

nga
n̄ya



Aboriginal Engagement Consultancy

Inspiring courageous leadership
to enable long-term change



Contents

Acknowledgement of Country	2
Message from our Founder & Managing Director	3
About Nganya	5
Commitment to Community	7
Team Members	8
Services	15
Masterclasses	16
Advisory	17
Community Engagement	18
Communications	19
Leadership	20
iCulture360	21
Previous Work	23
Yarn with Us	29

Acknowledgement of Country

Nganya acknowledges the Traditional Custodians of Country throughout this land and recognises their connection throughout time to lands and waters.

We admire the collective wisdom of First Nations communities in health, spiritual wellbeing, caring for Country, science, education, and trade and local economies. We recognise the past provides us each with an opportunity to have a better understanding of ourselves and the world we are connected to.

We remember, honour and have a deep appreciation for First Nations peoples and communities who have and are emotionally, physically, spiritually and culturally harmed by colonisation.

We pay our respects to all Elders past, present and emerging and recognise their wisdom, strength, and resilience.

Message from our Founder & Managing Director



Ngayi, my name is Dixie Crawford. I'm a Barkindji woman from Brewarrina and Broken Hill, and I live on Ngunnawal country in Canberra.

Nganya means 'fire starter' or 'flame' in Barkindji language. I like to think of myself as a fire starter, despite the fact the nickname my family has given me is 'cyclone'.

Growing up in Brewarrina I spent my days with my cousins on the riverbank swimming, fishing and listening to the stories of my Aunts and Uncles telling us what it was like when they grew up. They taught me and my cousins how to read and care for our Country, reminding us that Country is a significant part of our past, present and future as First Nations people.

My passion is helping others to understand the cause of barriers, both structural and personal perception, that impact thinking and doing when it comes to engaging with and creating opportunities for First Nations peoples and communities to thrive.

In our experience, we know courage cannot exist without vulnerability. Each is foundational to learning and evolving as human beings that truly become aware of, and considered, in the lived experiences of others.

I encourage people to live into the value of robust and purposeful leadership; acting in a manner that is the catalyst of change within organisations and communities.

I create opportunities that engage the most vulnerable and courageous leaders to ask the right questions at the right time. I help people strengthen their understanding of the world around them and effectively influence how others show up alongside them.

I speak to too many people in Diversity and Inclusion roles who feel out of their depth, find it difficult to get buy-in from leadership within their organisations and build momentum, hence, wonder if they'll ever be able to effect real change.

Using a process of critical self-reflection, the Nganya team works with leaders and organisations to get to the root cause of why First Nations culture is not embedded in workplace practices each and every day.

In doing this we find that feeling of vulnerability; a feeling that comes to the surface when there is good intention, but is coupled with a lack of knowledge, confidence and/or insight.

While this might sound uncomfortable, it's an important step. I teach people to leverage that vulnerability, engage in courageous leadership and undertake more learning, i.e., 'do better'.

When we challenge others in this space, we have the potential to influence thinking and leadership beyond transactional communication and action, to transformational leadership.

When we get to the root cause, we can effect change with long-lasting impact; this leads us to equity rather than a perception of equality.

I'd love to work with you and your team. Feel free to call and have a yarn about how we can work together to deliver equitable and sustainable change.





About Nganya

Nganya provides a people and relationship-focused approach to better community engagement to ensure two-way relationships are nurtured with Aboriginal communities. We support and stretch organisations to make valuable contributions, that achieve sustainable social change for equitable outcomes.

We consult on and provide advice that is transparent, informed and purposeful for the individuals and teams within the organisations we collaborate with, and the communities they are connected to. Our work is effective and long-lasting because our focus is not on 'doing the work', but committed to building the capability of organisations to have greater clarity, confidence and connection to the work they do in partnership with Aboriginal communities.

Nganya's commitment is to support corporate change-makers to be more conscious, curious and courageous in their leadership and the collaborations they initiate with communities. We are determined to elevate thinking and action beyond generic and transactional engagement to more robust, targeted and outcome-focused partnerships.

We provide culturally sound and strategic advice to organisations and leaders on government reform, social policy design, performance and program monitoring, stakeholder engagement and consultation. In addition to this we specialise in the design and implementation of Reconciliation Action Plans and/or First Nations Strategies.

Nganya is a 100% Aboriginal, female owned and operated business committed to delivering high-quality service and advice to our clients. We are focused on collaborations with purpose and community impact.

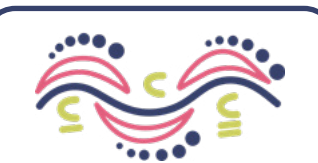


Our Way of Being

Our intention and impact is defined by *Our Way of Being*. It teaches us about connection, responsibility and new beginnings while holding space for us all to learn the most significant lessons of humanity and culture, beyond the words we hear. Nganya means fire starter or flame in Barkindji language, and the fire is central to curiosity about ourselves and the world around us.



Our *Warra-warra* means we are always side-by-side and close together; this strengthens our purpose, nurtures self-awareness of values and allows us to authentically connect with ourselves and the world around us.



The cultural legitimacy of Nganya—*Thulu* means the governance, decision-making and processes for impact in our organisation is informed by our traditions and beliefs, that are fundamental to who we are and how we live.



Integrity—*Kurkuru* is the most important value and chosen behaviour of Nganya; we say what we mean and do what is needed to better connect and influence change, alongside Aboriginal children, families and communities.

At Nganya we work to ensure everything has purpose, centres the experiences, voices and needs of Aboriginal communities, and focuses on impact and outcomes. We do this by supporting organisations to build relationships with Aboriginal people, working in deep consultation and equipping them with the understanding of the inequity in our systems.

We want to assist leaders to cut through with their messages to effect real change on projects and service design that has a positive impact on Aboriginal people and communities.

Our desire to understand people and communities enables real change because of the paths we have built between people and businesses.

We champion cultural humility by centering the voices and lived experiences of Aboriginal people and communities in all conversations about our shared past and future.



Commitment to Community

Our commitment is to invest in First Nations communities and projects enabling:

- equitable outcomes for First Nations people and children
- Caring for Country practices, and
- meaningful activities for individual and collective economic sustainability.

We are driven by an inherent desire for First Nations peoples to live happy and healthy lives where kinship and community thrive together.

The work we do and the money we circulate in our communities makes a difference. Our contribution to the community goes beyond a percentage of contracts and regular donations—instead, we use our skills, knowledge, experience and networks to create solutions, mentor and connect the right people.

We contribute to Kinchela Boys Homes, The Glen, Deadly Science and Mudgin-gal. We fund the Brewarrina Girls Club, an initiative to nurture positive

relationships between young Aboriginal women and local police. We also contribute to the Project Walwaay in the Orana Mid-Western Police District; a project aimed at reducing Aboriginal youth incarceration in Dubbo through increased access to opportunities for education, training and employment.

We are also deeply committed to assisting fellow black business women in pursuing their dreams, providing assistance and advice where possible to help their businesses develop and grow, for sustainability, and cultural and community impact.

We are committed to partnering and engaging broadly and deeply in our community—with small and medium businesses that are owned and operated by First Nations peoples, women, people with disability and our LGBTQIA+ community.



Team Members

Our multidisciplinary team provides you with a unique mix of highly skilled professionals, including:

- Aboriginal Stakeholder Engagement
- Policy and Program development and implementation
- Research, Evaluation and Data Analysis (including skilled report writers and proof-readers)
- Communications and Engagement
- Leadership development and mentoring
- Design and Marketing (including expert knowledge in accessibility), and
- Aboriginal art.

Our team members are committed to centering the voices of First Nations people in all that we do and making valuable contributions that achieve sustainable social change for equitable outcomes.



Dixie Crawford
Aboriginal Engagement Consultant



Tanika Davis
Project Manager



Sarah Ciftci
Senior Research Associate



Kylie Hill
Aboriginal Artist



Vanessa Schimizzi
Visual Designer



Dinah Bryant
Communications Manager



Team members



Dixie Crawford

Dixie Crawford, is a Barkindji woman from Brewarrina who lives on Ngunnawal country. She is the Founder and Managing Director of Nganya.

Nganya, meaning fire starter or flame, is the right word to describe the way Dixie collaborates with clients, connects to communities, and challenges the status quo of mediocre leadership on social policy and equity.

Dixie uses her lived experiences, personally and professionally, to challenge ideas and the way 'it's always been done'.

Warm, vibrant and with a gift for building genuine relationships and connections, Dixie is the kind of person that after the first meeting you'll think of her throughout your week, as the conversations you have with her will be influential and thought provoking.

Dixie wants to make a difference in the way Aboriginal people are heard and understood.

Highly focused on and driven by an unwavering belief, she knows that if a generational change in Aboriginal communities is to occur, the catalyst for that can only ever be transformational, disruptive and action-driven leadership.

Dixie is accountable to the people and communities she advocates for; her commitment is to always centre people in conversations about our shared past and future. The work Dixie does is not fluff or feel-good—it is intentional, and at times uncomfortable and confronting. However, without having real and straight-shooting conversations that expand our knowledge and skills we won't ever get to a place of deep understanding and equity.

At Nganya, Dixie leads our stakeholder engagement, masterclasses, executive coaching, and the design, implementation and monitoring of Reconciliation Action Plans.

Dixie's qualifications include a Bachelor in Health Science, Advanced Diploma in Leadership and Management, Certificate IV in Aboriginal Family Health, Advanced Diploma in Specialist Trauma Counselling (SoA), and Level One Executive Coaching.

Dixie has a strong background in policy design, program implementation and monitoring, and governance expertise in the spheres of social policy, human services, and community wellbeing. Dixie is skilled and experienced in stakeholder engagement and community consultation, assisting in the building, and nurturing of relationships with multiple layers of complexity where stakeholders have distinctly diverse needs.

In her 17-year career, Dixie initially worked in a mental health inpatient unit and Child and Adolescent Mental Health Service (CAMHS) before transferring into a specialist unit for child safety and wellbeing. After leaving frontline service delivery and management, Dixie transitioned into strategy and policy working cross-government on program design, service stream development and performance monitoring, reforms in domestic and family violence and paediatric health care.

Dixie is a Reconciliation Action Plan (RAP) specialist and has actively engaged and worked with numerous organisations to develop and implement their Reflect RAPs with great success.



Tanika Davis

Tanika Davis is a proud Worimi Woman from Forster and currently lives on Awabakal Country in Newcastle with her family. Tanika is passionate about providing support to those most vulnerable in our community and ensuring we are building inclusive environments that deliver equity to all.

Tanika is a mother to two beautiful jarjums. Her eldest son was diagnosed with Autism Spectrum Disorder at two-years of age. This experience was an eye opener not just in terms of his future care, but also around the lack of culturally appropriate support, resources and connection opportunities for Aboriginal families. She knows too well the importance of inclusive engagement and has developed her own resources to support Aboriginal families in similar situations.

She is a change maker and wants to make a valuable contribution to equity and inclusion in the development of programs and policy.

Tanika has a qualification in Indigenous Health Promotion and over 10 years' experience in program delivery, event management and service delivery.

Tanika has worked with Government departments and key stakeholders within NSW Health, Education and Corporate organisations.

Tanika's work is focussed on understanding the importance of real and impactful community engagement to ensure the voices of First Nations peoples and communities is centred in decision-making. Tanika's enthusiasm to ensure any policy and program outcomes benefit her people is reflected in all she does, personally and professionally.

Projects Tanika has recently contributed to include, the NSW Aboriginal Children's Early Childhood Education Strategy, Reconciliation Action Plan consultation with Aspect Australia, delivery of educational and cultural consultation to organisations such as Gowrie Australia, Good Start Learning and Northcott.

Team members



Sarah Ciftci

Sarah Ciftci is a non-Indigenous woman living on the lands of the Gadigal People of the Eora Nation. Sarah is committed to promoting cultural diversity, inclusion and social justice, and is passionate about decolonising research methodology and practice.

She values deep listening, empathy and respect and applies this to all she does, personally and professionally.

Sarah completed her PhD (Social Sciences) at the University of Sydney and holds a Bachelor of Socio-Legal Studies with First Class Honours, also from the University of Sydney.

Sarah has ten years' experience conducting research and evaluation projects with Aboriginal and Torres Strait Islander people and communities across multiple policy contexts, including child protection and wellbeing, family violence, health and education. She currently holds an academic research position at the Research Centre for Children and Families, at the University of Sydney where she coordinates an ARC-funded Linkage Project that explores practice change in the out-of-home care sector.

She previously held academic roles as a lecturer, unit coordinator and tutor at both The University of Sydney and University of Tasmania.

Sarah brings high-level skills in stakeholder engagement, data analysis and writing to the team. Examples of her academic publications include:

McLeod, K., Moore, R., Robinson, D., Ozkul, D., Ciftci, S., Vincent, K. (2020) 'Using the pluriverse concept to critique Eurocentrism in education', *Journal of Applied Learning & Teaching*, 3 (Special Issue No. 1): 30-39.

Ciftci, S (2018) *Making Space for Indigenous Justice in the Child Welfare and Protection Space in Hendry, J., Tatum, M, Jorgensen, M and Howard-Wagner, D (eds) Indigenous Justice: New Tools, Approaches and Spaces*, Bristol: Palgrave Socio-Legal Studies, Palgrave Macmillan.



Kylie Hill

Kylie is a proud Aboriginal woman from the Kalkadoon and Waanyi from far North Qld at Mount Isa. She currently lives in Ipswich where the Jagera, Yuggera and Ugarapul people were the Traditional Owners of this land.

Kylie has been painting for over 30 years and in 2019 turned what was a hobby into a successful business.

Kylie's business, KJH Artworks, produces a range of attractive contemporary designs as well as providing a bespoke 'story telling' design service that works with groups and communities to create meaningful, significant and lasting visual stories for communities with the aim of building connection. Her artwork has been commissioned by schools, community hubs, interest groups, Indigenous communities and for major infrastructure projects.

Kylie's artworks have also gone international. Her pieces have travelled as far afield as Las Vegas, Japan, Germany and Ireland.

Highlights in her artistic business to date include:

- designing artwork for media and promotional materials for Donate Life QLD, 2020
- designing an Indigenous patch for RAAF Amberley, 2021
- designing the softball jersey for the Australian Women's Olympic Team that went to Japan in 2021
- designing Softball Australia players uniforms for the World Series, 2022
- painting the first Aboriginal Tactile Mural at Narbethong Special School, a total of 40 metres, in 2022

- receiving the Australia Day Cultural Award 2022, and
- delivering the Wakasa High School Japan Workshop, 2022.

Softball is also an important part of Kylie's life where she has been involved as a player and official for many years. She's also painted many softballs and equipment for softball, and is heavily involved in the Murri Women's Softball Tournament.

Kylie donates pieces of artwork monthly to charity to help raise funds for Cancer and for children in sport as she loves helping others through her art.

One of her biggest desires and inspirations is to connect with people through art. She believes this can help close the gap, reconcile differences and bring people together.

Kylie has eight beautiful jarjums with her husband David and wants to ensure that our future generations keep Aboriginal culture alive. She knows she can contribute to this through her art and by teaching her craft as well. As a strong Aboriginal woman she wants to lead the way; which is why she started her own art business.

Team members



Vanessa Schimizzi

Vanessa is a non-indigenous woman living on Ngunnawal Country in Canberra.

She is an experienced Visual Designer with ten years working in the creative field. Vanessa has a demonstrated history working with government, not-for-profit and private sectors. She has expert skills in Bid Design, Brand Design and Management, Website & Digital Design, Visual Design, Marketing Communications, WCAG2.1 accessibility and Stakeholder Engagement.

Vanessa is passionate about using a human-centered approach to create beautiful and purposeful designs. Vanessa loves creating simple solutions to complex problems.

She's committed to helping others ensure their brand connects to their audiences in ways that exceed the ordinary.

Vanessa's qualifications include a double Bachelor's degree in Graphic Design, and Advertising and Marketing Communications. She is a highly sought-after graphic designer in Canberra, with a wealth of Australian Public Service (APS) experience and a deep understanding of design requirements for the Federal Government.

Vanessa is a trained expert in WCAG accessibility. She has not only applied accessibility standards to all her work, but she has also trained and mentored others in the standard. She knows the importance of ensuring that every person has access to information.

Vanessa has produced a number of Reconciliation Action Plan's (RAP) over the years with many different organisations, and understands the process from start to finish while upholding professional standards and sensitivities when producing such documents. Vanessa is quick and efficient in her working style and will ensure the project runs smoothly to the intended deadline. Vanessa works with Nganya to ensure the intention of an organisation's vision, mission and action on reconciliation is visually engaging and conveys a story of impact, intention and people-potential.

In 2021, Vanessa was named Young Business Woman of the Year at the Canberra Women in Business Gala Awards, a sure testament to her design skills and work ethic.



Dinah Bryant

Dinah is a non-indigenous woman living on Ngunnawal country. She is a mother of four and has a strong ethos of putting family first. She is also a committed and dedicated volunteer who is strongly connected, involved and giving to many community organisations in Canberra, ranging from sport, church and school.

Dinah has a passion for strategic communications, in particular identifying audience and using deep listening to ensure we can make authentic connections that lead to project and engagement success. She loves to assist organisations with the development and implementation of their communications and engagement strategies, putting practices in place to truly connect with the intended audience and set the organisation up for success.

She is a skilled storyteller and loves to listen and develop creative and engaging narratives that communicate with the intended audience in an honest and authentic way.

Dinah has a Bachelor of Applied Science in Sports Studies/Sports Journalism (with a major in Communications) from the University of Canberra. She also has a Diploma in Sports Journalism and Photography from the Australian College of Journalism.

Dinah has a strong writing and editing background and has worked as a senior political media adviser, radio news editor, freelance journalist and executive communications manager both in the Australian Government and with a private communications company.

As a former radio and freelance journalist, Dinah is experienced in taking detailed information either from interviews, reports or research outcomes to deliver clear and concise content. She is experienced in building relationships and undertaking interviews with relevant talent to then create engaging narratives that make a real connection with the intended audience.

Dinah has also worked on several strategic communications projects, whereby she was responsible for interviewing staff and clients, to then compile key themes, pain points and gaps to deliver reports for the purposes of change management, program reviews, policy and project development, and delivery of training programs.

As a former radio newsreader she is also a skilled voice presenter and voice over talent.

Services

Nganya is a 100% Aboriginal, female owned and operated business, committed to delivering high-quality service and advice to our clients. We are focused on collaborations with purpose and community impact.

At Nganya, through a relationship-focused approach to people and community engagement, we ensure two-way relationships are nurtured with First Nations communities.

We support and stretch individuals and organisations to make valuable and meaningful contributions to achieve sustainable social change that delivers equitable outcomes.

We provide culturally sound and strategic advice to organisations and leaders on:

- government reform
- social policy design
- performance and program monitoring
- stakeholder engagement and consultation, and
- the design and implementation of Reconciliation Action Plans and/or First Nations Strategies.

Our Way of Being ensures our collaborations with people, communities and clients is focused on purpose and impact.

Our work is effective and long-lasting because our focus is not simply on 'doing the work'. We are committed to helping you and your organisation build capability to have greater clarity, confidence and connection in the work you do in partnership with First Nations communities.

We're determined to elevate thinking and action beyond generic and transactional engagement to more robust, targeted and outcome-focused partnerships.

Nganya offers services across the following areas:



Masterclasses

We offer masterclasses for the curious professional wanting to build their knowledge base and skill set, with the outcomes of communication and strengthening relationships for greater leadership and impact.

Our masterclasses are designed for like-minded people to connect and better understand themselves and the people they are connected to.

We specialise in three core areas:

- Communications and Stakeholder Engagement
- Cultural leadership for non-Indigenous managers, and
- Reconciliation implementation.

We design and deliver our masterclasses to ensure you develop the skills and knowledge you need to be a culturally safe person who 'gets it right' when doing your job.

While we are subject-matter focused, we are committed to helping leaders build a better understanding and expand their insight into the lived experiences of First Nations people and communities. This will enable greater relationships of mutual respect and understanding. We want what you 'do', to have a purpose and make a lasting impact.

Do you want to strengthen your understanding of the world around you and effectively influence how others show up alongside you?

Our masterclasses will develop your skills to feel confident asking the right questions at the right time that lead to lasting changes.

We can assist you with self-reflection, critical thinking and courageous leadership.



Our advisory services are informed by our Nganya 'Way of Being' to ensure our collaboration is culturally sound, informed and makes a difference to the lives of our clients and the communities they are connected to.

Our work is not driven by the desire to get the work done in the quickest timeframe, but by the potential of opportunity and impact to contribute to social change, greater wellbeing and equity in First Nations communities.

Strategy and Implementation

We provide advice on:

- Organisational strategic plans
- Implementation and performance relevant to First Nations service planning and performance
- Learning and development
- Program design and delivery
- Monitoring and evaluation frameworks, and
- Leadership development programs.

Our work is focused on building paths between communities and businesses that enable real change and centres First Nations peoples and their voices in all conversations.

We use methodologies of design thinking, data analysis, inclusive communications strategies and stakeholder engagement to identify the organisation's core needs in objectives, planning, execution and performance indicators.

Our approach

IDENTIFY

Identify the need and define the nature of the challenge, opportunity or outcome, i.e., what you need help with, what question you are asking and what problem you are trying to solve?

DECONSTRUCT ISSUES

Deconstruct issues to effectively disassemble and hypothesise solutions, i.e., what do you understand about the problem through observation, research, stakeholder engagement and mind mapping.

CRITICALLY ANALYSE

Prioritise and critically analyse data to redefine or reframe the challenge, opportunity or outcome, i.e., what has been revealed, what do we need more or less of and what are the core needs that have been determined as an outcome to the subject-matter exploration.

DESIGN AND VALIDATE

Design and validate work plans and processes, informed by the analysis, for better-informed implementation, i.e., determine step-by-step plans and actions (including, a core framework of who, what, where, when, how and why) focused on the immediate need and appropriate solutions.

We help build your capacity and leadership to understand the root cause of the challenges in front of you, setting you up for success.

Our strategies and planning for First Nations stakeholder engagement will not only make a difference in the way your project is planned for and implemented, but it will also make a difference in the way you, your organisation and your purpose are received by communities.

We don't engage in tokenistic and KPI driven projects and stakeholder engagement—our collaboration with First Nations peoples and communities is meaningful, targeted, intentional and committed to building and nurturing relationships that are mutually respectful and ethical.

KPI in our view stands for Key People Indicator.

Our Approach

Our approach is to balance the needs of our clients and relevant stakeholders through transparent and open communication. We focus on purpose and an ability to remain agile, inclusive and responsive to changing needs within a stakeholder engagement plan.

We work with our clients to provide project management and delivery of stakeholder engagement and report findings, to ensure the advice and voices of First Nations peoples and communities is centred in decision-making.

Our Methodology

Our methodology includes:

- defining community engagement purpose
- planning for limitations and barriers
- developing communication plans
- project coordination, and
- analysis of findings.

Our work guides leaders to a deeper understanding of the root cause of inequity faced by First Nations peoples and communities, and inspires courageous leadership that enables long-term change.

We help you learn how to ask the right questions and lean into uncomfortable conversations to drive real change that delivers equity for all.



Communications

We support leaders and organisations to better communicate their purpose, intention and action with First Nations peoples and communities.

Our efforts are focused on transformational leadership, autonomy and accountability, and making a difference in your organisational culture and messaging.

We specialise in organisational strategic positioning, including policy such as Reconciliation Action Plans, First Nations Strategies and/or special community engagement projects.

We help to determine your target audience, core messaging and metrics for success and outcomes beyond the storyline, by ensuring you are communicating and engaging with the right people in the right way.

Our advice is considered, targeted, intentional, and ensures your decision-making is purpose-driven and meaningful, as well as culturally relevant and appropriate.

Two-way Communication

We are often approached by organisations who want to improve their communication and engagement with First Nations peoples and communities, but are not sure where to start or later realise their approach to engagement has not achieved the intended outcomes.

Through a people and relationship-focused approach to better community engagement and purposeful communication, we ensure two-way relationships are nurtured with First Nations communities.

Our work will assist you to ensure your project has purpose, centres the needs of First Nations communities, and focuses on impact and outcomes.

We work with organisations to help them understand the needs of their audience and find the best ways to communicate.



Leadership

Our leadership development and capacity building efforts are focused on providing leaders with real-world skills and experiences to improve their visibility on social change issues and advocacy with organisations.

We don't coach and mentor people through 'uncomfortable conversations'; we help you find purpose, recognise your potential, and step into your leadership with courage and confidence.

Support

We support First Nations leaders and disruptors to transition into management and senior leadership roles within their organisations by exploring effective communication, visibility, negotiation, stakeholder engagement, influence, conflict resolutions and brand positioning. We offer three and six-month coaching and mentoring programs.

We also offer in-house advisory, facilitation and leadership sessions to assist leaders and organisations with determining the purpose, vision and mission of their work, while defining the values and activity required to achieve the desired outcomes.

The days of setting a plan and timeframes for implementation are done and dusted—to achieve long-lasting impact we must dedicate time, energy and focus to our people and teams, so they reach their full potential.

Corporate Change Makers

Our work with non-Indigenous corporate change-makers is committed to self-reflection, critical thinking and courageous leadership. The outcome of this work leads to a greater appreciation and understanding of First Nations worldviews and lived experiences, and the development of relationships that are culturally respectful, sound, and safe.



iCulture360—transforming cross-cultural leadership

This masterclass is a hybrid of cultural capability training, leadership development and effective communication. During iCulture360 we explore professional capability, unconscious bias, personal attributes, work collaboration, people development and management, and business enablers.

iCulture360 is not transactional; we are focused on and committed to transformational leadership that engages people and organisations in conversations about the root cause of organisation challenges and limitations on working in partnership with First Nations staff, stakeholders and communities.

Engagement in our program champions cultural humility and lives into your said values as you advocate for change, equity and fairness within your organisation, the clients you serve and communities you are connected to.

To create and maintain a workplace reflective of diversity, inclusion and equity, we must ensure our systems, policies and processes recognise and understand the importance and value of the difference in people, community and culture. However, a challenge many leaders experience is knowing 'how to practice' greater inclusion and respect beyond the visibility of intention.

Our program embeds First Nations worldviews and explores the principles of connection, culture and wellbeing within leadership methodologies.

We aim to strengthen leaders' ability to achieve their full potential while understanding the people and communities around them, as well as meeting the needs of the people they support and lead.

iCulture360 is delivered in the form of public masterclasses, one-on-one coaching, in-house full-day training and monthly group sessions.

iCulture360 is for non-Indigenous managers, senior leaders, human resources staff, talent acquisition, and learning and development specialists.



Previous Work

We are proud of the people we have worked with and projects we have delivered, including:

NSW Department of Planning and Environment



We helped with:

Aboriginal stakeholder engagement for the development of NSW Aboriginal Regional Water Strategies to build the state-wide NSW Aboriginal Water Strategy.

Approach:

We facilitated Aboriginal stakeholder information and engagement sessions in the Murrumbidgee and Murray regions to determine localised needs for cultural heritage, land management, infrastructure, water access and licenses. We recruited and liaised with community members, advocacy bodies and organisations to seek relevant and appropriate advice to inform the design and implementation of localised Aboriginal water plans.

NSW Department of Communities and Justice



We helped with:

NSW state-wide stakeholder engagement to determine community and service sectors needs and wants for implementation of Closing the Gap Target 13—the target objective is by 2031, the rate of all forms of family violence and abuse against Aboriginal women and children is reduced at least by 50%, as progress towards zero.

Approach:

Design and implementation of stakeholder engagement and communications strategies for the participation in focus groups and interviews with the project team. Our methodology included a desktop review, several project meetings with the Department and key stakeholders, Aboriginal Legal Services NSW/ACT, and co-facilitation of a visibility and leadership masterclass with Nganya partner organisation.

We engaged Aboriginal and non-Aboriginal subject-matters experts including those with lived experience, DFV support workers, health clinicians, consumer and service advocates, and academics state-wide to understand stakeholders' personal and professional experience in various geographical locations in NSW.

Our final report of engagement methodology, data analysis and recommendations informed the jurisdictional implementation of Closing the Gap Target 13 in NSW.

Previous Work

The Sydney Children's Hospitals Network + Western Sydney LHD



We helped with:

Stakeholder engagement to design and implement an Aboriginal Legacy Strategy for the Westmead Redevelopment Project. The redevelopment commenced in 2015, and houses complex and critical care services in a multi-story facility for adult and paediatric patients in Western Sydney and state-wide.

Approach:

We provided stakeholder engagement support and advice on the design and delivery of strategic planning with the objective to build trust, provide culturally safe and welcoming environments, strengthen education and employment of local Aboriginal communities, and improve health outcomes. We recruited and hosted focus groups, connected project management teams with local communities and consultative groups. We advised on data collection and analysis to support the implementation of advice from the community into the decision-making and implementation.

Our work contributed to the design, implementation, and performance monitoring of the Westmead Redevelopment Aboriginal Legacy Strategy. The strategy remains a living document as the project progress with Stage 2 and 3 with the expected completion by 2025.

Pfizer—RAP



We helped with:

The design, development and planning of the Reflect RAP for implementation in 2022–23. The Pfizer Reflect RAP vision is to be active and effective allies of Aboriginal and Torres Strait Islander communities, especially with health inequalities in Australia. To achieve Pfizer's vision and commitment to reconciliation, we continue to focus on actions of cultural competency and allyship, community relations, First Nations employment and procurement.

Approach:

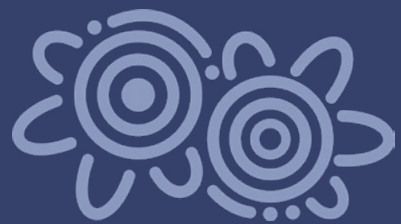
We provided advisory and project support on the design, communication and implementation of deliverables for the Reflect RAP to ensure all action is meaningful and aligned to Pfizer's reconciliation vision and mission. We provided an Aboriginal health masterclass for internal reconciliation champions and sponsors, supported engagement with external First Nations stakeholders, and provided a communications and engagement strategy to increase internal and external stakeholder engagement.

Our work contributed to the launch of the Pfizer Reflect RAP in March 2022. We will continue to work with Pfizer as an advisor on the External RAP Advisory group and provide project support on the implementation of the Reflect RAP action items and deliverables in 2022.

Previous Work



NSW Department of Education— ECE Directorate



We helped with:

Leadership workshops with the Early Childhood Education Directorate team to support the implementation of First Steps—the NSW Aboriginal Children's Early Childhood Education Strategy 2021–2025. Our collaboration focused on defining individual and team values, culture, and strategies for impact within the Department and with external stakeholders.

Approach:

We hosted five masterclasses with the team over a two-week period focused on values, culture, communication, relationship building and collaboration. We collaborated with the leadership team to understand the unique needs of the collective and strategies for best engagement. The team explored their individual values and strengths to achieve the objectives and outcomes of First Steps over the following twelve months.



Yarn with us



We'd love to learn more about you and how we can help you embed long-term change in your role and organisation.

Our vision is to work in, live in and contribute to a society that values the lived experiences of Aboriginal people and tenaciously pursues equitable access to nurture healthy, happy and culturally connected communities for generations to come.

What we do makes a difference. We are bold, unreserved and exist to make meaningful and real change in our communities. People are central to our thinking and doing—our collaborations with clients are not transactional and the outcomes we achieve are long-lasting. We live into our purpose and vision every day knowing that the way we turn up in the world has impact.

As a 100% Aboriginal-owned and operated business, we are committed to delivering high-quality service and advice to our clients. We are focused on collaborations with purpose and community impact.

We are committed to helping you and your organisation sustainably and strategically take meaningful action to advance reconciliation and embed culture in all you do, for equitable outcomes, now and in the future.

Contact Details

Dixie Crawford
Managing Director
P / 0428 061 587
E / hello@nganya.com.au

www.nganya.com.au





Contact Details

Dixie Crawford
Managing Director

P / 0428 061 587

E / hello@nganya.com.au

www.nganya.com.au

