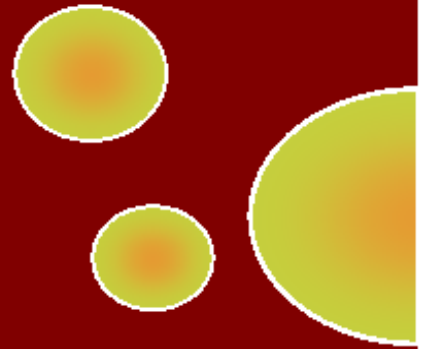


Indigenous
Mental Health
Training
Brochure



INDIGENOUS PSYCHOLOGICAL SERVICES

ACN 090 758 423

Indigenous Psychological Services

PO Box 1198

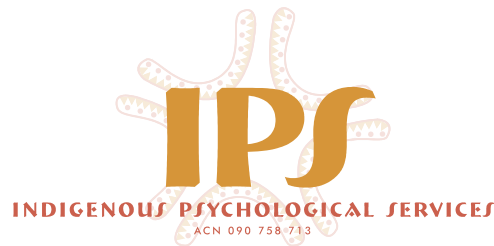
East Victoria Park WA 6981

Tel: (08) 9362 2036

Fax: (08) 9362 5546

Email: ips@ips.iinet.net.au

www.indigenouspsychservices.com.au



TRAINING PACKAGES AVAILABLE:

- ◆ Psychological and Mental Health Assessment of Aboriginal Clients
- ◆ Working with Depressed and Suicidal Aboriginal People
- ◆ Cultural Learning Styles of Aboriginal people
- ◆ Managing Client Information – Dealing with Cultural and Ethical Dilemmas
- ◆ Therapeutic Interventions with Aboriginal Clients
- ◆ Developing Cultural Competencies in Working with Aboriginal Clients
- ◆ Community Development – Developing Capacity in Aboriginal Communities
- ◆ Choosing the Right Therapeutic Cultural Consultant
- ◆ The Art and Practice of Establishing, Developing and Maintaining Positive Therapeutic Relationships with Indigenous Clients
- ◆ Retaining Myself in Employment – for Aboriginal Workers
- ◆ Trauma Management
- ◆ Aboriginal Youth Mental Health Intervention Programs



INTRODUCTION

Welcome to the Indigenous Psychological Services (IPS) training pamphlet.. The pamphlet is an overview of trainings and workshops that are available through IPS. Most of the training packages are geared towards both non-Aboriginal as well as Aboriginal practitioners working in the field. Some of the trainings, however, have been developed with a particular focus upon either Aboriginal or non-Aboriginal practitioners. This is clearly stated within the workshop outlines. Furthermore, while these trainings are largely designed for practitioners and clinicians they have also been delivered very effectively in Aboriginal communities – remote, regional and urban.

Indigenous Psychological Services (IPS) is a private company founded in 1999, by Dr Tracy Westerman, an Aboriginal psychologist originally from the Northwest of Western Australia. IPS was developed to address the inequities that exist regarding levels of access that Indigenous people have to psychological services. The IPS mission statement is:

“To provide the highest quality, culturally appropriate, mental health service to Aboriginal (Australian) people. This will be achieved through the provision of training, community based interventions, research and consultancy services”.

In line with cultural processes IPS staff is selected based on being of good standing within the Aboriginal community. Importantly, all staff holds tertiary qualifications in Psychology or Social Work with the vast majority of staff being of Aboriginal descent.

Our Services

IPS has five core business areas: (1) Training, (2) Community Prevention Programs, (3) Research & Aboriginal Mental Health Evaluation, (4) Comprehensive Cultural Audits of Organisations, and (5) Vocational and Recruitment Assessments.

1 Training

Full details of training delivered by IPS are provided in this brochure. IPS is able to deliver training packages specific to the needs of organisations. This can involve a combination of a number of different training packages or focus on a particular topic (e.g. Cultural Learning Styles; Psychological Assessment etc.)

2 Community Prevention Programs

Delivery of whole of community prevention programs including:

- ◆ Conflict Resolution and Mediation
- ◆ Suicide and Depression prevention workshops
- ◆ Anger Management
- ◆ A range of other programs

3 Research & Aboriginal Mental Health Evaluation

IPS is committed to a continually high standard of research, particularly in the areas of:

- ◆ Indigenous mental health
- ◆ ADHD
- ◆ Suicide prevention
- ◆ Developing community based interventions
- ◆ Development of Psychological Tests
- ◆ Assessing the Cultural Competency of Workforces

4 Comprehensive cultural audits of organisations

IPS has developed a unique range of Indigenous specific products that enable organisations to increase their cultural competency in working with Indigenous people. These products are unique to IPS and include:

- ◆ Aboriginal Mental Health Cultural Audits of Organisations
- ◆ Evaluation and Implementation of Aboriginal-specific client policies and procedures
- ◆ Comprehensive Indigenous specific client information management system.

5 Vocational and Recruitment Assessments

IPS conducts recruitment services for companies wanting to employ Indigenous people. This involves assessment of candidates utilising tests to measure general intelligence, mental health, job capacity and work attitudes and beliefs that are culturally appropriate for the use with Indigenous people.

Some comments from participants

“I was initially a bit apprehensive about a group with such broad skills bases. Interestingly, in the end I felt this significantly enhanced the training. As a bottom line, the training was one of the most useful I have ever been to! I have never left a training session more inspired.”

“We weren’t going to come to the training, because we are usually made to feel shame, or stupid by trainers who don’t understand our language and people. This training made me feel empowered, and that I have something useful to offer.”

We hope that you will enjoy the training offered by IPS as much as we enjoy delivering it. We look forward to meeting some of you at our training events during the year.


Dr Tracy Westerman PGDipPsych,MPsych,PhD
Managing Director



PSYCHOLOGICAL AND MENTAL HEALTH ASSESSMENT OF ABORIGINAL CLIENTS

This workshop is presented by Dr Tracy Westerman in formats of two days or more. It can be presented with mixed groups (psychologists and non-psychologists) and separately for psychologists and others who provide mental health assessments of Aboriginal people. It presents the most up to date research based information on psychological assessment of Aboriginal and minority populations. IPS is at the forefront of this research via Dr Tracy Westerman's PhD in this area of research. Dr Westerman has developed numerous Aboriginal specific assessment protocols including "Cultural Formulation of Aboriginal Mental Health Assessment", "Cultural Validation of Culture-Bound Syndromes", "Acculturation Schedule", "Acculturative Stress Index" and "The Westerman Aboriginal Symptom Checklist for Youth (WASC-Y) the only culturally validated measure for specific use with Aboriginal youth. Training in all of these assessment protocols, as well as accreditation in the WASC-Y formulates part of this training workshop. The workshop focuses not only on the complexities of mental health and psychometric assessment of Aboriginal people, who present with a range of mental health issues, but also provides practical, theory driven strategies aimed at effective engagement and interventions with Aboriginal clients.

The training will cover the following areas:

- ◆ Culture-related illness - How to assess mental illness in Aboriginal clients
 - Psychosis or spiritual visits
 - Self-harm or sorry cuts
 - Culture-specific depression - what are the key indicators?
 - Pathological cultural grief
 - Incorporating culture-related illness into mainstream paradigms of mental ill health - Cultural Formulation in assessment
- ◆ How to conduct valid and reliable assessments of Aboriginal people – A process
- ◆ Psychological Assessment – what is happening in the field?
 - What we know and what we don't know
 - What are people using to assess Aboriginal clients? Is there such a thing as a culture-fair test? What can I do when assessing Aboriginal clients?
- ◆ The nature of Aboriginal Suicides - what are the differences?
- ◆ Predicting and assessing suicide risk in Aboriginal people
- ◆ Effective counselling skills with Aboriginal clients - engagement to intervention
- ◆ Interventions - traditional and mainstream treatment approaches – how to utilise the best approaches with your Aboriginal client.
- ◆ Traditional Treatments – what is known about them, what is the evidence base?
- ◆ The Westerman Aboriginal Symptom Checklist – Youth (WASC-Y)
- ◆ Pro's and con's of this type of approach to assessment
- ◆ The WASC-Y and its clinical use



WORKING WITH DEPRESSED AND SUICIDAL ABORIGINAL PEOPLE

This workshop has been presented extensively throughout Australia to overwhelming support from Indigenous people working in the field of mental health. The workshop is based on five years of research into the nature of Indigenous suicide and depression. This research explored risk indicators at the population level with Indigenous people and identified risk factors that are unique to Indigenous people. The workshop focuses not only on the complexities of working in Aboriginal communities and people at risk, but also provides strategies based upon IPS' considerable experience in working throughout Australia in remote and regional Aboriginal communities who have been impacted upon by entrenched suicidal behaviours. The workshop is presented by Dr Tracy Westerman in either one, two or three day format options. Dr Westerman has also developed the first culturally validated assessment tool for identifying Aboriginal youth "at risk" of suicide, depression, anxiety and low self-esteem.

The training will cover the following areas:

- ◆ Your beliefs about suicide – dealing with cultural and community values;
- ◆ Suicide Myths
- ◆ What causes our Aboriginal people to take such drastic action?
- ◆ Culture-specific depression – what are the key indicators
- ◆ Interventions – traditional and mainstream treatment approaches
 - Use of mainstream therapeutic approaches with culture-specific depression
 - Traditional treatments – what use can these be
- ◆ Self-harm - the role of culture, and the need to incorporate this into assessment.
- ◆ Predicting and assessing suicide risk in Aboriginal people
 - What am I looking for?
 - Conducting risk assessments in Aboriginal communities
 - Working with culturally related suicidal behaviours
- ◆ Responding to suicide risk
- ◆ Interviewing the suicidal Aboriginal client using culturally appropriate counselling skills
- ◆ Raising *that* question taking culture into account
- ◆ Postvention – what to do after a suicide occurs in my community
 - A model for preventing copycat suicides in Aboriginal communities
 - Community responses to a suicide
 - Looking after myself as a part of the community – dealing with responses to trauma

This workshop is geared towards practitioners, or those who have had contact with suicidal clients. Participants will be given the opportunity to apply models of intervention and practical counseling skills taught within the training.



CULTURAL LEARNING STYLES OF ABORIGINAL PEOPLE

This workshop is ideal for educationalists, Aboriginal Education Workers, School Psychologists, those who work in developmental behaviour management programs or who provide assessments of Aboriginal clients. It is presented by Dr Tracy Westerman in a two day format. It focuses on the identifying and working with the strengths and cultural learning styles of Aboriginal people. The workshop focuses not only on the complexities of working with Aboriginal people, but also details research-based models and frameworks as guides for non-Aboriginal practitioners working in the field, such as a culturally valid engagement model for Aboriginal youth. Most of the work performed by IPS has been validated clinically, through the maintenance of Aboriginal caseloads and also in the research arena.

The training will cover the following areas:

- ◆ Cultural Differences in learning styles of Aboriginal people – what do we know, what evidence do we have of these differences
- ◆ How do these differences impact across learning styles, teaching, counselling and therapeutic interventions
- ◆ How do we see differences as strengths?
- ◆ Using strengths as a framework for engagement of Aboriginal people in counselling, teaching strategies, assessment and interventions where systems require a ‘mainstream’ approach
- ◆ The role of acculturative stress in cultural learning styles and functioning of Aboriginal people
- ◆ The use of cultural strengths to develop behavioral management plans etc
- ◆ Introduction to models of assessment and therapeutic intervention
 - Exploration of the preconditions for successful assessment and therapy
 - The Referral – Is it appropriate? Cultural vouching – how does this ensure effective engagement
- ◆ Therapeutic models adapted for use with Aboriginal clients
- ◆ Traditional and mainstream treatment approaches
- ◆ Assessment of Aboriginal people – the role of cultural identity in assessing learning styles
- ◆ Incorporating cultural and spiritual concepts into therapeutic engagement
 - How to conduct valid and reliable assessments of Aboriginal people
 - What are people using to assess Aboriginal clients? Is there such a thing as a culture-fair test? What can I do when assessing Aboriginal clients?

Who should attend?

This workshop is suitable for Teachers, Psychologists, Mental Health Workers, Aboriginal Health Workers, Psychiatrists, Nurses, Social Workers, Youth Workers, Teachers, General Practitioners, Refuge Workers, School Based Aboriginal Student Officers, etc.



MANAGING CLIENT INFORMATION – DEALING WITH CULTURAL & ETHICAL DILEMMAS

This workshop provides an overview of complex case management focusing on the interface between ethical practice and cultural security with Aboriginal clients. The training package provides an overview of the often complex interface between ethical practice and cultural security with Aboriginal clients. Issues such as cultural confidentiality, informed cultural consent and dealing with culturally sanctioned information (particularly with clients at risk) are some of the issues covered. Participants will be provided with protocols regarding the effective resolution of these dilemmas as well as study a range of vignettes of complex cultural / ethical dilemmas.

The training will cover the following areas:

- ◆ The worker's ethical and cultural responsibilities to Aboriginal clients
- ◆ Informed cultural consent and a process for discussing this with Aboriginal clients
- ◆ How to manage and work through information that is culturally taboo to ensure the safety of the client and the worker
- ◆ Disclosure by clients of culturally privileged information – the ethical and cultural responsibilities of counselors
- ◆ How to deal with culturally privileged information that is indicated in client risk factors
- ◆ Case management, responsibilities and providing reports for varying audiences
- ◆ The development of culture-specific client policies and procedures in relation to the above
- ◆ Dealing with clients at risk – focusing on self harm and suicidal behaviours

This training has been developed uniquely for Aboriginal clients. Participants will be provided with protocols regarding the assessment of Aboriginal clients, including intervention and treatment options. Additionally, models for the effective resolution of cultural and ethical dilemmas will be discussed and available for the worker's consideration in their particular workplace. The workshop is interactive and will involve video case studies, observation of facilitators conducting assessments and group case studies.



THERAPEUTIC INTERVENTIONS WITH ABORIGINAL CLIENTS

This workshop presented by IPS provides valuable insight into working effectively with Aboriginal clients. Workshop facilitators bring to the workshop many years of experience in utilizing “mainstream” therapies in more culturally appropriate ways, as well as developing a number of culturally appropriate therapies which can be used with a range of Aboriginal clients. Most of the work performed by IPS has been validated clinically and culturally through the maintenance of Aboriginal caseloads and also in the research arena.

The training will cover the following areas:

- ◆ Introduction of a model of assessment and therapeutic intervention
 - Exploration of the preconditions for successful assessment and therapy.
 - The Referral – Is it appropriate?
 - Research – What do I need to know and what do I need to do?
 - Identification of potential limiting factors
 - Enhancing the therapeutic environment
 - Initial client contact and therapeutic alliance.
 - Empowering the client to select a therapeutic option that best suits them.
 - Closure of presenting issue – reciprocal feedback and evaluation
 - New referral based on relationships developed with clients, families and communities.
- ◆ Therapeutic styles and approaches and how these ‘fit’ for Aboriginal people;
 - How to ‘adjust’ your therapeutic style to make it more appropriate;
 - Are your beliefs about working with Aboriginal people affecting your ability to engage and maintain Aboriginal people in therapy? If so, what can I do to ‘fix’ it?
- ◆ Begin to think about the content and form of interventions with Aboriginal clients and how this differs from working with non-Aboriginal clients;
 - How to “fit” mainstream therapies to particular clients, with specific needs;
 - Incorporating cultural and spiritual concepts into therapeutic engagement.
- ◆ Provide practical models of interventions with Aboriginal clients
- ◆ Provide appropriate therapeutic interventions adapted for use with Aboriginal clients, including;
 - Basic Counseling Skills – do they make sense ‘Aboriginal way?’
 - Rational Emotive Therapy – an adaptation
 - Narrative Therapy



DEVELOPING CULTURAL COMPETENCIES IN WORKING WITH ABORIGINAL CLIENTS

This NEW workshop is presented by IPS over a day and provides valuable direction regarding the development of cultural competencies in working with Aboriginal mental health clients. The workshop is appropriate for any practitioners who work directly in mental health and related disciplines. The workshop looks at the particular competencies and skills that have been identified through research (Westerman, 2003) as being essential to being able to work effectively with Aboriginal clients. These competencies have been defined through the development of the Cultural Competence Continuum (Westerman, 2003). The information collected from the Cultural Competence Continuum enables practitioners to generate an individual profile that identifies an individual's strengths and weaknesses in working effectively with Aboriginal clients. From this initial profile IPS are then able to assist in the development of ongoing Individual Worker Support Plan (IWSP) which effectively constitutes a self-paced individualised professional development learning program for each individual. IWSPs can take on a number of forms. In mental health settings IWSPs are ideal for incorporation within existing professional supervision programs. In other work-place contexts these IWSPs offer valuable information and guidance regarding specific areas that an individual can pursue as a personalised professional development agenda. The training enables participants to generate an initial baseline of core cultural competencies that allow IPS to then develop an IWSP within the training workshop. The workshop also provides participants with access to the Cultural Competence Continuum via the IPS website for a period of one year to monitor success of the IWSPs over time.

The training will cover the following areas:

- ◆ Cultural Appropriateness in Aboriginal mental health service delivery – defined, measures and part of ongoing self-awareness and monitoring.
- ◆ Introduction to the Cultural Competence Continuum (Cross et al, 1989). What is it about, what domains of skills does it measure
- ◆ The Cultural Competence Continuum as an Individual (Westerman, 2003)
 - What level of competency am I currently at?
 - What does my profile tell me?
 - Developing an Individual Worker Support Plan based on my current Cultural Competency profile
- ◆ Administration of the Cultural Competency Continuum
 - How to monitor my skills development over time
- ◆ Individual Strategies
- ◆ Workplace Strategies – Organisational Cultural Competencies – what happens if I want to work in a culturally appropriate manner, but my workplace doesn't allow me to

Clients are also able to purchase the Cultural Competency Continuum directly from IPS. To do so, please contact IPS.



COMMUNITY DEVELOPMENT – DEVELOPING CAPACITY IN ABORIGINAL COMMUNITIES

IPS provides an overview of working with Aboriginal communities with a community development focus. The theories inherent in community development as it exists as self-determination will be discussed, and strategies provided which enable participants to work within this paradigm. The trainers will also provide numerous frameworks as well as working examples of successful community intervention programs they have been a part of throughout Australia.

The training will cover the following areas:

- ◆ The history of community interventions with Aboriginal people
 - Where have we gone wrong and what can we learn?
 - The social-historical perspective of community interventions
- ◆ What is community development and how does this fit with current practice in Aboriginal communities?
- ◆ Developing effective Community Programs – interventions with individuals and communities
 - Stages to the development of effective community programs – the Aboriginal Suicide Prevention Forums and Managing Trauma in Aboriginal communities by IPS as models of effective practice
 - What is capacity building – how is this best achieved in Aboriginal communities
 - Identifying ‘natural’ healers and leaders in Aboriginal communities – how do Aboriginal people define leadership abilities?
 - Understanding the role of community elders and stakeholders in program development
 - How to effectively engage Aboriginal community in the process of program development
 - Identifying skills and capacity – how do we know what our communities and individuals within communities are capable of?
- ◆ Prevention activities in Aboriginal communities – what is happening
- ◆ The range of mental health prevention activities – do models of prevention actually work or are there better methods of delivery



CHOOSING THE RIGHT THERAPEUTIC CULTURAL CONSULTANT

Current research indicates that non-Aboriginal practitioners should be using Aboriginal cultural consultants when working with Aboriginal clients. This one day workshop is presented by IPS provides an overview of how to go about selecting the 'right' cultural consultant and what role they might play when working cross culturally.


The training will cover the following areas:

- ◆ What is a cultural consultant?
 - Why do I need to use a cultural consultant?
 - How will a cultural consultant improve my assessment and therapy with Aboriginal clients?
 - How do Aboriginal people feel about the use of cultural consultants by non-Aboriginal mental health practitioners?

- ◆ Guidelines for the use of cultural consultants
 - Undertaking appropriate research and networking of the Aboriginal community.
 - Developing non-professional relationships with Aboriginal people
 - Understanding the role of your non-Aboriginal colleagues
 - The dos and don'ts of cultural consultancy.
 - Validation of the cultural consultant's role

- ◆ Selecting the right cultural consultant.
 - Who to talk to (e.g., Client, Elders, Family members, work colleagues) before selecting a cultural consultant.
 - Cultural factors that may guide the selection of the cultural consultant
 - Determining the role of the cultural consultant
 - Formalization of the role of the cultural consultant.
 - Troubleshooting

- ◆ Application of Cultural Consultancy: 6 Case Studies
 - How will I use a cultural consultant in my practice?
 - Where to start?
 - Do all Aboriginal clients want cultural consultants?
 - The reciprocal nature of the contract between the cultural consultant and the non-Aboriginal mental health practitioner. What we both bring to therapy and assessment.



THE ART AND PRACTICE OF ESTABLISHING, DEVELOPING AND MAINTAINING POSITIVE THERAPEUTIC RELATIONSHIPS WITH INDIGENOUS CLIENTS

The Art and Practice of Establishing, Developing and Maintaining Positive Therapeutic Relationships with Indigenous Clients is thought provoking, practical and at times a challenging workshop which includes a combination of self reflective activities, and practice based scenarios sure to get participants thinking and acting in ways that will ultimately influence their practice and the relationships they establish with Indigenous mental health clients.

The training will cover the following areas:

- Engagement – Foundations for Therapeutic Relationships within a Cultural Respect Framework
- Processes for Establishing and Maintaining relationships with Aboriginal clients
- Beliefs and Values – ‘Ours’ and ‘Theirs’ - Stereotypes and Expectations – Personal and Organisational examples and impacts on service delivery
- Making mistakes – Inevitable, Unavoidable, Recoverable
- Determining ‘who is the client?’ – culturally and clinically
- Community and family protocols – Avoiding the ‘one size fits all’ approach – what does therapy mean for Aboriginal people? Examples from the field
- Walking the Line between Health and Community Service – incorporating social and emotional wellbeing into mainstream constructs of mental health
- Comparing models of service and how these affect our approach to practice
- The line can get ‘blurry’ – Cultural and Ethical dilemmas arising from model choices
- Self care – Why it’s essential to consider the worker’s wellbeing
- What works? Issues of transference and counter transference when working with traumatized groups (a focus on Stolen Generations). A description of several case scenarios

Who should attend?

This workshop is suitable for Psychologists, Mental Health Workers, Aboriginal Health Workers, Psychiatrists, Nurses, Social Workers, Youth Workers, Teachers, General Practitioners, Refuge Workers, School Based Aboriginal Student Officers, etc.



RETAINING MYSELF IN EMPLOYMENT – FOR ABORIGINAL WORKERS

These training workshops have been developed by IPS as part of a comprehensive Indigenous Employment Initiative strategy. This workshop has been developed specifically for *Aboriginal staff* and supervisors of Aboriginal people. IPS have delivered these workshops successfully throughout Australia with Aboriginal employees and supervisors with major contracts with Western Mining Corporation, Woodside Pty., Ltd., Comalco, Rio Tinto and numerous public sector organizations. The workshop increases the awareness and skills of working within a mainstream system as Aboriginal employees. The package has, like been developed based on research conducted by IPS which has identified the core components of success / failure in employment as defined by Aboriginal people. **Each module can be delivered as a 'stand alone' product. Organisations are also welcome to have a number of modules 'tailored' to suit their particular needs.**

The training will cover the following areas:

◆ Managing Our Mood

The aim of this training module is to familiarize Participants with the changes inherent in entering full-time employment for the first time. Psychological, individual, and family adjustment to this role change is examined and the issue of mental health explored in relation to this. The module provides information on the common problems of depression and anxiety, and includes practical advice on how to ensure health and well being at work and home. This also includes information on how to monitor your mental health, as well as the signs and symptoms, which indicate problems in mental health.

◆ Managing my Family and Community Now that I am a Wage Earner

The aim of this training module is to increase participant awareness of the role changes that will occur when gaining full-time/part-time/casual employment. Issues such as how to handle earning an income in a community in which earning potential is limited as well as managing obligations to assist family and community members will be explored. Participant will use examples of common difficulties with situations as well as their own personal experiences. Participants will also be provided with strategies on how to cope more effectively with these scenarios.

◆ Communication Skills

The aim of this training module is to familiarize Participants with the more effective styles of communication in the workplace, but also in family and community relationships. This module will explore the differences in communication between Aboriginal and non-Aboriginal people and how this can lead to unintentional conflict in the workplace. Most of this is due to misunderstanding of the different communication styles that exist across cultural groups. Participant will gain an understanding of their own unique communication styles, and the extent to which this can creates or solve problems. Practical strategies as well as more appropriate communication models will be provided which aims to skill participant to manage a workplace, and their community.



◆ **Managing Conflict / Assertive Communication**

The aim of this training module is to familiarize Participants with the notion of conflict resolution and the benefits this skill can bring into the workplace as well as family and community life. The training is placed within a context of how conflict is identified and addressed differently across Aboriginal and non-Aboriginal cultures. The benefit of this module lies primarily in the presentation of conflict resolution as a strategy that will facilitate maintenance in a primarily non-Aboriginal work environment. Practical strategies and examples of common dilemmas will facilitate and enhance learning.

◆ **Managing Crisis**

The Crisis Management module will provide Participants with the knowledge and skills required to both manage a crisis personally and to assist others in crisis management. The module examines the varying crisis management models and applies these practically. The Mitchell Model is examined in more detail and applied in practical examples. The problems of stress and post traumatic stress disorder are also discussed.

◆ **Problem Solving**

The aim of this training module is to familiarize participants to problem solving models and their practical application. This module examines the common uses of problem solving strategies and how they can be applied in everyday work environments.

◆ **Working with Non-Indigenous People**

The aim of this training module is to engage Participants with the potential problems in encountering a primarily non-Aboriginal work environment. The common myths and stereotypes held by non-Aboriginal people will be explored and investigated for their potential impact on participants. Myths held by Aboriginal people in relation to non-Aboriginal people will also be explored and strategies provided to challenge the reality of these misconceptions.

◆ **Working as a Team / Creating a Team**

The aim of this training module is to provide Participants with the knowledge and skills required in creating an effective team. It examines the common problems in team creation and provides a range of strategies that can be applied when teams cease to function effectively. The module provides practical steps for the creation of an effective team. Similar to other modules in the training package this has broad applications at the organizational, family and community levels. The module is practical and blends theory with practical exercises so Participants can maximize their training potential.

◆ **Managing Management**

The aim of this training module is to familiarize Participants with the knowledge and skills required to communicate their ideas and aspirations to management. It examines the common problems that may confront the worker in the workplace and practical strategies around these problems. It looks at the cultural differences between the non-Aboriginal manager and the Aboriginal worker. The module is practical and blends theory with practical exercises.



◆ **Career Planning**

The aim of this training module is the first step in assisting participants to develop long-term career paths and goals within industry, through addressing past employment history. This module will include achievable goal setting for career advancement, both long and short-term. Strategies to assist participants to set clear and achievable goals for career planning objectives will also be provided. An additional focus of this module is to get Participant to recognize ways in which personal employment history can potentially impact on long-term employment opportunities.

◆ **Leadership Skills**

The aim of this training module is to familiarize Participants with the knowledge and skills required in leadership. It examines the common problems in leadership and discusses solutions. The module has a broad application and can be applied at varying levels including organizational, family and community. The module is practical and blends theory with practical exercises.

◆ **Stress Management**

The aim of this training module is to familiarize Participants with the idea of stress and the role it plays in our lives. Techniques will be taught regarding how to identify when you are becoming stressed and the different areas of stress that exist for Aboriginal people (cultural, community, family and work). Practical stress management techniques will be taught that can be utilized in any environment. The module will conclude with the participants developing their own individual stress management plan that can be used across different environments and cultural contents.

◆ **Functional Alcohol Usage**

The aim of this training module is to familiarize Participants with the differences between functional and problematic alcohol and drug usage. This is done within the climate of the Zero Tolerance policy within the Mining Industry. Participants will explore how to identify behavioural and emotional indicators of functional and problematic drug usage. (NB: For those participants who do not use alcohol or drugs the module can incorporate any addictive behaviours considered by the Participant to be problematic for them or their family members)

◆ **Supervising and Supporting Aboriginal Workers**

The aim of this training module is to provide participants with awareness and specific strategies regarding how best to support Aboriginal people in the workplace. The framework of the training is on cultural differences and how these often translate into unintended difficulties in the workplace. Common myths regarding effective communication styles will be explored and practical strategies developed around more effective methods of communication as a focus. The module will allow participants to explore individual (what I can do) as well as how the organizational (what the service can do) in order to incorporate these differences and create a culturally safe environment for all employees.



TRAUMA MANAGEMENT

This training is delivered by IPS staff and can be presented as a one-day or two day workshop. We understand that a critical incident is defined as fearful, sudden event that threatens the physical safety and coping ways of the individual, family and/or community. Trauma is the impact or the presentation of the critical incident that is often experienced for a longer duration than critical incident stress. This training defines these differences and focuses on the intergenerational, historical, and ongoing experiences and presentations of trauma for individuals, families and communities.

The training will cover the following areas:

- ◆ What is trauma?
- ◆ How to work with trauma and layers of trauma with Aboriginal clients
- ◆ Post-traumatic stress disorder – how to identify this within an Aboriginal context
- ◆ Contextualising trauma for clients in terms of the layers of experience of trauma
- ◆ Understanding how to incorporate experiences of dispossession and work with Stolen Generations of Aboriginal people
- ◆ Understanding individualized responses to trauma
- ◆ Culture-specific grief reactions
- ◆ What is ‘sorry time’ and understanding the importance of this process in grief resolution
- ◆ Grieving ‘Aboriginal’ way
- ◆ Pathological grief reactions – what is ‘normal’ and what is ‘not normal’ for Aboriginal people
- ◆ Understanding the role of spirituality – why are spiritual visits such a common part of trauma and grief reactions for Aboriginal people
- ◆ Resolution of pathological cultural grief reactions – what is the role of the clinician, the healer and elders
- ◆ The hierarchy of traditional treatments – how to work within this as a practitioner
- ◆ ‘Mainstream’ interventions with culture-specific grief – what works
- ◆ Identification of client strengths and resilience
- ◆ Planning to work on trauma based issues with clients.

Case presentations are used to illustrate the above information and provide the experiences of problem-solving and working through cases from commencement to completion on the complex issues of culture-specific trauma, resolution of culture-specific grief through traditional and mainstream methods of intervention, PTSD and secondary or associated client responses.



ABORIGINAL YOUTH MENTAL HEALTH AND CULTURAL WELLBEING INTERVENTION PROGRAMS

The primary goal of this comprehensive program is to prevent the development of problems that place youth at risk of suicide and to promote the development of resilience and protective factors such as optimism and interconnectedness between people and communities. The modules have been delivered and evaluated extensively throughout Western Australia and more recently into the Northern Territory to very positive outcomes. Various preventative strategies will be put in place to reduce the prevalence and severity of emerging and recently developed risk factors for suicide among young people, for example, with mental health problems, those exposed to abuse/neglect/violence/sexual assault, or those who are beginning to become involved in substance misuse or antisocial and offending behaviour (Mitchell, 2000). The training can be provided as 'stand alone' modules will cover the following areas:

◆ **Identity and Culture**

This module provides youth with the opportunity to explore what their identity means to them. It looks at the similarities and differences between generations and geographical regions of Aboriginal people and aims to increase awareness and respect amongst youth for their culture and identity. The module also deals with the idea of culture stress – how to manage issues of marginalization and racism from within their culture and from outside of their culture. Strategies specific to developing a greater self identity and sense of connectedness within their culture of origin is a focus.

◆ **Impulsivity and anger**

This module provides strategies for Aboriginal youth related to the management of aggression and impulse control. These strategies are taught in mediums that focus on the known strengths that Aboriginal people consistently demonstrate with regard to learning and skills retention. Practical examples are utilized and role modeling of strategies is a primary medium.

◆ **Managing Conflict**

This module looks at Indigenous specific approaches to managing conflict and how this can predispose youth to manage conflict in a particular manner. The complexity of payback as a process of conflict resolution is also discussed including how youth make sense of this as a phenomenon. Discussion centres on how this particular notion has manifested itself today amongst youth, families and communities. Specific individual and community (within the youth groups) are problem solved and taught within the training.

◆ **Coping strategies**

Cognitive strategies using visual imagery, behavioural strategies including working with your environment and focusing on problem solving, physical management of agitation and impulsivity. These will all be focusing on culturally appropriate individual strategies and how these work in the peer, home and community environments

◆ **Suicide and Depression - The Facts (for ages 15 and above)**

Increasing awareness and knowledge base around suicide and depression with a particular focus on debunking existing myths regarding what creates risk, how to recognize vulnerability and what to do if risk is recognized in youth and others. A number of concrete strategies are problem solved regarding talking about suicide to others and particularly how to access support if needed. The workshop takes a psycho-educational approach offering information on the nature of depression and suicide (and the relationship between the two) as well as life coping skills (with particular emphasis on managing difficult emotions). There is also a focus on engendering peer support networks that encourage youth to "look out" for those of their mates showing signs and symptoms of depression or suicide.

◆ **Effective Communication and Assertiveness**

Communicating Aboriginal way and how this is effective for our people (primarily non verbal) and advanced communication using verbal and non verbal methods. How do these styles of communication fit within non-Aboriginal people. How can we communicate our feelings more effectively and better manage communication differences that exist between Aboriginal and non-Aboriginal people.

◆ **Stress management and relaxation.**

Managing and identifying stress is a focus of this module. The development of appropriate care plans to reduce ongoing life, community and cultural stressors is a focus of this module.