



Indigenous You Can't Ask That!

- Three to four Indigenous staff sit on a panel in an auditorium for a Q&A-style discussion with staff and senior management.
- Gregory acknowledges traditional owners, welcomes audience, introduces panellists, explains process, and emphasises importance of respect.
- Gregory invites panellists to share more about themselves.
- To kick off, Gregory uses pre-agreed Dorothy Dixier with a panellist.
- Senior management have questions ready to maintain momentum.
- Gregory manages difficult issues and ensures everyone feels safe.
- To mitigate disruption risks, audience participants must RSVP.

Key benefits

1. Sends message that organisation is genuinely committed to Indigenous careers and inclusion.
2. Fosters cultural competency, safety and empathy.
3. Builds deeper understanding of Indigenous experiences, cultures and values.
4. Sends a message about Indigenous staff bravery and resilience.

