

## 7 WAYS TO KEEP SHOWING UP AFTER JANUARY 26th

Reconciliation and Allyship experts Carla Rogers and Aunty Munya Andrews urge Australians to continue showing up as Allies to Aboriginal and Torres Strait Islander people beyond January 26th.

Every year they observe that interest in Indigenous welfare peaks around Australia Day, National Reconciliation and NAIDOC weeks but then falls away.

They share in their most recent article the seven ways that every Australian can continue to show up all year around.

1. Recognise more dates of significance to First Nations people
2. Write your own authentic Acknowledgement of Country
3. Learn about our shared history
4. Learn about Aboriginal and Torres Strait Islander people and culture
5. Understand your privilege
6. Interrupt racism
7. Make a commitment to show up all year round

“We’re looking to continue to change attitudes, and for that we need everyone’s support. We [Indigenous people] only make up about 3% of Australia’s population, so we can’t do it alone, we need Allies.” Aunty Munya Andrews

Read the full article here:

<https://www.evolve.com.au/7-ways-to-keep-showing-up-after-january-26>

Carla Rogers and Aunty Munya Andrews are available for a joint interview about this article and other topics related to Aboriginal Culture, Reconciliation and Allyship.

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## Evolve Proposal and Ball Park Estimates to Woolworths – November 16 2020

No	Evolve Proposal	Cost per unit	Quantity	Total	Woolworths Proposed Agreement
1	<b>3-year site license</b> to house the 7 Step Introduction Cultural Awareness and Reconciliation Training program on your LMS, no limits on numbers. Free Inclusions (based on acceptance of (1))	3	270000	\$810,000.00	\$250,000.00
2	Up to 3 extra modules 1 ) an intro to Woolworths context and 2) A case study or two to help your teams apply what they've absorbed into their work	10000	3	\$ 30,000.00	Not optioned
3	Monthly webinar for up to 500 people for Q and A and to practice and implement the 7 Steps	3000	12	\$ 36,000.00	Annual retainer 50K
4	Access to Evolve's monthly content (videos, blogs, Dear Abby)	0			Annual retainer 50K
5	Monthly AoC practice session/webinar	2000	12	\$24,000.00	Not optioned
6	AoC - additional training video	5000	1	\$5,000.00	Not optioned
7	Co-Development of a Woolworths Reconciliation Champion/Ally badge to acknowledge participation				Not optioned
8	Evolve's and Woolworths co-branded Acknowledgement of Country Card for 10,000 staff members (**additional at cost price)	10000	2	\$ 20,000.00	Not optioned
				<b>\$925,000.00</b>	
9	Option of housing some material on Woolworths resource site/intranet	To be negotiated			Not optioned

**Table 1 - Woolworths Proposal Agreement – 19 Feb 2021**

No	Description	Unit Price	Qty	Total	Notes
D1	The provision of the “7 steps to practical Reconciliation” training content to Woolworths Group for upload in the Woolworths Group Learning Management System - unlimited numbers and no limitation on duration.	0.92	270000	\$250,000.00	<p>The training material will outline the 7 steps to practical reconciliation as developed by Evolve Communities Pty Ltd. The material will be of sufficient quality in nature to educate Woolworths Group team members on how they can contribute to reconciliation with the First Nations people of Australia. The files will be of a Sharable Content Object Reference Model (SCORM) format as outlined in the “The 7 steps_Pre and Post Purchase Guide.PDF as provided in Appendix 1.</p> <p>The material must be stand alone without any linkages to additional content outside of the Woolworths Group Learning Management System.</p> <p>** Note this is for the program as is - development of new or additional modules is additional. Development costs for changes to the output files (ADOBE Scorm Package) more than \$1000 - will be invoiced to Woolworths.</p>
D2	Monthly Education Support for Annual Retainer - The supply will include access to monthly webinars	3000	12	\$36,000.00	
D2	Monthly Education Support for Annual Retainer - The supply will include access to guest speakers	2000	1	\$2,000.00	Rate for online guest speaker per 30 minutes

D2	<p>Monthly Education Support for Annual Retainer - The supply will include access to additional supporting resources related to the topics of reconciliation with the First Nations people and Woolworths Group's Reconciliation Action Plan.</p>				<p>Access to Evolve's monthly content (videos, blogs, Dear Abby) and free reports only included</p>
D3	<p>Ad-Hoc Consulting or training services Consulting or training services as required from time to time by Woolworths Group team members. Training content or sessions, advisory services and any other knowledge-based services related to the topic of reconciliation or diversity.</p>				<p>Not included in Evolve's proposal. Customised training rates poa, facilitation rates \$1000 per hour, desk top consulting/advice rates , or participation in online meetings for co-Directors \$500 per hour</p>