

Truth- telling Programs



Equip your organisation to respond to truth-telling with informed practice, cultural understanding and meaningful action.

Designed for organisations, leaders and professional teams, Truth-telling Programs explores the role of truth-telling in workplace contexts, with a focus on acknowledging and understanding Australia's history, particularly the experiences of Indigenous communities.

The program can be delivered as an introductory conversation, a broader applied workshop or a deeper strategic engagement, including exploration of the Yoorook Justice Commission's recommendations and broader systems-level change

Through discussion, reflection and applied workplace context, the program explores how truth-telling can inform organisational culture, leadership and decision-making, while supporting reconciliation commitments, psychological and cultural safety, and inclusive practice. It also creates space to examine workplace experiences and

understandings of Australia's history, including misconceptions, gaps and opportunities for growth. Commission's recommendations and broader systems-level change.

Program focus

Truth Telling Programs brings together historical context, guided reflection and organisational application across key areas including:

- The meaning, purpose and application of truth-telling in organisational contexts.
- Historical and systemic context, including pre-colonisation, settler colonialism, Indigenous advocacy and systemic investigations.
- Modern day myths and misconceptions about the lived-experiences of Aboriginal and Torres Strait Islander people, and the importance of informed, respectful perspectives.

- Application of principles of self-determination, sovereignty, partnership and co-design in developing culturally sensitive reconciliation commitments, psychological and cultural safety, and inclusive practices.

The program can be tailored to align with your organisation's goals, including:

- Supporting Reconciliation Action Plan (RAP) or Indigenous Strategy commitments
- Strengthening psychologically and culturally safe workplaces
- Enhancing employee awareness and capability in inclusion practices
- Delivering measurable impact beyond awareness into action

Study mode: Face-to-face and/or Online

Duration: Negotiable



Truth-telling programs are available in four delivery formats, with the emphasis, scope and depth shaped by organisational priorities and audience needs.

Fireside chat

Suitable for:

Introduction and engagement

An accessible, discussion-based session delivered face-to-face or online. Using an expert-facilitated panel and Q&A format, the session introduces the meaning and application of truth-telling in workplace contexts, including common myths and misconceptions about Aboriginal and Torres Strait Islander people. It also introduces the Yoorrook Justice Commission as Australia's first formal truth-telling process and the rationale for further truth-telling.

Micro-credential

Suitable for: Professional Accreditation

For organisations and individuals seeking to undertake a professional development pathway with accreditation. Our accredited courses are aligned with national quality assurance standards, ensuring your team gains recognised qualifications alongside practical workplace skills.

Workshop

Suitable for: Practical exploration and application

A tailored session for organisations seeking broader exploration of truth-telling and its workplace application. Delivered face-to-face or online, the workshop combines applied learning, discussion and reflection, with flexible scope and duration depending on organisational requirements. It can introduce concepts including self-determination, sovereignty, partnership and co-design, while connecting truth-telling to reconciliation commitments and working with Aboriginal and Torres Strait Islander communities, psychological and cultural safety, and inclusive practices.

Longer workshop

Suitable for: Deeper strategic engagement

A more substantial workshop grounded in the recommendations of the Yoorrook Justice Commission's final report. This format explores historical and systemic context in greater depth, including pre-colonisation, settler colonialism, Indigenous advocacy, systemic investigations and systems-level change. It can also incorporate voices of Elders and knowledge holders, lived experience, and qualitative and quantitative evidence to support meaningful organisational change.

Contact us today on:
debbie.reynolds@unimelb.edu.au