

## Evolve Communities Pty Ltd

Evolve Communities is a majority Indigenous -owned cultural training organisation with a bold vision to build culturally competent, aware workforces through programs run by respected and accredited Indigenous facilitators who love sharing their cultures and learning from others.

Since 2015, over 7240 people and 84 organisations are now culturally aware through Evolve. This includes all tiers of Government, the not for profit and private sector across a range of industries. Key clients include Cancer Council NSW, the Department of Environment & Energy, the Department of Jobs and Small Business, Australian Taxation Office, BUPA and Winc. The solutions we offer include the R3 Culture™ model (Reflect, Relate, Reconcile) and the Songlines Engaging Pathways™ approach.

Over 1000 organisations in Australia are committed to Reconciliation through a Reconciliation Action Plan and most of these aim to increase organisational cultural awareness and competency through cultural awareness training. Evolve Communities provides high quality, experiential and affordable cultural awareness training programs in a range of formats, and tailored to the organisation.

Our Leaders together bring unique and deep experience. Aunty Munya Andrews - a cultural expert with lived experience of Indigenous disadvantage, and Carla Rogers a facilitation and engagement expert. We have combined these skills to design practical and relevant approaches that are easy to follow.

Aunty Munya, a Bardi woman originally from the Kimberley region of Western Australia, has wide-ranging experience in Indigenous matters, community empowerment and the law. Steeped in Aboriginal cultural laws and traditions, she is a strong advocate of culturally appropriate ways of working with Aboriginal people and their communities. Renowned for her intellectual prowess and sharp mind, she is forwarded by Melbourne University as a 'leading Australian thinker'. Carla is one of the most experienced providers of facilitation, stakeholder and community engagement services in Australia and has developed unique and award winning approaches to both engagement and facilitation.

Both Munya and Carla have held senior executive positions in government, have won significant awards and have had their work cited as best practice (e.g. Guidelines for Australian Indigenous Protected Area Management Plans, CSIRO. Awards include a Churchill Fellowship, International Award for Innovation in Public Participation (IAP2) and National Planning Excellence Award (Planning Institute of Australia).

We have a rigorous accreditation program for our trainers who are based across Australia. They are also required to participate in on-going professional development sessions and to reflect and learn from client feedback. They delight in sharing their cultures and learning about other cultures. When supporting Evolve you are also supporting a range of Indigenous Businesses.

At Evolve we are constantly creating new activities, training approaches and resources which often deal with difficult issues like unconscious bias, privilege and racism. This includes a book series, the first of which was released this year by Aunty Munya exploring Aboriginal spirituality, Journey into Dreamtime. Planned books in the series include practical actions people can take towards reconciliation and becoming an ally, and Dreamtime values to live by