

Starting your journey to working with First Nations

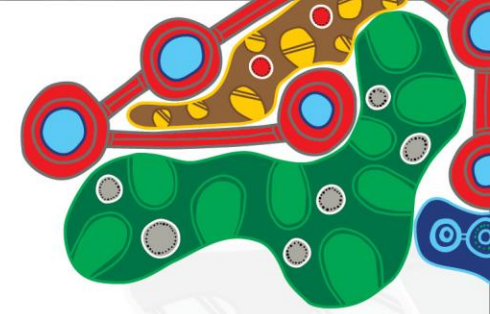
*An introduction to ANZSOG's Working with First Nations:
Delivering on the Priority Reforms program*

Monday 21 August 2023
Geoff Richardson PSM
Prof Catherine Althaus



Session overview

- Setting the scene – Where are we at and how did we get to this point?
- Participant polls
- What's different now and what's needed?
- What can you do?



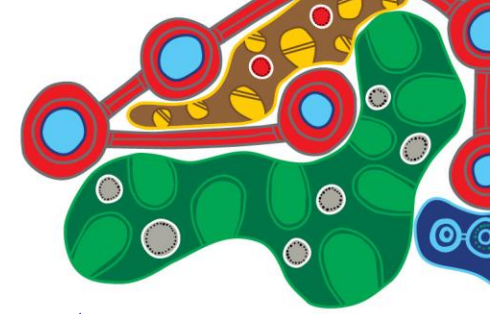
Contemporary starting point on First Nations policy...

- Debate and heightened scrutiny associated with the upcoming Referendum
- All the resources and effort thus far have not Closed the Gap. There are vast disparities in life outcome between our mob and the rest of the population, which begs the following questions:
 - ***Are Governments equipped to meet this challenge?***
 - ***What will it take to achieve that goal?***



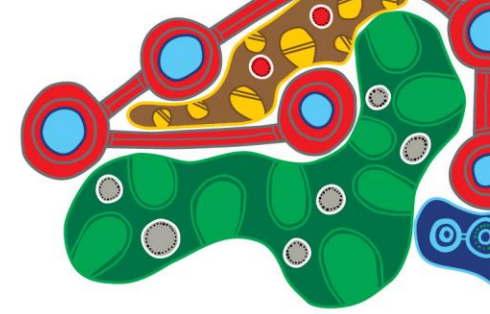
Quick Poll

Is it possible to Close the Gap?



Why previous attempts at Closing the Gap have failed

- Highly contested space plagued by political ideologies
- Moving feast of policies
- Inability of sectoral silos to deal with the complexity of the challenges... and
- Many factors, including geographic remoteness and isolation; the large number of discrete communities; the backlog of unmet need; the wide-spread break down of service systems and sub-systems, to name a few



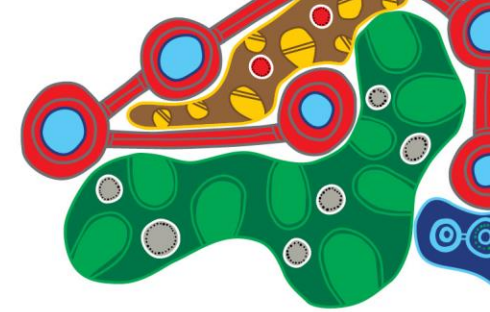
Complexity

- Many of the challenges are rooted in intergenerational trauma caused by past (and present) policies, practices, and ineffectual modalities
- Responding to complexity requires high levels of skill, sophistication, and sustained action
- It requires the skill to approach problems based on their different levels of complexity, and to identify, analyse, deconstruct and respond in partnership

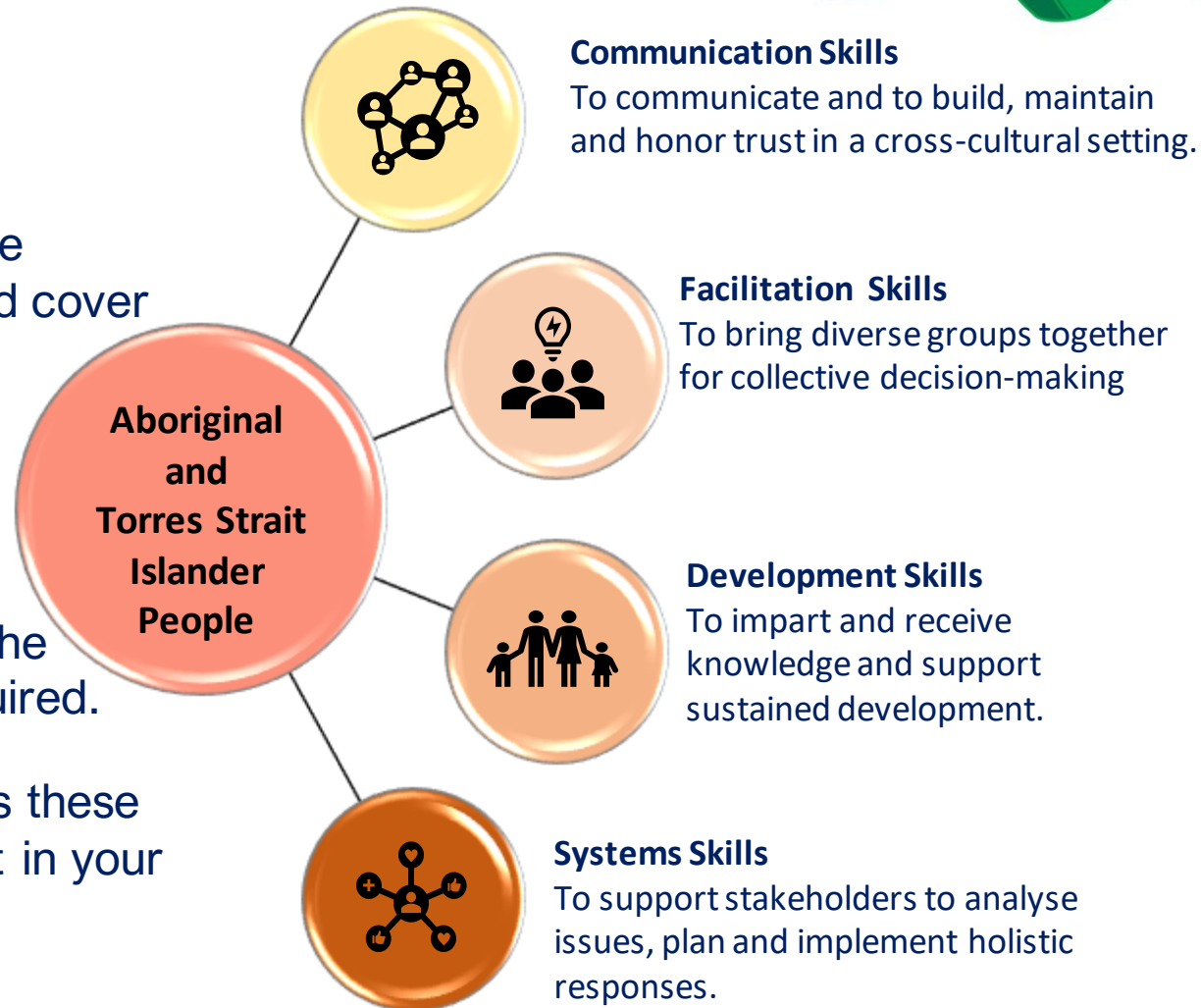
Modalities

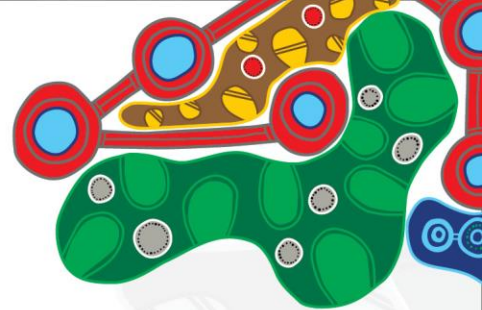
	Service Delivery	Community Development
Principles	<ul style="list-style-type: none"> • Citizenship-based 	<ul style="list-style-type: none"> • Rights-based • Local decision-making • Self-determination
Focus	<ul style="list-style-type: none"> • Deficits – responding to individual and/or community deficits 	<ul style="list-style-type: none"> • Assets – building on the strengths of the individual/community • Strengthening social capital, community capacity, capability and responsibility
Modality	<ul style="list-style-type: none"> • By negotiation - informing, consulting, involving • Siloed pre-set programs & services 	<ul style="list-style-type: none"> • By collaboration - tailored, holistic responses driven by the community and co-design and co-produced in partnership with key stakeholders • Integrated programs and services
Duration	<ul style="list-style-type: none"> • Time limited 	<ul style="list-style-type: none"> • Ongoing
Locus of Power	<ul style="list-style-type: none"> • Service/Government 	<ul style="list-style-type: none"> • Shared by community and stakeholders
Impact	<ul style="list-style-type: none"> • Symptom response 	<ul style="list-style-type: none"> • System response • Sustainable Development

Skills needed to engage effectively



- The skills required to engage effectively are expansive and cover four distinct domains:
 - **Communication**
 - **Facilitation**
 - **Development**
 - **Systems**
- The higher the complexity, the greater the level of skill required.
- To become proficient across these domains, you need to invest in your development.





Quick Poll

How confident are you that you have the knowledge and capability to implement the National Agreement on Closing the Gap?

(1 – Not confident, 5 – Very confident)

People and Systems

Growth

For a seed to achieve its greatest expression, it must come completely undone. The shell cracks, its insides come out and everything changes. To someone who doesn't understand growth, it would look like complete destruction.





What's unique about the 2020 Agreement on Closing the Gap?

- Developed in partnership with Aboriginal and Torres Strait Islander People
- The Agreement is between the Heads of all nine Australian governments and the ALGA and the Coalition of Peaks
- It contains Four Priority Reforms which drive the process, and 19 socio-economic targets



Governance arrangements

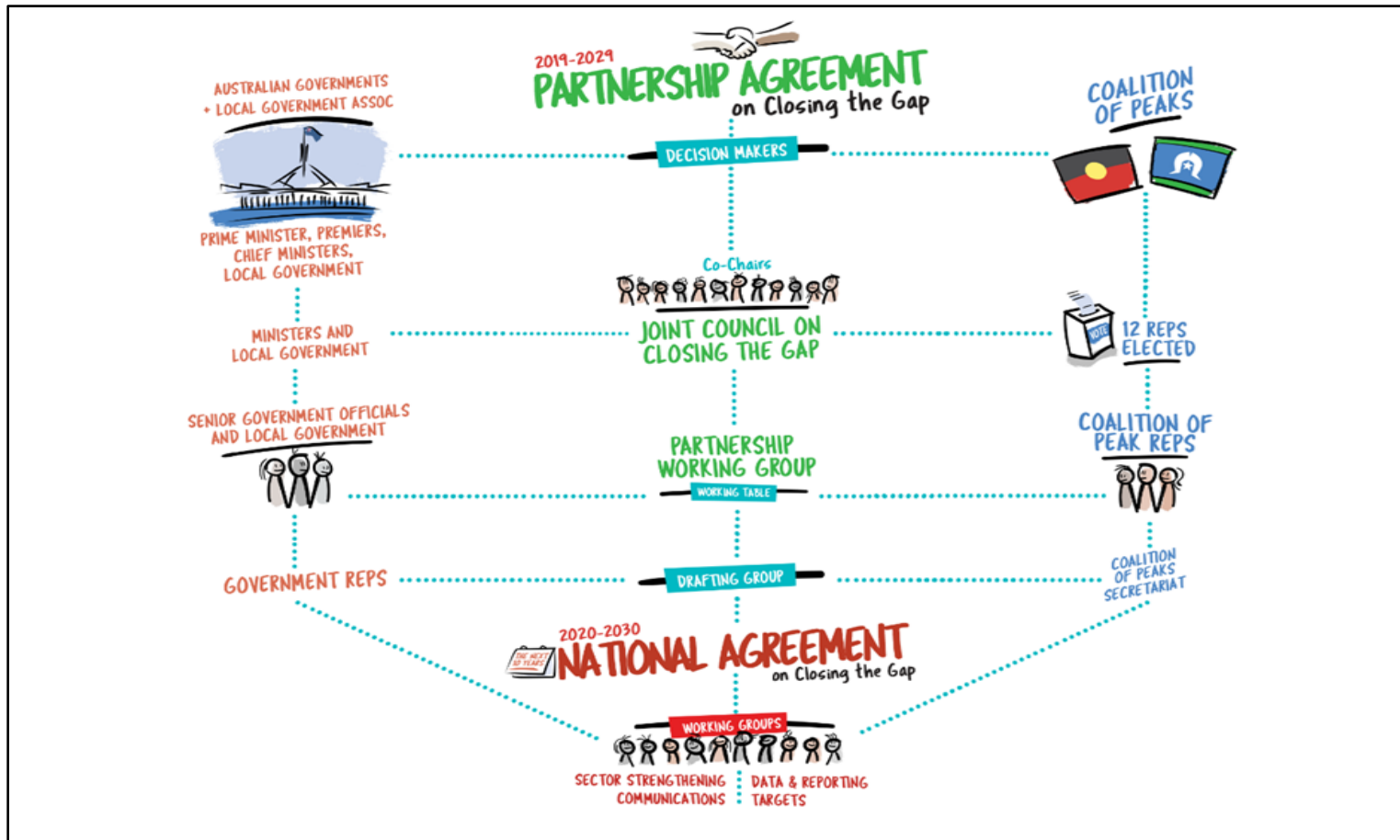
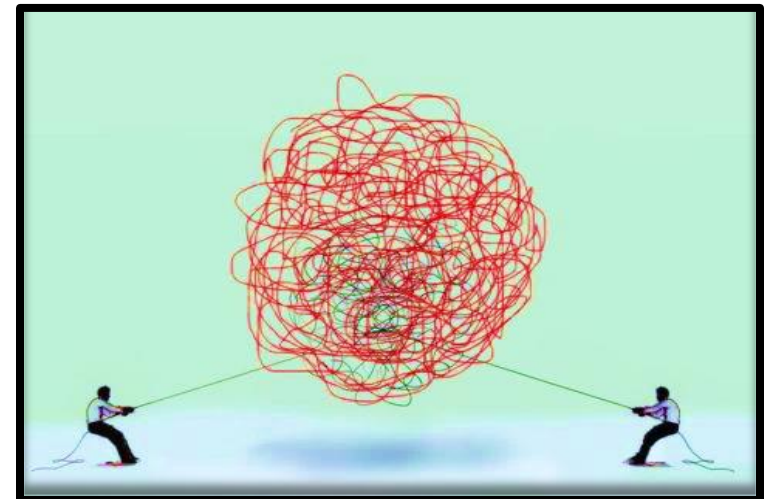


Diagram courtesy of The Coalition of Peaks

Impediments to System Transformation

- There are many impediments that must be overcome in order to effect system transformation. They fall under two categories:
 - **Cultural Impediments** - are those that are associated with the 'human factor'
 - **Structural Impediments** - are the impediments inherent in the systems of government



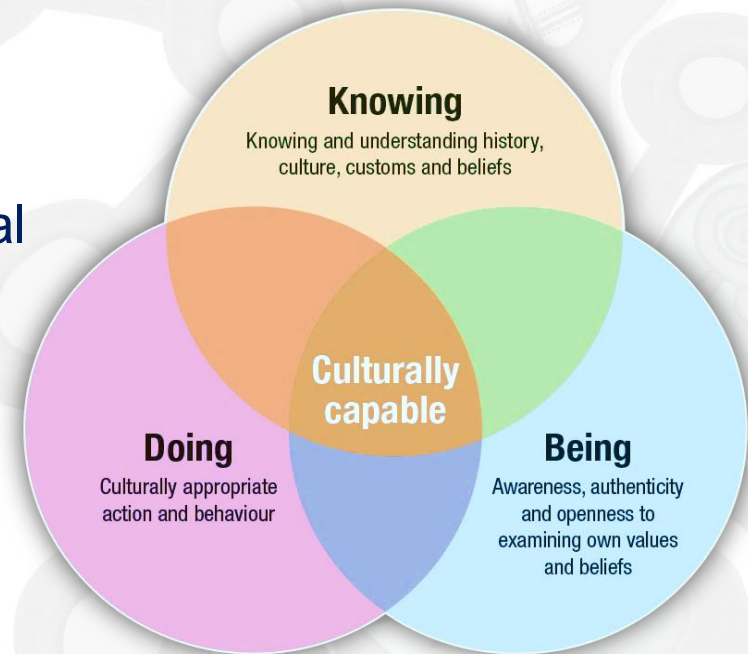


How public servants at all levels can contribute to meaningful change

1. **Start with leadership and responsibility** (a commitment approach)
2. **Partner with First Nations People** (a relational approach)
3. **Build on your experience** (a strengths-based approach)
4. **Change the narrative** (a capacity strengthening approach)
5. **Work on your cultural competence** (a learning approach)

Cultural Education Program – what works

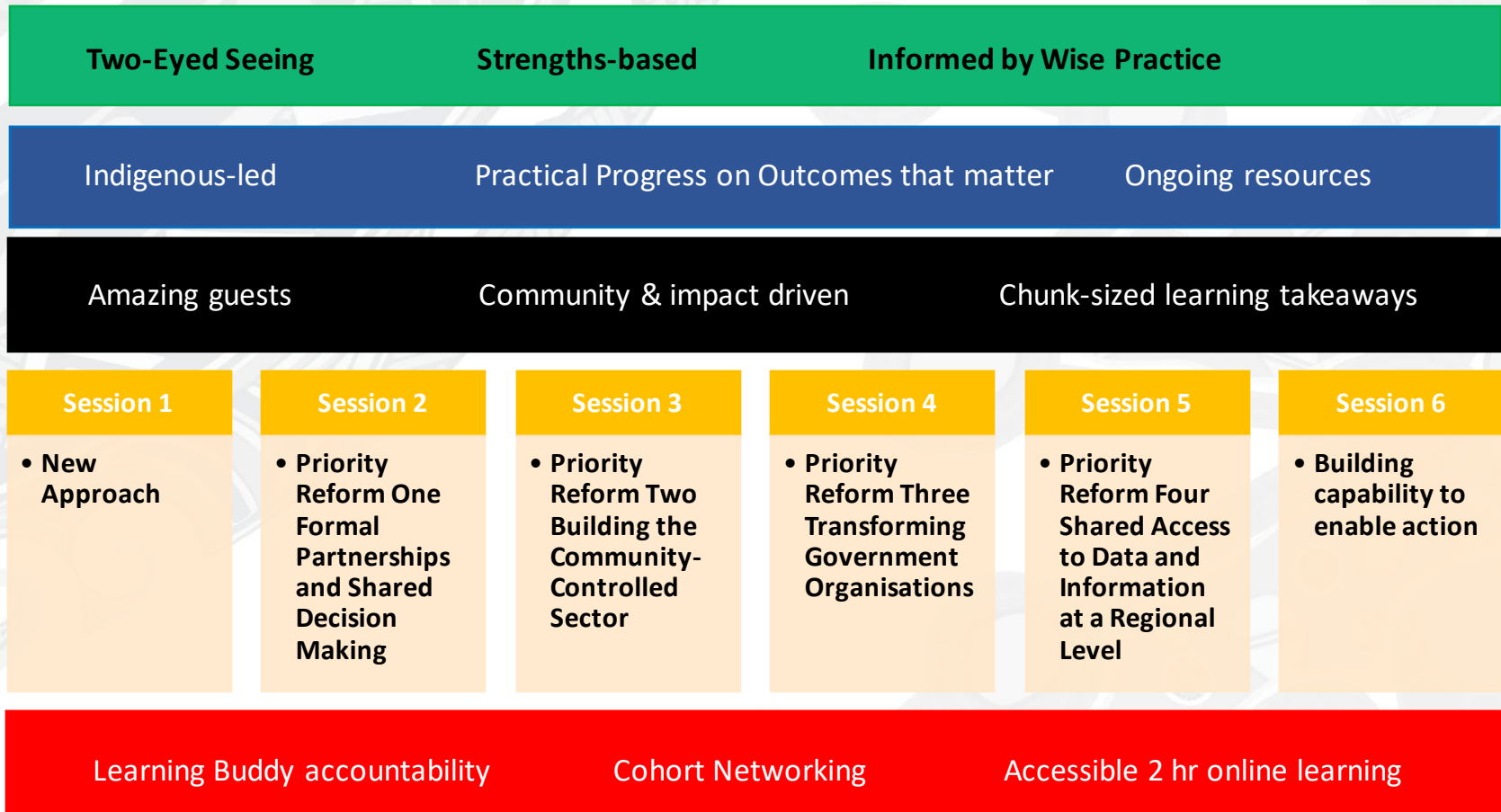
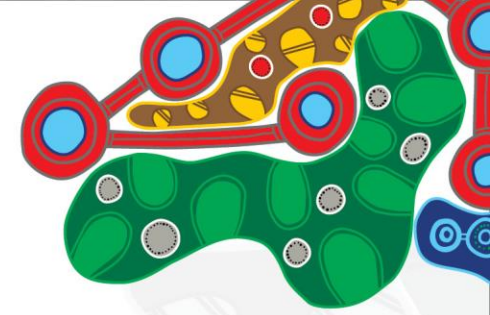
- ✓ focus on cultural ‘responsiveness’ rather than ‘awareness’
- ✓ draw on skills and experiences of Aboriginal & Torres Strait Islander employees
- ✓ mandatory and included in employee performance agreements
- ✓ tailored to department/agency rather than off-the-shelf
- ✓ delivered in face-to-face workshops and online



Australian Public Service Commission Cultural Capability Framework

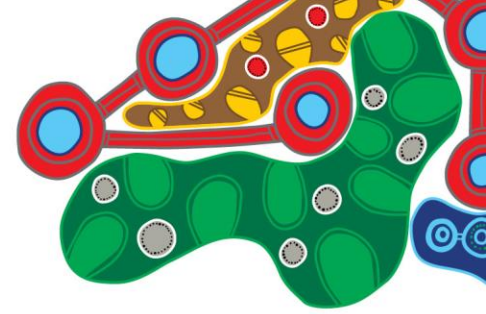
Program Overview

Working with First Nations: delivering on the National Agreement





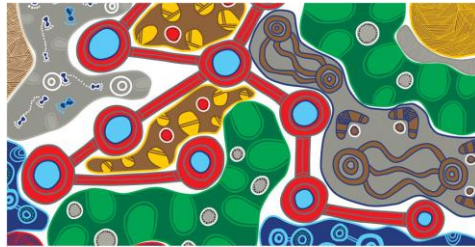
**If not now,
when?**



We acknowledge the Aboriginal and Torres Strait Islander peoples as Traditional Owners, Custodians and First Nations of Australia, and Māori as tangata whenua and Treaty of Waitangi partners in Aotearoa-New Zealand.



Artist: Aaron McTaggart
- Ngati Whakaue, Ngati Rangī Weweh



Artist: Emma Bamblett
- proud Wemba Wemba woman

ANZSOG.EDU.AU

Follow us



Owned by and working for the governments of Australia and Aotearoa-New Zealand