



# Djaara Cultural Competency Program (DCCP)

by DUMAWUL



**Dumawul**

A photograph of two men, one younger with a beard and a hat, and one older with a long white beard and a headband, both looking towards the right. The image is overlaid with a semi-transparent dark brown filter.

## Introduction

The Djaara Cultural Competency Program (DCCP) provides an authentic and intimate reflection on 60,000 years of Dja Dja Wurrung Country and Culture and the Djaara people.

Experience an immersive, empowering, and confronting day of truth and history, which includes time on Country, the privilege of listening to repatriation of language, and the sharing of family and clan stories from our Djaara guides and teachers.



## About our program

The DCCP is suitable for groups and teams across all corporate, government, education, private business and community sector organisations.

The program delivers education and training to support organisations who wish to expand their knowledge of social responsibility and cultural awareness, increase cultural understanding to support project applications and planning, or are developing and implementing Reconciliation Action Plans.

A full day of in-person training, the program begins in the classroom as we explore the *Dhelkunya Dja* 'Healing Country' Plan which reaffirms our goals and obligations to care for Country. Learn about the historic Recognition and Settlement Agreement, Treaty, cultural safety and appropriateness. We explain cultural protocols, the purpose of acknowledgement, artifacts, heritage, values and traditional views. Discuss racism, pre and post-colonisation history, Djaara people and our ancestors, explore kinship, moieties and totems.

Our Djaara guides will lead participants to view and experience plants, animals and landscapes through a different lens as they guide you on Country. Immersed in nature, experience traditional ceremony and connection at a deeper level.

### Program inclusions

*(Varies depending on individual group requirements)*

- + Traditional welcome
- + Smoking ceremony
- + Understanding our Country Plan, Reconciliation and Settlement Agreement, Treaty and other significant documents and agreements
- + Exploring Country at locations such as the Bendigo CBD Walking Tour, Frog Ponds, Leanganook "his teeth" and Kooyoora "Mountain of Light"
- + Cultural protocols
- + Connection to Country and regrounding
- + History and uncomfortable truth telling
- + Significant dates, celebrations and mourning
- + Apical ancestors
- + Personal stories from family and clan group ownership

*This is a high quality experience, includes lunch and key learning resources.*



**“A shift from judgment to empathy”**



“Meaningful cultural journey with a long lasting impact”



## Your own unique program

Each DCCP is individually curated for your organisation, and will consider the goals, needs, abilities, and existing competencies of both the organisation and of the individuals attending.

Each program will have its own unique nuances depending on the facilitator allocated, as no two programs are the same. Supporting the ongoing development of your team’s cultural fitness, participants will be empowered to participate in difficult conversations, how to engage better with Djaara, and understand how they fit historically. They will learn how to walk alongside us and to be an ally; experiencing a day of healing hearts and minds and gaining an appetite to learn more.

### Team Benefits Long Term

- + Build new business relationships, partnerships and pathways
- + Understand Recognition and Reconciliation
- + Provide inclusive, safe workplaces for First Nations People
- + Grow your team’s awareness and cultural fitness
- + Understanding appropriate behavior, and new ways of working
- + Celebrate culture and milestones
- + Community strengthening
- + Increased social responsibility, and sharing the cultural load.

## Your unique experience

### Your DCCP experience is individually curated by:

Two Djaara Cultural Facilitators, our Cultural Immersion Coordinator and our Events Manager to ensure your goals and needs are met.

### Your DCCP training is delivered by:

Our Djaara leaders and facilitators, with specific expertise matched to your group needs, for example, a health, education, legal or Country content focus.

### Travel and itinerary:

Participants are required to self drive to nominated locations, unless transport has been included in your program.



## Booking information

- + A minimum of **four weeks** notice of your preferred training date is required.
- + **Price per participant quoted on enquiry**, with lunch included.
- + The program is delivered **Monday to Friday**, from **9.30am - 4.00pm**.
- + Minimum participants payable is **15**, **maximum group size is 25**.
- + This is a full day of learning, available all year round with the exception of culturally significant dates and ceremonies.
- + Some tours are weather dependant, but can be modified if wet and unsafe through our flexible program structure.
- + Additional fees for travel support to specific locations may be payable.

## How to secure your training

- 1 Email DUMAWUL with your enquiry and preferred dates at [dumawul@djadjawurrung.com.au](mailto:dumawul@djadjawurrung.com.au)
- 2 Our Events Manager will get in contact with you to explore your needs and provide a quotation for approval.
- 3 Our team will then curate a program that meets your goals and needs, and will provide your Participation Agreement, Terms and Conditions, Code of Conduct, and your invoice for payment.
- 4 Return your signed Participation Agreement and Code of Conduct with payment to confirm your booking. Further information is provided for your participants to prepare.



“I have never had an experience like this before”

# Terms and conditions

Terms and Conditions for the Djaara Cultural Competency Program (DCCP) by Dja Dja Wurrung Enterprises Pty Ltd, trading as DUMAWUL.

Please read these Terms and Conditions carefully before making your booking enquiry, and before any representatives or employees from your business, organisation or group (hereinafter referred to as "Participants") participate in any component of the DCCP, including both classroom sessions and outdoor tours.

These Terms and Conditions constitute a legally binding agreement between you (hereinafter referred to as the "Business") and the program organisers (hereinafter referred to as "DUMAWUL").

## Program Description:

- a) The DCCP aims to provide participants with knowledge and understanding of Dja Dja Wurrung Country cultures and traditions, and the perspectives of Djaara People.
- b) The program consists of both classroom sessions and outdoor tours on Country to enhance learning through immersive and practical experiences.
- c) The classroom sessions cover many relevant topics, including cultural awareness, significant events, sensitivity, communication, and respect.
- d) The outdoor tours will involve slow pace walking tours for approximately 60 minutes at culturally significant sites, and participation in traditional ceremonies to provide firsthand exposure and immersive learning opportunities.

## Participant Eligibility:

- a) Participants must be 16 years of age or older.
- b) Minimum participant numbers is 15, and maximum group size is 25 participants. If participant numbers drop below the minimum number, the session may still proceed with the minimum number of 15 places payable by the Business.
- c) The Business must advise in advance of any physical capability limitations of their participants, to ensure the most suitable tour is curated that will allow all participants to engage in outdoor activities and tours. Any physical or medical conditions must be disclosed to DUMAWUL during the initial booking process.

## Program notice and availability

- a) Bookings are required 4 weeks prior to the preferred date of delivery
- b) DCCP sessions are delivered Monday to Friday, between 9.30am and 4.00pm, unless a specific agreement is undertaken between DUMAWUL and the Business.
- c) DCCP training cannot be booked or delivered on or during culturally significant dates or periods or during Sorry Business.

## Bookings and Payment:

- a) To enroll in the DCCP, the Business must register their participants and complete the registration process in full, and submit the required payment within 7 days of receipt of invoice. Refer to the "Booking process" and "How to secure your training" for the registration step by step process.
- b) The Business agrees to provide the following information at the request of the DCCP Event Manager:
  - 1 Agreement of the specific session start and completion times, and advice of any additional information as relevant.
  - 2 Travel or location access limitations as applicable
  - 3 Dietary needs for catering purposes
  - 4 Any additional transport support required
  - 5 Accessibility and mobility limitations of each participant
  - 6 An understanding of what level of competency exists with the participants
  - 7 What level of immersion is required to fulfill the needs of the Business
  - 8 Any additional goals and needs of the Business that will assist with content curation.
- c) Bookings are not confirmed until:
  - All booking information requested by DUMAWUL is received
  - The Participation Agreement is signed and returned, including acknowledgement of the Terms and Conditions and the Code of Conduct.
  - Payment in full is received
- d) Payments are non-refundable unless otherwise stated in DUMAWUL's DCCP's cancellation policy.
- e) The Business and their participants are responsible for any additional costs associated



with transportation, accommodation, additional meals outside of the standard lunch provided, and personal expenses during the program.

**Program modifications and booking cancellations:**

- a) DUMAWUL reserves the right to modify the program itinerary, including the classroom sessions and outdoor tours due to culturally influenced amendments, and unforeseen circumstances, such as:
  - Weather conditions
  - Accessibility needs
  - Safety concerns
  - Availability of the most suitable cultural expert matched to the Business' needs
  - Availability of specific facilitators most suited to specific areas of Country, depending on ancestral links
- b) DUMAWUL reserves the right to cancel the booking or the delivery of the program at anytime prior to the booking date if Djaara guides are unavailable due to illness, Sorry Business or culturally significant dates. In the event of program cancellation by DUMAWUL the booking will be rescheduled for another mutually agreed date and payment held over.
- c) DUMAWUL reserves the right to immediately terminate a booking or expel an individual participant prior to or during a DCCP session without notice or explanation if participant conduct is deemed inappropriate, disrespectful, or discriminatory towards other participants, guides, locals, or cultural sites. In the event of termination or expulsion by DUMAWUL due to conduct, no refund is payable to the Business or an individual.
- d) DUMAWUL shall not be liable for any additional expenses incurred by the participants for any type of cancellation, termination or expulsion.
- e) Amendments to the non-refundable booking policy or approval to transfer dates for cancellations when made by the Business, are at the discretion of DUMAWUL.

**Participant conduct:**

- a) Participants are expected adhere to the DCCP Code of Conduct, conducting themselves in a respectful and culturally sensitive manner throughout the program.

- b) Participants must adhere to the instructions and expectations provided by DUMAWUL within the Code of Conduct, including but not limited to, safety guidelines, respect, behavior, ethics and local laws and regulations.
- c) Any behavior deemed inappropriate, disrespectful, or discriminatory towards other participants, guides, locals, or cultural sites may result in immediate termination of the session, or expulsion of an individual from the program without refund.

**Liability and insurance:**

- a) The Business and participants acknowledge that participation in the program, including outdoor activities and tours, carries inherent risks and agree to assume full responsibility for their safety and well-being.
- b) DUMAWUL shall not be liable for any injury, illness, loss, or damage incurred during the program.

**Intellectual property:**

All program materials, including presentations, handouts, and multimedia content, are protected by intellectual property rights and are solely for personal use. Participants or the Business shall not reproduce, distribute, or publicly display such materials without prior written permission from DUMAWUL.

**Privacy:**

Participant's personal information collected during the registration process will be used solely for program administration purposes and will be handled in accordance with applicable privacy laws and regulations.

**Governing Law and Jurisdiction:**

- a) These Terms and Conditions shall be governed by and construed in accordance with the laws of the jurisdiction in which the program takes place
- b) Any disputes arising out of or in connection with these Terms and Conditions shall be subject to the exclusive jurisdiction of the competent courts in the same jurisdiction.

By making a booking, or participating in the DCCP, the Business and participants acknowledges that they have read, understood, and agreed to abide by these Terms and Conditions.

