



8 Ways of Knowing: Working in Two Worlds

First Nations knowledge building for allies working with and in the First Nations space

About WI2W Training

The Working in Two Worlds (WI2W) Training sessions are designed to support the ongoing cultural knowledge building of allies, who are working with and in the First Nations space. Who want to engage as strong allies in the workplace and with First Nations communities and organisations.

We know that First Nations workers are pivotal to any organisations service responsiveness, community engagement, and building relationships with First Nations communities.

Often this puts unseen cultural burdens on how your First Nations co-workers effectively work and engage with their communities. Taking up roles in mainstream organisations, exposes Aboriginal and Torres Strait Islander workers to various levels of systemic racism, lateral violence and cultural loads. And often times these impact their career progression, professional development and sense of cultural security.

Our WI2W flagship program unpacks much of these unseen cultural loads and how best to be an ally without seeming token.

The WI2W program is designed as a follow-up to any cultural awareness session that participants might have done and are now looking to further their learning.

Our sessions are suitable for cross sector employees, both staff and management teams, community groups and community services and government agencies. Start your cultural knowledge building journey with us.

Topics we cover

Some of the topics we cover include,

- Understanding Working in Two Worlds
- Cultural Safety in the workplace
- Understanding Cultural Load
- Racism and tokenism
- Cultural mentoring
- Building community trust
- Cultural communication & Yarning
- Understanding cultural obligations
- Being an ally - what it looks like

Journey with us

Our sessions are facilitated by our principle cultural knowledge holder, Terori Hareko-Avaivilla. Terori also brings into her sessions guest cultural facilitators who journey with her in the working in two worlds cultural knowledge sharing space.

We look forward to meeting you.

Our Facilitators

Terori Hareko-Avaivilla



A First Nations knowledge & ceremony holder with tri-cultural heritage (Torres Strait, Papuan and Samoan). Terori brings her blend of Islander heritage to cultural learning and embeds a deep learning space that holds participants in ceremony while they journey with her. Terori has a health background of over 20 years where she worked as an AHLO and later as a unit Manager. During her time in health, Terori has delivered countless hours of cultural awareness to staff across various sectors. Terori now runs her own consultancy group that specialise in cultural knowledge building and Cultural Wellness gathering.

Aunty Diane Kerr OAM (Guest Facilitator)



Aunty Diane Kerr is a Snr Wurundjeri Elder, ceremony holder and knowledge keeper from the Ganun Willam Barak Clan. She is a well-respected community leader and cultural mentor. She has contributed to advocacy and influencing change through her work with Aboriginal and Torres Strait Islander community services and cross sector organisations. Including child protection, health, education, stolen generations, native title, state and local governments.

In 2018, she was awarded the Order of Australia Medal for her contribution to the Australian Society.

Jacqui Watkins (Guest Facilitator)



Jacqui is a Jingili-Mudburra women from the N.T. Jacqui has lived and worked on Wurundjeri Country in the West of Melbourne for over 12 years in health, justice and community services. Jacqui is the Director of Jinkigi Consultancy, with a strong focus on Cultural Mentoring.

Jacqui is passionate about community development and engagement with various cultural groups to building First Nations understanding.