

# First Nations People

<b>Partner Organisation</b>	Queensland University of Technology (QUT) and Tagai Management Consultants (TMC)
<b>Budget</b>	\$9,928.16
<b>Date</b>	March 2023

## Where, when, who.

Two round tables were planned with First Nations People. The Coordination of this body of work was done in collaboration with Queensland University of Technology (QUT) and Tagai Management Consultants (TMC).

- In Person. Held at Inala HUB Community Venue on Tuesday 7<sup>th</sup> March 2023
- Online. Wednesday 8<sup>th</sup> March 2023. Then replaced by a conducted survey.

Over 50 First Nations community leaders and workers were contacted via email using a recruitment email jointly crafted by QUT and TMC, pointing potential participants to an Eventbrite page to register for a roundtable. TMC followed up with phone calls in the days following the mailout. The recruitment process evidenced challenges due to unavailability of attendees and short time notice for the invitation. Due to this the online roundtable was change to a conducted survey.

Overall, 17 First Nations community leaders were consulted during the project, including seven at the in-person roundtable and 10 completing the survey. As per the guiding principles for the project, participants represented a broad range of organisations and sectors (e.g., health, government, business, NFP) and regions (e.g., SEQ, FNQ).

Location	Survey respondents
Far North Queensland	2
North Queensland	1
Gulf of Queensland	0
Central & West Queensland	0
South-East Queensland	6
Unknown	1
<b>Total</b>	<b>10</b>

## Insights summary

Key barriers to participation in volunteering:

- First Nations people don't label/recognise community work as volunteering (so would not seek out resources or services to support volunteer management)
- Volunteer burnout - often it's the same people who are helping - they are the first to arrive and last to leave.
- Competing priorities - expectations from, and obligations to, family and community
- Volunteers must be healthy themselves before they can help others; this is particularly important as some volunteering roles may result in carry on (when looking after family).
- There is a large gap between services for Indigenous and non-Indigenous volunteering organisations

### Key opportunities for First Nations participation in volunteering:

- Resources to support existing volunteers.
- More nuanced mapping of volunteering in First Nations communities; the communities themselves need that data.
- Volunteering opportunities can be tailored to First Nations people at life points that mirror overall volunteer life cycles (e.g. university students, older volunteers)
- Promoting a shared sense of community well-being that prompts people to help.
- There is great opportunity to co-design Indigenous-led strategies and programs for First Nations volunteers with an emphasis on a 'not one size fits all' approach.
- Linking to services, like Corrections, that engage people in volunteering opportunities that can lead to skill development and employment pathways.
- Skill recognition for existing volunteers
- Resources and support for non-Indigenous organisations to provide culturally safe volunteering opportunities for First Nations people.

## Recommendations

- 1) Authentic ongoing engagement
  - a. Increase Volunteering Queensland visibility with First Nations communities and organisations.
  - b. Collaboration with First Nations communities needs to involve genuine co-design of what volunteering can be.
  - c. An Indigenous reference group needs to be adequately resourced (Consider paid reference group positions to attract ongoing commitment and investment from First Nations leaders).
- 2) Indigenous recognition and opportunities
  - a. Identify and establish the relevance of volunteering to employment pathways for Indigenous individuals.

- b. Establish relevant credentialing for First Nations volunteers, in consultation with First Nations people.
- 3) Organisational capacity building and leadership
- a. Indigenous-led community organisations need to be supported to gather data about volunteering activity in their community.
  - b. Program delivery into communities needs to be Indigenous led.
  - c. Volunteer management assistance needs to be culturally safe and appropriate.