

NTPS Aboriginal Employee Forum

Evaluation Report

Alice Springs 2022



Document title	NTPS Aboriginal Employee Forum Evaluation Report – Alice Springs 2022
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Approved by	Camille Lew Fatt, Director AECD
Date approved	
TRM number	2022/118-7

Acronyms	Full form
AEF	Aboriginal Employee Forum
AEP	Aboriginal Employment Program
AGD	Department of Attorney-General and Justice
CE	Chief Executive
CMC	Department of the Chief Minister and Cabinet
CtG	Closing the Gap
DCDD	Department of Corporate and Digital Development
DIPL	Department of Infrastructure, Planning and Logistics
DITT	Department of Industry, Tourism and Trade
DOE	Department of Education
DOH	Department of Health
DEPWS	Department of Environment, Parks and Water Security
NGO	Non-Government Organisation
NT	Northern Territory
NTG	Northern Territory Government
NTPFES	Northern Territory Police, Fire and Emergency Services
NTPS	Northern Territory Public Sector
OCPE	Office of the Commissioner for Public Employment
PWC	Power and Water Corporation
SARG	Senior Aboriginal Reference Group
TFHC	Territory Families, Housing and Communities

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Forum Overview

The Office of the Commissioner for Public Employment (OCPE) hosted the ninth Northern Territory Public Sector (NTPS) Aboriginal Employee Forum (AEF) in Alice Springs on 1 and 2 March 2022 at the Double Tree Hilton. The forums are based on a workshop style to allow participants the opportunity to provide feedback and contribute to future Aboriginal employment and career development initiatives across the NTPS.

Due to COVID-19 restrictions, places were limited to 70. OCPE received 65 nominations, with 43 employees attending from a range of agencies. A number of nominations were withdrawn at short notice due to COVID-19 as well as the bio security zone restrictions in place, meant remote staff could not attend.

OCPE would like to thank Aunty Rosalie Riley for her warm Welcome to Country.

The topics discussed and workshopped at the forum were the new NTPS *Aboriginal Employment and Career Development Strategy 2021-2025*; Working with Interpreters, Special Measures and Merit Selection Training, Aboriginal Leadership and Development Programs, Retention and Career Development; and the NTPS Stay Survey was piloted with forum participants.

Agencies had the opportunity to share their good news stories with participants hearing from the following guest speakers:

- **Aboriginal Affairs in the NT and National Partnership on Closing the Gap update**
Mischa Cartwright, Executive Director, Aboriginal Affairs Strategic Partnerships
Department of the Chief Minister and Cabinet (CMC)
- **Working with Interpreters**
David Kerrin, Regional Coordinator Southern, Aboriginal Interpreter Service
CMC
- **Special Measures and Merit Selection Training**
Rachael Dunn, Director, Public Sector Appeals and Grievance Reviews (PSAGR)
OCPE
- **Aboriginal Leadership Development Pathways**
Briony Crummy, Advisor, Strategic Workforce Planning and Development
OCPE

Participants also heard from the Senior Aboriginal Reference Group (SARG) members and a senior panel who shared their personal stories and career journey. Due to COVID-19 the youth panel was cancelled, however Nikita Dos Santos from the AECD Team stepped in and shared her story.



Evaluation Responses

Forum Attendees:

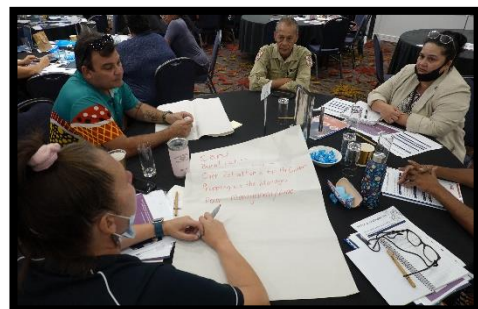
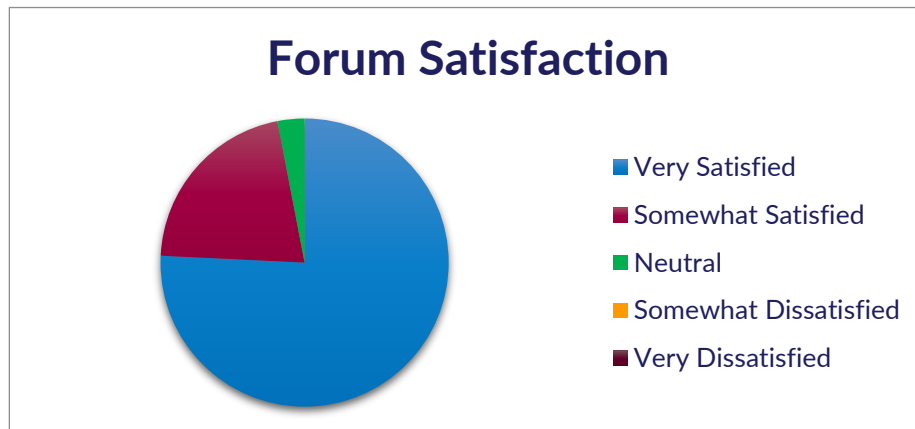
65
Nominations Received

43
Total Attendees
(14 Males & 29 Females)

77% (33) participants completed the evaluation form
76% (25) participants were very satisfied with the Forum

From the 43 participants; 33 completed the evaluation form (77 per cent).

From the completed evaluations, 76 per cent stated that overall they were 'very satisfied' compared to 21 per cent who were 'somewhat satisfied' and one per cent answered neutral, as displayed in the following graph. There were no participants that were 'somewhat dissatisfied' or 'very dissatisfied'.

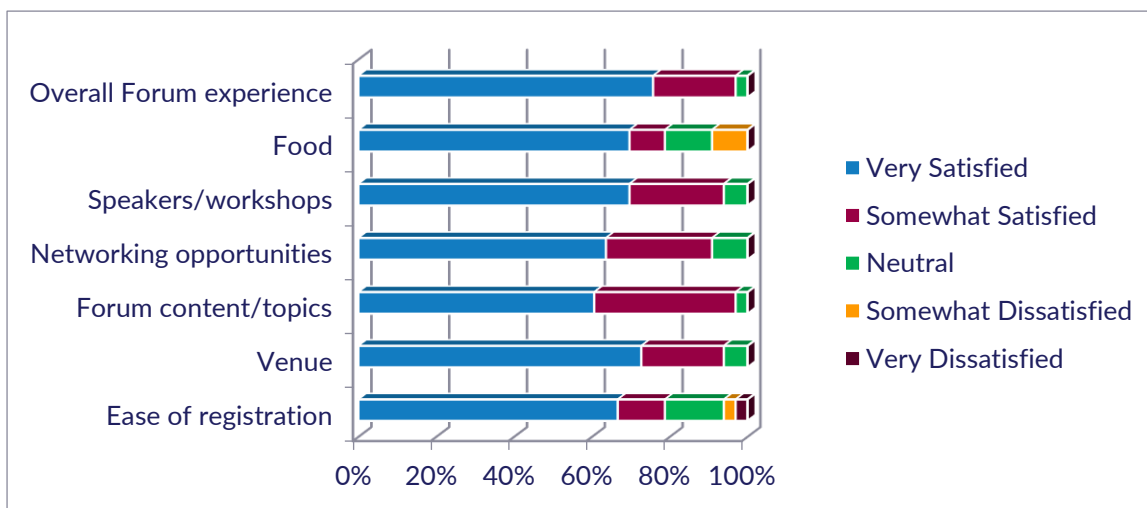


The 2022 Aboriginal Employee Forum Experience

The forum topics, design and set up was based on feedback from the 2019 Alice Springs forum evaluation forms. From the 2022 evaluation forms we received some great feedback about the guest speakers and workshops, as per the following comments:

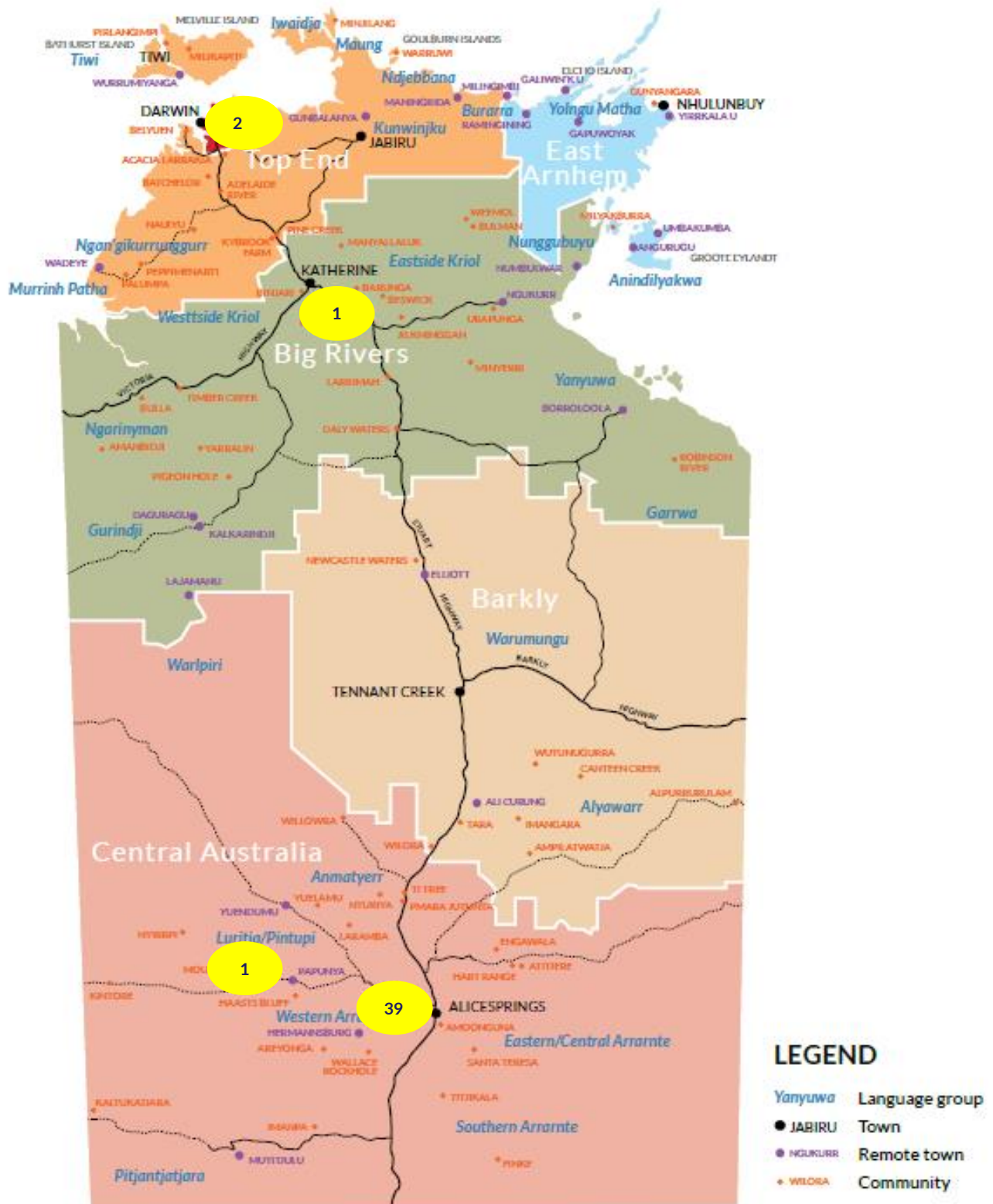
- *The forum provides great insight into the NTPS, and how Aboriginal employees can better their careers and address issues.*
- *Networking, safety in discussions, different organisations. Everyone on the same page.*
- *A very outstanding forum, enjoyed it! Thank you.*
- *The sharing of peoples life and career stories.*
- *Networking, awareness of programs/initiatives, promotion of resources, hearing good/bad career stories to reflect on workshop.*
- *Meeting new people.*
- *Getting to see different faces and their thoughts over their jobs, and just having fun, also respect for one another.*
- *Meeting the older people in the Government that is Indigenous too.*

The graph below details the level of satisfaction of evaluation respondents in regards to the workshops, forum content, venue, food, registration process and overall forum experience.



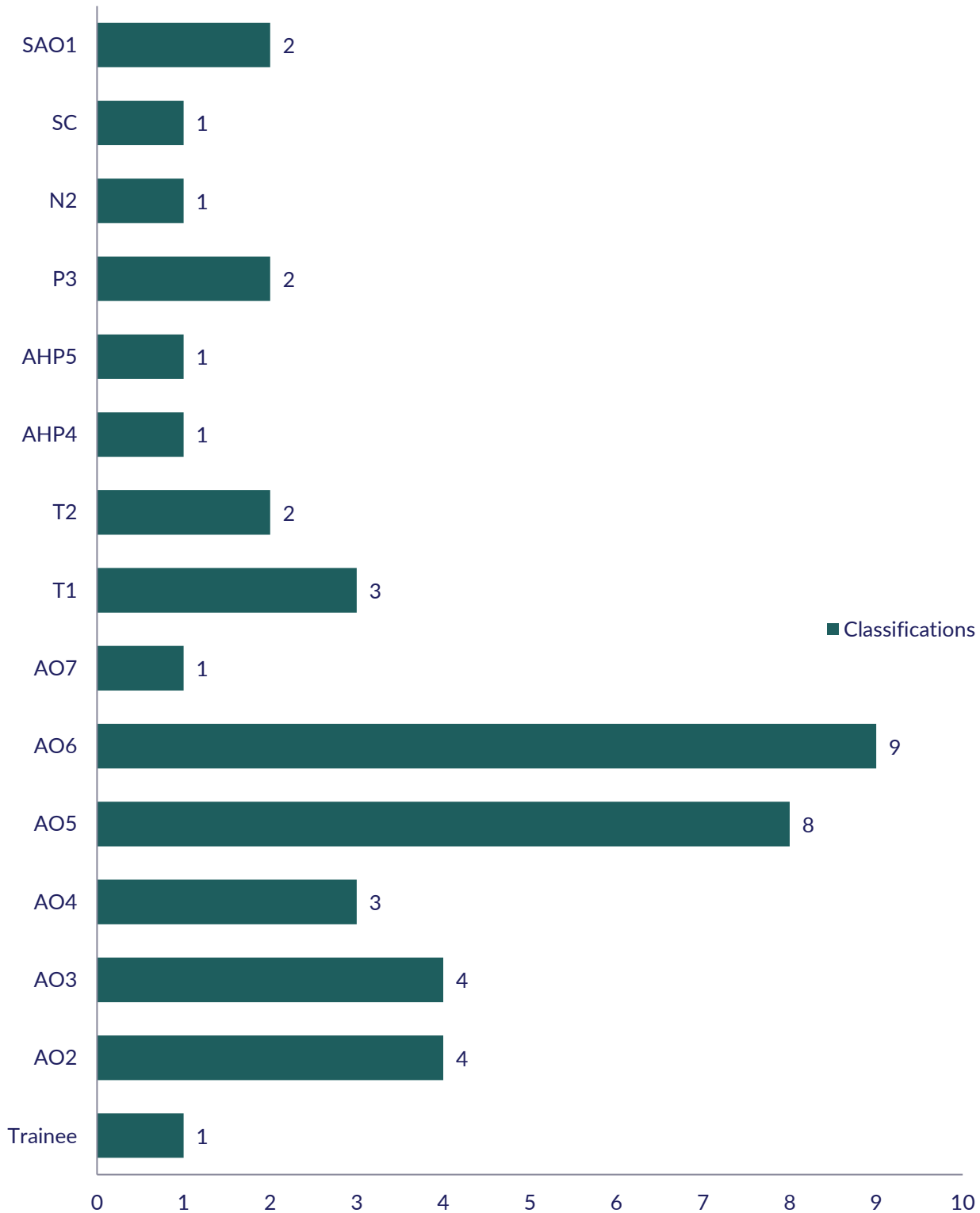
Participants Workplace Location

Participants came from Darwin, Alice Springs, Katherine and one employee from Papunya was in Alice Springs prior to the bio security restrictions, but the majority (39) was from Alice Springs.



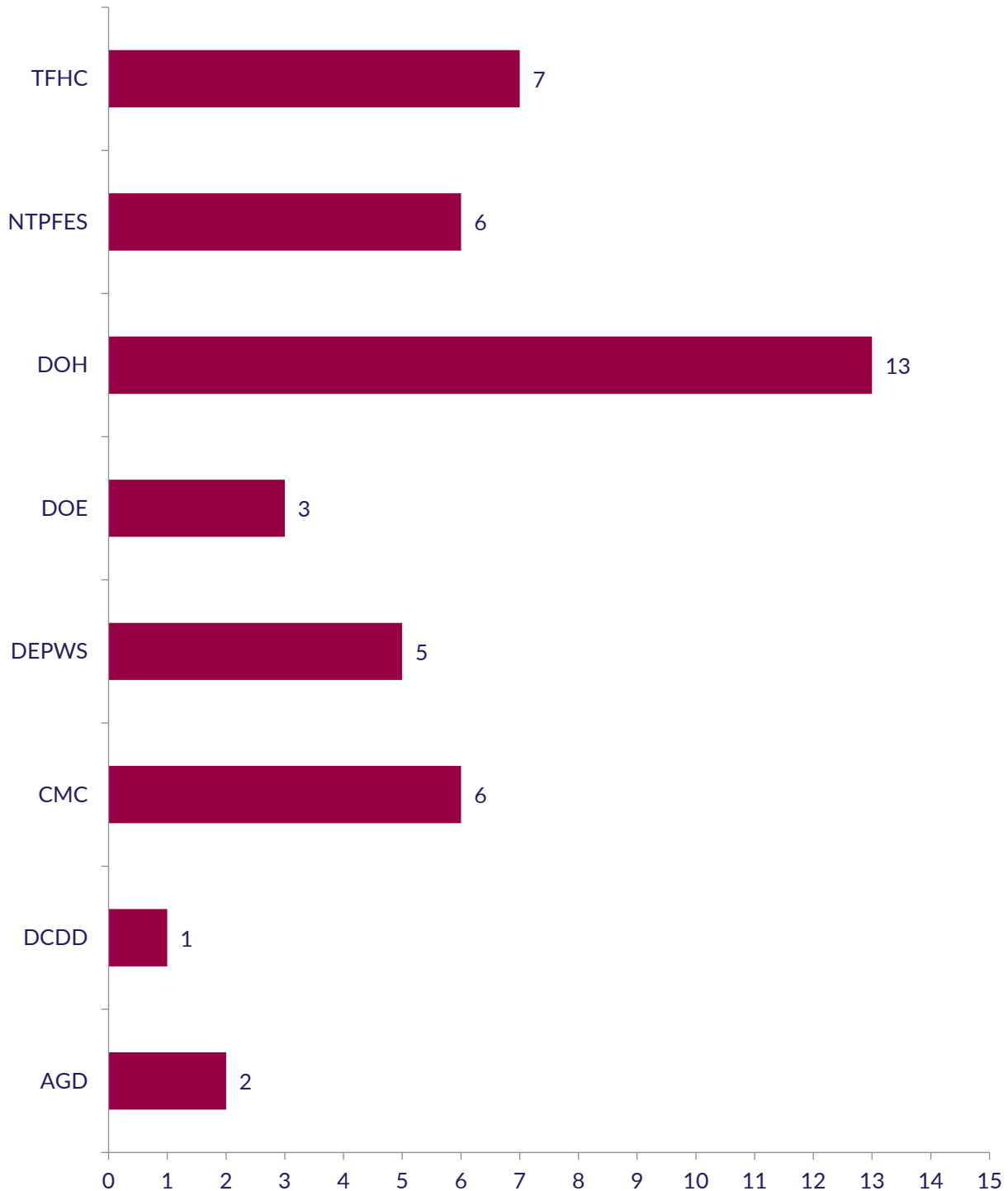
Participants Classifications

The participant's classifications ranged from a Trainee to SAO1 level and included various streams (Administrative, Professional and Technical). The highest number of participants were at the AO6 level.



Agencies Represented

There were 8 NTPS agencies represented at the forum. DOH had the highest number of attendees with 13, followed by TFHC who had 7 staff in attendance.



Guest Speakers

Commissioner for Public Employment

The forum commenced with a warm Welcome to Country by Auntie Kumallie Riley, Arrernte Elder, followed by the Commissioner for Public Employment, Ms Vicki Telfer, who introduced herself and welcomed participants to the ninth NTPS Aboriginal Employee Forum.

The Commissioner informed participants that in June 2021, Minister Kirby, Minister for Public Employment and Minister Uibo, Minister for Aboriginal Affairs, officially launched the *2021-2025 Aboriginal Employment and Career Development Strategy* in Darwin.

It was explained that over the life of the 2015-2020 AECDS, Aboriginal employment increased from 8.7 per cent in June 2014 to 10.6 per cent in December 2020. Aboriginal employee participation in senior and executive levels at the SAO1 level and above increased from 3.2 per cent in June 2015 to 5.3 per cent in December 2020.

The new strategy was developed in consultation with employees and agencies across the sector, through a comprehensive evaluation process. Through these consultations, six key focus areas were identified: Targets, Attraction, Retention, Leadership, Workplace Culture and Remote.

An explanation was given to participants that the NTPS does well to attract and recruit Aboriginal people but need to do better in retaining Aboriginal employees. At December 2021, the NTPS was at 10.2 per cent Aboriginal employment across the sector and at 4.8 per cent Aboriginal employment in senior management roles. Participants were also informed that meetings were held with all CEs and their executive sponsors late last year to discuss and confirm their agency specific targets.



SARG Members

The SARG (Central Region and Top End) consists of senior Aboriginal employees at the SAO1 level and above, who are nominated by their CE.

The objective of this group is to provide advice, assistance and guidance on Aboriginal employment issues as well as provide input into the implementation of the strategy within their agencies and across the sector.

SARG members who were in attendance at the forum provided a brief background of their career journeys.



Top End Region members:

- Alma Hanna, Senior Workforce Development Officer – TFHC
- Christina Walker, Aboriginal Workforce Development Officer – DCDD
- Mischa Cartwright, Executive Director, Aboriginal Affairs Strategy Partnership – CMC
- Moogie Patu, Manager, Family Violence Program – AGD
- Robbie Dalton, Director, Strategic Policy – DITT
- Tabitha Newman, A/Specialist People and Culture (Aboriginal Employment) – PWC

- Tracey Mehonoshen, A/Assistant Director, Aboriginal Workforce Development – DOE
- Ursula White, Manager, Aboriginal Workforce Development – DOH
- Chris Parry, District Manager, Savannah Gulf – DEPWS
- Michael Berto, Director Aboriginal Development – DIPL.

Central Region members:

- Karl Hampton, Regional Director, Yuendumu – CMC
- Maxine Austin, Manager, Aboriginal Workforce Services – DOH
- Louise Dennis, Aboriginal Cultural Advisor – DOH
- Yvette Stone, A/Assistant Director, Quality Schools Systems and Support South – DOE
- Vicki Hayes, Practice Leader – TFHC
- Alphonsus Shields, Senior Constable – NTPFES.

Q & A Senior Panel

A standing agenda item of each forum is to establish a panel of senior NTPS employees to share their career journey with participants.

Vicki Hayes – Practice Leader, TFHC

Vicki has worked for the NTPS for over 19 years. Vicki spent 5 years at the Aboriginal Interpreter Service when she first started in the NTPS and then moved over to Department of Territory Families, Housing and Communities and has been in a number of roles such as Sexual Assault Officer and Practice Leader. Vicki sits on a number of boards such as the Employment Consultant Committee and the Aboriginal Cultural Security Committee for Territory Families.

Lynette Windsor – Coordinator, Strong Women, Strong Babies, Strong Culture Program, DOH

Lynette has worked for the NTPS for over 43 years. Lynette has worked in a number of different fields throughout the NTPS such as a sexual health, living with alcohol to name a couple and is now the Strong Women's Coordinator.

Moogie Patu – Manager, Family Violence, AGD

Moogie has been employed in the NTPS since 1972. Moogie has had a long and rewarding career and is currently the Manager, Family and Violence Program as part of the Offender Development with NT Correctional Services in the Department of the Attorney General and Justice.

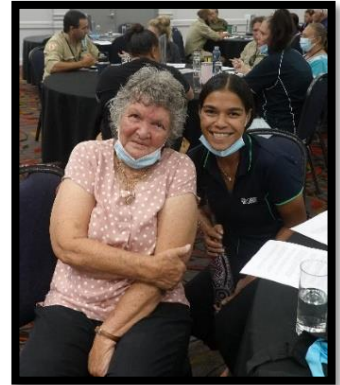


Sharing My Story



Michaela Peckham-McKenzie – Tenancy Officer, TFHC

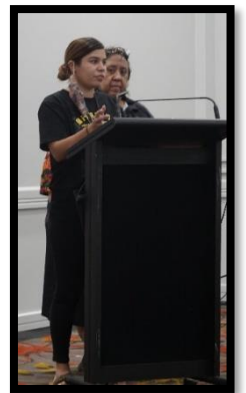
Michaela shared her young life journey to all, including her grandmother who was a guest attendee to hear and support her grand-daughter. Michaela shared a power-point presentation filled with photos of family and everything that meant something to her. The story shared was from where she was born, what family she belongs to, where she grew up, her role models and her career. Michaela commenced her career in 2018 as an AO3 Maintenance Support Officer and has filled the roles as Client Service Officer, Remote Tenancy Officer, Remote Tenancy Manager and Team Leader. Michaela aspires to doing well for herself, especially for her family.



Nikita Dos Santos – Administration Officer, OCPE

Nikita shared a very inspiring and heart-warming story from where she was born and raised, leaving home at an early age, the personal struggles and challenges she experienced growing up and throughout her schooling. Once she eventually finished Year 12 in Alice Springs and moved back to Darwin, Nikita was able to turn her life around.

Nikita has accomplished a lot from programs and initiatives that fall under the AECDS, such as the Aboriginal and Torres Strait Islander Employment Aspirations Program (ATSIEAP) which is now called the Aboriginal Students Career Aspirations Program (ASCAP); Aboriginal Employment Program; Aboriginal Employee Mentor Program and as a guest speaker at the 2019 Aboriginal Employee Forum in Alice Springs. Nikita recently secured an ongoing position as an Administration Officer in OCPE.



Sharing Our Agency Story

CMC – Aboriginal Affairs in the NT and National Partnership on Closing the Gap

Mischa Cartwright, Executive Director, Aboriginal Affairs Strategic Partnerships, Office of Aboriginal Affairs

The CMC Office of Aboriginal Affairs (OAA) presentation provided an update on the National Agreement on Closing the Gap (CtG) and how it links to the NTG strategies and policies. OAA informed participants of the Joint Council on CtG and the Coalition of Peaks. Under the Agreement, all levels of government are more accountable for their actions towards CtG.

OAA is responsible for providing support, engagement and advice to Aboriginal people and government on significant Aboriginal affairs priorities through strategic Aboriginal policy matters, key projects and meaningful engagement and partnerships.

OAA is also exploring options for an NTG Reconciliation Action Plan (RAP) to support the national movement towards reconciliation. A RAP is another mechanism to demonstrate the NTG commitment to workplace inclusivity, and would outline tangible actions to help drive the NTG contribution to reconciliation, both internally and externally to government.



DCDD/OCPE – Project Partnerships – Stay Survey

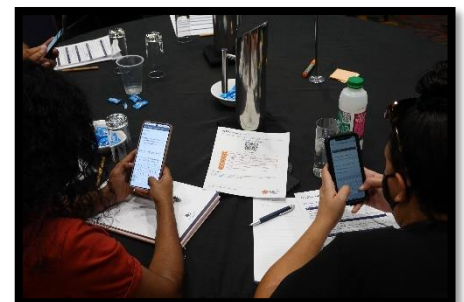
*Christina Walker, A/Assistant Director, Workforce Development
Terese Kelly, Advisor, Aboriginal Employment and Career Development*

The aim of the survey is to perform a quick 'check-in' with employees to assess their current job satisfaction and identify if they are at risk of leaving the NTPS.

The survey provides a culturally safe opportunity for Aboriginal employees to give feedback on the workplace, suggestions for improvement as well as an option for employee's to be contacted for additional support. The survey data will assist OCPE and DCDD to identify trends, areas of concern or improvement.

The focus of the survey is to identify why Aboriginal employees are thinking about leaving the NTPS and find ways to support and retain them.

The Stay Survey was piloted with forum participants. Employees accessed the survey using a QR code with their mobile phones. The survey took approximately 10 minutes to complete. The feedback received from participants was positive and received some helpful hints to make the survey more user friendly. Employees at the forum indicated that they would like to receive the survey every three months.



CMC – Working with Interpreters

David Kerrin, Regional Coordinator Southern, Aboriginal Interpreter Service

The Aboriginal Interpreter Service (AIS) is one of two government Aboriginal interpreter services in Australia and the only government interpreter service in the NT. The AIS is the only provider of interpreting services for Aboriginal languages all over the NT and have offices in Darwin, Katherine, Tennant Creek, Alice Springs, Wadeye, Nhulunbuy, the Tiwi Islands and Galiwinku. AIS also provide interpreting services in South Australia and Western Australia in the APY and NPY Lands.

The AIS develops professional and accurate registered interpreters, they are trained (to the National Standard) to interpret accurately and be impartial. It is a skilled profession and an intellectually demanding role. There is about 20 interpreters on staff covering the major languages of the NT and have more than 120 active casual interpreters covering close to 100 languages and dialects.



Aboriginal Liaison Officers and Aboriginal Health Workers are not trained interpreters and should not be used to interpret. AIS interpreters are trained professionals. Interpreters provide a valuable, professional, accurate, impartial and confidential service, therefore knowing how to work with them is important for you, your colleagues, your employer and Aboriginal clients.

Working with professional Aboriginal interpreters is the most effective way to ensure your Aboriginal clients understand you, and that they can fully express themselves.

AIS offers training for service providers to improve communication with Aboriginal Territorians who do not speak English as a first language. It gives organisations a better understanding of how to interact with people from culturally, conceptually and linguistically different backgrounds.

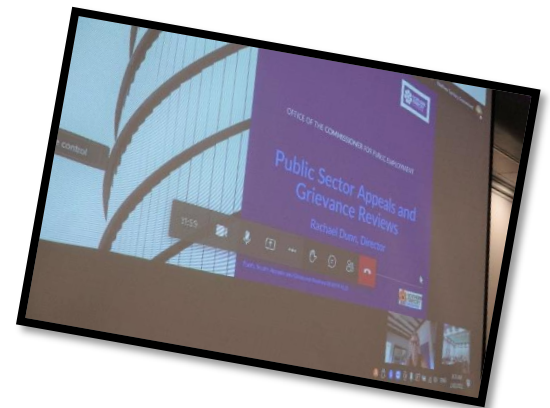
AIS provide Working with Interpreter Training (WWIT). A standard workshop is 90 minutes and includes:

- an introduction to how different languages work
- an overview of Aboriginal languages spoken in the Northern Territory
- why context is important in communication
- how to avoid common areas of miscommunication
- how to communicate in plain English
- how to work with an interpreter effectively
- practical tips for booking and using interpreters.

OCPE – Public Sector Appeals and Grievance Reviews

Rachael Dunn, Director, Public Sector Appeals and Grievance Reviews

The OCPE presentation from the Public Sector Appeals and Grievance Reviews (PSAGR) division provided an update on the development opportunity within PSAGR for Aboriginal employees, Special Measures (SM) and Grievances. PSAGR are responsible for the review of section 59 grievances, Public Sector Appeals Board, Merit Selection Training, SM recruitment plans and policy development and general advice to stakeholders.



Every six months, OCPE offers a professional development opportunity to high-performing Aboriginal employees, for up to six months, to work within the PSAGR team. The successful applicant also works closely with the AECD team. The successful applicant will lead and champion SM projects and assist with the handling of grievances. Expressions of interest always open.

The aim of SM recruitment plans is to increase recruitment of suitable Aboriginal applicants, provide greater promotional opportunities for Aboriginal employees who have demonstrated they are ready; and increase Aboriginal representation in senior leadership roles.

During the last financial year there were 3652 vacancies advertised (for a period of 6 months and longer), 86 per cent of these vacancies were advertised under a SM plan and 17 per cent of these roles were filled by Aboriginal people under a SM plan.

The Commissioner for Public Employment may grant exemptions from advertising vacancies under a SM recruitment plan in circumstances where it would be unreasonably harsh and unjust to apply priority consideration to Aboriginal applicants.

OCPE – Aboriginal Leadership Development and Career Pathways

Briony Crummy, Advisor, Strategic Workforce Planning and Development

The OCPE presentation from the Strategic Workforce Planning and Development division provided an update of the reinvigorated Aboriginal Leadership Development Program – Kigaruk and Lookrukin.

OCPE is committed to developing Aboriginal leadership in the NTPS and has been working to design and develop contemporary training options.

The Aboriginal Leadership Development and Career Pathways (ALDCP) provides an opportunity for Aboriginal middle managers who have the capabilities and potential to become senior leaders in the NTPS. There are three pathway options under the ALDCP:

1. Short courses
2. Kigaruk and Lookrukin Aboriginal Leadership Development Program (accredited training)
3. On-the-job assessment (recognition of prior-learning)

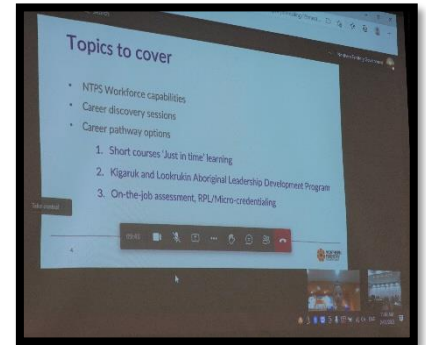
If employees are confused and unsure about their career journey they can meet with a professional career guidance expert to guide them through a career discovery session. Employees can access this service at any time, by completing the OCPE enrolment form which is available on the OCPE Training calendar website. Manager approval will be required as a cost applies.

This service can help employees structure their professional performance conversations with their manager and provide clarity on the direction that they can take.

Short courses targets specific training needs, and allows employees to get the training they need when they need it. The Middle Management Development Framework provides middle managers with the ability to identify and develop their individual professional development needs through a range of topic areas which have been designed to support employee's individual professional development pathway.

The Kigaruk and Lookrukin program will be:

- Delivered over 18 months, with four face-to-face blocks of training, group based training in a fully supported learning environment
- Units of competency have been mapped to the middle management development framework
- Students will also have the option to have a mentor, to support them during the program
- On completion of their studies, students will graduate with a nationally accredited recognised qualification.



Workshops

Retention and Career Development

Ann Vincent, Principal Advisor, Aboriginal Employment and Career Development

The Retention and Career Development Workshop covered five areas: why do employees leave their job; retention strategies; work life balance; career planning and unconscious bias.

Participants discussed and workshopped reasons why Aboriginal employees leave their jobs and discussed and identified retention strategies to assist Aboriginal employees to overcome their situations.



During the Work Life Balance session participants completed the 'Wheel of Life' exercise. The wheel of life is a visual tool used to assess and understand how balanced your life currently is. It is often used by people in every industry, profession and stage of life to help achieve a work-life balance, ensuring that they are satisfied and effective in the most important areas of their life.

The 'People I Trust' exercise is a non-confrontational exercise for people to explore their unconscious bias as well as the behaviours and prejudices of their peers. Each participant wrote down the names or initials of five people that they trust who are not from their immediate family. A variety of categories and classifications were explored. In most cases, participants quickly realise how little diversity is shown on their list of trusted people – that their circle of trust mainly includes people with backgrounds and characteristics that are similar to their own.

This implicit bias training exercise supports the basis of an honest, progressive discussion about how we form group bonds, how these bonds can unnecessarily exclude others and what steps we can take to extend our trust to people who are from different backgrounds or have different life experiences.

Employee Feedback

To ensure continuous improvement of the forums, employees are asked what they liked the most about the forum, the least and suggestions for the next forum.

What did you like most about the Forum?

There was a good mix of responses but the two topics that were most common was networking and hearing people's personal journeys/stories. Below are some of the other comments made by participants:

- *Support and opportunity within NTPS*
- *Networking, knowing more about other organisations, process for referrals*
- *Personal Professional Development*
- *Seeing opportunities available*
- *The variety of subject matters and discussion topics*
- *The positive attitude towards a good outcome for all*
- *Aboriginal employees at the NTPS was inspiring and gave me great hope for the future*



- *I liked the guest speakers Michaela and Nikita “our future leaders”*
- *Love the interaction with all in the forum, would like to see what further comes out of the conversation and interacting for the NTPS*
- *The presentations, conversations and activities*
- *Networking and hearing stories from others*
- *I truly enjoyed the fact you (the team) are giving the opportunity for the younger people to participate, the guests that spoke were truly inspiring*
- *Networking and participants sharing their personal life stories and their journey of challenges and struggles – very inspiring to listen to*
- *This was my first forum so I am very happy to say I enjoyed it all (I'm only 6 months into working in NTG)*
- *Networking with others and hearing about the other Government departments*
- *Seeing where people work and problems they face, similarities across agencies but some crazy differences. Good food except morning tea! Good to hear Commissioner, her presentation was informative (Vicki Telfer ☺)*
- *Face to face presentation*
- *Nikita's story.*

What if anything, did you dislike about the Forum?

Although there was a lot of great feedback, we appreciate receiving constructive feedback. Majority of the feedback was participants were very happy with the forum and would not change it, and we acknowledge that it was difficult to hear the presentations as the IT equipment/network was not suitable for Microsoft Teams presentations. We have noted that we need to ensure future forums have suitable IT equipment.

Below were some other comments made by participants:

- *That there isn't any open positions with the AECD team!*
- *I found it hard to follow the speakers on the screen, they were dropping in and out which made it difficult to follow the information*
- *No, everything was all good*
- *Not enough group activities*
- *Would have liked to see more speakers telling their stories*
- *Nothing at all (Kahoots!) that was fun last year*
- *I didn't dislike anything I just feel COVID had an impact on the forum and it was not as good as others I have attended*
- *Maybe the fact that some speakers weren't face to face*
- *Sharing our agency story – Aboriginal Affairs + National partnership closing the gap was interesting and good to know but slightly boring. Mischa was great, love hearing from her*
- *Hard during biosecurity zone presentation but to hear from remote NTPS staff, join via video conference if possible*
- *Teams didn't work properly kept cutting off.*



Do you plan to attend this forum in the future, and why?

Participants were asked if they plan to attend another forum in the future. There was an overwhelming response with 76% (28 people) stating yes they do plan to attend another forum in the future, 5 per cent (2 people) said no and 7% (3 people) did not answer the question. Again networking and sharing information were the top two responses. Below are some comments from forum participants:

- *Yes, there are great opportunities within the forum*
- *Yes, to see growth and more in Aboriginal employment*
- *Yes, to see changes or other topic discussions*
- *Yes, I enjoy learning about all the programs and how I can access support from OCPE when I need it*
- *Yes, networking and hearing stories*
- *Yes, further development career pathways. Refreshed policies/procedures*
- *Yes, they are very important for our young people and it is a valuable way to gauge progress of previous ideas and initiatives*
- *Yes, the program is best for us mob*
- *Yes, further engagement and information sharing*
- *Yes, educational*
- *Yes, this is a great opportunity to meet new people and get to know our rights as Aboriginal employees*
- *Yes, for me it gives support and maintain the journey for the younger people plus others that are coming in*
- *Yes, it's always a good learning opportunity*
- *Yes, I feel like it is very informative*
- *Yes, love the opportunity to meet plus hear what is happening in the NTG*
- *Yes, if still employed in NTPS*
- *Yes, it will help with ongoing career progression and staff development*
- *Yes, more experiments in group sharing*
- *Yes, very valuable learning*
- *Yes, I enjoyed the forum, it gave me so much inspiration about being in the NTPS as I've only been in the job 4 weeks. Got lots of inspiration from the speakers*
- *Yes, it is always a great chance to get our mob together.*



Participants were also asked if they would recommend the forum to their family, friends and peers with 76% stating yes.

What topics would you like to see covered at future forums?

Participants requested that at the next forum OCPE provide information on cultural responsiveness/accountability, unconscious/conscious biased training, career development and career pathways. Other suggested topics were:

- *More young Aboriginal people giving their experience in the workplace*
- *Conflict of Interest*
- *Supervision*
- *Special Measures*
- *My career plans*
- *My self-care plans*
- *Unions*
- *Career progression*
- *Merit selection training*
- *Capability Leadership Framework (CLF)*
- *Leave entitlements*
- *Performance management*
- *Legal advice*
- *Professional development plans*
- *Professional profiles*
- *All Aboriginal managers employed to come and talk about working in Government*
- *Maybe a small session in a cultural 'thing'. Having someone like Rosalie Riley coming and sharing her story! Making us proud!*
- *Elders – age group 70s-80s to talk about their life stories and achievements*
- *How people returning to work can get into government at a level that can support their families*
- *I liked it all*
- *Would like to see more of the new NTG workers that come into the Government say like with 2-3 years*
- *AIS – we know what they are about but be good to see some results/data around jobs/contracts/range of interpreters/background/languages. Feels repetitive to other past forums*
- *Aboriginal Employment Opportunity Register*
- *Cultural responsiveness/accountability*
- *Simple topics about the NTPS*
- *Unconscious/conscious biased, working through strategies xxx tools*
- *Wheel of life*



Pretty much all that's been covered is excellent.

Do you have any suggestions on how we could improve the next forum?

Participants were asked to provide general feedback and suggestions on how the forums could be improved. Many participants commented that they thoroughly enjoyed the forum and would like to see more networking opportunities and to have more participant interaction and activities. Below are some of the suggestions and general feedback from participants.

- *I found this forum to be interesting and inviting as this was my first time attending. It was useful and I did not realise how much support is out there*
- *Less costing*
- *Have face-to-face presenters due to technical difficulties and hard to engage in conversation*
- *Have someone sorting out IT, who can organise the IT before sessions start and put all resources in a pack (conference bags?)*
- *Icebreaker at the start*
- *Invite other NTG departments – overview of their departments and what they can offer to Aboriginal people and what support is in place*
- *Nothing, you all do an awesome job and all hard work*
- *The forum is always great with different speakers*
- *The women were great. Nikita's story was touching and inspiring 😊 for the younger generation and she will be a great leader in the future. Keep up the good work you are doing*
- *More interactions, group activities and networking opportunities*
- *More success stories from younger employees*
- *Increased participation from other agencies i.e Housing, Sport and Rec, Youth Justice and Youth outreach*
- *NTPS staff profiles (Other Aboriginal staff) not just local ones, we all have a story to tell. Use different peoples stories not just the same people. *I love spending time with Anne, so supportive plus down to earth, honest, open and inspiring*
- *Guest speakers from NGO's – Aboriginal staff working in NGO's*
- *Thanks all the ladies plus OCPE 😊 congratulations!*
- *Maybe hold the forum in a regional centre like Tennant Creek, Katherine*
- *Biography of participants/opportunity for participants to write an issue prior and it can anonymously as a case study. Network register*
- *More group work and separate people from same workplaces*
- *I enjoyed all the speakers telling their stories – so inspiring and gives motivation.*



Participants Recommendations

There were a range of comments/suggestions to take into consideration for future forums with the following main recommendations accepted by OCPE:

1. Hold a forum in a regional centre like Tennant Creek or Katherine.
2. Biography of participants/opportunity for participants to write an issue prior and it can anonymously be used as a case study.
3. Set up closed website to share forum presentations and resources.

Participants advised they would like to see other agencies represented at the forum and target those agencies to do a presentation to provide information about what those agencies are doing in the Aboriginal employment space. Due to COVID-19 restrictions, this forum was reduced to suit venue capacity.

Participants also recommended that more networking be done at the forum. At previous forums we used to host a networking event for two hours after the first day but due to ongoing budget constraints this is no longer offered. OCPE will look into other cost-effective ways on how this could be achieved.

Next forum

The next forum will be held in Darwin late 2022.

Forum Photos

