



CULTURE AND MONEY: CULTURAL COMPETENCY TRAINING FOR THE FINANCIAL SERVICES SECTOR

Build understanding of Aboriginal and Torres Strait Islander cultures and enhance the delivery of financial services with First Nations-led training.

firstnationsfoundation.org.au





A NOTE FROM THE CEO

First Nations people view money differently. Our focus is on “we first” as opposed to “me first” meaning we look out for family before accumulating wealth. This is not unique to Indigenous people in Australia. The next page captures the sentiment towards money from First Nations people across 4 other countries with similar results.

Understanding this simple but fundamental difference can change the way you engage with your Indigenous customers and colleagues.

Further to this, it is critical to appreciate the historical challenges that Aboriginal people have had to face when it comes to managing their own money. Being placed on missions, paid in rations, stolen wages and most recently the cashless debit card, are all unique to First Nations people that contribute to the financial disparity we see today.

As the only Indigenous led, national organisation in the financial education space, my team and I are in the prime position to deliver an education experience that will help your organisation build better understanding and relationships with First Nations stakeholders.

PHIL USHER



ABOUT FNF


First Nations Foundation is a nationwide Aboriginal organisation that has been operating since 2006. The Foundation is comprised of subject matter experts in Indigenous financial literacy, resilience and wellbeing achieved through Australia wide community servicing and consultation as well the publication of multiple ground-breaking research papers. The board and executive team have over 70 years combined experience in Aboriginal Affairs across corporate, government and the not-for-profit sector. It is this expertise that make up the contents of the training to ensure more people in the Aboriginal financial service delivery sector are culturally competent.




INDIGENOUS PEOPLES' PERCEPTIONS OF WEALTH


For Indigenous populations, wealth is about more than individual asset accumulation.




 **CANADA** Sharing wealth among extended family is central to their beliefs and values.

 **HAWAII** Wealth is about more than accumulating money; it encompasses strong relationships, taking care of the environment and leaving a legacy.

 **FIJI** Native Fijians have historically shared surplus among their communities, thereby preventing the accumulation of wealth.

 **AUSTRALIA** Wealth means getting by, the absence of money worries, being able to take the kids on a holiday and being able to pay bills.

 **NEW ZEALAND** Wealth encompasses the quality of relationships. Having money 'stashed away' is frowned upon when others in their extended family have less.



WHAT IS CULTURAL COMPETENCY?

Cultural competency requires an awareness of cultural diversity and the ability to work effectively and respectfully with Aboriginal and Torres Strait Islander peoples.

A culturally competent person will acknowledge:

- Aboriginal and Torres Strait Islander cultures as diverse and living.
- The influence of one's own culture and belief systems in their interactions with Aboriginal and Torres Strait Islander peoples.
- Understanding around current and historical challenges faced by Aboriginal and Torres Strait Islander peoples.





HOW WE CAN HELP

We can accelerate your organisation's understanding of Aboriginal and Torres Strait Islander culture so you can embed best practice from the top down.

STAFF WIDE TRAINING

Gain 24/7 on demand access to our online training portal. Here, your staff will be able to learn at their own pace and have ongoing access to our modules for 12 months to consolidate their learning.

SENIOR LEADERSHIP AND EXECUTIVE TRAINING

This is a two hour in person session delivered to key personnel in your organisation. The intimate setting of up to 20 people will allow for deep and meaningful conversation around the Aboriginal experience as our trainers will share insights from their own lives.

ADVISORY

Our team are available to sit on your RAP committee or organisations advisory board to ensure seamless integration from learning to implementation.



WHAT DOES THE PROGRAM COVER?



The Culture & Money Cultural Competency Training provides learners an education around First Nations peoples experiences with money.

The training offers culturally responsive content where participants can explore, test and question preconceived values and understandings of First Nations culture as it relates to money. Grounded in contemporary and historical contexts, learners will build rich and informed knowledge to apply when working with Aboriginal and Torres Strait Islander peoples and communities.

The training covers five learning modules:



Aboriginal and Torres Strait Islander culture in everyday life.



Aboriginal and Torres Strait Islander belief, lore and family systems.



Impacts of historical events, government legislation and policy.



Aboriginal and Torres Strait Islander perceptions and relations to money.



Working and communicating with Aboriginal and Torres Strait Islander communities, clients and colleagues.



LEARN MORE

We understand that each organisation is different in size, reach and capability.

The next step is to contact our team so we can talk about an education experience that works to your organisation and sector. We also have training that is specific to certain financial sectors including banking, superannuation and insurance.

For more information, email:

operations@fnf.org.au

