



Package Name	Indigenous Cultural Safety Review I Audit
Reference Number	4610003365
Package Description	<p>In our 2021-2025 RAP we have committed to:</p> <p>Respect for Culture and Heritage,</p> <p>Indicator 1. Measurable improvement in levels of workforce cultural awareness</p> <p>Commitment 1.B Feedback from Indigenous Australian employees that their cultural safety is supported at work.</p> <p>The concept of 'cultural safety' was initially developed by Māori nurses in New Zealand. Aboriginal and Torres Strait Islander scholars have adapted cultural safety concepts to fit Australian circumstances, emphasising the negative legacy of colonisation and dispossession, as well as the positive impact of learning about and fostering identification with Indigenous culture.</p> <p>Woodside testing the market to possibly undertake an Indigenous Cultural Safety Review / Audit within our business using a trauma informed, human rights approach. This will look at addressing racism and racial diversity at Woodside by exploring and uplifting the experience of our people within the organisation, to make diversity a point of pride and competitive advantage. This will include examining everyday racism (workplace behaviours), structural racism (policies, processes and systems) and Indigenous cultural safety. Addressing racism is core to empowering our people – this complements the work already being undertaken in I&D Strategy and our Anti Racism and Cultural Safety vision. It will look to reduce turnover and improve social and emotional well-being for our Aboriginal and Torres Strait Islander workforce by addressing the causes of racism within the workplace including cultural capability of leaders and providing culturally appropriate support options.</p> <p>In the spirit of truth telling, we would expect this work to be informed by Aboriginal and Torres Strait Islander peoples by sharing of their lived experience. Solutions need to be worked through this group and feedback loops established. We need to ensure that the right psychological supports are in place for impacted people that may share and relive their trauma.</p>
Specifications and Standards:	<ul style="list-style-type: none"> • Deep knowledge and experience with projects using a trauma informed approach. • Indigenous Psychologist specializing in Trauma. • Indigenous Psychologist specializing in Organizational. • Auditing with an Indigenous lens.
Delivery Place	Western Australia
Supplier EOI Instructions	Please note, this is an Expression of Interest (EOI) only, the content of this work is subject to change pending project demand and timelines.

	<p>Suppliers are invited to express interest by registering on ICN Gateway where competency and previous positive experiences for offshore oil and gas projects should be demonstrated for the provision of similar goods and/or services.</p> <p>ICNWA will follow up on full scope registrations by email, once the full scope closing date has passed. The supplier's response to ICNWA's email and their demonstration of capability for the service, will form their Expression of Interest (EOI) for this package.</p> <p>Supplier(s) will only be considered for the upcoming Tender if suitably qualified by the Company's Procurement Entity.</p>
Contact:	<p>All initial enquiries should be made through the Industry Capability Network Western Australia</p> <p>Ray Loh</p> <p>Ray.Loh@icnwa.org.au</p> <p>+61 (0) 8 9365 7499</p>
URL	<p>For more information about Woodside please refer to the Company's website: www.woodside.com.au</p>
Closing Date:	21 July 2023