00:00:07:03 - 00:00:17:13

Speaker 1

Okay, so the recordings now started.

00:00:17:15 - 00:01:50:03

Speaker 1

Are you ready for all the people to join? No. Yeah, I'm just waiting for Angelina things. Just speaking to her right now. So we'll just give it a minute.

00:01:50:04 - 00:01:53:14

Speaker 2

And Angelina is just having some connection issues. She's still trying to connect.

00:01:53:14 - 00:03:04:13

Speaker 1

So no worries. Thanks, everyone. Just for bearing with us while we get our other panel member on board.

00:03:04:14 - 00:03:06:01

Speaker 3

Yeah. I think that it.

00:03:06:01 - 00:03:40:12

Speaker 2

Will get both sides. But then you.

00:03:40:14 - 00:04:44:06

Speaker 1

We're just waiting for other panelists to join us. For those of you that have just joined us. just bear with us. Your patience is appreciated. And.

00:04:44:07 - 00:04:44:14

Speaker 3

Okay.

00:04:45:01 - 00:04:49:05

Speaker 4

Here.

00:04:49:06 - 00:04:53:01

Speaker 4

You. That.

00:04:53:03 - 00:04:57:08

Speaker 1

Okay. When Angelina's just joined us. Angelina.

00:04:57:09 - 00:04:58:12

Speaker 5

Angelina.

00:04:58:14 - 00:04:59:08

Speaker 1

Us.

00:04:59:09 - 00:05:06:12

Speaker 3

Angelina. I think I think I'm good. Thank you.

00:05:06:13 - 00:05:14:02

Speaker 5

Doris. I think we're good to start. Everybody. You comfortable and ready for start? Angelina? Angelina.

00:05:14:06 - 00:05:15:00

Speaker 3

Yes.

00:05:15:02 - 00:05:43:08

Speaker 5

Yes. No worries. Thanks for that. we might get the session started off the soft. Soft. So I can hear myself twice, but that's okay. if there's, Can I ask everybody to just turn the microphones off while we're going through the presentations that be really, really good? and I'll kick it off by letting you know that we are recording our session, as we have been for all of our lunch, with leader sessions.

00:05:43:09 - 00:06:05:10

Speaker 5

so a really looking forward to the next hour or so of just going through on this topic. So I'll just kick it off with, acknowledgment of traditional lands on whose lands we adjoining our meeting from today. I want to acknowledge the elders past, present and emerging, and also acknowledge the continuing and enduring connection to country. This land, sea and sky.

00:06:05:11 - 00:06:26:13

Speaker 5

I'd also like to pay my respects to any Aboriginal and Torres Strait Islander people that are in our forum today. You have my menarche or big respects syllable my name and welcome everybody to our lunch with leaders session for today. as you gathered from the title, we're going to be talking with leaders on country, and we've got some special guests will introduce the very shortly about that work.

00:06:26:13 - 00:07:00:10

Speaker 5

But as you've probably picked up from the title, this really is about acknowledging and, and I suppose getting some insights into the fantastic work that Aboriginal and Torres Strait Islander people are doing in contemporary roles such as Rangers, based on the, you know, continuing connection and, and, and enduring knowledge of country over the last 65,000 years. And they're a very important part in terms of how we not just do biosecurity, but we also protect country, for all who enjoy and, and all who live on those lands.

00:07:00:11 - 00:07:22:06

Speaker 5

one thing to note as well, just before I get into it, is that we will be sending out a survey later on. Normally we have a survey at the end of the session, but for today's session, we'll get that out a bit later to just get your views about the sessions and any ideas on things we can maybe do better, things you like or other ideas you might have for, lunch with leaders sessions, especially for 2024.

00:07:22:08 - 00:07:43:07

Speaker 5

So maybe just to kick it off, I'll introduce myself. I'll be facilitating today's session. My name is Wayne CGM, the assistant secretary for the science and surveillance group within the Australian Government Department of Agriculture, Fisheries and Forestry. I'm based in Cairns and my connection is to the wag a dog tribe on Mobile Island in Torres Strait.

00:07:43:10 - 00:08:11:13

Speaker 5

And I'm really proud to be able to to join you for this very special session. what I want to do, can I just ask people to mute the microphones, please? what I'll do first up, just for the benefit of everybody who's joining us, I'll. I'll get our Alaska panel members to introduce themselves. We've had a few people who couldn't make it for various reasons today, but I'm really excited that we're going to be able to spend the next hour or so with, our two special guests here.

00:08:11:13 - 00:08:28:10

Speaker 5

So I'll start off by introducing, de Mills and Tane. I might just get you to introduce yourself and maybe just share a little bit about, what you do in your role. and change with the deaf as well. But the thing. Sorry, I've no time.

00:08:28:11 - 00:08:30:01

Speaker 5

I think you're on mute.

00:08:30:02 - 00:08:56:10

Speaker 6

Afternoon, everyone. my name is Ben Mills. I work, in the office. for the department, Department of Agriculture and Forestry. I'm a community liaison officer. We look after, we work in the indigenous, Ranger business management section. We look after 56 ranger groups throughout, Queensland, stretching from Cardwell over to Western Australia.

00:08:56:10 - 00:09:11:13

Speaker 6

And, part of my role is to, engage with indigenous ranger groups based on fee for service activities. with the biosecurity, biosecurity activities.

00:09:11:15 - 00:09:27:08

Speaker 5

Thanks, Dean. And I'll introduce our other special guest for this afternoon. And that's Angelina Williams. Angelina is with the upcoming Land and Sea Ranger program. Afternoon, Angelina.

00:09:27:10 - 00:09:47:02

Speaker 3

Good afternoon everyone. my name is Angelina. I am the ranger for the Moor, land and sea. program. Program?

00:09:47:04 - 00:10:35:08

Speaker 3

My role is to, I've got 12 male rangers and one is that, looks on to me being senior rangers. And then will, in groups, three groups. We manage, Yeah. Run about 250 hectares of, coastal area and, you know, land as well. my connection to the country is through, and yet I come out of that, you know, West Coast, and yet I come out in the East Coast.

00:10:35:09 - 00:11:11:10

Speaker 3

and also, I've got a connection, from five Island in the Tall Straits. yeah, my security's one of our, work that we do. Activities. and, yeah, we do a whole lot of biosecurity work within, the NPA area, working together with, close, yeah.

00:11:11:12 - 00:11:34:00

Speaker 5

Okay. Okay. Thanks for that introduction, Angelina. And then I might, just to kick off the session and similar to how we've been doing this in, in other, sessions that we've had with our lunch with leaders series. can I just ask you both an ad that people used to to take turns in answering. But, what made you want to become a ranger or a cholo?

00:11:34:00 - 00:11:45:05

Speaker 5

In your case, thing? What was the thing that really, I suppose, inspired or drew you to that, that work that you make him.

00:11:45:07 - 00:12:05:08

Speaker 6

Oh, yeah. Okay, so I'm, I'm, I'm from the Torres Strait as well. I my my my my family tribes is from the east and also the western side. So we're married to mobile as well. what what drove me to be a biosecurity officer is.

00:12:05:10 - 00:12:37:02

Speaker 6

Me as an indigenous person. We we rely so much on how marine life and also how, also on the land. So, so while threats are always at the forefront of us. So our, our cultural practices rely so much on land and sea. So just so most of the biosecurity threat to us is it impacts on our culture.

00:12:37:04 - 00:12:57:02

Speaker 6

So we want to preserve that, to make making sure that it doesn't it doesn't play a big impact on our culture because we we still have to pass it. next generation. I have to pass it to my kids. So biosecurity is everything to us. It's important to us. yeah.

00:12:57:03 - 00:13:06:13

Speaker 5

Angelina was the. What made you want to become a Ranger or a Ranger coordinator?

00:13:06:14 - 00:13:40:02

Speaker 3

before, I joined the Rangers, I, I always had the passion to care for country and I think that, Because. Because I believe if you look after country, the country will look after you. growing up in a remote community of Burma, the, it's one of the, one of the five communities within, the northernmost part of Cape York.

00:13:40:03 - 00:14:23:15

Speaker 3

we would always be on the bush. playing. Traveling to and from Jordan River ferry up to the to Somerset with my grandfather, or either walking, riding horses to and from communities, many to Asia, where we, always go down to the beach. and so, so, and listening to what my grandfather used to tell me growing up and, had even when we had children and still listening to the stories now.

00:14:24:02 - 00:14:27:12

Speaker 3

Yeah.

00:14:27:13 - 00:14:49:05

Speaker 5

Thanks. So that I was just going to ask is next up, you know, when we come to the role. So Dame, as a community liaison officer, Angelina, now in your role, obviously you got a component or some of that work with make him there's a real leadership component to it that, you know, we've got to engage. But also in a lot of ways you know, role model but but work as leaders.

00:14:49:06 - 00:15:06:09

Speaker 5

I'm just wondering, what particularly helped you, you know, become a leader and what sorts of things that you have to do, you have to work on to, to get to that point, especially in terms of bringing other people together to, to work with you. I don't, you know, did you want to answer that one first? Then I'll come back to time.

00:15:06:10 - 00:15:49:13

Speaker 3

I, yep. I guess before, having the passion to look after, hopefully, always taking on challenges. willing to learn new things. and encouraging other Rangers, stepping up on, leadership roles. Or stepping out of the comfort zone. and having. Yeah, having the good family support behind you as well. Like, I've always had family support behind me.

00:15:49:14 - 00:16:08:06

Speaker 3

cause I know that I've being a ranger. I travel a lot, and, Yeah, very grateful for my family. and without them, I wouldn't be here today. as a ranger coordinator.

00:16:08:07 - 00:16:10:05

Speaker 5

Then.

00:16:10:07 - 00:16:40:05

Speaker 6

So. Yeah. So as for myself, I've always looked up to, have a few of my older role models. One being like yourself, when another one being one of them must be, they've all like, he's always been good role models to inspire me to do great things, especially coming from a community as well. I want to strive to do good as well.

00:16:40:05 - 00:17:03:09

Speaker 6

And, I've made a move to come down from the Torres Strait, to come here to understand the systems and processes better so I can one day go back into my community and teach them my my own kind on some of the systems and processes that we have in place in departments. Because it's a it's a it's, it's it's a new learning skill.

00:17:03:11 - 00:17:22:04

Speaker 6

when it comes to, here in the, on the mainland, and in community. So I want to be able to, be that middle person and be a good role model to try and break things down and make it simplify it for my, my people so that they understand.

00:17:22:06 - 00:17:49:03

Speaker 5

now, Angelina, I was going to come back just on that, leadership. Also, I suppose the inspirational part, was there any leaders in particular were role models that that sort of helped you or you you looked up to as you were growing up or coming through on your journey that that helped you, inspired you? You mentioned the I think, Gran, your grandfather before this, but was there any any other influence or other role models you had within your community or inside clan group?

00:17:49:03 - 00:17:53:12

Speaker 5

Do you?

00:17:53:14 - 00:18:18:09

Speaker 3

I like if my father was one of them. my uncles, brothers, inspired me in becoming a ranger. And, there were many times that I wanted to just leave, but, thankful for them, giving me encouragement, but. And,

00:18:18:11 - 00:18:44:10

Speaker 3

Yeah. Teaching me like, oh, we've always, they've always, mentioned, like, being out on country, like connecting back to country brings a whole, different, level of connection that you have with country. I yeah.

00:18:44:11 - 00:19:01:15

Speaker 5

I think they know mentioned there about the importance of family and that kind of support. I have it for myself. And, and I know from my journey how important that is to have them not just surrounding you, but also being behind you to to push you as well. You get any thoughts on that and how important that role is.

00:19:01:15 - 00:19:12:03

Speaker 5

Not just so you know, your your family around you, your, your partner, your kids, but also, you know, uncles, aunties, cousins, them kind of thing.

00:19:12:04 - 00:19:48:00

Speaker 6

Oh yeah. so yeah, like, like when I was growing up, I always had my aunties and my uncle were only so culturally orientated in community. So I've had them aunties and uncles teaching me skills on how like cultural skills on my uncles teaching me from a boy how to run to what, because we were so seasonal when we worked, back in the main, like, yeah.

00:19:48:00 - 00:20:09:03

Speaker 6

And also in the toasted in the concentrator straightaway. So seasonal. We rely on months, different months, different seasons for everything. So my uncles taught me how to adapt to some of those things on or when fish is fat, when the when is a good time to harvest cassava and when is a good time to go and forage different animals.

00:20:09:04 - 00:20:28:10

Speaker 6

So I've had that role models upbringing on providing me that knowledge from becoming a boy to know a man. So they've actually mentored me to becoming who I am today.

00:20:28:11 - 00:20:42:08

Speaker 5

And and I was just going to sort of move on from that and I suppose pick up on one of the things now that and thank you Will mentioned. Then I'll go to Angelina for this one about, you know, having to move from one place to another. Angelina, I was just going to start with you and then I'll come back to Tane.

00:20:42:08 - 00:21:05:09

Speaker 5

Like, what are some of the challenges you think that First Nations people might face in becoming a leader? So that's not just a leader in in community, but also leader in your roles, but then also role modeling for other people who look, you walk on the street or see you in your career. what do you think Angelina or some of the, the challenges that, that, that we face when we step into these kinds of roles?

00:21:05:11 - 00:21:12:04

Speaker 5

What are some of the things you've been after? Some events, and I suppose the context and the local.

00:21:12:05 - 00:21:56:11

Speaker 3

well, for me, English is a third language. we've got Tara straight and then, we've got Creole and then English. So English would be, yeah, there would be language barriers, for First Nations people. another one would be education level within northern Peninsula areas. Well, literacy and numeracy, lack of. Yeah, lack of English interest in numeracy, leadership skills.

00:21:56:12 - 00:22:01:11

Speaker 3

yeah. And

00:22:01:12 - 00:22:07:00

Speaker 3

For them to be.

00:22:07:01 - 00:22:44:08

Speaker 3

as a leader, they need a whole lot of confidence to do that and to, in stepping out of the, comfort zone, giving them, words. yeah. There were ranges that, were really closed up. first, when I started in five. through them encouraging word and, Reminding them that we're a team.

00:22:44:10 - 00:23:23:06

Speaker 3

and, yes, it's just, just, many, First Nations people shy and, don't know how. If they'll say something, they might say something wrong, but, Yeah, just talking to them and giving them encouragement. Word and yeah, they eventually come to come out, yeah. Which they then read. And that's a good, good, good sign.

00:23:23:07 - 00:23:40:11

Speaker 5

Yeah. I can personally relate to that as a leader, because I remember when I had to come down to boarding school for start secondary school from Thursday Island, I basically had to learn how to speak English properly, but also a lot of concepts that we had in the way we grew up or the way we grew up were different.

00:23:40:11 - 00:24:01:04

Speaker 5

So I was trying to learn how to explain those concepts in a different kind of world. and I can understand, but I saw me personally what that felt like and how you had to work through that thing. Was it was there any other challenges or things that you had to go through and I suppose, work through to, to get to a like a leadership role, like, you know.

00:24:01:06 - 00:24:27:15

Speaker 6

We'll get the same thing. What, that the, and you get like that, that language barrier, just. Yeah, just that language barrier. That barrier is, is is, is just it's a big barrier for us, especially when, when it comes to some of us, English as a second language. Third language. Sometimes what language? just how we translate things.

00:24:28:00 - 00:24:51:00

Speaker 6

you know, there's two different. There's two different, there's two different pathways there as well. Yeah. I mean, we've got people we've got us from in community, community. And then we got indigenous people that's been also lived in in the city. So indigenous people live in the city. They've been brought up a little bit more with the, with, with the English style of things.

00:24:51:00 - 00:25:18:01

Speaker 6

So they know a little bit more about stuff. Whereas us from community, we need a bit more help because we haven't been exposed largely on, on how the, the ones that were living in the city. So it's always a struggle for stuff. you know, some of the stuff that we do, and how we interpret our interpretation of English and stuff that, people do, in the mainland here.

00:25:18:02 - 00:25:35:06

Speaker 6

so it's definitely, it's definitely a, a an issue. but, you know, in some of the stuff that we actually do to try and, cater for those, those, language barriers in, in Spain.

00:25:35:06 - 00:25:52:05

Speaker 5

Well, I got you there. I was just going to mention, like, in the current world, there's a lot of social media, there's a lot of way that, younger people who are starting to get connected, we're all getting connected a lot more. I mean, look at today how we're having this session here. I think, just from your experience now.

00:25:52:05 - 00:26:11:15

Speaker 5

And if there's, you know, just looking back, we're looking forward more so for our young, up and coming First Nations leaders. Like what are some of the things that they need to think about? in terms of, you know, not just moving into leadership type roles, but as they start to progress now into careers, will they move out of regions or move up, move out of communities, or move back to communities?

00:26:11:15 - 00:26:25:10

Speaker 5

What what kinds of things you think? things they'll need to think about, especially when they work and walk on that leadership journey with them.

00:26:25:11 - 00:26:29:08

Speaker 6

Like,

00:26:29:10 - 00:26:38:07

Speaker 6

It was when, just when it come for working in this society. Oh. Then.

00:26:38:08 - 00:27:07:03

Speaker 5

Yeah. Yeah, just in general. Like as they start to go now, like, there's a lot more things that our youth coming through now. We've got to work through, any messages for them or things that they might need to have a think about now or focus on as they start to progress. So whether they on community or with no or stop with city, you know, and based on your experience, what kinds of things would you share with them in terms of things they need to think about in becoming a leader or thinking about taking up a leadership role?

00:27:07:05 - 00:27:30:15

Speaker 6

For me personally, like a don't be afraid to share. Don't be afraid to say in front of an audience that some of the stuff that we struggle with as an indigenous people, like we say, people that we don't like to be put on the spot. but my message to them is don't be afraid to voice their opinions.

00:27:31:00 - 00:27:59:15

Speaker 6

and, and also have a go because, like, we sometimes when we get put on the spot, it makes us feel really uncomfortable that we, we don't want to have a go, but it's okay. That's the it's okay to have a go. And if there's opportunities, take it. Take those opportunities to if you see a if you see that you need training in certain areas, don't be afraid to ask for those trainings.

00:28:00:00 - 00:28:15:06

Speaker 5

Yeah. Thanks Tyne and Angelina. Any thoughts from you in terms of things that are up and coming leaders, might want to think about or any advice that you want to share with employers from the journey that you've had up till now.

00:28:15:07 - 00:28:58:00

Speaker 3

education and training is a key, words of encouragement. and encourage them. To have just so their confidence like so they build the confidence in on the ongoing mentoring and support. because I know from when we've, been to Careers Expo or the high school, a lot of children were asking, what have I done to get to where I am today?

00:28:58:02 - 00:29:14:04

Speaker 3

And, yeah, they got they were really, inspired and, yeah. And they say, oh, I'm going to build. I want to be like, you. Yeah.

00:29:14:05 - 00:29:47:13

Speaker 5

Now that's great. And and I'm just thinking, especially for our community, how important do you think it is for people, especially our younger generation, coming through to be able to see us on, on ground or doing them things in community? I might just go, do you think you made the transition? But also you mentioned, like, you know, some of us, you had the opportunity to, to work with and look at, but how how big a difference does it make, do you think, in terms of helping people think about where they want to go, especially when they can see somebody on on community doing them kind of work?

00:29:47:15 - 00:30:09:11

Speaker 6

Yeah, it's it's it's It's my passion. It's it's what I want to do. I want to be a, I want to be a great, great leader. And I want to do it from I want to do it from a, I want to do it from up here as well. I want to set up a benchmark. I and I want to show my younger generation that it's possible to reach the top.

00:30:09:12 - 00:30:39:05

Speaker 6

there is there is opportunities. There is, there is opportunities to actually reach some greatness. like my, my, my grandparents and my grandfather owned his own local business, owned his own taxi business on does Dylan I'm still trying to live up to. That's a that's that's that is my that's what pushes me as well to do great things of I want to be a, I want to be a leader and I want to inspire my, my community.

00:30:39:07 - 00:30:48:11

Speaker 6

I would like me to look, to look at me, to say, hey, he's doing great things. I can do it as well.

00:30:48:12 - 00:31:16:03

Speaker 5

I'll, I'll start off with you, Angelina, for this next question. we get a lot of people online here, not just, from, you know, departments, but from, from the broader public. I think joining our meeting. what advice or suggestions would you give to people here today about, you know, supporting First Nations employment? Is there anything that you can think of that people really need to consider, especially when they're looking at or thinking about now engaging or employing indigenous people?

00:31:16:04 - 00:31:26:01

Speaker 5

Aboriginal and Torres Strait Islander people.

00:31:26:02 - 00:31:52:14

Speaker 3

just having, career pathways, options people, traineeship opportunities, for First Nations, youth, youth, and work experience for we are in some folks.

00:31:53:00 - 00:31:59:02

Speaker 5

Yeah. Yeah. Okay. Thank you. Any any thoughts from you on that that particular question.

00:31:59:04 - 00:32:31:05

Speaker 6

Yeah. For myself I, I yeah I, I think this should have opportunities like answered for more opportunities for career pathways but also also actually tailoring it to, to suit audiences. So if I could tell you to suit this nation people on the materials so that then they could, they could actually they could, we could see better results and they would with hold on to stuff a lot more.

00:32:31:07 - 00:32:44:10

Speaker 6

also training and mentoring as well.

00:32:44:11 - 00:32:45:12

Speaker 6

Awkward silence.

00:32:45:13 - 00:32:47:14

Speaker 5

Yeah, yeah, yeah. Okay.

00:32:48:00 - 00:33:19:09

Speaker 6

Yeah. yeah. When I just. Yeah, I just think that. Yeah, I mean, that the opportunities like, just the just opportunities secondments work experience, just so that they could, they could get get a feel for what there is, there is good opportunities out there for First Nation people. And, having that support mechanism to help them succeed.

00:33:19:10 - 00:33:41:12

Speaker 5

so it's like having that infrastructure around. So when we do get people come in, there's that support them. And I think also an organizational culture as well to sort of help them to come in and I suppose be able to support, especially given some of the things we've talked about earlier, you know, from my own personal journey, challenges and things that we have to work through to, to get to here.

00:33:41:14 - 00:34:03:09

Speaker 5

then is there any other sort of advice to cultural considerations that I think that you think people hear on a call or on how lunch session should, should think about, especially in terms of engaging with and supporting First Nations people. So we've talked about some of the employment type things, but other things that, that, that people might need to, I suppose, just keep front of mind or back of mind.

00:34:03:11 - 00:34:30:15

Speaker 6

Yeah, there's a few there's a few things they just like, you know, we want to like, you know, we being an indigenous person like we, we, we've got sort of like, oh sorry business events and we've got different types of events that we, you know, we go close to our heart with, so I suppose I go back to that, that culture side of things.

00:34:31:00 - 00:34:40:11

Speaker 6

on know. Sometimes just because we say yes and it doesn't mean we fully understand.

00:34:40:12 - 00:35:04:11

Speaker 6

Just because we say yes, we don't. This doesn't mean we fully understand it. Like, you know, it's like for indigenous people, we just don't like we just don't like the we don't like to be put on the spot. but if you ask us in a safe place, then we can probably answer that. We'll probably answer that question for you.

00:35:04:12 - 00:35:24:08

Speaker 5

Yeah. Angelina, any thoughts from you on, on that particular that, that question there, but, you know, other considerations or advice that we can share with people about, you know, how things to think about when, when they engage with First Nations people.

00:35:24:09 - 00:36:06:11

Speaker 3

just like, ehm, the record of would say about, like, sorry business and community. and always seeking permission from Thales, either land trust or our own TBC as there might be a cultural significant silence out in country. that ranges I'm aware about, like. Yeah, they don't that Rangers don't know about either men's business or woman's business only in particular.

00:36:06:12 - 00:36:11:01

Speaker 3

perhaps.

00:36:11:02 - 00:36:13:00

Speaker 3

No, that's about it, I think.

00:36:13:02 - 00:36:36:01

Speaker 5

Yeah. No, they're not really, really good examples and and really that point, the thing that, that you mentioned around, sorry business, extending that out to cultural obligations, ceremonies, those sorts of things, especially with, with each and every one of us, what roles we have to play in certain types of ceremonies. And that that's pretty important to be able to understand.

00:36:36:02 - 00:37:02:12

Speaker 5

because when those obligations get triggered or something happens and you have to do your part for your family or your clan, that's really becomes one of the, the primary things that you have to do during that period. Yeah. Now that's great. then or Angelina, was there anything else the two you wanted to add before I go open it up to the questions from from other members of the audience?

00:37:02:14 - 00:37:33:12

Speaker 6

Yeah, I just touched more on that. Yeah, that's what you said. The went on in regards to the the cultural protocols and whatnot. Yeah. Like you said under events. But you know, especially when you go funerals as well, you know, like, you know. Sometimes you know them in laws, they got a bigger part to play. And when it comes to our, you know, our own culture, they've got a big role to play.

00:37:33:13 - 00:37:45:01

Speaker 6

So they, you know, I mean they've it's it's I don't know how to explain the way in, but you know, you know, it's it's it can be difficult.

00:37:45:02 - 00:37:52:01

Speaker 5

Yeah. Angelina, was there anything else you wanted to add to that?

00:37:52:03 - 00:37:57:01

Speaker 3

no, not no, not really. Yeah.

00:37:57:02 - 00:38:18:15

Speaker 5

I think that the I think the point you make there about you got family. Family in a lot of communities, a lot of First Nations communities. The family is not just mum, dad and the kids. The family is uncles, aunties, grandparents. So for many of us, that's that's our immediate family. Whereas other people would see that that's extended family.

00:38:18:15 - 00:38:40:07

Speaker 5

Or why are you calling that person uncle them kind of thing. So yeah, I think that's pretty important to note as well. I mean, and Angelina, also for that conversation we just had, I might open it up and, and to the broader group, if there's any questions that anybody wanted to put towards Angelina. Ten myself when session.

00:38:40:07 - 00:38:47:07

Speaker 5

So I'll open that up for the ultimate. And I don't know how it normally works that people normally put their hands up. Or do they just do that?

00:38:47:08 - 00:38:51:02

Speaker 3

And can we have one minute break?

00:38:51:03 - 00:38:55:15

Speaker 5

Okay, okay.

00:38:56:00 - 00:39:06:09

Speaker 1

So that Nancy Darren's got his hand up as a first person. But line. Yeah, people normally put their hands up, but sometimes people might want to put a question in the chat as well. So feel free. Okay to do that as well.

00:39:06:11 - 00:39:15:00

Speaker 5

No worries. Angelina will come back. She's just having a short break while we continue on if everybody's comfortable with that. So Darren, I'll go to you first.

00:39:15:01 - 00:39:44:12

Speaker 2

Oh yeah. It's a bit weird because we're both on the video. so my question is really, to to everyone, to Angelina, you're so fine. And Anthony, I'm really interested to know, you know, how we can incorporate, you know, indigenous knowledge, indigenous science, cultural practices to, to get really, you know, better ball security outcomes on the ground in community.

00:39:44:13 - 00:39:57:01

Speaker 2

so really interested to hear from you guys and on how we how we work together to do that. but there's any gaps in what we can, what we can do collaboratively. What are your thoughts?

00:39:57:02 - 00:40:04:13

Speaker 5

Thank you. Want to start?

00:40:04:15 - 00:40:05:05

Speaker 6

Let's see the.

00:40:05:05 - 00:40:06:12

Speaker 5

Question I get from.

00:40:06:13 - 00:40:35:06

Speaker 2

Well, well, what can we do to, better utilize your incredible knowledge? What can we better do? What can we do better? And to tap into this, this 65,000 years plus, knowledge that exists and for all of you to get better biosecurity outcomes, you know, to, to, to to do things better. Do you have any thoughts on that?

00:40:35:07 - 00:40:58:14

Speaker 2

indigenous knowledge and science. How do we integrate that? You know, like you have so much knowledge on country that we don't you know, I consider that, equivalent to a science degree, you know, how do we tap into that and get that into our surveillance plan, for example, or, you know, training courses or, you know, to be able to get better outcomes together?

00:40:58:15 - 00:41:22:13

Speaker 6

Well, from a departmental perspective, I think we should have more, employment opportunities to build up certain skill, to, to, to, to actually educate, our staff members on that particular area. Yeah. I think.

00:41:22:14 - 00:41:35:07

Speaker 2

The targeted training awareness, trying to integrate it into, you know, in particularly the ladyship's space, like, you know, how do we get you sitting here? I want you to hear.

00:41:35:08 - 00:41:39:08

Speaker 6

Yeah.

00:41:39:09 - 00:41:40:12

Speaker 5

Making incisions.

00:41:40:13 - 00:41:43:07

Speaker 6

Doing the double. Sam. Yeah. Okay. Yeah.

00:41:43:08 - 00:41:59:15

Speaker 5

That was just going to jump in and just add a few things and we'll. And then time can jump in and eventually in this work she can jump in as well. I think Darren just from my perspective and like just remembering I'm only one person here. So there's a lot of people out there as well in community.

00:41:59:15 - 00:42:22:14

Speaker 5

I think, you know, as, as time mentioned, learning a lot of the stuff that we've had to learn growing up. There wasn't manuals or things like that where you go to what happens today, how do you do this? A lot of it was based on cycles of the and that's how you learn. So when things happen at a certain time, your uncle's your aunties and he shows you, that's the things you learn.

00:42:22:14 - 00:42:41:02

Speaker 5

And then they pass it down like that. So I think, there's a lot of science and a lot of this is just my personal experience. And Thane and Angelina and anybody else please jump in. But my personal experience, especially going out and meeting with family and being on community, is that, you know, there's been a lot of this is where the 65,000 years comes in.

00:42:41:02 - 00:43:03:09

Speaker 5

There's been a lot of trial and error over that time to know exactly where all those things are, you know, without having to go to a phone and an app to get the answers. So that's been passed down through that way for that long period of time. So it's about how do you how do we start to, you know, align or recognize not just those cycles but actually start to learn some things from that?

00:43:03:09 - 00:43:21:11

Speaker 5

But I think the first question is going to be, how do we frame and build the touchpoints between the two, and who are the right people that you can connect with on country that can start to build those touchpoints? Because like I mentioned, we've learned everything through cycles of the year. You know what season comes, this is what happens.

00:43:21:12 - 00:43:39:10

Speaker 5

And that's where everything comes down. And then when you get to certain ages, certain things get put to you. So how do you how do you start to connect with that, rather than trying to get all of that to fit into a box that can neatly fit over here and that that we can start to use? So I don't know the answer to it, but that's just from observation.

00:43:39:10 - 00:43:45:02

Speaker 5

And I suppose living and walking in the two worlds for me.

00:43:45:03 - 00:43:53:06

Speaker 6

so there's an element on there. There's like, I don't know, even know how to answer that, but. Well, that was good. Yeah.

00:43:53:07 - 00:44:01:14

Speaker 5

Angelina, I don't know if you online, did you want to add anything to that?

00:44:01:15 - 00:44:08:05

Speaker 5

I think Angelina is still coming back to us. I can see another hand up if you find the move of that question. Joe.

00:44:08:09 - 00:44:42:15

Speaker 1

Welcome by Wayne. Thank you, Tyne and Angelina. My question is along similar lines. I'm Joe and I look up to the plan Biosecurity Research Initiative, which is research investment in for industries, for biosecurity and I the question is more fundamental, I suppose it's how is the knowledge shed. You told some beautiful stories. Beautiful family stories and you talked about internships and your learning.

00:44:42:15 - 00:45:18:00

Speaker 1

But how do we learn how there is a degree there? There is, a degree in your knowledge there. And how is that shared in the best possible way? How is that appreciated? We we talk about economic impact, environmental impacts, social impact. But we never talk about cultural impact of biosecurity. So yeah, I, I guess, I don't know if you can answer it, but there's a need to share that knowledge in desperate need.

00:45:18:01 - 00:45:19:10

Speaker 5

I can tell.

00:45:19:11 - 00:45:48:06

Speaker 6

Thank you. Go. Thank. Well, look. I took from a I'm only going to talk from my generation, and there's, there's, there's Wayne's as well, because he's older than me, but I can only give so much. Sorry. I can only give so much. I can only give so much as in my age group. But, yeah, I mean, I, I got respect for my for my older cousins or my elder ones that grew up before me.

00:45:48:08 - 00:46:18:00

Speaker 6

So I can only talk so much when there's my uncles and my grandfathers, there will have a lot more knowledge about it, but I can only talk based on me. Yeah, I mean, I saw it, and when we'll talk based on his experience, which is he's going a lot more years of experience than me. So I I've got that respect for when it.

00:46:18:01 - 00:46:29:12

Speaker 5

Angelina you online did you want to, add anything or just say anything about the question?

00:46:29:14 - 00:46:46:11

Speaker 5

Joe, I'm happy to to jump in and just also share some of my views on that. Thanks to thanks to him for that. That's that's really good. And and I fully agree with that. I think there's still a bit of a gap in general, I think in terms of some of the things that that can be used to to get that out there.

00:46:46:11 - 00:47:08:03

Speaker 5

And I know that there's numerous, you know, induction programs, awareness type programs that that get offered. And I know that that that's there to give a general awareness of, of of things that you need to think about. but I think there really is a, I suppose, an opportunity there to start to build things up that that can actually share some of that knowledge.

00:47:08:03 - 00:47:28:03

Speaker 5

But as time passes, like I can't share on things that aren't from my group, it's got to be from that group. So I think there's a bit of work to do in terms of trying to, you know, find out how you how you draw that out. but then again, once you can get to that point where you're able to share some of that, now it's it's what kinds of products.

00:47:28:03 - 00:47:50:10

Speaker 5

But also what kinds of experiences that, that you can use to, to share and to, to, you know, make the point to people and show them how it works. I find that from experience, nothing beats walking on country, because when you're walking around and people are showing you things, all of a sudden it all comes together versus if you're looking at it on a TV screen or you've got it in a book, it's a little bit different.

00:47:50:12 - 00:48:08:06

Speaker 5

So a lot of it is relative, you know, relative and it's contextual. And, you know, like we've, we've talked about here, like I said, there's no book that I can give you about my journey and Thayne and Angelina's, but it's based on all of our lived experience up to this point. So I think there really is an opportunity there.

00:48:08:06 - 00:48:26:12

Speaker 5

It's about who can who can actually help with who can work. Well, we can we can be worked with. And how do you bring some of those things together? I, I personally feel a little probably that have to be based on area by area because there was a, you know, a lot of First Nations groups and nations within Australia itself.

00:48:26:12 - 00:48:46:14

Speaker 5

So I think we've got to acknowledge that upfront. One size doesn't fit all. But I think if anybody can come up with and I'm pretty sure there must be groups, are the organizations doing this type of work? you know, I'm, I'm pretty keen, just like you, to find out who those groups are so we can start to maybe, you know, tap in and and connect with some of the things that the other people are doing as well.

00:48:46:15 - 00:48:51:07

Speaker 5

But that's sort of sorry. I couldn't answer the question directly.

00:48:51:08 - 00:48:58:13

Speaker 1

No, you do, but this. Yeah, I'm very interested in. Yeah. Contributing to making that happen.

00:48:58:14 - 00:48:59:04

Speaker 5

Yeah. Thanks.

00:48:59:06 - 00:49:00:14

Speaker 1

Thank you.

00:49:00:15 - 00:49:05:12

Speaker 5

I could see Matt's got his hand up. Matt.

00:49:05:13 - 00:49:29:06

Speaker 7

Yeah. Thanks, Wayne. And, yeah. Thanks, Cheney. And I hope Angelina is back with us. So I thank you very much for spending the time here to share these experiences. It's really great to hear. I guess the question for me, growing up in small communities, obviously sometimes there's limited opportunities. you know, I've been able to secure roles.

00:49:29:06 - 00:50:04:12

Speaker 7

Angelina, as a Ranger signee, you know, with your building business that you owned and, then obviously into this biosecurity space, do you feel that there may be some form of pressure that people might not be aware of, of automatically putting a hat on as a leader in the community because you've taken that opportunity and, you know, being a ranger in a small community, do you find that these kids now automatically gravitate to you as a leader, and you do maybe have that bit of pressure as a a role model because you've taken that opportunity and secured that.

00:50:04:13 - 00:50:22:05

Speaker 7

just curious on, on on that aspect of it in small communities and having the, the kids look up to you in these roles potentially both in your employment sort of stuff. But, you know, as family members or community members as well.

00:50:22:06 - 00:50:56:08

Speaker 6

I don't feel like it's a sense of pressure. I feel like it's, I feel like it's it's my passion to actually empower people and people and actually lead by example. So, no, I don't feel like it's a pressure. I feel like that's that is that is my that is my passion. That is my that's what I, what I want to achieve is to be a role model is to show my future generation, that it is possible to tap into these, positions here in the Midland or wherever it may be.

00:50:56:09 - 00:51:06:12

Speaker 6

So, yeah, and I don't I don't feel like it's a pressure. It's, I like doing what I do, and I like being a leader, so. Yeah.

00:51:06:13 - 00:51:15:01

Speaker 5

Angelina, you on line? Did you want to comment on that one?

00:51:15:02 - 00:51:36:05

Speaker 5

Now, Angelina is not there. Matt. Just on that. I think that's a that's a really good question. And I know that, from my own personal experience. So I'm happy to share here. yeah, I agree with Dan. It's not it's not so much pressure, but I think, one of the things that I've learned over the years is that it doesn't matter what role I'm in.

00:51:36:05 - 00:52:05:10

Speaker 5

So I'm an assistant secretary now, but when I go back home, and when I say home, I go back to Thursday Ireland or I go back to my mum's island. Everybody still knows me as Wayne. I still get referred to as as boy, only because all those people have seen me from birth to to now. So the roles I have, you know, it doesn't make people respect me, love me any more than if I didn't have a role if I was unemployed.

00:52:05:12 - 00:52:24:04

Speaker 5

One thing I do find, though, is because when people know about the sorts of work I do, they'll come up and ask me about things and they'll ask you about all sorts of things. only because they want to know what's going on. They want to know what these things are like, and you have to be able to, do your best to answer that and to help people out.

00:52:24:05 - 00:52:46:14

Speaker 5

I find that, not a not an expectation, but it's something that you have to get used to, especially when you start to step into leadership type roles. So you become a role model, and you've got to be prepared to answer questions 24 seven. That's that's one thing about living on community. that's a little bit different to living on the mainland or living in bigger cities.

00:52:47:00 - 00:53:08:06

Speaker 5

when you were in a role or if you're in a, you know, in a position, even that position 24 seven, so seven days a week because most times that and so I'm only talking about the island that you've been up there. Everybody basically knows where you live, who you are. You see everybody at the store. so you are on duty 24 seven basically.

00:53:08:06 - 00:53:37:00

Speaker 5

So there's an element of, of, you know, that that's there. So you got to get used to that when you're living in community and one of the other things that that I've found, and I'll just speak from my own personal journey, is when you get to type roles like or management type roles now, and this will be probably the same way, I think to some degree with with roles where you're supervising, other people on ground, there's times where you're going to have to make hard decisions or you're going to have to, you know, make tough decisions.

00:53:37:00 - 00:53:57:00

Speaker 5

So it's it's really about how you communicate that. And it's time that I think earlier learning how to do that in a way. So, people can understand why you had to do that. And I think, and I think from my perspective, really understanding some of the concepts to help explain that that's, that's one of the things, I mentioned that earlier on.

00:53:57:00 - 00:54:19:08

Speaker 5

One of the things I had to struggle with when I first came to the mainland back in the 80s, understanding concepts. That's the that was the hardest thing for me. And then learning the English words to explain those things to people. but this is some of the things I've experienced. And then I'm not saying if that's prompting other things in, in your mind, but but they were things that I found, you know, living and working in community.

00:54:19:08 - 00:54:35:05

Speaker 5

You you're in your role 24 seven. And, you know, when you go to places, people have seen me in different roles. They still know me as who I am, my identity, that comes first before any, any role I'll ever have. Yeah. yeah.

00:54:35:06 - 00:54:51:01

Speaker 7

Thanks, Wayne, for clarifying that. And I think that was probably what I was alluding to, like being a role model in the community, you know? Yes, I can't switch off for 24 seven. So I guess, does that give you that bit of pressure? I was like, I know I am that person and and people will ask these questions.

00:54:51:01 - 00:55:10:15

Speaker 7

And that to me, I was just wondering if that does add that little bit of pressure because as you said, you are 24 seven in a community because everyone knows you and everyone will come to you. Is that that role model better arranger or security officer or or sign model? you know, whatever it may be. So yeah, thanks for that.

00:55:11:00 - 00:55:38:08

Speaker 6

Yeah. I just it that. Yeah, that that was that was good. Yeah. That was good. That one. it's. Yeah, I suppose I said the same things, but yeah, I mean just in my role currently but also outside as well when I, when I run my, my fitness program. So I'm always they're always asking me for advice on things, but also as an older as an older, brother, as an uncle.

00:55:38:08 - 00:56:11:11

Speaker 6

Now I've got that expectation there as well. Culturally, my own, all my nieces and nephews will, especially my nephews, will come to me and say, hey uncle, are you do this again? Or when we're in the boat? you know, how you tie up this spear, that's it's always we're always we're always done. We're always doing. So it's always even outside of work, we're always leaders when we go out on the boat to when we walk in the streets, they will always ask us questions.

00:56:11:13 - 00:56:36:15

Speaker 5

and Matt, just on that, one of the coping mechanisms, I just again, just talk. From my experience, having family around you is really, really important to help you get through that, but also time when country. So just being able to go out onto place, for I've always found that that's helped to recharge reset and then you can, you know, come back into community again and then you can can keep going.

00:56:37:00 - 00:56:44:07

Speaker 5

That's the that's just me anyway. Angelina, I was just going to see if you you were online before I go to Skye.

00:56:44:08 - 00:56:49:14

Speaker 1

When it looks like Angelina's, Mark isn't working, she's okay. No, it's nothing in the chat.

00:56:49:15 - 00:56:55:04

Speaker 5

Okay. No worries. I'll go to Skye next afternoon. Skye.

00:56:55:06 - 00:57:00:10

Speaker 1

Hey, Wayne. I'm very happy to ask, but I think Steven might have had his hand up for me, so I don't know if you want to go to him first.

00:57:00:11 - 00:57:24:13

Speaker 5

Okay. Yeah. I can't see on the screen here. So anything to say? Or. Steven. Sorry. Matt. Over to you. Steven. Good afternoon. Hi, I'm Steven, and I'm a professor of tropical cropping and just out university. You know, thank you guys very much for sharing these indigenous experiences. I have a question just do about the knowledge of the indigenous.

00:57:24:14 - 00:57:31:09

Speaker 5

So obviously, this 65,000 years of the knowledge, heritage from the.

00:57:31:09 - 00:57:32:02

Speaker 1

Ancestors.

00:57:32:02 - 00:58:10:10

Speaker 5

Is a great value. So I just wonder whether in your experience, you have a thing and a knowledge that has been lost due to the, all kinds of issues, especially, not enough media to cross these knowledge and transport into the next the generation on. I also saw on the other meetings that, some indigenous business people complain that when they tell them knowledge, especially those with the commercial value, on to the other people, they just take the knowledge and the view that the business, indigenous food or whatever these things as they view, that's not fair.

00:58:10:11 - 00:58:16:01

Speaker 5

So I just wonder what what's your thinking about that? Or is there any other ways that can protect.

00:58:16:01 - 00:58:17:03

Speaker 6

The knowledge better.

00:58:17:04 - 00:58:35:14

Speaker 5

Or transfer the knowledge in a way which would be able to generate fortune for the indigenous people, for example, writing these knowledge into books or manuals and license to the other people who want to develop business? things like that.

00:58:36:00 - 00:58:41:12

Speaker 5

Thank you very much. Yep. Thanks, David. Did you want to say anything about the.

00:58:41:14 - 00:59:11:08

Speaker 6

Yeah. I think. My experience with cultural knowledge is I think we should. We should, Give it back to the. Give it back to that that indigenous group to actually manage it. Yeah. The cultural knowledge. And then they can educate them. Not so, you know, I don't know how to say it, but not of.

00:59:11:09 - 00:59:30:02

Speaker 6

I don't know how to say it, but it's not. Yeah. Yeah. I mean, give it back to them so that they can. They can take control of it. They can empower them. But yeah. So you my English is my my English is my interpretation is just. Yeah.

00:59:30:03 - 00:59:51:05

Speaker 5

So so Stephen, I want to start off with the second part of your question first. I know that, not exactly, Hugh, but I know there's a very big push now amongst a lot of First Nations group to as things is, number one at a country level, start to take more ownership and I suppose put more protections around the knowledge that they share.

00:59:51:07 - 01:00:17:04

Speaker 5

because similar to you, I have heard, you know, from various groups, even in some industry sectors where knowledge has been shared and it gets used. And so there's a level of, I suppose, a a feeling of appropriation of, of knowledge, especially things that have been passed down through generations. And, and the other thing about it is that the certain things that only certain people, certain groups, certain genders are allowed to know about certain places.

01:00:17:04 - 01:00:40:15

Speaker 5

So I think that's really important. As well. So it it comes back to groups really being comfortable if they are able to, if they're not being able to share and being able to to get that out there. So I think that's one of the things that the sector as a as a whole is, is working to. And when I say the sector, I mean, you know, First Nations people across the country are working through and I think there's, you know, a range of things that might be happening.

01:00:40:15 - 01:00:57:04

Speaker 5

And I'm not I don't know, visibility of, of, of, of all of them that, that, that are happening now to try and get some more protections around that kind of knowledge. But I think it's really about making sure that there's free prior and informed consent around the use of those things, and that's being granted by First Nations people.

01:00:57:06 - 01:01:17:09

Speaker 5

Your question about what's being lost. So just jumping to the the first part of it, I'm not too short a then might be able to see and some more of this offensive. Lina. sorry. She might be able to join us because of the microphone issues. But one thing I've noticed in my short time on this earth is, language.

01:01:17:10 - 01:01:36:06

Speaker 5

I noticed that a lot of language. And I think that, you know, from my experience previous as previously as well, some of our language is in Torres Strait or at that point now almost being listed, as, you know, kind of endangered only because there's less and less people being able to speak some of the the languages in full.

01:01:36:08 - 01:02:08:09

Speaker 5

So I think that's one that I've noticed, even just from my own personal perspective growing up, because a lot of words that when I was growing up, we don't hear being used now. And a lot of concepts now that people are aren't using as well. So that's just one I'm pretty sure that when you talk to more First Nations people on country, and especially people who are more involved in that area than somebody like me, you'll find is a whole range of things that people might be able to point to that, you know, as you said, it might have been good to have some of the stuff documented as well, but I can't really

01:02:08:09 - 01:02:20:05

Speaker 5

speak about all of them. But but from my own personal perspective, I've noticed there's been a, a progressive loss of of some languages.

01:02:20:06 - 01:02:27:08

Speaker 5

Oh no worries, I'll go to just. Thanks, Steven. Jessica. Thank you.

01:02:27:10 - 01:03:10:12

Speaker 1

Hello. I just have a question about, Jessica merino Julia from, Charles Darwin University as well. the faculty manager for the Faculty of Science and Technology. A few years back, we created an indigenous network for indigenous partnership in of indigenous partnerships to attempt to increase our indigenous indigenous scientists numbers and attract more indigenous students to science and technology and with with the aim also then consequently, to to close the gap of that knowledge and potentially create the right structures to do that.

01:03:10:14 - 01:03:45:02

Speaker 1

We found it really difficult and we have found it really difficult to attract members. So my question is more about how do we create the right setting or or ideas and what to do to try to better engage? I guess so far we have tried and it has been mostly managed by our current indigenous members, but really we struggle to and it has come to a point where most of the members are non-Indigenous, but we want to attract our indigenous members.

01:03:45:02 - 01:03:55:01

Speaker 1

Are there any ideas or suggestions where we can make it comfortable enough, I guess, or safe enough to welcome or to attract members?

01:03:55:03 - 01:04:16:12

Speaker 5

Yeah, Jessica, I'm not too sure if I can answer that question, but what I'm thinking is that I'd be happy to catch up with you offline and and maybe just talk a bit more on that. The other thing I'm just going to use the opportunity to give a plug to here is that, Northern Australia People Capability and Response Network, which is the initiative that sort of founded this lunch with leaders session.

01:04:16:13 - 01:04:49:15

Speaker 5

There's a there's a number of exciting things that we're doing that are sort of moving in that direction as well, in terms of looking at how we get more acknowledgment, but also more engagement of First Nations people in science, but also acknowledge First Nations science itself. So I reckon that it'd be a fantastic opportunity for myself and Walter, who's based over in Darwin, to to catch up with yourself and maybe talk through that, because that's obviously something that we'll be thinking about as well as we start to go through our journey with con and, and a lot of the initiatives that are under there to to close the gap, but also grow our own and,

01:04:49:15 - 01:05:01:00

Speaker 5

and deal with some of the immediate sort of pressures or things we've got and things like the biosecurity system, for example. So happy to catch up offline. And, and I'm pretty sure hands more than happy to catch up with you, Jessica.

01:05:01:01 - 01:05:02:08

Speaker 1

Thank you.

01:05:02:10 - 01:05:07:08

Speaker 5

Excellent. Thank you. And I'll go to Sky next afternoon. Sky.

01:05:07:09 - 01:05:38:00

Speaker 1

So thank you. was awesome session. And I know we're over time, so I'll try and keep it brief. I think I had a lot of similar questions to what Darren and Joe and Steven touched on. I'm a white person, obviously, and I'm interested in having those indigenous voices represented in policy, but I'm conscious we're operating under a very Western system in terms of policy development, in terms of how we consult in government.

01:05:38:01 - 01:05:57:08

Speaker 1

you know, at best we go out and we've developed a policy and we ask people's thoughts on it. You know, it's very rare that you're getting, situations where you've got co-design or indigenous led, policy. And I guess I'm keen to hear your thoughts. Wine and dine in particular, understanding Angela Hunt and Julian. You can't talk at the moment.

01:05:57:09 - 01:06:24:15

Speaker 1

where you said that you're working in that space sort of between between, you know, at Western World and, and your community world and, and how you've navigated that in any tips, if you could narrow it down to maybe one tip for, for those of us, particularly in government working on policy development, one thing we should definitely not do and one thing that perhaps we could do better, just to move that towards something of a bit better model.

01:06:25:00 - 01:06:53:06

Speaker 5

question. Yeah, real easy one to ask. I sorry. Thanks. my one thing is, I've been around the space for a while. One of the things that I'm pretty excited about, and this is internal to Daff, is that First Nations platform. And the reason I say that is, while that's a pretty big foundational piece for the department, what it what you have, what you find, when you have a look at that, it starts to bring together a whole lot of things in particular principles.

01:06:53:07 - 01:07:10:10

Speaker 5

And there's some pretty key and important principles. I'm not going to go through them all here. but in the in that platform that I think that if we start to take that on board, embed that in how we think that's going to be pretty important. And I think that's going to have a profound impact on how we start to, you know, develop things like policy.

01:07:10:11 - 01:07:28:00

Speaker 5

I also think that there's a bit of thinking that needs to be done around how we do that engagement. And you mentioned, you know, co-design. Well, the word that we're using now is co-creation. So it's not just about designing stuff, something, it's about how do you work together with those groups to, to, to, to build that?

01:07:28:01 - 01:08:01:08

Speaker 5

I don't have an answer right now, but I think that that framework that we've got in that platform is a really, really good place to start. And I think it's about asking ourselves the questions of, how do we make this now? Part of what we do is value, and what are the kinds of things we need to build as support mechanisms in our operating or business framework that's going to, you know, enable some of these changes because, what you'll find is to to be able to do some of that, there's going to be fundamental things that each area will need to think about now and maybe change and tweak around to provide that

01:08:01:08 - 01:08:19:00

Speaker 5

level of support, because there's a assumed level of knowledge that the people expect, of, you know, other sort of First Nation stuff, coming in that they'll be able to do all these things, but what we really got to do is understand what are the things that they need before they come in, so we can wrap that around them.

01:08:19:01 - 01:08:36:05

Speaker 5

And then in your say in a policy space, what are the things you need to support people that you're going to be bringing to the table to make sure that, like you said, there's a safe place for them to be able to provide that input, but then there's that real opportunity for them to you know, play a part not just in co-design but to co-create.

01:08:36:07 - 01:08:56:08

Speaker 5

So I think I think that's my one point. There's probably a whole range of other things that we can probably spend the next two hours talking about, but that's just what I offer. Just from what I know, that's in front of me at the moment. I was just going to throw the time. Did you have any thoughts before we wrap up for that question from from Sky?

01:08:56:10 - 01:08:59:02

Speaker 6

Yeah.

01:08:59:03 - 01:09:01:06

Speaker 5

About that. No worries.

01:09:01:06 - 01:09:05:08

Speaker 6

I have to think about. I have to think about it. I'll get back to you. Okay.

01:09:05:09 - 01:09:08:02

Speaker 1

You did say earlier you don't like to be put on the spot, so that's fine.

01:09:08:02 - 01:09:09:10

Speaker 6

Thank you. No, sorry.

01:09:09:13 - 01:09:29:01

Speaker 5

Sorry. That's okay. Hey, I know we've gone a lot over time, but I really do want to thank you all for participating in this session. And I suppose, really want to say a big thank you to Thayne and to Angelina for making the time and overcoming some of the, it challenges in terms of being able to join us today.

01:09:29:02 - 01:09:49:07

Speaker 5

I hope you got a lot, a lot out of this. I hope it's helped you to, I suppose, think about a few more things and ask a few more questions. I think that's what this is really all about. None of us profess to know all the answers. And, please, just a reminder that the next session that we're going to have, I think it's going to be on the 1st of December, on Friday, that's going to be with Susie Hallock.

01:09:49:08 - 01:10:16:01

Speaker 5

Susie is the Westpac group head on diversity and inclusion. That will also be our last event for 2023. So just want to encourage you to to join in and join in in that session coming up. and just finally, a final shout out again around the survey. Obviously that will get sent out to you later on, but that's really important for us just to hear from you, what's worked, what things we might be able to do a bit differently, or other types of things that you want us to to bring to you.

01:10:16:04 - 01:10:30:14

Speaker 5

And this lunch would be the session. So really look forward to hearing from you all. But again, to say a really big thank you for making the time and joining us today. Have a great weekend, everybody, and yeah well done. The thanks everybody.

01:10:30:14 - 01:10:32:09

Speaker 6

Thank you. So thanks.

01:10:32:09 - 01:10:34:10

Speaker 7

Everyone. Thank you. Thanks so.

01:10:34:10 - 01:10:34:14

Speaker 5

Much.