

## **Attachment 1**

### **Interview Guide**

#### **Indigenous Leadership and the Role and Contribution of Indigenous Public Servants in Queensland and British Columbia**

##### **PARTICIPANT BACKGROUND INFORMATION**

Name:

Age (Age Group if preferred):

Gender:

Community Affiliation/s:

Formal qualifications:

Informal qualifications:

Current/Most Recent Public Service Position and Location:

Length of Career in Public Service, to date (cumulative total if interrupted service):

Past Public Service Positions:

Private Sector and/or Non-Governmental Organization Positions held during career:

International Organization or Other Public Service Positions held during career:

##### **YOUR UNDERSTANDIGN OF LEADERSHIP**

What does leadership mean to you as an individual?

More broadly, how would you define leadership as a self-identified Indigenous person?

What qualities make for leadership in your own community?

What does leadership look like in your community? How is it expressed? What do leaders 'Do' (or 'Not Do')?

We don't assume that people see 'leader' as an appropriate term to use. Are there other terms/words that come to mind when you think of people who play a 'leadership role'?

## **LEADERSHIP IN THE BUREAUCRACY**

How would you define leadership as a practicing public servant?

What does good leadership look like in your own work environment?

If you have moved within the bureaucracy (either between agencies or into more senior roles), has your understanding of leadership changed?

How do you think leadership is generally understood across the Queensland/British Columbia bureaucracy?

Are there differences between this general understanding of leadership and Indigenous understandings of leadership?

Do either of these perspectives on leadership impact your decision/policy making more or less?

Do conflicting understandings of leadership cause problems for you and if so how do you deal with them?

In your experience do alternative understandings of leadership influence approaches to policy development and implementation? Would policy (and we don't just mean Indigenous policy) be made differently if Indigenous understandings of leadership were widespread?

## **CHALLENGES AND CONTRIBUTION IN THE BUREAUCRACY**

Do you find that your role as a public servant comes into conflict with your role as an Indigenous community member?

If so, has this conflict led you to leave a position or organisation?

Do you find that you are assumed to be able to represent Aboriginal community or wide interests in your organisation?

What possibilities currently exist for Indigenous people to exercise what you see as authentic Indigenous leadership within western bureaucracies?

What would the Queensland/British Columbia government and its agencies do differently to expand these possibilities?

What distinctive contribution do you feel you have been able to make as an Indigenous public servant?

Do you feel you have had an impact on the way in which policy is made and implemented?

**Any additional issues you feel have not been raised? Any final comments you would like to make?**