

# NTPS Aboriginal Employee Forum - Darwin

## Darwin 21 & 22 November 2019

The Office of the Commissioner for Public Employment (OCPE) hosted the seventh Northern Territory Public Sector (NTPS) Aboriginal Employee Forum in Darwin over two days on 21 and 22 November 2019 at Rydges Palmerston. The Forum is a key initiative within the *NTPS Aboriginal Employment and Career Development Strategy 2015-2020*. The forums are based on a workshop style to allow participants the opportunity to provide input, feedback and contribute to future Aboriginal employment and career development initiatives for the whole sector.

There were 86 participants who attended the forum. This is a slight increase from the 2018 Darwin forum where 82 participants attended.

The topics discussed and workshopped at the forum were the new NTPS Aboriginal Employment and Career Development Strategy for 2021 - 2025; Healing, Pride and Empowerment and Out of the Box Workshop for Extraordinary Leadership. Guest speakers included Robert Dalton, Program Leader from the Fisheries Division in Darwin and Alphonsus Shields from NT Police in Alice Springs who shared their personal career journeys with the participants.

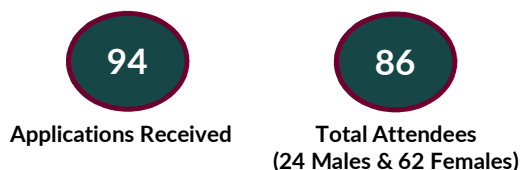
Agencies were invited to present at the forum to share the great work they are doing in the Aboriginal affairs space. Participants heard from the following agencies:

- Dr Curtis Roman, Senior Director, Department of Local Government, Housing and Community Development (DLGHCD)  
**Topic: Aboriginal Interpreter Service**
- Mischa Cartwright, Executive Director, Office of Aboriginal Affairs, Department of the Chief Minister (DCM)  
**Topic: Aboriginal Affairs Strategic Partnerships**
- David Guy, Senior Manager and Jodie Dixon, Program Manager, Department of Education (DoE)  
**Topic: Strong Young Parents Program**
- Tabitha Newman, Aboriginal Employment and Development Advisor, Power and Water Corporation (PWC)  
**Topic: Reconciliation Action Plan**

Other guest speakers included a senior and youth panel and Thomas Mayor the NT elect advocate for the Uluru Statement from the Heart, who spoke about his journey advocating for the Statement.

The next forum will be held in Alice Springs on 6 and 7 May at the Double Tree Hilton.

## Forum Attendees



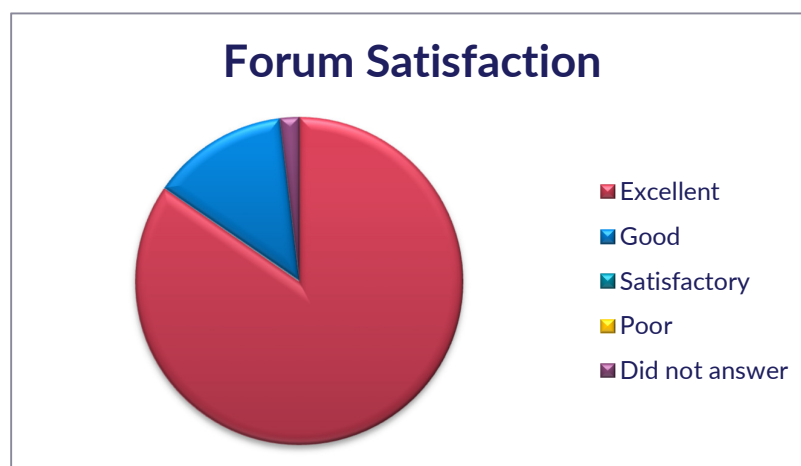
## Forum Evaluation

**81% (70) attendees completed the evaluation form**

**88% (62) attendees found the forum to be excellent**

After every forum, participants are encouraged to complete an evaluation form to ensure OCPE continue to meet the employee's needs, expectations and to ensure continuous improvement of the forums. From the 86 participants that attended the forum, 70 completed the evaluation form (81 per cent).

From the completed evaluations, 88 per cent stated that overall they found the forum to be 'excellent' compared to 14 per cent who found it 'good' and three per cent did not answer the question as displayed in the following graph.

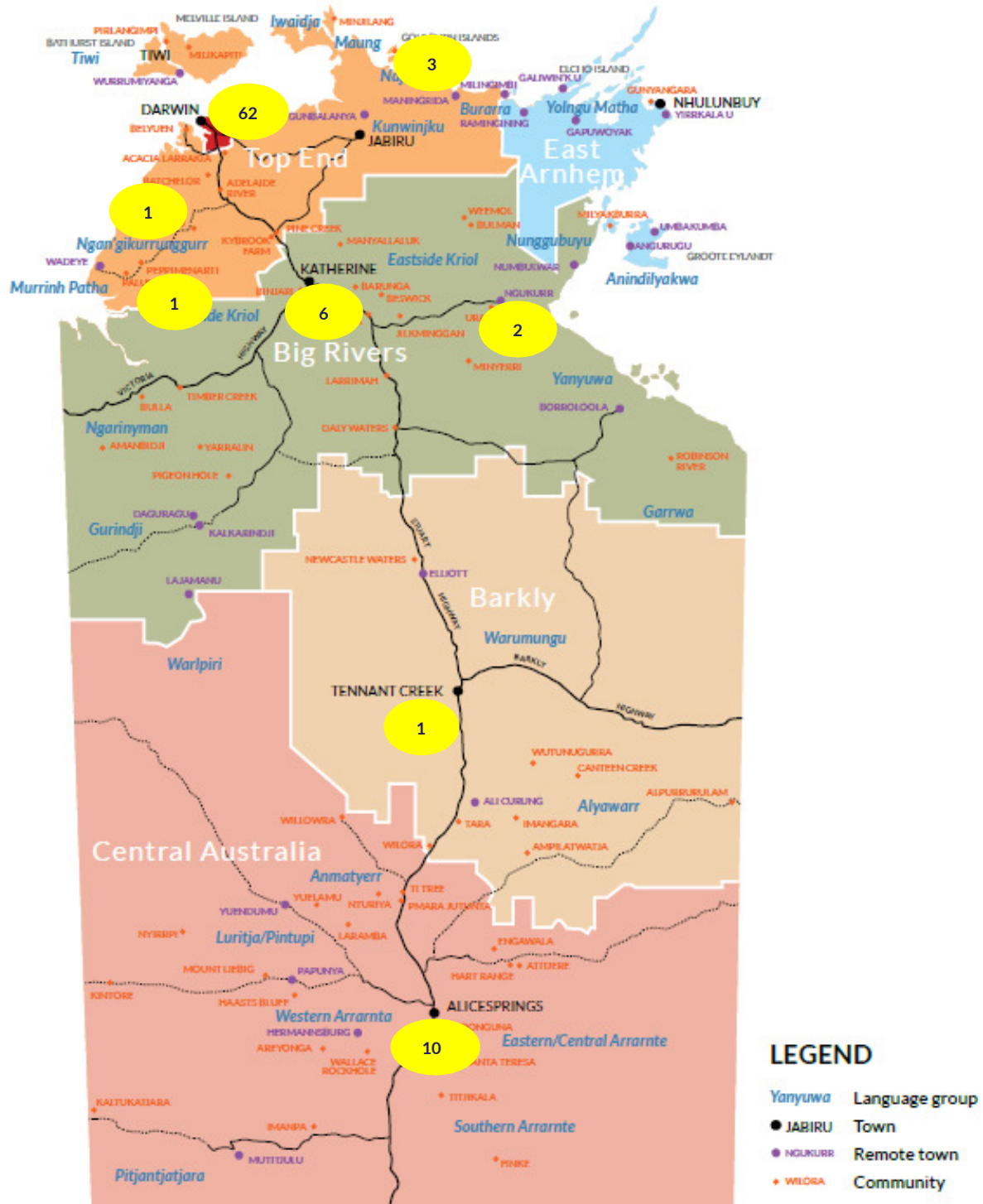


Some positive comments from the evaluations on what participants enjoyed the most were:

- *Listening to individuals speaking about their career pathways, how they got to their current level and how they face the outcome of many challenges.*
- *Meeting new people and hearing amazing stories.*
- *Discussing the NTPS AECD strategy update, sharing my story, workshopping, networking, meeting new staff.*
- *Meeting other Aboriginal and Torres Strait Islander staff and all the presentations.*
- *Networking within my table.*
- *I really enjoyed the workshop, it made me slightly uncomfortable but in a good way as it has really challenged me to think about my beliefs.*
- *I really loved hearing the other youths and their story as mine is very similar and went through the same program.*
- *As always, it is a fantastic event that I look forward to.*
- *Great job you mob.*
- *Strong youth parents program, their community engagement is how all government should be.*
- *The youth panel was deadly as, and Thomas Mayor's presentation was inspiring and empowering. Great day.*

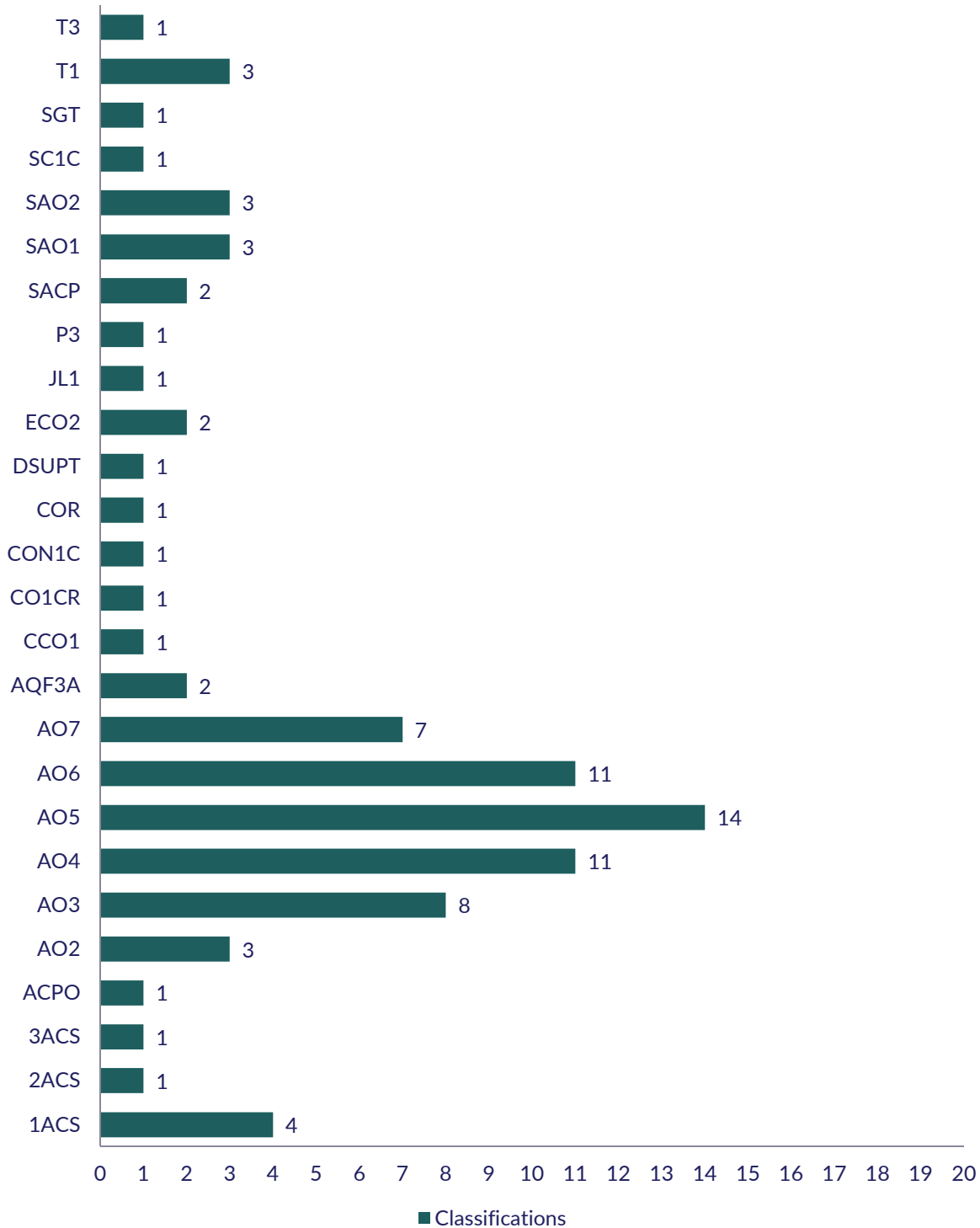
## Attendees Workplace Location

Participants who attended the forum came from a range of different areas across the Northern Territory, including Alice Springs, Daly River, Darwin, Katherine, Maningrida, Ngukurr, Peppimenarti and Tennant Creek.



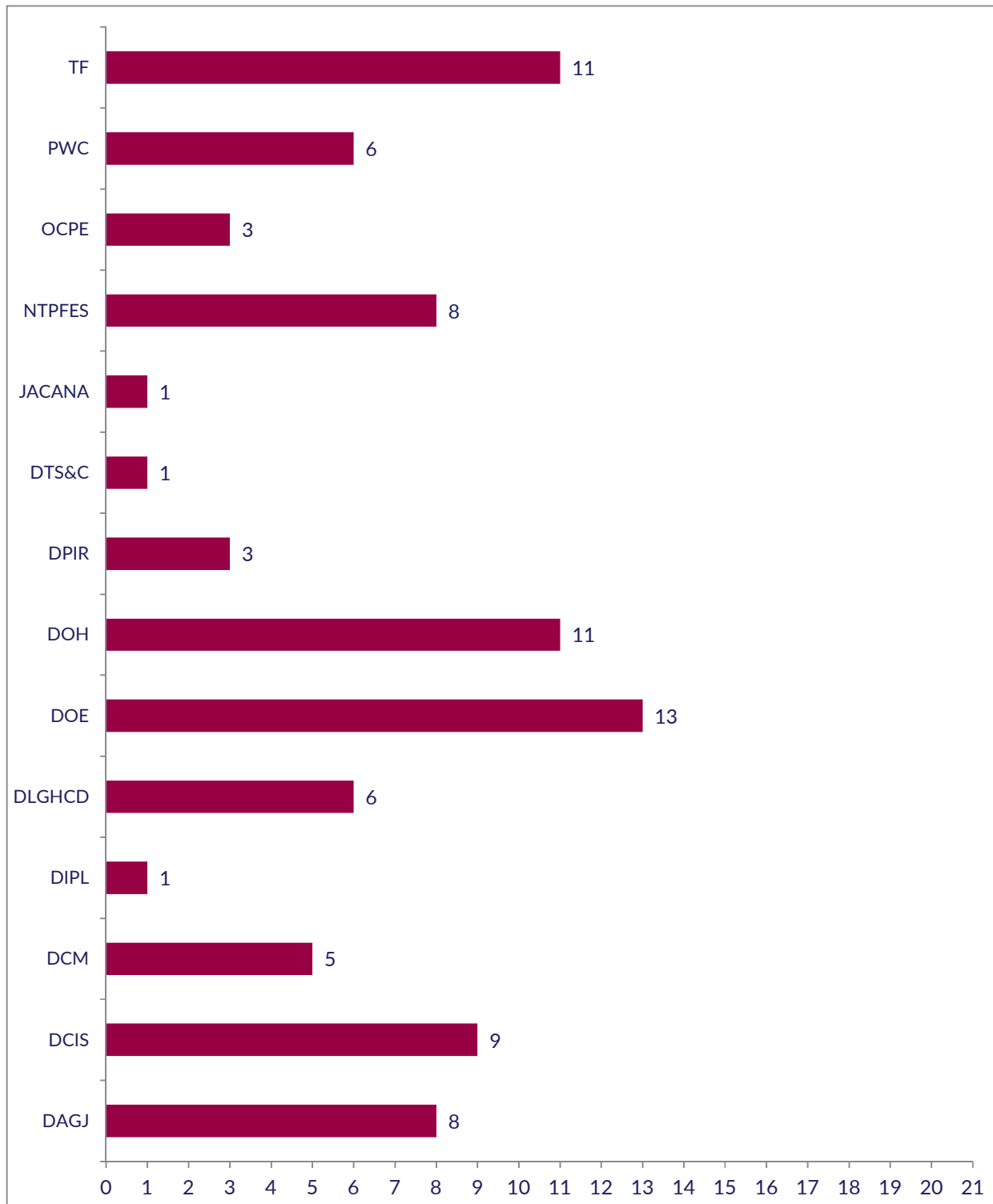
## Attendees Classifications

Participants ranged in classification from AO2 to ECO2 and included various streams (Administrative, Professional and Technical). The table below shows the AO5 level had the highest number of participants.



## Agencies Represented

There were 15 NTPS agencies represented at the forum with the highest number of participants from Department of Education.

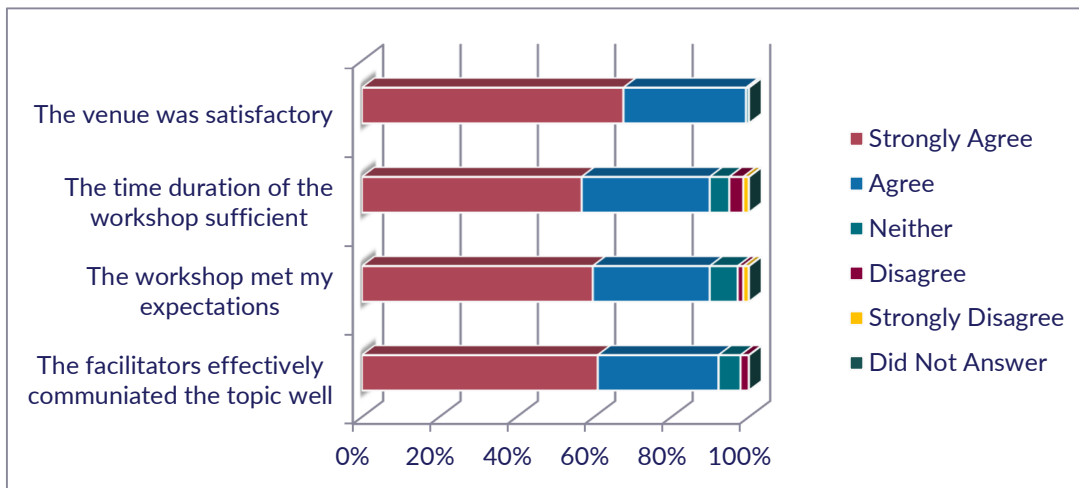


## The 2019 Aboriginal Employee Forum Experience

As illustrated in the graph below, evaluation respondents perceived an overall high quality satisfaction with the forum. The topics, design and set up were based on feedback received from the 2018 Darwin evaluation forms.

From the 2019 evaluation forms we received great feedback about the guest speakers, workshops, activities, venue and set up. See some comments below from participants.

- *All parts were good and relevant. Workshop was a safe place to explore issues that are deep and will be helpful skills to take away with me.*
- *My story – Robert Dalton – entertaining and very informative. Food is great, facility is fantastic.*
- *Very hard to decide, the strong young parents program and the Uluru statement incredibly inspirational but I also found the leadership workshop eye opening.*
- *The forum for me was fantastic as per usual, the venue and food was great, content of workshops and programs were great.*
- *The networking activity, know your neighbour, NTPS Aboriginal employment strategy. It was interesting hearing everyone else's experience in other agencies and the ideas shared.*
- *Best forum I've attended, great stuff, love to get involved in the future.*



## Guest Speakers



### **Vicki Telfer, Commissioner for Public Employment**

Vicki commenced with OCPE in September 2019 and was previously the executive director of NSW Industrial Relations.

Vicki welcomed staff to the forum and introduced herself through sharing her personal and professional story of where she grew up, where she had worked and how it has led her to where she is today.

Vicki spoke about how she is using the few months of her job to meet, listen and learn from staff, which will help her in forming her priorities moving the NTPS forward. She highlighted increasing Aboriginal employment and enhancing career development opportunities was already one of her key priorities and looks forward to working with everyone on developing the next strategy.

### **Thomas Mayor, NT elect advocate: Uluru Statement from the heart.**

Thomas Mayor is a Torres Strait Islander who was born and raised on Larrakia land in Darwin.



Thomas was a stevedore, or wharfie, for sixteen years before becoming an official of his union, the Maritime Union of Australia. As an activist in his local community, Thomas has passionately fought for workers' rights, Indigenous rights, and for social justice in general. In 2017 he attended the Darwin Regional Constitutional Dialogue, where he was elected to represent the region at the Uluru National Constitutional Convention. The convention is where the Uluru Statement from the Heart was overwhelmingly endorsed on the 26 May 2017.

Thomas has since advocated for the proposals in the Uluru Statement from the Heart, and is the author of *'Finding the Heart of the Nation - the journey of the Uluru Statement towards Voice, Treaty and Truth'*, published by Hardie Grant. His book tells his story, the story of the Uluru Statement, and features some of the remarkable Aboriginal and Torres Strait Islander people that he met on his campaigning journey.

Today, Thomas continues to advocate for the Uluru Statement while being the National Indigenous Officer for the Construction Forestry Maritime Mining and Energy Union, the Deputy Secretary of the Northern Territory Branch of the Maritime Union of Australia, and the Assistant Secretary of the Northern Territory Trades and Labour Council.

## Sharing my Story – Personal journey

### **Robert Dalton, Program Leader, Aboriginal Policy and Community Engagement, Fisheries Division Department of Primary Industry and Resources (DPIR)**

Robert (Robbie) Dalton is a Mudburra man whose country lies in the southern reaches of the VRD Region of the Northern Territory. He grew up in Kalkaringi (Wave Hill) before moving north for University, where he attained a Bachelor of Arts with an Anthropology Major and a Political Science Minor.



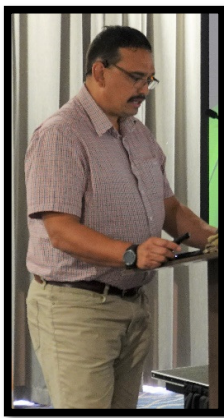


Robbie currently works as the Program Leader of Aboriginal Policy and Engagement within the Fisheries Division, DPIR, however his advisory role spans across multiple divisions within the department.

Robbie shared his personal and career journey with participants. He has spent considerable time in policy roles throughout NT Government agencies and Aboriginal organisations, including the Department of the Chief Minister, seven years at the Northern Land Council and is also active at a national level on various advisory bodies and committees.

Robbie's work has provided him with exposure and perspectives on many topical issues, including Land Rights and Native Title, innovative and emergent land/sea management opportunities.

Robert explained his methodology of success: Confidence (you can control) + Opportunity (you cannot control) + Planning (you cannot plan uncontrolled sickness etc. but not planning your whole life is not planning at all).



**Alphonsus Shields, Constable 1/C, NT Police  
NT Police, Fire and Emergency Services (NTPFES)**

Alphonsus shared his personal story and spoke about the loss of connection to culture and its importance. Alphonsus spoke about his challenges in school and how he was able to overcome these challenges in life. His first job was at McArthur River Mine as a labourer and then truck driver.

In 2007 Alphonsus completed the Aboriginal Community Police Officers (ACPO) course. There are still 16 of them from this squad still in the police force. In 2008 he transitioned from ACPO to Constable. There were 13 Aboriginal staff who participated in the transition, where 10 of those 13 are still currently in their roles.

The NTPFES Aboriginal and Torres Strait Islander Development Unit (ATSIDU) was established in 2018 and Alphonsus is a member of the ATSIDU steering committee that meet with executives to discuss issues and concerns.

Due to the recent events at Yuendumu, Alphonsus explained that the days following the incident was the most challenging time of his career. However in a positive light, Alphonsus identified that bush policing has been the best part of his career. He has a big focus on engagement and building relationships to break down the stigma between police authorities and Aboriginal people.

In October 2019, Alphonsus was awarded the inaugural Australia and New Zealand School of Government (ANZSOG) Churchill Fellowship. Alphonsus will use this Fellowship to visit New Zealand, USA and Canada to examine how police services and governments work with First Nations People and observe how different jurisdictions assist Aboriginal employees to advance their career.

## Sharing Our Story – Agency journey

**Dr Curtis Roman, Senior Director, Aboriginal Interpreter Service  
Department of Local Government, Housing and Community Development (DLGHCD)**

Dr Curtis Roman is a Larrakia man born and raised on Larrakia country. He is the first Aboriginal man and the first Larrakia person to be awarded a PhD from Charles Darwin University (CDU). Prior to commencing



in his current role as Senior Director at the Aboriginal Interpreter Service (AIS), he was the Head of School and a Senior Lecturer at the School of Indigenous Knowledge's and Public Policy at CDU.



The AIS has 64 fulltime staff and almost 100 per cent identify as Aboriginal. The AIS run bush courts in SA and deliver services in WA and QLD when requested. The AIS training team is made up of all Aboriginal staff who provide training to service providers in the health and legal fields. Interpreters were used in Parliament House in 2019 for the first time in Australia.

Curtis spoke about when staff are interpreting kinship issues, support systems need to be put in place to support the interpreters, as this can have large impacts on their wellbeing as well as when they do end of life interpreting. Interpreters are the backbone of AIS's service delivery. The salary level of fulltime interpreters sits at an AO3 level. Having trained and qualified interpreters ensures that services are deemed culturally safe and appropriate.

Curtis then invited AIS employee, Kenny Sutton, to the stage who spoke about his role as a trainer in the Western Arnhem regions. Kenny explained that he follows the bush courts also out at Jabiru/Oenpelli and Maningrida, which consists of four main clan groups and 12 different language groups. There are six interpreters when the courts are on.

**David Guy, Senior Manager, Literacy for Parents Program and Jodie Dixon, Program Manager  
Strong Young Parents Program  
Department of Education (DoE)**

Dave Guy belongs to the Ngalakan clan of Ngukurr North East Arnhem land in the Northern Territory and has affiliation to the people of Groote Eylandt where his Mother was born and raised. Dave is currently the Senior Manager for the Literacy for Parents Program, Early Childhood Division.



Jody Dixon is a proud Jawoyn woman born in Darwin and is currently the Program Manager for the Strong Young Parents Programs being delivered across the NT. Jody has previously worked within the realm of personal development and training for over 20 years and is very passionate about empowering people to realise their full potential and take their lives to the next level.

The Strong Young Parents programs support young parents from diverse cultural and low socio-economic backgrounds. The co-creation and co-design ethos of programs, fostering a collaborative community led integrated service approach, supports the ongoing sustainability of the program.

There are 61 young parents with 74 children who are currently engaged in Strong Young Parents programs across the Territory. The team is 100 per cent Aboriginal employment, with nine Coordinators across five sites; Larapinta, Maningrida, Ngukurr, Palmerston and Yuendumu.

It was identified during recruitment of the coordinator positions that a number of employees preferred flexible employment opportunities i.e. job share arrangements. Program managers provide "backbone" support and capability of the coordinators within their own cultural context which empowers long-term sustainability within community.

**Mischa Cartwright, Executive Director, Aboriginal Affairs Strategic Partnerships  
Office of Aboriginal Affairs  
Department of the Chief Minister (DCM)**

Mischa Cartwright is a Kaytetye and Arrernte woman from Central Australia, who is the Executive Director of the Aboriginal Affairs Strategic Partnerships within the Department of the Chief Minister.

Mischa's previous role included, being the Director of Stakeholder Engagement and Communications in the Office of Aboriginal Affairs (OAA). Mischa has over 20 years' experience working in communications, media, marketing and stakeholder engagement and has completed a Bachelor of Arts (Communications Studies).



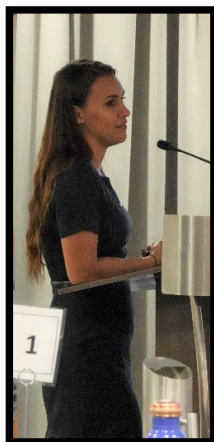
Mischa spoke about the First Circles Program. The First Circles remote emerging leaders program commenced in 2015. The name came about from the first nation's people, the circle meaning the symbol for gathering.

The First Circles program is the first of its kind, the program is tailored to the member's needs, focussing on remote communities and engagement with ministers. The purpose of the First Circles programs is for participants to have direct communication with government ministers to discuss issues and concerns in their communities.

Mischa spoke about First Circles recruitment where each year an Expressions of Interest (EOI) goes out to communities to recruit new members. There are currently 20 members in the current cohort. Participants attend up to four workshops per financial year and the final workshop is meeting with Cabinet around the table at Parliament House. The last cohort of participants identified mental health as a focusing issue.

Mischa stated there are 70 alumni members who have completed the First Circles program since it began. She advised the Hon Selena Uibo, Minister for Aboriginal Affairs was an alumni member, as were Selina Myra and Tristain Duggie, who are now advisors to the Aboriginal Affairs Sub-Committee of Cabinet.

***SAVE THE DATE: The Office of Aboriginal Affairs, NT Aboriginal Leadership and Governance Forum, will be held on May 27 and 28 in Alice Springs.***



**Tabitha Newman, Aboriginal Employment and Development Advisor  
People, Culture and Customer  
Power and Water Corporation (PWC)**

Tabitha has worked for PWC for the past 5 years. She works within the Aboriginal Employment Team who focus on the implementation of the Reconciliation Action Plan (RAP) and the PWC Indigenous Employment and Career Development Strategy.

In 2017 PWC developed and implemented its first RAP. The RAP program provides a framework for organisations to support the national reconciliation movement which is managed by Reconciliation Australia. A RAP is a strategic document that supports an organisation's business plan. It includes practical actions that will drive the organisation's contribution to reconciliation, both internally and externally, in the communities in which it operates.

Tabitha highlighted to participants how the RAP supports PWC's vision to be a corporate leader, promoting reconciliation across the Northern Territory. This will be achieved through:

- developing and strengthening relationships with Aboriginal and Torres Strait Islander people and non-Aboriginal people
- working towards Aboriginal and Torres Strait Islander people having the same opportunities in economic development and employment as other Territorians
- being a preferred employer for Aboriginal and Torres Strait Islander people
- developing effective employment and training programs to increase Aboriginal and Torres Strait Islander participation in a diverse culturally competent workforce
- engaging all PWC employees in reconciliation activities that will increase understanding of Aboriginal and Torres Strait Islander cultures, disadvantage and sharing historical and current information.

## Q & A Panels

### Senior Panel

**Joe Carter, Regional Manager, Housing  
DLGHCD**

**Helena Wright, Executive Director, Programs  
and Engagement, Territory Families**

**Lesley Richardson, Aboriginal Practice Advisor,  
Territory Families**



Three senior Aboriginal employees were invited to share their personal and professional story with participants. Feedback from previous forum evaluations showed the senior and youth Q & A panels were one of the significant highlights of the forum, therefore is a standing agenda item for both the Darwin and Alice Springs forums.

Joe started his working career in the Department of Health as a trainee in the 80's. In 1995 Joe attended Curtin University and completed his Bachelor in Indigenous Community Management and Development. After completing his degree Joe moved to Barrow Creek to put his degree into practice for 2 years after that Joe moved to Tennant Creek and took up the CDEP Coordinators job at Julalikari then became the General Manager. In 2004 Joe moved to QLD but didn't like the hierarchy in the commonwealth government so he moved back to Tennant Creek. Joe then applied for the Manager position at the Alice Springs Interpreter Service, which he won and continued in that position for 7 months before he won a regional manager's job for Housing in Tennant Creek, this allowed Joe to move back to his mother's country in Tennant Creek.

Helena is originally from QLD. Her mother was a part of the stolen generation from Cloncurry, her father was an Aboriginal Health Practitioner, who then went into nursing. Helena started her working career in a non-government women's shelter in QLD. She then won a job within QLD government and wrote policy and developed programs for remote and thought how can I do this if I've never lived/been in a remote community? So she applied for a job in Mornington Island, where she was successful, and stayed in for 1 year. Helena said it was her best and busiest job yet. Helena worked on the Cape York reform. In her role she was abused by many Aboriginal leaders and others, however she stood strong in saying we are all working towards the same goal. Helena has also been the Deputy Director General for Aboriginal Affairs in QLD and has worked in Territory Families for one and a half years.

Lesley is originally from QLD and her mother is a part of the stolen generation from Yuendumu. Lesley has previously worked in schools and was supported through the QLD government to get her teaching degree. Lesley spoke about her experiences and challenges when she was teaching in schools and spoke about how her focus had to change according to the students needs. For example when she worked in the primary schools, she found her focus was strongly on literacy and numeracy, however when she worked with the high schools, that focus had to change on students behaviours and attitudes. Lesley currently works as the Aboriginal Practice Advisor within Territory Families and loves her job. She is also very passionate about Aboriginal employment and is a strong advocate for supporting and developing our youth and other Aboriginal employees.

## Youth Panel

**Rachelle Pengilley, Human Resource Officer  
Department of Corporate and Information Services (DCIS)**

**Tahmika McLeod, Executive Assistant, Top End Region, DCM**

**Cody Johnson, Finance Officer, DoE**

The youth were invited to share their personal stories on what made them choose to start a career with the NTPS, how they entered the workforce, what challenges they have already faced and what career aspirations they have for the future.



Rachelle Pengilley is a Human Resource Officer within DCIS. Rachelle has recently completed a Bachelor of Business, majoring in international business and Human Resource Management and is a strong believer in creating equal employment opportunities to help improve the lives of individuals and families. Rachelle commenced in the NTPS through the DCIS Graduate Program.

Tahmika McLeod is an Executive Assistant for the Top End Region which services the West Arnhem, West Daly, Tiwi Islands and Palmerston area within DCM. Tahmika joined the NTPS in 2017, having successfully completed a traineeship with DCM through the Aboriginal Employment Program. Tahmika comes from the Tiwi Islands and is undertaking a Bachelors of Law degree whilst balancing full-time work and family.

Cody comes from the Rusca family and has a busy life at the moment in trying to balance work, footy, friends and family. Cody currently works as a Finance Officer in Darwin for DoE, servicing all schools and corporate staff in the NT. Cody commenced as a trainee through the Aboriginal Employment Program last year and has worked in multiple areas within DCM and DoE.

## What did you enjoy most about the forum?

When employees were asked what they enjoyed most about the forum, there was a wide range of positive feedback. However the top two topics were the Out of the Box Workshop for Extraordinary Leadership and Thomas Mayor's presentation on the Uluru Statement from the Heart. There were a variety of comments employees made on specific parts of the forum, see below:

- *I really enjoyed the workshop, it was really interactive and could connect and relate to others through the activity also throughout other discussions and talks within the day.*
- *Update by AECD discussion, seeing progress that has been made, very impressive.*



- *Seeing so many Indigenous people in important roles in the community.*
- *Out of the box workshop was fantastic. Wendy has so much energy and love for her work which filtered through the group.*
- *Getting to meet a lot of different people and learning about different ideas and learning ideas.*
- *Interaction of the group.*
- *Robbie Dalton's story was inspirational, it made me motivated to think my situation probably isn't that bad. Seeing a good representation of youth participants amongst the group.*
- *Commissioners welcome.*
- *Networking, meeting new people.*
- *The senior staff Q&A panel, hearing their journeys and listening to their advice.*
- *Hearing the new Commissioners story and plan.*
- *I enjoyed the whole day but my favourite was out of the box workshop.*
- *I enjoyed NTPFES story and the ways they deal with the system and story for young parents program.*
- *Q&A with the youth panel, Thomas Mayor speech, Alphonsus shields NTPFES – sharing agency story.*
- *Sharing solutions and other group exercises.*
- *Thomas Mayor and HPE workshop and networking with everyone.*
- *All sharing our story segments.*
- *Out of the box – Powerful, spiritual and vulnerable, I had so much fun.*
- *Uluru statement from the heart by Thomas Mayor.*
- *Hearing more amazing stories and getting more information on how / can inspire more young mob in my community.*
- *I really enjoyed DoE strong young parents program. Would love to work in that area one day.*
- *Listening to all speakers I found day two about connection healing and support.*
- *Indigenous policing – good to see what is happening on the ground and highly relevant considering the recent incident.*
- *KP1 clicker activity, Uluru statement of the heart.*
- *Strong young parents program, Uluru statement – sharing my story, youth panel.*



## What did you least enjoy about the forum?

It was great to see there wasn't much feedback from participants on what they least enjoyed about the forum. Some of the comments from the evaluations forms are below:

- *I don't have any least part, all of the forum so far has been great, besides the weather triggering off the alarm, day 1 has been great.*
- *Nothing was not valuable.*
- *I don't think there were any least valuable parts, I think everything was relevant.*
- *Know your neighbour, once we all sat the group had already introduced themselves.*
- *Aboriginal senior panel Q&A panel.*
- *Everything was relevant.*
- *The speaking at the end.*
- *All good information.*
- *Lunch – not a good variety of food.*
- *All topics were passionate and relevant.*
- *All aspects of the program were good.*
- *The healing, pride and empowerment workshops.*
- *Out of the box workshop – commenced with personal agenda in light of current issues.*
- *It was a little confusing, I thought it would be more about tools to help us rather than our thoughts.*
- *Nothing, everything served a purpose.*
- *The young people panel, thought it was too long and didn't really teach me about pathways to take my own career.*
- *Too much food, not many healthy options.*
- *Q&A panel.*
- *RAP was a bit boring but great information and always room for improvement, great work.*
- *It was all very good.*
- *Uluru statement.*
- *Nothing at all the whole session was amazing well done.*



## What topics would you suggest for the next forum?

Participants were asked to suggest topics that they would like for the next forum. Some suggestions were:

- *Some flyers or brochures on opportunities or where we can find help for our development.*
- *In the day one introductions perhaps a request to have participants say their name, and where they grew up or who their mob is. Would make it more comfortable for all.*
- *Maybe during the networking time have ice breaking activities to promote discussion, have a notice board.*
- *We should have more of Wendy and Vicki's (Out of the Box facilitators) programs implemented in forums.*
- *Create an 'apporiginal'.*
- *Young Aboriginal interpreters to present how they got to where they are or have stalls set up during morning or afternoon tea.*
- *Different venue, maybe at the Lee Point resort.*
- *Move Q&A panels.*
- *To do workshop after lunch break.*
- *Guest speakers from the arts, cultural dancers from cultural bands, artists – story tellers.*
- *More talks from senior Aboriginal NTPS employees.*
- *Get guest speakers from attendees for update of their area, policy, remote workers etc.*
- *More hands on activities / workshops please.*
- *Progression pathways for AO4, AO5, AO6.*
- *T-shirts instead of coffee cups.*
- *Wouldn't mind hearing more on other departments achievements and challenges.*
- *How to get into professional study without ATAR/ year 12.*
- *The Uluru statement.*
- *More individual personal stories.*
- *More information about what opportunities there are for Aboriginal people and how to find them.*
- *Mental health, job opportunities.*
- *Succession planning, government life from start to finish.*
- *Done Dale youth "their story".*
- *Self-care – learn how to relax and de-stress from work and life.*
- *No improvement except maybe make the forum more published as I have spoken to people who only found out via friends and not work place.*
- *Action plan: don't just re-affirm the importance of mentors and qualification development there would be further enrolment to our Indigenous employees to consult and facilitate an opportunity to set an action plan over the two days to; 1-identify, 2- strategy, 3-implement, 4-review (in future as part of strategy) i.e. looking at good news stories and quantities results such as the 'first circles leadership program'.*
- *Could we have a presentation from some of the finalists of the CM awards to hear the amazing things agencies are doing.*
- *Discussion or topics around kinship definitions / cultural leave structure.*



## Recommendations for Future

There were a range of comments and suggestions for future forums, such as:

- *Some more group work to allow relationships to build as it can be overwhelming at lunch as people group together who know each other. The group work allows and icebreaker.*
- *More workshops need to be provided and the workshop needs to be longer for in-depth conversations – also will budget restraints for us to travel to and from Alice Springs- Darwin, this forum needs to have more workshops addressing employment issues.*
- *A CE presentation about their commitment to Aboriginal employment.*
- *More on the employment strategy and how managers can implement it or provide them with the tools to do so.*
- *Another section of the out of the box workshop.*
- *More self- exploration and motivational sessions and speeches like out of the box workshops for extraordinary leadership and Thomas Mayor's speech.*
- *Young Aboriginal interpreters to present how they got to where they are or have stalls set up during morning or afternoon tea.*
- *Newsletter – bimonthly / quarterly, updates, networking events, training, committees, good news stories.*
- *Personal stories, agencies that are progressing, tough subjects, special measures.*
- *More activities like Day 1 (networking activities). Being able to hear what other agencies are doing, other ideas.*
- *Focus on NTPS from remote locations.*
- *Retaining Indigenous employment and working – living in Western and cultural ways.*
- *Flexible work arrangements, parental leave, discuss EAP, ageism, discrimination in the workplace.*

## Participants Recommendations to OCPE:

1. Further promotion of the forum to all Aboriginal staff, especially remote staff or hold regional and remote forums to encourage attendance and participation.
2. Invite a NTG CE to do a presentation about their commitment to Aboriginal employment.
3. Create a Newsletter bimonthly or quarterly, providing updates, networking events, training, committees and good news stories.
4. To have more activities and workshops to have an outcome based forum.
5. More self-exploration and motivational sessions and speeches like out of the box workshops for extraordinary leadership and Thomas Mayor's speech.

## Photos of Participants at the AEF

