups in the community so that they are included in program development and implementation. A high level of cultural awareness and the need to observe cultural protocols are important parts of the process.

This unit applies to individuals who have limited responsibility for others and undertake problem solving in a range of known contexts.

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

Pre-requisite Unit

Nil.

Unit Sector

Community Coordination and Facilitation (CCF)

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. Identify potential for cultural diversity	1.1 Identify the range of cultural diversity using information on the population of the program area 1.2 Identify potential involvement of individuals and groups in the context of the program 1.3 Make adjustments to program and program materials to

Element	Performance criteria
	meet cultural frameworks of different peoples
2. Develop processes to include culturally diverse groups	2.1 Identify and acknowledge cultural protocols to ensure contact with individuals or communities is successful 2.2 Identify key persons needed for influencing relationships 2.3 Formulate plan to develop and maintain contact with culturally diverse groups in line with understanding of cultures, goals of the relationship and relevant organisational requirements 2.4 Ensure processes are inclusive of an equitable involvement of various sections of the community and their perspectives
3. Communicate potential and support for culturally diverse group	3.1 Communicate with individuals and groups of culturally diverse backgrounds to promote their potential involvement in groups and programs according to plan 3.2 Communicate potential of program and group activities in a culturally relevant manner 3.3 Adjust communication according to needs and protocols of different cultural groups 3.4 Facilitate links between culturally diverse individuals and groups to ensure good community relationships and development of the program

Foundation Skills

Foundation Skills essential to performance are explicit in the performance criteria of this unit of competency.

Range of Conditions

Unit Mapping Information

This unit is equivalent to AHCCCF411A Develop approaches to include cultural and human diversity.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72>

Assessment Requirements for AHCCCF411 Develop approaches to include cultural and human diversity

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Performance Evidence

The candidate must be assessed on their ability to integrate and apply the performance requirements of this unit in a workplace setting. Performance must be demonstrated consistently over time and in a suitable range of contexts.

The candidate must provide evidence that they can:

- identify range of cultural and social groups in land management area
- negotiate and maintain cultural protocols for dealing with people from a range of cultures
- develop working relationships with representatives of cultural groups
- facilitate the involvement of culturally diverse groups in community issues related to land management
- communicate and work with individuals and groups in a culturally sensitive way.

Knowledge Evidence

The candidate must demonstrate knowledge of:

- sources of culturally relevant materials and verbal information
- cultural protocols and perspectives
- relevant legislation and guidelines
- current relationships between culturally diverse groups in the area
- understanding of the role of various sections of the community in historical and relationship terms.

Assessment Conditions

Assessors must satisfy current standards for RTOs.

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