



Indigenous Yarning Circles

- Senior management and employees sit in a circle with tea and coffee.
- Gregory begins by acknowledging traditional owners, welcoming participants, overviewing purpose and significance, explaining process, and emphasising importance of respectful communication and active listening.
- Gregory invites participants to introduce themselves and share briefly what they hope to gain.
- Gregory facilitates discussion by passing Wedge Tailed Eagle feather as a *talking piece* to participants who share thoughts, experiences and ask questions.
- Senior management listens actively, asks questions, and demonstrates openness to Indigenous perspectives.
- Gregory manages any difficult issues and ensures that everyone feels safe.
- Everything kept confidential except where agreed to by group as a whole.

Key benefits

1. Sends powerful message to entire organisation that diversity and inclusion are valued.
2. Helps create safe, inclusive and culturally competent workplace.
3. Builds trust and relationships by connecting senior management and Indigenous staff at personal levels.
4. Allows senior management to learn from Indigenous staff and gain deeper understanding of Indigenous cultures, values, and traditions.
5. Allows Indigenous staff to understand and empathise with senior management.

