



## TERMS OF REFERENCE – FIRST NATIONS ROUND TABLE

**In February 2020, the United Workers Union Member Council unanimously and proudly resolved to support the establishment of a First Nations Roundtable:**

“

*At this, the first meeting of the new United Workers Union Member Council, we move to formally establish the United Workers Union First Nations Roundtable.*

*In doing so, we acknowledge with pride, the role of our predecessor unions in fighting shoulder to shoulder with First Nations people to support their struggle for justice and equality. We commit the United Workers Union to continue to organise and stand in solidarity with First Nations people.*

*Council congratulates members who have given shape to the Terms of Reference of the Roundtable, and the officials that have contributed to their work. We endorse the Terms of Reference and membership as outlined to this meeting and support their ambition for our union.*

*We further commit this Council to past resolutions of the United Voice National Council to stand with Aboriginal and Torres Strait Islander peoples to support the Statement from the Heart; and to campaign to end the racist and discriminatory Community Development Program.*

”

**The Roundtable has continued its important work over 2020, guided by its Terms of Reference as follows.**



## 1. Mission Statement

We are proud Aboriginal and Torres Strait Islander members of the United Workers Union representing the voice of First Nation peoples. We have the power over our future.

We acknowledge and pay our respects to our past, present and emerging Aboriginal and Torres Strait Islander ancestors, leaders and activists, who have long fought for our rights and recognise their resilience and determination.

For all those who face ongoing injustice, exploitation and adversity, we stand in solidarity with you and we will continue our fight for a better future.

The United Workers Union will support our Aboriginal and Torres Strait Islander leaders and members to take affirmative action, campaign and lobby government, employers and industry groups to deliver solutions, which will benefit the lives of our people, locally and nationally.

## 2. Purpose

**To give the United Workers Union First Nations members the opportunity to:**

1. Share experiences and build solidarity on a local and national level.
2. Identify shared issues and make recommendations to national executive.
3. Identify and recommend opportunities within the union where a First Nations voice might be appropriate.
4. Participate in United Workers Union committees, forums, workshops, etc.
5. Participate in campaigns to increase First Nations membership.
6. Identify leaders using culturally appropriate organising conversations, training and resources.
7. Gain employment and access opportunities within the union and the workplace and build their capacity in the workplace.
8. To hold members and officials accountable for commitments made to First Nations people.
9. Implement culturally safe protocols and practices in the union and across the workforce.
10. Access communications materials and resources in plain English and in language, in a range of mediums.

**To give United Workers Union officials and the broader membership the opportunity to:**

1. Learn from the organising approaches and campaigning of our First Nations members and their communities.
2. Seek ongoing advice on how to work with First Nations members and communities in ways that are relevant and appropriate.
3. Support and resource appropriate training and development programs that recognise the diversity of First Nations members, delegates and member organisers.
4. Undertake training, development and education on past and present issues impacting on First Nations members and culturally appropriate ways to build solidarity and power with them.
5. Access resources to ensure cultural protocols and procedures are respectful.

**To work with United Workers Union to:**

1. Identify and remove barriers to employment.
2. Establish employment and representation targets and identified positions.
3. Collect data on people that identify as First Nations members/activists and potential members.
4. Identify gaps in data collection, mapping and make recommendations.
5. Develop visual communication, marketing and branding materials that are culturally appropriate.

### 3. Membership and Representation

Membership of the Roundtable will be maintained at a minimum of 8 and a maximum of 24.

A dedicated focus of the Roundtable will be to organise First Nations workers in all states and regions so as to create a truly national, representative body. This will require support and activism across all parts of the Union.

Membership of the Roundtable is drawn from existing members who have been active in organising in their workplaces and communities and who have had input into the Mission Statement and earlier work to form this body.

**They are:**

*Carol McCormack  
Kenton Winsley  
Mandy Dewey  
Pam Honeysett  
Kim Walton  
Brionee Noonan  
Vanessa Michael  
Angela Beatson  
Kay Gehan  
Sarah Lui  
Samantha Underwood*

**Convenors:** *Wayne Kurnoth, Wayne Costelloe*

The Member Council will be advised about any changes in membership of the Roundtable.

### 4. Meetings

#### 4.1 Co-chairs

**The Inaugural Roundtable will elect co-chairs from within its membership. The co-chairs will:**

- Develop the agenda
- Officially chair the meetings
- Debrief following the meeting
- Ensure there is a plan for following up meeting outcomes

Members of the Roundtable commit to engaging meaningfully with First Nations and other national campaigns of the United Workers Union, and commit to taking action and making decisions.

#### 4.2 Frequency

**Face to face meetings of the Roundtable should be scheduled twice a year, in locations where the Roundtable can promote its work, organise workers and build links with communities.**

- Teleconferences and/ or video conferences should be scheduled between these meetings to continue ongoing work as desired.
- Other meetings may be called between these times for special purposes, where the budget enables this to occur.

## 5. Resourcing

The Resourcing of the First Nations Roundtable will be provided through the Office of the National President. This will include a budget for projects, development and staffing support. The budget will reflect campaign and project plans, as endorsed by the First Nations Roundtable, with the support of the broader National Executive.

Any decision that has a funding impact that is not included in the budget of the Roundtable will require endorsement of the National Executive. In such cases, the Roundtable will make recommendations to National Executive where they identify the need for further work in response to national issues of broad significance to Aboriginal and Torres Strait Islander members and communities. These recommendations should include clear purpose and potential outcomes of the new work being proposed.

National Executive would then consider and provide a response to all group members.

## 6. Communication

The Roundtable will decide how they will manage ongoing communications in formats that are specific and relevant to First Nations members and communities. The Roundtable will contribute specialist knowledge to the union, and will be supported through a dedicated resource in the National Communications team.

This work will include working with delegates to develop appropriate materials to communicate outcomes or messages, and to support organising and growth.

## 7. Reporting

A formal record of meetings will be provided to Roundtable members, the National Executive and the Member Council.

## 8. Review

The Roundtable will review its work and achievements prior to the 2022 Convention.



[unitedworkers.org.au](http://unitedworkers.org.au)