



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

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

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	Gathers, interprets and analyses diverse texts to assess key changes and how those changes relate to organisation and community
Oral communication	- Participates in a variety of spoken exchanges with people from diverse backgrounds - Uses listening and questioning skills to confirm understanding for requirements
Initiative and enterprise	Monitors own adherence to legal and regulatory responsibilities related to own work

Planning and organising	• 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
Self-management	• Takes responsibility for addressing problems relevant to own role
Teamwork	• Cooperates with others and contributes to specific activities requiring joint responsibility and accountability

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>

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

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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

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