

Indigenous Employment Index

Draft discussion guide for Indigenous Employees

11 August 2021 version 2

Murawin will undertake interviews using the method of **Yarning**, which supports an Indigenous worldview of oral storytelling, and encourages open dialogue, informal conversation and the sharing of participant's thoughts and experiences. *This method is appropriate for interviews with both Indigenous and non-Indigenous people as its aim is to create a culturally safe space for discussion.*

The guide will support a semi-structured interview that explores key topic areas, rather than a sequential question and answer approach. The questions included in this guide and their sequence are indicative only.

Key topic areas include:

- Commitment, Governance and Reporting
- Workplace culture and leadership
- Attraction and Recruitment
- Engagement, Retention & Development
- Indigenous Community Engagement

Interviewer guidance

- Introduce researcher (Murawin) and the research scope.
- Explain what the discussion is about - "We've been asked to conduct research by Munderoo Foundation with 50 large employers to produce a dataset that will provide an evidence base on closing the Indigenous employment gap and will also educate employers on strategies to improve Indigenous employment. We are working with Generation One/Munderoo and the Bankwest Curtin Economics Centre on this research. We'd like to hear your views on your experience as an employee, your views on any initial outcomes and impact, and any thoughts you have about how this could be improved"
- Advise the participant of the ethics approval through Curtin University, and in alignment with the AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research
- Focus groups allows for Indigenous way of storytelling and yarning. This discussion will be mindful of Daddiri - which means that as a researchers we will Yarn to ensure that our listening is just as important as talking through questions. The Yarn will be a conversational method that aligns with Indigenous worldview of oral storytelling in the context of transmitting and obtaining knowledge.
- Explain audio-recording and transcription
- Explain how data will be used and stored – especially that it will be stored/used in line with Australian privacy and Indigenous data governance principles and, that it will not be passed to anyone else or any other organisation and will be used solely for evaluation of the program
- Interview will take about 45 minutes
- Explain that participants can ask to stop at any time, particularly if they feel distressed
- Explain the importance of honest opinions, no right or wrong answers.
- Explain recording and confidentiality of participant information and informed consent process
- Any questions before starting?

Discussion guide

1 Introductions and context

- Can you share a bit about yourself - your mob, where you're from?
- And what about your role and the company you work for?
- When you talk about your experience, think about how this compares to previous workplaces.

2 Attraction and Recruitment

- What was your experience like searching for jobs and in the recruitment process for this role?
 - Did you feel comfortable and culturally safe during this process?

3 Engagement, Retention & Development

- Do you feel confident and supported at work to participate in activities for professional development and leadership?
- Do you feel that leadership opportunities are accessible to you as an Indigenous employee?
- How responsive do you feel your organisation is to experiences of racism, harassment or discrimination in the workplace?
 - How confident do you feel to be able to raise an issue?
 - Do you feel you will be acknowledged, appropriate support provided, and/or action taken?

4 Workplace culture and leadership

- How do you feel about the cultural activities or training that your organisation provides, and the outcomes it achieves?
- Do you believe your organisation will treat you fairly?

5 Commitment, Governance and Reporting

- What is your understanding of the organisation's RAP, Indigenous employment strategy and/or commitment to reconciliation?
 - Overall, how do you feel about your organisation's commitment and approach to reconciliation?
- Are you aware if the organisation has KPIs for Indigenous employment?
 - How do you view Indigenous employment in your organisation? E.g., is it genuine and based on merit or tokenistic?

6 Indigenous Community Engagement

- Do you have any understanding about how your organisation engages with Indigenous communities on Indigenous related work? i.e., is there an Indigenous Engagement Strategy?
- Are you comfortable with or proud of how your organisation engages with Indigenous people?

7 Closing notes and recommendations

- Overall, how do you feel your organisation is performing in regard to Indigenous employment?

- Are there any standout initiatives, practices, ways of working that you think the organisation should build on?
- How do you describe your organisation to your friends, family and community? E.g. is it with pride?
 - Would you recommend your employer to other Indigenous people?
 - What is one thing your employer could do, that would make the most positive difference to your employment experience?
- Is there anything else you would like to add before we finish?