

CAPABILITY STATEMENT



WORKING WITH PEOPLE, NOT FOR PEOPLE.
WITH THE GENIUS OF ABORIGINAL KNOWLEDGE.

BlackCard's Aboriginal knowledge strengthens ethical behaviour by enabling people to develop an understanding to undertake the same obligations and responsibilities to Land and to each other as Aboriginal people have practised for thousands of years.



ABOUT BLACKCARD

BlackCard is 100% Aboriginal-owned business with the majority of our workforce comprised of Aboriginal and Torres Strait Islander peoples. We are a specialist consultancy and training provider that partners with First Nations communities, government, corporations and industry to:

- deliver cultural capability training and cultural immersion experiences at all levels of the organisation;
- create connections to establish mutually beneficial and culturally sensitive relationships;
- co-design strategies that build internal capability and delivers sustainable opportunities for Aboriginal and Torres Strait Islander peoples; and
- using BlackCard's evaluation methodology and Theory of Change, support companies to measure their impact.

We are dedicated to supporting organizations on their reconciliation journey. Through our educational workshops, guided by principles from Elders and Aboriginal academics, we support and assist organizations in the development and fulfillment of their Reconciliation Action Plan. In addition to consultancy services for RAP development, we also offer cultural immersions. Our vision is to foster reconciliation and build strong relationships between Indigenous and non-Indigenous communities.

Our goals include enhancing cultural capability, empowering First Nations staff, and increasing understanding of the issues affecting Indigenous people. By engaging with us, organizations experience the positive impact of cultural awareness.

Grounded in the teachings of respected Elders Dr. Lilla Watson and Dr. Mary Graham, our approach embodies Aboriginal knowledge, promoting ethical behaviour and fostering a deep understanding of obligations to Country and each other.



REFEREES

Noel Prakash
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Business and Community
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Professor Bronwyn Fredericks
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OUR IMPACT



Since 2015, the Commonwealth Bank of Australia (CBA) has partnered with BlackCard to develop its cultural capability, ensuring First Nations peoples are part of CBA's vision of "securing and enhancing the financial wellbeing of people, businesses and communities".

Five years into the BlackCard Cultural Capability Training Program at CBA, Social Ventures Australia (SVA) was commissioned to independently evaluate the impact generated through the program.

The evaluation found evidence that all priority outcomes are being achieved. Whilst some are partially attributable, BlackCard was the catalyst in all cases.

BlackCard was categorised as a transformational experience that plays a critical role in both driving engagement and uplifting the foundational understanding of Aboriginal and Torres Strait Islander cultures, logic and philosophy.

MEASURING OUR IMPACT

ENGAGEMENT & AWARENESS

The BlackCard training is transformative for participant's awareness and understanding of Aboriginal and Torres Strait Islander history and cultures.

RELATIONALITY

BlackCard training improves participants ability to engage with First Nations staff and communities.

CULTURAL CAPABILITY

The evaluation found strong evidence of moving participants from 'seeing' ('Awakening') to 'doing'.

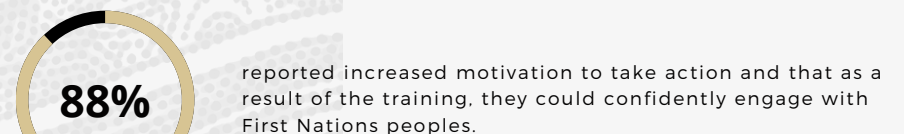
CULTURE INTO PRACTICE

BlackCard is a clear catalyst and motivator for change – behaviour change can be achieved by providing learning pathways, on-going support and guidance, and avenues to engage in reinforcing initiatives at CBA.

KEY FINDINGS FROM THE REPORT

The educational focus on the history and culture of Aboriginal and Torres Strait Islander peoples, combined with first-hand lived experience were highlighted by program participants as critical success factors.

- ➔ BlackCard's unique approach to engaging participants is an impactful vehicle for changing perspectives and mindsets.
- ➔ Aboriginal and Torres Strait Islander employees reported feeling safer as a result of their colleagues doing BlackCard Training.
- ➔ BlackCard can turn first timers into advocates and ensures staff can appropriately respond (or mitigate) conflict between First Nations and non-First Nations peoples.



PROGRAMS

90 MIN VIRTUAL

Our 90min high level workshop will equip participants with skills and knowledge to effectively engage with Aboriginal peoples and communities. BlackCard is guided by Aboriginal Terms of Reference developed by Dr Lilla Watson an academic, course developer and respected Aboriginal elder. (See program outline) This is an engaging, interactive workshop that requires your full attention as our highly skilled facilitators deliver the content using short impactful videos, polls, break out rooms and encourage participants to engage in respectful dialogue.

3HR VIRTUAL

Our 3hr virtual workshop will equip participants with skills and knowledge to effectively engage with Aboriginal and Torres Strait Islander peoples and communities. BlackCard is guided by Aboriginal Terms of Reference developed by Dr Lilla Watson an academic, course developer and respected Aboriginal elder. (See program outline) This is an engaging, interactive workshop that requires your full attention as our highly skilled facilitators deliver the content using short impactful videos, polls, break out rooms and encourage participants to engage in respectful dialogue. Our highly trained facilitators ensure that we create a culturally safe online environment so that participants feel comfortable in engaging with subject matter and feel comfortable in asking questions.

5 WEEK WEBINAR

Our 5 week webinar program is designed to go for 5 consecutive weeks in 1hr blocks. Each week a different topic is discussed with homework to prepare for the following week (See program outline)

HALF DAY FACE TO FACE

Our Half Day face to face workshop will equip participants with skills and knowledge to effectively engage with Aboriginal and Torres Strait Islander peoples and communities. BlackCard is guided by Aboriginal Terms of Reference developed by Dr Lilla Watson an academic, course developer and respected Aboriginal elder. (See program outline) Our highly trained facilitators ensure that we create a culturally safe environment so that participants feel comfortable in asking questions whilst engaging with the subject matter.

FULL DAY FACE TO FACE LEVEL ONE

Our Full Day face to face workshop will equip participants with skills and knowledge to effectively engage with Aboriginal and Torres Strait Islander peoples and communities. BlackCard is guided by Aboriginal Terms of Reference developed by Dr Lilla Watson an academic, course developer and respected Aboriginal elder. (See program outline) Our highly trained facilitators ensure that we create a culturally safe environment so that participants feel comfortable in asking questions whilst engaging with the subject matter.

ACKNOWLEDGEMENT OF COUNTRY

Our NEW one hour virtual Acknowledgement of Country program is designed to build knowledge and provide confidence in delivering a respectful Culturally appropriate Acknowledgement of Country.

VIRTUAL YARNING CIRCLE

Our BlackCard one hour virtual Yarning Circle session gives participants who have completed BlackCard training an opportunity to ask questions, unpack workplace challenges or to simply listen to other peoples experiences post BlackCard Training.

PART 1: EXECUTIVE LEADERSHIP PROGRAM: Reframing our relationship - Institutional Integrity and Historical Acceptance: a rights-based approach.

An introductory 4-hour session, designed to create critical knowledge uplift on best practice frameworks for maximising companies' reconciliation investment; and challenge the thinking of Board Directors and Executive Leaders in respect to:

- creating strategic alignment to the 5 Dimensions of Reconciliation within your sphere of influence
- how to embed the intent of Uluru Statement from the Heart into the way you operate; and
- companies' responsibility to uphold, protect, promote and respect the unique rights of Aboriginal and Torres Strait Islander peoples as outlined in The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)

PART 2: EXECUTIVE LEADERSHIP PROGRAM: Reframing our relationship - Institutional Integrity and Historical Acceptance: a rights-based approach.

Part 2 is also a 4 hour session however this builds on part 1 and is a much deeper dive into the course content outlined in Part 1.

The program is reflective, interactive, tailored to your business context and seeks to motivate and activate those within your business with the greatest ability to create change.

The training targets the leadership and governance of your business, as that is where the ultimate accountability sits for material risk, and mitigation of same including human rights and First Nations unique rights.

It is also where accountability sits for legislative and regulatory compliance - and we take you through limitation of Australia's legislative frameworks to protect the rights of Aboriginal and Torres Strait Islander peoples and outline what ethical leaders can do beyond legislative compliance to ensure they do no harm.

TRUTH TELLING EXECUTIVE LEADERSHIP PROGRAM

This aim of this 2 hour program is to engage senior decision-makers in how they can improve the historical acceptance dimension of reconciliation within their sphere of influence and empower and inspire change, aligned to First Nations researched practices and principles for truth telling.

OUR EXPERTISE AND SERVICES

CULTURAL CAPABILITY TRAINING

BLACKCARD ONLINE PROGRAM

- Option 1:** 3 hour virtual workshop
- Option 2:** 5 module x 40 min workshop
- Option 3:** 90min Executive virtual session
- Option 4:** Acknowledgement to Country
- Option 5:** Yarning Circle

BLACKCARD FACE TO FACE PROGRAM

- Option 1:** Half Day
- Option 2:** Full Day

All virtual and face to face programs INCLUDE Access to the Blackcard Online Learning Portal

CULTURAL CAPABILITY CONSULTING

- Cultural Capability Assessment and Improvement Plan
- HR and Indigenous Employment Cultural Capability
- Procurement Cultural Capability
- Ethics, Diversity and Inclusion
- Cultural Capability Implementation Support
- Reconciliation Action Plan (RAP) Reviews
- RAP Development
- Cultural Capability Curriculum development
- Welcome to Country Engagements
- Speaking Engagements

CULTURAL CAPABILITY TOOLS

- Acknowledgement of country
- BlackCard Learning Portal
- Open Online Forum

CULTURAL TOURS / EXPERIENCES

- Brisbane Aboriginal Cultural Tours
- Tailor-made Aboriginal Cultural Experiences



CLIENTS

BELOW IS A SELECT LIST OF SOME OF OUR CLIENTS AND WORK.

GOVERNMENT

- Brisbane City Council – Cultural Capability Training
- Tourism Australia – Cultural Capability Training
- QLD Transport & Main Roads – Cultural Capability Training
- Indigenous Business Australia – Cultural Capability Training & Podcasting Services
- Productivity Commission – Cultural Capability Training
- Corrections QLD – Cultural Capability Training
- QLD Department of the Premier & Cabinet – Cultural Capability Training
- QLD Department of Environment & Science - Cultural Tourism

CORPORATES

- Commonwealth Bank – Cultural Capability Framework and nation-wide Training
- Westpac – Cultural Capability Training
- Reserve Bank of Australia – Cultural Capability Training
- National Australia Bank – Cultural Capability Training
- ANZ Bank – Cultural Capability Training nation-wide
- Accor – Cultural Capability Training nation-wide
- Google – Cultural Capability Training
- Amazon – Cultural Capability Training
- Insurance Australia Group – Cultural Capability Training
- Virgin Australia – Cultural Capability Training
- Urban Utilities – Cultural Capability Training & Consultancy
- SBS - Cultural Capability Training
- Endemol Shine - Cultural Capability Training
- Sydney Opera House - Cultural Capability Training
- PwC – Cultural Capability Training

EDUCATION SECTOR

- University of South Australia – Cultural Capability Training & Facilitation of Elders workshop
- University of Melbourne – Cultural Tour
- University of Queensland – Cultural Capability Training and Cultural Tours
- Central Queensland University – Executive Training for Vice Chancellor & Executive to better engage with their RAP and Indigenous Employment Strategy
- Queensland University of Technology – Cultural Capability Training across the University
- Griffith University – RAP Launch and Cultural Capability Training
- University of the Sunshine Coast – Cultural Capability Training
- Monash University – Cultural Capability Training & Podcasting Services
- QLD Teachers Union – Cultural Capability Training

NOT FOR PROFIT SECTOR ORGANISATIONS

- Annamila Foundation – Cultural Capability Training
- Foundation for Regional & Rural Renewal
- Philanthropy Australia – Cultural Capability Training
- Cages – Cultural Capability Training
- Reconciliation Australia – Cultural Capability Training

KEY PERSONNEL



DR LILLA WATSON
CO FOUNDER, ELDER &
EDUCATOR

Dr Watson holds a wealth of knowledge on Aboriginal education, knowledge and culture. She has dedicated her career to educating others, both on national and international platforms.

Dr Watson holds a Bachelor of Arts, and has contributed greatly to the world of academia, publishing a host of papers on Indigenous issues. She has been a key note speaker at several monumental events including the National Conference on Higher Education, the International Feminism: Towards 2000 Conference and the Anti-Discrimination Commissions' Co-operation out of Conflict Conference.

Dr Watson has worked across the country, with several universities, as a visiting fellow lecturer. Her essential work in Aboriginal studies, also prompted an honorable invite for her to present her academic paper at the World Conference of Indigenous Peoples' Education in Canada. She has developed and taught core university subjects such as 'Aboriginal Perspectives' for the University of Queensland, and in partnership with Mary Graham, developed 'Aboriginal Approaches to knowledge'.

Dr Watson was instrumental in the development of the renowned LinkUp agency, tasked with the responsibility of reuniting Stolen Generation Children. She has been an advocate and supporter for the Aboriginal Tent Embassy, Tribal Council and several Murri youth programs.

Dr Watson has also provided dedicated support to Woodford Prison, teaching and counselling Murri prisoners, as well as serving as a member of the Parole Board for Corrective Services. Lilla has also devoted her time to serving on other boards including the Queensland Art Gallery, the Senate of Queensland University and the Board of the State Library.

In 2015, Dr Watson was made an Honorary Doctor of the University of the Queensland University of Technology.

In 2019, UQ was proud to present Dr Watson with an Indigenous Community Impact Award.

In 2020, Dr Watson was presented the award of Doctor of the University honoris causa, bestowed by the Senate of The University of Queensland.



MUNDANARA BAYLES
CO FOUNDER & MANAGING
DIRECTOR

Mundanara's cultural heritage is connected to the Wonnarua and Bunjalung people on her mother's side and the Birri-Gubba and Gungalu on her father's side. Mundanara grew up in Redfern NSW with her 8 sisters and moved to her father's country in the early 90's. Coming from a family that has been active in the Aboriginal movement since the 60s and 70s she continues to follow their example. As a proud advocate for her people, she follows in her father's footsteps and aims to make a positive contribution.

She has more than 20 years' experience, working for both Indigenous and non-Indigenous organisations in NSW and QLD, including but not limited to, the Queensland University of Technology (QUT), the Salvation Army Employment Plus, Busy at Work, the Child Support Agency, the Institute for Urban Indigenous Health (IUIH), and Brisbane Indigenous Media Association. Mundanara won the Indigenous Businesswoman of the year at the Supply Nations Supplier Diversity Awards 2023. Mundanara is the host of the award winning podcast, Black Magic Woman which is the first Indigenous podcast to join the iHeart network.

Mundanara has been recognised internationally for her teaching & learning skills as an Associate Fellow of the Higher Education Academy (AFHEA) in the United Kingdom, and has formal qualifications in the disciplines of media, business, assessment and training.

Mundanara is on several committees and boards, including but not limited to, the Aboriginal & Islander Independent Community School also known as The Murri School; Philanthropy Australia's First Nations Governance Committee; Reconciliation Action Plan (RAP) advisor for AGL; Founding Director of The Land Back Foundation, Founder of Deadly Futures Indigenous Corporation, Visiting fellow of QUT's Learning and Teaching Unit. Mundanara is currently studying a Masters of Indigenous Business Leadership at Monash University, with a podcast partnership with Monash Business School.

Mundanara is the Managing Director/ Co-Founder and workshop facilitator of the BlackCard Pty Ltd, which is a 100% Aboriginal owned business certified with Supply Nation. Mundanara co-founded BlackCard with Dr Lilla Watson, who is a respected Aboriginal elder, artist, educator and long-time course developer. BlackCard is a specialist consultancy providing cultural capability training and consultancy services to enable people and organisations to work effectively with members of the Aboriginal community. BlackCard's purpose is working with people, not for people, with the genius of Aboriginal Knowledge.



DR MARY GRAHAM
ELDER & EDUCATOR

Dr Graham grew up in South-East Queensland and is a Kombu-merri person through her father's heritage and a Wakka Wakka clan through her mother's heritage.

With a career spanning more than 30 years, Mary has worked across several government agencies, community organisations and universities including: Department of Community Services, Aboriginal and Islander Childcare Agency, the University of Queensland and the Foundation for Aboriginal and Islander Research Action. In 1992 Mary also served as the Commissioner for Queensland Corrective Services.

Dr Graham has been a dedicated lecturer with the University of Queensland teaching Aboriginal history, politics and comparative philosophy. Mary has also lectured nationally on these subjects, and taught core university subjects with Dr Lilla Watson. Courses such as 'Aboriginal Perspectives', 'Aboriginal Approaches to Knowledge' and at the post-graduation level 'AboriginalPolitics'.

Dr Graham has written and published many prominent works, including publications in the Aboriginal Encyclopaedia, training modules for Cross Cultural Awareness and a host of academic papers.

Dr Graham is a proud member of the Ethics Council for the National Congress of Australia's First Nations and for the past two years she has been teaching across the country with The BlackCard.

In 2015 Dr Graham was appointed Associate Adjunct Professor (POLSIS) at UQ and was awarded an Honorary Doctorate at QUT for her lifetime commitment to Scholarship and Community.

KEY PERSONNEL



ERIN WOOLFORD
CONSULTANT

Erin is a Kuyani Arrernte woman and multi-award-winning Aboriginal Affairs executive leader with 25 years' experience across the for-purpose, Aboriginal community controlled, corporate, academic, government and professional services sectors working within regional, remote and metropolitan communities. Erin's specialisation is in First Nations community and economic development, policy reform, strategy codesign, building cultural competency frameworks and training content, development and implementation of reconciliation action plans across the RISE continuum, human rights, governance, consultation and negotiations, and leading large transformation projects.

She is the former inaugural Head of Aboriginal Housing for South Australia and has led First Nations Human Rights audits for some of the biggest ASX listed companies. Erin has also held advisory roles including Honorary Visiting Aboriginal Fellow at the Centre of Aboriginal Economic Policy Research at ANU, Indigi-X First Nations Global Leaders Alumni, PwC Australia People Council, Reconciliation Australia's Elevate RAP Expert External Panelist, BHP Global Lead Economic Development, Thought Leader on Mineral Council of Australia Indigenous Reconciliation Working Group and until recently a member of the National NAIDOC Committee. Currently Erin is the Convener for Reconciliation Australia's Voice, Governance and Institutional Integrity Community of Practice.

Collectively over her career, her ability to approach this work through a 'two-world view' to deliver mutually beneficial and high quality outcomes has been recognised with several awards including a High Commendation for Contribution to Communities at BHP Global Awards, Premier Award for Excellence in Social Inclusion, Woman of Excellence in South Australian Resources, Woman of Achievement for Advancing the Status of Women by Zonta International and Gladys Elphick Regional Award – for active contribution to Aboriginal communities and initiating positive change to the lives of others. Her work in co-designing First Nations socio-economic development strategies features in the International Council of Mining and Minerals Good Practice Guide.



PROFESSOR GREGORY PHILLIPS
ABSTARR CONSULTING

Gregory Phillips is from the Waanyi and Jaru Aboriginal Australian peoples, and comes from Cloncurry and Mt Isa. He is a medical anthropologist, with 30 years' experience in leading change.

Gregory has a PhD in psychology ('Dancing With Power: Aboriginal Health, Cultural Safety and Medical Education'), a research master's degree in medical science ('Addictions and Healing in Aboriginal Country'; published as a book in 2003), and a bachelor degree in arts (Aboriginal studies and Government majors).

Gregory developed an accredited Indigenous health curriculum for all medical schools in Australia and New Zealand, founded the Leaders in Indigenous Medical Education (LIME) Network, and co-wrote a national Indigenous health workforce strategy. He established the Aboriginal and Torres Strait Islander Healing Foundation Ltd in the wake of the federal apology to Indigenous Australians, has advised federal ministers on Indigenous health inequality, and was honoured in 2011 with an ADC Australian Leadership Forum Award.

Gregory is an Associate Professor of Aboriginal Health, and serves on several boards and committees, including chairing AHPRA and the Australian Medical Council's Indigenous health strategy groups.



WILLIAM TREWLYNN
CONSULTANT

William is proud Aboriginal man with traditional ties to the Nucoorilma people of Tingha and Dunghutti people of Woolbrook NSW. As our lead Aboriginal strategist, he has over 12 years experience in Aboriginal Affairs. This cultivated through his life experiences as an Aboriginal man and the various positions he has held.

William is an engaging and dynamic Aboriginal strategist that has worked with everyone from Corporate Australia to Government Departments. He has also engaged with very diverse groups and in-particular Aboriginal organisations, Community and staff with great success and feedback.

William has extensive experience in Aboriginal Employment and Strategy, Aboriginal Participation, Stakeholder Engagement, Relationship Management, Innovative Program Development, Facilitation and Master of Ceremony.

KEY PERSONNEL



DARRYL WHITE
FACILITATOR

Darryl is of Indigenous Australian descent, grew up in Alice Springs in Central Australia and comes from a strong line of Arrernte women.

Darryl was an Australian Football League player with the Brisbane Lions for 15 years. This gave Darryl the opportunity to work in rural, remote and urban community areas with youth through education and football. That continued after retirement, working with remote communities in NT, QLD and parts of WA with Organisations such as QLD Health, NT Health, QLD Sports and Recreation, Beyond Blue, Lifes a Ball, Hoops for Health, Stride Foundation (White Lion) and Arm Tour.

Darryl worked extensively with youth promoting positive Health and Educational experiences. He has over 10 years experience working for Brisbane and Townsville Catholic Education at Marist College Ashgrove and Abergowrie College as an Indigenous Support Officer and Boarding Co-Ordinator.

Through professional and past experiences, Darryl recognises and acknowledges the obligations that are required to make progress and change for a positive future for our First Nations People. Education is the key!



YARRAKA BAYLES
FACILITATOR

Yarraka descends from the Wonnarua and Bundjalung nations of NSW on her mother's side and the Birri Gubba and Gungalu nations of QLD on her fathers side.

She was born on Gadigal country in Sydney and grew up in Redfern in the 80's then moved to Brisbane in the early 90's where she now resides with her 3 children and grand daughter who were all born on Yuggera country in South Brisbane.

Yarraka has over 20 years experience working in both Indigenous and non Indigenous organisations throughout NSW and QLD and has won awards for her art and media achievements.

With an immense passion for education, Yarraka enjoys working with children and imparting knowledge on to the next generation, having worked for Brisbane Catholic Education and delivering cultural workshops at numerous schools and child care centres around South East Queensland.



HENRY NONA
FACILITATOR

Henry's up bringing was on Badu Island. He later relocated with family to Cairns. The primary language spoken at home was "kala Laga Ya - western island and Creole" both fluently spoken.

When communicating with other Islanders who don't speak the same language, creole will be spoken to best understand each other. Henry was taught both custom and culture by his parents and grandparents with the importance of carrying on the knowledge and passing it onto others, especially the next generation.

Currently, Henry is employed by Qld Health. Nine years as a Cultural Capability Officer delivering Aboriginal and Torres Strait Islander components to staff. This position also provides advice and recommendations regarding Aboriginal and Torres Strait practices in the workplace. Staff are educated on the cultural differences between urban, rural and remote communities.

Recently Henry travelled with Palliative Care Qld and UQ as a consultant to Torres Strait Islands.



RENEE THOMSON
FACILITATOR

Renee is a proud Wiradjuri woman with cultural and ancestral ties to Erambie, Cowra, NSW. Born on Darug Country in Western Sydney and raised in Mt Druitt, Renee moved to Redfern on Gadigal Country where she resides with her partner and first baby.

Renee has extensive experience across Government, Corporate, Non-Government and Community Controlled organisations at a State-wide and National level, predominantly focusing on developing and delivering policies across Aboriginal Affairs in NSW. Renee has a lived experience in the NSW Aboriginal Land Rights movement and extensive knowledge working with Aboriginal communities to achieve systemic and legislative reforms.

Renee was previously the Policy Director of Aboriginal Affairs and Regional Youth for the NSW Minister of Aboriginal Affairs, the Arts, Regional Youth & Tourism.

Through Renee's professional and personal experiences, she strives to empower individuals through education and advocacy, by creating pathways and tangible outcomes to allow all to succeed.

AWARDS



SUPPLY NATION - SUPPLIER DIVERSITY PARTNERSHIP OF THE YEAR 2021

In 2021, Australia's leading supplier diversity event, Connect, was transformed into a unique online experience, breaking down borders to support the growth of the Indigenous business sector. Supply Nation's Connect 2021 was delivered via world-class technology, allowing greater accessibility and engagement, with plans to resume the face-to-face tradeshow event in 2022.

Hosted by renowned journalist, author and filmmaker, Stan Grant, Connect 2021 was held in May and incorporated the Knowledge Forum, Tradeshow and Awards Show into an interactive two-day online experience.



"When I think about my ancestors and the fight, they had to fight I feel a deep sense of obligation to continue what they started. That's one of the reasons why I went into business with my elders and started BlackCard with my co-founder Dr Lilla Watson, to provide cultural training to organisations like CommBank that enables people to work effectively with members of the Aboriginal community.

This award is a testament to all of the hard work put in over the years from all of our BlackCard team. I'd like to thank my elders, its honour to be in business with you and lastly our partners, Commonwealth Bank Australia.

Co-founder of the BlackCard Mundanara Bayles

QLD RECONCILIATION AWARDS 2019 - WINNER BUSINESS

As winners of a 2019 Queensland Reconciliation Award, BlackCard have been honoured for inspirational work and dedication to fostering reconciliation across Queensland. The award was won in the Business Category of the 2019 Queensland Reconciliation Awards and presented to BlackCard at the Brisbane Convention Centre.

Congratulations on receiving a 2014 Aboriginal and Torres Strait Islander Higher Education Advisory Council Award for Elders and Leaders in Higher Education. Your appointment as a lecturer at UQ was a watershed moment in the University's history, recognising the value of Aboriginal and Torres Strait Islander terms of reference and expertise in tertiary level teaching. The UQ of today continues to learn from your teachings, including your work in developing interdisciplinary subjects of Aboriginal Perspectives and Aboriginal Approaches to Knowledge. For a decade, staff and students at UQ were strengthened by your counsel and mentorship, exemplifying pride in identity and in Aboriginal culture.

Professor G.Q. Max Lu Acting Vice-Chancellor and President The University of Queensland



2019 PWC & MURRA BOOST INITIATIVE

BlackCard, a leading national cultural capability training provider, was one of two winners of the 2019 PwC & Murra Boost initiative, receiving skills development and expertise valued at \$30,000.

The Boost Initiative, founded by PwC Australia and the MURRA Alumni, is designed to help strengthen business practices and build capacity within an Aboriginal and/or Torres Strait Islander organisation.

Working with PwC, BlackCard developed a strategy and implementation plan to translate the introductory model of their existing facilitator-led cultural competency training to a self-paced online course, allowing them to scale their offering and reach far more people.

WHY CHOOSE US?

- BlackCard operates with the authority of Elders, who have provided expertise for over 30 years to enterprises, governments, corporate and industry sectors.
- BlackCard is the company of choice for cultural capability services offering an accreditation program that is the standard for working with Aboriginal people.
- Our results and impact speak for themselves, with our cultural capability training improving ethical behaviour within corporations, workplaces and communities.
- BlackCard provides client focused solutions for each organisation or company and their particular circumstances, locations and needs.

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