

FIRST NATIONS TRAINEE WELLBEING PROGRAM



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ABOUT THE PROGRAM

Have you ever wanted to learn new skills, and connect with your fellow First Nations peers in a culturally enriched way?

Do you want to develop a more holistic understanding of wellbeing and develop strategies to prevent burnout at work?

The Royal Australasian College of Physicians (RACP) is proudly partnering with Blak Wattle Coaching and Consulting (Blak Wattle) to provide Aboriginal and Torres Strait Islander trainees with a series of tailored workshops and brave spaces for meaningful conversations. These workshops provide the opportunity to learn new skills and build lasting connections with your First Nations peers whilst studying at the College. We have proposed a series of workshop topics and outcomes listed below, and we want to hear from you so we can design the program to suit your preferences and aspirations.

WHAT'S THE COMMITMENT?

Commencing mid-2023 and running for six months, RACP has commissioned Blak Wattle, to develop four customised and culturally enriched online workshops aimed to meet First Nations trainees' unique needs and requirements. Workshops will run for 60 - 90 minutes each month. A survey has been created to gauge topics, learning styles, and availability to suit trainees' preferences. The survey is listed below.

What you will receive:

- A safe and sacred space to be heard and validated.
- Learn evidence-based and holistic Aboriginal social & emotional wellbeing strategies to manage stress and to help prevent burnout.
- An accountability buddy to get you through this program (optional).
- A free printed workbook to guide you each month.
- Wellbeing handouts, e-books and resources.
- One-on-one coaching sessions, for those who would like to continue their learning goals in a structured and more intimate manner.

ABOUT BLAK WATTLE

Blak Wattle is a dynamic and innovative team of deep listeners and change makers who are passionate about working collaboratively to achieve human centred design consultancy and coaching solutions.

Since launching Blak Wattle November 2020, we have partnered with many varied clients and organisations. From social enterprises, grassroots organisations, and Aboriginal Community Controlled Organisations to government and non-government organisations.

We utilise the power of data, evidence, and Aboriginal knowledge systems such as deep listening, two-way learning, reciprocity, and storytelling to transform organisations and leadership styles, by helping staff learn how to listen with intent, to feel more connected to their shared purpose, values and vision, with the view of helping to understand and reduce burnout.





MEET THE TEAM

CAROLINE KELL HEAD FACILITATOR AND CONNECTOR

Caroline Kell is a proud sovereign Mbarbrum women from Far North Queensland. A former Counsellor with over 7 years' experience working alongside Victorian Aboriginal and Torres Strait Islander Communities to drive outcomes in truth telling, treaty, health, and mental health reforms. She is the Founder and Director of Blak Wattle Coaching and Consulting a 100 per cent Indigenous owned agency.

Caroline is passionate about Aboriginal social emotional wellbeing and holistic models of care and understanding the nexus between collective care and First Nations burnout, a topic which saw her grace the TedX stage in 2022. Caroline coaches and mentors First Nations leaders and business owners to feel safe in the workplace, to have big goals and take up space. Caroline is also a bold and conscience facilitator and thinker who draws on the power of connection, evidence, and stories. When Caroline isn't working with her community, she is hanging out with her family, looking after her niblings, enjoying big bush walks on Country with her partner and pooch, and continuing to find ways to choose joy and rest.



MEET THE TEAM

LUCY CONNOLE CO FACILITATOR

Lucy Connole is a non-Aboriginal woman who grew up on Wiradjuri country in Albury, NSW and Arrernte Country in Alice Springs, NT. She has a Bachelor of Arts Majoring in Aboriginal and Torres Strait Islander Studies and Journalism.

Lucy has over four years' experience working with and for First Nations communities and is highly skilled in community led campaigns and engagement. She has also worked throughout the Torres Strait on Native Title projects and closer to home, helping to establish the First Peoples Assembly of Victoria.

Lucy is a yoga teacher who believes in the power of holistic approaches to wellbeing that connect the mind, body, and spirit.

When Lucy isn't keeping the Blak Wattle engine room going, she enjoys bush walks back home in Albury, cheering loudly and proudly for her team the mighty Bombers, and spending time with her family.

PROPOSED - RACP FIRST NATIONS PROGRAM

TOPICS

LEARNING OUTCOMES

Understanding First Nations
Burnout and its relationship to
Trauma and Stress.

- Define burnout, trauma and stress, and understand its origins, links to the industrial revolution and colonialism.
- Understand stress and the impact it has on our triad of health.
- Participants begin to identify stressors in our lives by beginning to understand our values and purpose.

What are First Nations ways of
knowing, being and doing, and
why are they good for everyone.

- Deep dive into the term social, emotional wellbeing which describes the social, emotional, spiritual and cultural wellbeing of a person.
- Examine Aboriginal ways of knowing, being and doing.

The power of community,
routines and rituals. Learning to
deescalate stress and create
communities of care at work.

- Understand human behavioural change, theory of emergent strategy. Understand fixed and growth mindsets, and the power of incremental change through sustained effort and learning.
- Understand the components of healthy workplaces by understanding the leadership paradigm on bias, power and privilege dynamics.
- Participants learn about the concept of sacred leaders and learn about the secrets to having safe spaces and interpersonal relationships at work.

How to have critical and
challenging conversations.

- Revisit personality types prone to burnout and delve further into our stories of self.
- Participants learn about conflict management and I-statement techniques.
- Participants undertake role play, critical conversations, communication skills, and how to express boundaries.

ONE-ON-ONE COACHING

One-on-One coaching is a meaningful space for trainees to develop skills, knowledge, and practices to support their wellbeing with former Counsellor and Executive Director, Caroline Kell.

Caroline creates a safe and sacred space for any person to learn how to draw on their strengths and resilience to overcome the challenge of systems which may be racist and oppressive in the managements of the day-to-day demands of work and study.

Every client is different, but here are some of the various outcomes clients typically strive for:

- Learn to declutter the mind and become more productive at work and at home.
- Learn about chronic stress and develop mindfulness techniques to stay more grounded at work.
- Gain clarity about limiting beliefs which are reflective of colonial social conditioning/colonial deficit discourse and how they impact the mindset.
- Implement nourishing, sustainable practices to avoid burnout.
- Provide effective tools to have safe, valuable, and culturally informed conversations in the workforce.
- Unpack and draw on external and internal resources.

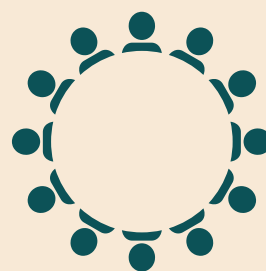
What participants receive:

- A safe and sacred space.
- 3 x 1 - hour Zoom video coaching sessions.
- 1 x Personalised Trello board to goal track and action steps in between sessions.
- An initial questionnaire to get clarity on your vision + a goal setting session.
- Accountability checks to stay in action and avoid getting stuck.
- 3 x session recordings so you can keep track of learnings and insights.
- Guided meditations and mindfulness practices.
- Customised resources, worksheets and tools to assist your growth and fast track clarity and success.
- UNLIMITED accountability, and email support.

WHAT TO EXPECT



Knowledge and evidence-based learning



Yarning Circles and interactive workshops



Space to unwind and time to learn from Blak Facilitators



Wellbeing handouts, e-books and resources

TESTIMONIALS

'Caroline was just remarkable - she was such a powerful, insightful, gorgeous storyteller. Our team was captivated for the entire session, and felt privileged to have spent the time learning about her story, family and lived experiences as a First Nations woman. We highly recommend her workshops for any businesses that want to engage in cultural awareness training. We look forward to engaging Blak Wattle deep into the future, as we see this as only the beginning.'

- Michelle, Shameless Media

'This program couldn't have come at a better time for me. My life has been chaotic recently. This program has opened up my mind to what I need, and what I deserve in order to create the space for stillness and wellness. Since completing the course I'm more conscious of how stress manifests in my body and I'm actively taking the time and space to address it in healthy ways'

- Blak Burnout participant

'I felt really good after the Blak Burnout program. I walked away with the tools to share with my family and have learnt some effective strategies to say no and express my boundaries.'

- Blak Burnout participant

APPLICATION OF TERMS

BRAVE SPACES:

A specifically designed physical and emotional space that is culturally enriched and trauma informed where participants practice non-judgement and compassion.

ACCOUNTABILITY BUDDY:

The ability for an optional peer/partner who you can check in with throughout the wellbeing program to share knowledge, experiences, reflections and work through each modules activities.

DADIRRI (DEEP LISTENING):

The word, concept and spiritual practice that is dadirri (da-did-ee) is from the Ngan'gikurunggurr and Ngen'giwumirri languages of the Aboriginal peoples of the Daly River region (Northern Territory, Australia). (Ungunmerr M, n,d)

NGAPARTJI NGAPARTJI (TWO WAY RECIPROCITY):

A Pitjantjatjara word meaning working both ways. A reciprocal exchange that creates a social framework of mutual obligations and responsibilities. (Wall, 2020)

RITUALS:

A ritual is a sequence or repetition to an activity that supports your Aboriginal social emotional wellbeing.

SACRED SPACES:

The term sacred tends to have religious connotations. However, in this context, it is specifically designed physical and emotional space which is guided by Aboriginal knowledge systems and Aboriginal social emotional wellbeing principles.

SACRED LEADERS:

A concept and phrase introduced by Wakka Wakka Wulli Wulli Traditional Owner, Tjanara Goreng Goreng, which emphasises that those who engage in the sacred spiritual life can create individuals who become sacred and visionary leaders.

WE WANT TO HEAR FROM YOU

Once you have registered your interest, please take a moment to complete this short six-minute survey so we can make sure it is suited to your unique personal and professional needs.

Click the icon below to access survey!

If you have any questions about the program, please contact Lucy Connole via email lucy@carolinekell.com.au.



[Complete the Survey](#)

[Contact Blak Wattle](#)