



# **Supporting First Nations Staff**

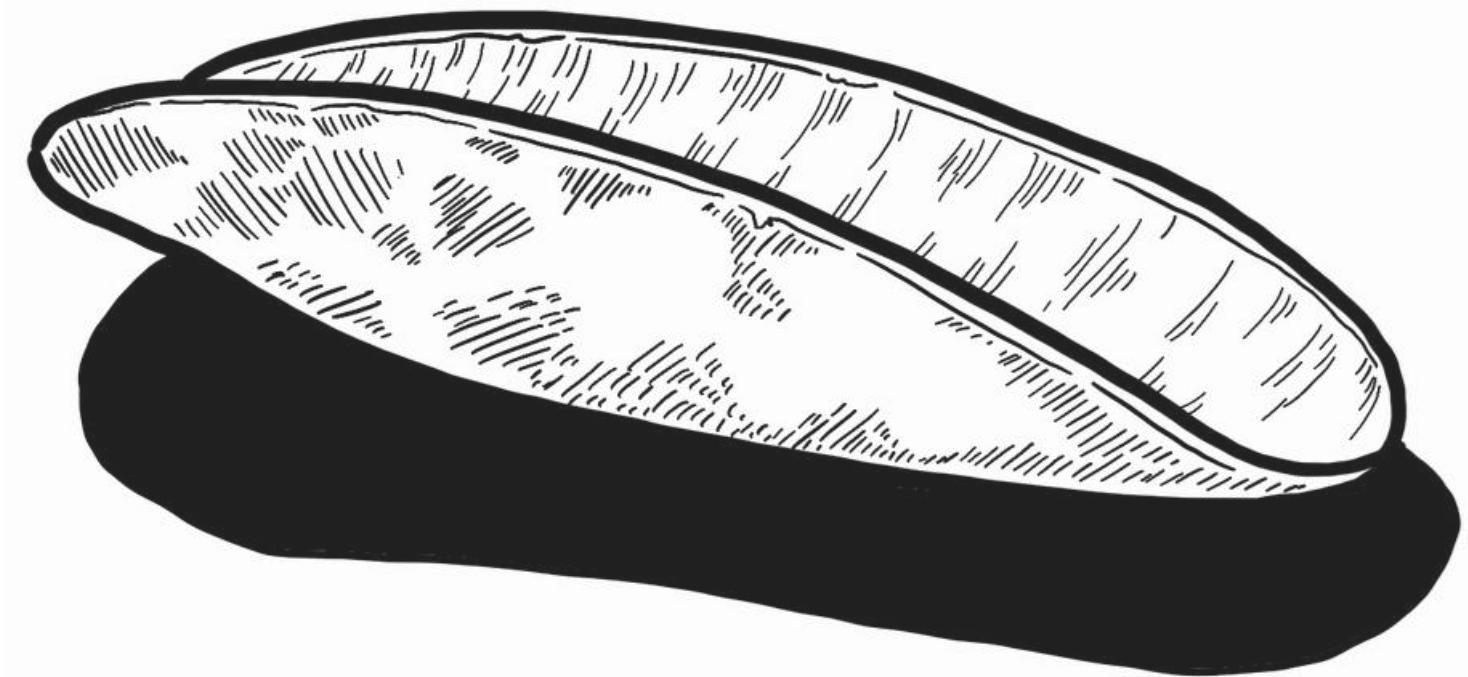
## **A Leadership Approach**

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# Introductions

- What is your name?
- Who's your mob or where do you come from?





# Diversity of First Nations

There are over 250 distinct countries, each having its own unique language, cultural practices and beliefs.

## Leadership tip

Recognise and respect the diversity within First Nations communities, by:

- Avoid assumptions
- Tailor support
- Cultural learning
- Promote inclusive leadership







## **Self-Determination and Leadership**

Self-determination refers to the right of First Nations people to control our destiny and make decisions about matters that affect us.

In a workplace setting, it involves supporting First Nations staff to lead, innovate and make decisions about our work and communities.



# Cultural Load and Preventing Burnout

The additional responsibilities First Nations staff carry as knowledge holders, community connectors and often being the 'go to' for all First Nations matters.

This can lead to burnout if unacknowledged or unsupported.

## **Leadership tip:**

- Regular check in with First Nations staff
- Allocate time and resources
- Ensure access to cultural leave and flexible working arrangements





## **Cultural Supervision**

Cultural supervision plays a critical role in ensuring that First Nations staff feel culturally safe, supported, and empowered in the workplace.

It involves a process where First Nations employees can receive guidance, mentorship, and professional development that acknowledges and respects their cultural identity, community connections, and unique experiences.





# **Incorporating Cultural Supervision into Workplace Practice**

- Engage Cultural Supervisors or Mentors
- Create structured cultural supervision sessions
- Build cultural competency within the Leadership Team
- Be flexible and responsive to cultural needs
- Incorporate feedback and continuous improvement





# **Cultural Supervision for Non-Indigenous Leaders**

Cultural supervision for non-Indigenous leaders is a critical tool for ensuring that First Nations staff are supported in a culturally safe, respectful, and empowering way.

It equips leaders with the knowledge, skills, and cultural awareness necessary to support First Nations staff effectively, fostering an inclusive workplace.





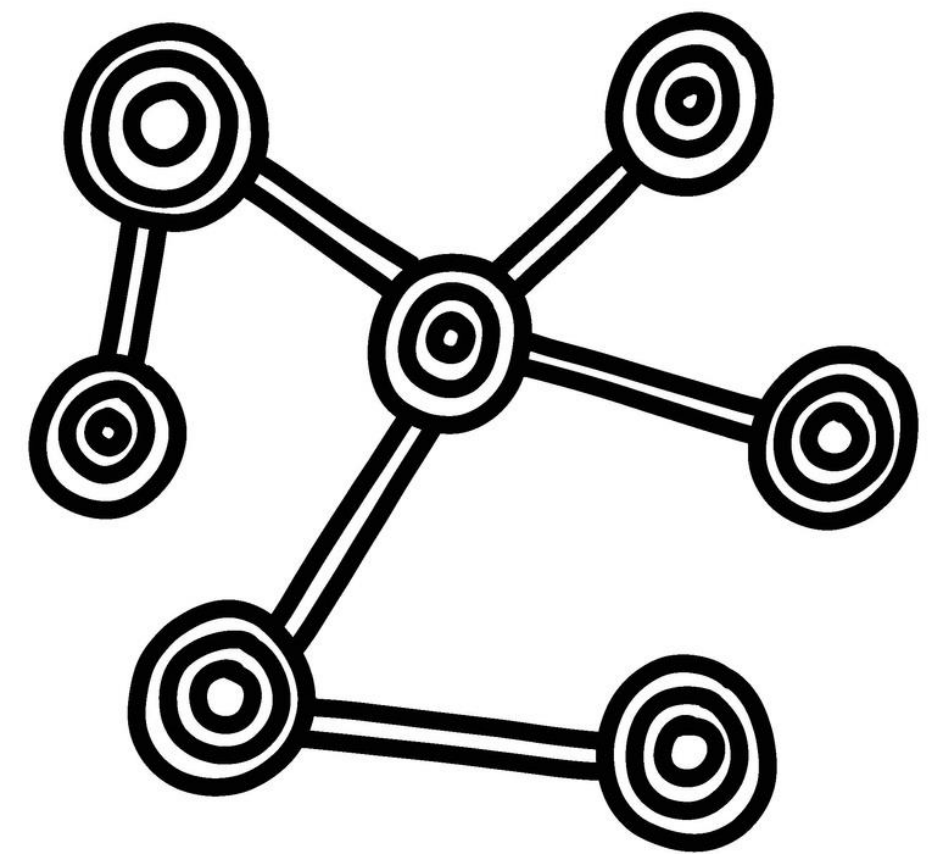
# **Incorporating Cultural Supervision for Non-Indigenous Leaders into Workplace Practice**

- Seek out cultural mentorship
- Develop reflective practice
- Participate in cultural competency training
- Build partnerships with ACCOs
- Foster open communication



# Culturally Informed Tools to Manage Conflict Resolution

Culturally informed conflict resolution promotes understanding, respect, and inclusivity, particularly when working with First Nations staff or other diverse groups.





# Culturally Informed Tools to Manage Conflict Resolution

## Tools and approaches:

- Cultural safety framework
- Restorative justice practices
- Storytelling as a tool for expression
- Culturally safe mediation
- Consensus-based decision making
- Culturally sensitive communication

## Best practice for using culturally informed tools:

- Tailor the approach
- Be flexible



# Walking Together: Being an Ally

## Characteristics of genuine allyship:

- Listening and learning
- Self-education
- Advocacy

## Leadership tip

Challenge racism, ensure equity and uplift First Nations staff in career development.

**Confronting unconscious bias and privilege.**





## **Resource Allocation to Support Cultural Safety**

- Invest in cultural competency training
- Provide access to cultural supervision and mentoring
- Create flexible work policies
- Fund wellbeing and mental health support
- Create culturally safe spaces
- Support First Nations leadership development
- Develop partnerships with ACCOs
- Implement ongoing cultural safety evaluations/audits



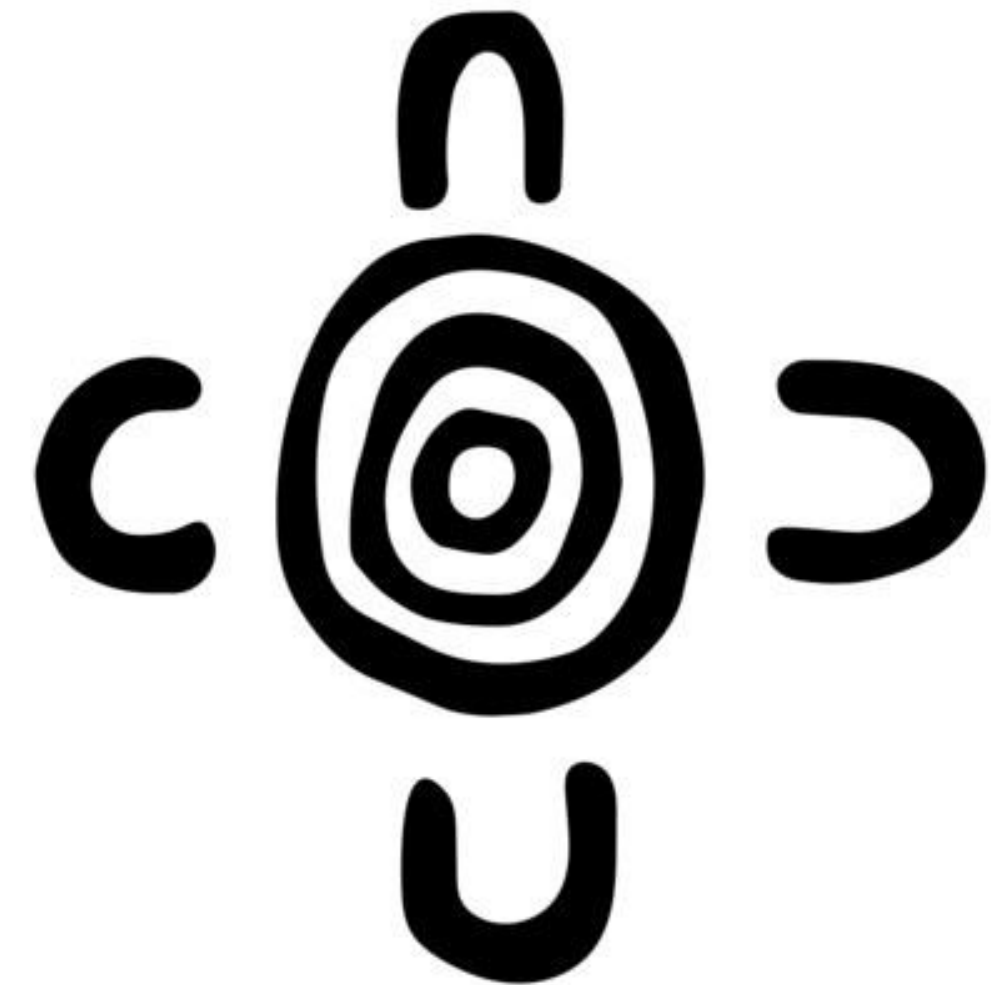
# Reconciliation Action Plans (RAP)

## Purpose:

- Framework for action
- Commitment to change
- Practical steps

## Types:

- Reflect
- Stretch
- Innovate
- Elevate





# Reconciliation Action Plans (RAP)

## Focus Areas:

- Relationships
- Respect
- Opportunities
- Governance and reporting







## **Principles: Leadership in Action**

- Cultural safety and awareness
- Respect for community connections
- Empowerment and self-determination
- Effective communication and listening
- Strength-based leadership
- Flexibility and support for wellbeing
- Building trust and relationships





**Thank you!**