



Australian Government

AHCCCF421 Develop approaches to include cultural and human diversity

Release: 1

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Modification History

Release	Comments
Release 1	This version released with AHC Agriculture, Horticulture and Conservation and Land Management Training Package Version 9.0.

Application

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

The unit applies to individuals who apply specialist skills and knowledge to develop approaches to include cultural and human diversity in program activities. This includes applying and communicating non-routine technical solutions to predictable and unpredictable problems.

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

Pre-requisite Unit

Nil

Unit Sector

Community Coordination and Facilitation (CCF)

Elements and Performance Criteria

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Research 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 Identify and acknowledge cultural protocols to ensure successful

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
	contact with individuals or communities 1.4 Identify key persons needed for influencing relationships
2. Develop processes to include culturally diverse groups	2.1 Make adjustments to program and program materials to meet cultural frameworks of different peoples 2.2 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 2.3 Ensure processes are inclusive of an equitable involvement of various sections of the community and their perspectives
3. Communicate and promote groups and programs with individuals and groups of culturally diverse backgrounds	3.1 Promote involvement in groups and programs with individuals and groups of culturally diverse backgrounds 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

This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria.

Skill	Description
Reading	Identify and interpret information regarding cultural diversity of program area
Writing	Use clear language, accurate industry terminology and logical structure to document plan
Oral communication	Initiate discussions with program individuals and groups of culturally diverse backgrounds, using clear language and standard industry terminology to promote their involvement in group activities and program

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
AHCCCF421 Develop approaches to include cultural and human diversity	AHCCCF411 Develop approaches to include cultural and human diversity	Changes to unit application Minor changes to performance criteria Foundation skills added Major and minor edits to performance and knowledge evidence and assessment conditions	Not equivalent

Links

Companion Volumes, including Implementation Guides, are available at VETNet: -
<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72>

Assessment Requirements for AHCCCF421 Develop approaches to include cultural and human diversity

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Performance Evidence

An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.

There must be evidence that the individual has developed approaches to include cultural and human diversity on at least one occasion and has:

- identified range of cultural and social groups in program area
- negotiated and maintained cultural protocols for dealing with people from a range of cultures
- developed working relationships with representatives of multiple cultural groups
- facilitated awareness and input from culturally diverse groups on community issues related to the program
- communicated and worked with individuals and groups in a culturally sensitive way.

Knowledge Evidence

An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:

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

Assessment Conditions

Assessment of the skills in this unit of competency must take place under the following conditions:

- physical conditions:
 - a workplace setting or an environment that accurately represents workplace conditions

- resources, equipment and materials:
 - program guidelines, purpose and aims
- relationships:
 - program culturally diverse groups and individuals.

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

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