

Attachment A

Survey of Anthropologists working in Native Title

Anthropos Consulting, Canberra
for the
National Native Title Tribunal

This project

Anthropos Consulting has been engaged by the National Native Title Tribunal to assess the anthropological profession's capacity to provide services to the parties involved in native title mediation and litigation.

Areas to be covered include:

- An assessment of the present roles that anthropologists play in native title processes, and an assessment of their preparedness for those roles;
- An assessment of the required skills sets for different professional services (e.g. mediation, litigation, policy analysis, heritage assessments etc);
- An assessment of the capacity of present Australian anthropological consultants to meet the needs for field-based reporting and analysis in native title proceedings, including specifically, 'connection reporting';
- An assessment of the take-up profile of graduates in anthropology in salaried positions relating to native title.

The project has been initiated by the NNTT to assist with its own strategic planning, and to provide all stakeholders (including NTRBs, governments and the Federal Court) with an informed and publicly available commentary regarding the roles, qualifications, experience and availability of anthropologists working on native title matters.

While the project is focussed primarily on consultants, their roles and capacities cannot be understood outside the broader discipline of anthropology in Australia. The survey seeks information regarding the issues faced by all anthropologists working in the native title area, whether they are consultants, work for Native Title Representative Bodies, government agencies or private industry, or are based within universities.

We understand the time pressures faced by anthropologists. However, we do urge you to commit the relatively short time necessary to complete and return this questionnaire, since it provides an opportunity for you to provide input into a project of importance to anthropological practice in the native title arena. The findings of the project will be of particular importance to anthropologists and to the discipline more generally, in terms of informing the ongoing discussion within the profession regarding the relationship between the academy and applied practice in the native title area.

Note also that only those sections of relevance to each participant's situation need be completed and returned.

The questionnaire is available in hard copy or electronic form. Electronic versions are available for download from the Anthropos website (at www.anthropos.com.au) in both pdf format (which can be printed out, filled in by hand, and posted or faxed back), and rtf format (which can be electronically filled in and emailed back, or printed out and posted or faxed back)).

Please send the completed survey to:

Post: NNTT Survey
c/o Anthropos Consulting
LPO Box 8197 ANU
CANBERRA ACT 2601
Email: anthropos@anthropos.com.au

Fax: (02) 6262 6334

For information or questions, contact:

Klim Gollan (NNTT): ph (08) 9268 7369
Julie Finlayson, ph 0419 994 708; or
David Martin, ph 0417 413 315

Confidentiality of information collected

This information is being collected through this survey form by Anthropos Consulting solely for the purposes outlined on the previous page. The information will be used as one of the primary sources for compilation of a report for the NNTT. The project is being undertaken for the NNTT under its powers to conduct research (s108 Native Title Act 1993) for the purposes of performing its functions.

No identifying personal information will be incorporated into the project report. Only aggregate information will be compiled and used in the report, which may be made public. The completed forms will not be supplied to the NNTT, but will be destroyed by Anthropos Consulting once the information has been collated and systematised and analysed.

About you

1. **Gender** Male ☐ Female ☐
2. **Age group**
- | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 20-29 | 30-39 | 40-49 | 50-59 | 60 + |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

3. Qualifications

Please specify the university

- BA (anthropology) (pass degree) ☐
- BA (anthropology) (honours) ☐
- Other degree (please specify) ☐
- MA (anthropology) ☐
- MA (other discipline) ☐
- Other post-graduate degree in anthropology (specify) ☐
- Other post-graduate degree in a social science (specify) ☐
- Ph.D in anthropology ☐
- Ph.D in other social science (specify) ☐

4. In what capacity do you work as an anthropologist in native title practice?

- Full time employee of an NTRB ☐
- Full time employee of the NNTT ☐
- Full time employee of ATSIS ☐
- Full time employee of another commonwealth, state or territory agency ☐
- Full time employee of a mining company ☐
- Full time consultant ☐
- Part time consultant ☐
- Full time academic / occasional consultant ☐

5. Do you work or research in areas other than native title?

yes ☐ no ☐

Please elaborate

6. Do you feel you are able to use your anthropological skills in your native title work?

yes ☒

no 

Please elaborate (particularly if you answered 'no')

7. How long have you worked in the field of native title?

less than 1 year

1-5 years

5-10 years

8. Have you worked on land rights issues (state or territory)?

yes ☐

no 

Please elaborate

9. What kind/s of native title work do you do?

Note: you may select multiple roles

Comments

theoretical or policy research on native title	<input type="checkbox"/>
field research for native title claimants	<input type="checkbox"/>
Preparation of 'connection reports'	<input type="checkbox"/>
field research for non-claimant indigenous groups	<input type="checkbox"/>
desktop research for claimants / NTRBs	<input type="checkbox"/>
desktop research for non-claimant indigenous groups	<input type="checkbox"/>
desktop research for other parties (govt)	<input type="checkbox"/>
assessment of claims/reports for NTRBs	<input type="checkbox"/>
assessment of claims/reports for other parties	<input type="checkbox"/>
policy advice for claimants or NTRBs	<input type="checkbox"/>
policy advice for government	<input type="checkbox"/>
policy advice for other parties	<input type="checkbox"/>
management rather than research	<input type="checkbox"/>
not specifically anthropological (eg field assistance, general claim organisation etc)	<input type="checkbox"/>
Involvement in litigation and/or mediation	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>

10. Are you or have you been involved in field-based reporting and analysis including the preparation of 'connection reports'?

yes ☐

no 

Please elaborate, including the kinds of work you have undertaken, and your experience of preparing connection reports

[illegible]

11. Are you or have you been involved in native title litigation?

yes ☐

no

Please elaborate, including your roles, whether you were involved with claimants or another party, and your experience of litigation as an anthropologist

[illegible]

12. Are you or have you been involved in the mediation of native title claims?

yes ☐

no

Please elaborate, including your roles, whether you were involved with claimants or another party, and experience of mediation as an anthropologist

[illegible]

- (a) If you are an anthropologist employed by an NTRB, government department or agency, or in private enterprise—go to *Question 13*.
- (b) If you are an anthropologist working as a consultant (part or full-time)—go to *Question 34*.
- (c) If you are an anthropologist working in a University (full or part-time)—go to *Question 57*.

Note: you may be in more than one category, in which case please complete relevant questions in each category

Questions specifically for staff anthropologists in NTRBs, government agencies, resource companies etc

13. What are your *actual* roles within the organisation or agency you work for? How do they compare with what, in your view, you as an anthropologist could or should undertake?

[illegible]

14. Do you have management responsibilities within your organisation or agency?

yes ☐

no ☐

Please elaborate; e.g., do you manage other staff?

15. What are the roles and functions of *other* staff anthropologists in your organisation or agency, particularly in regard to native title-related work?

16. How would you describe the position and professional status of anthropologists and anthropology within your organisation (including in the research process)?

17. What are the roles of *consultant* anthropologists engaged by your organisation in native title processes? (eg, do they include preparation of 'connection reports', work in mediation, litigation, heritage assessments, etc)

18. In general, how effectively do you think that consultants perform these roles?
(Note: confidential information or specific commentary on individuals is not sought here, but rather general or indicative issues)

19. What knowledge and skills do you think are needed to perform competently as a consultant anthropologist in native title work (including field-based research and reporting such as preparation of 'connection reports', etc? Does anthropological training provide an appropriate grounding in these, in your opinion?

20. What knowledge and skills do you think are needed to perform competently as a *staff* anthropologist in native title work? Does anthropological training provide an appropriate grounding in these, in your opinion?

21. Is there somewhere you can get professional help or advice in your work?
yes ☐ no ☐

Please elaborate; e.g., where can you go for advice?

22. Did your organisation provide any induction to native title and its operating environment when you first took up your job?
yes ☐ no ☐

Please elaborate

23. Has your employer provided you with other professional development?
yes ☐ no ☐

Please elaborate; for example, was it specifically related to your work as an anthropologist, or to more general organisational requirements?

24. Have you undertaken any additional training or gained further qualifications to assist with your work (for example, in mediation, or management)?
yes ☐ no ☐

Please specify, including who financed it, and whether it proved useful.

25. How do you keep abreast of developments in native title (e.g. in the law, or in anthropological theory) as these may impact on your anthropological practice?

26. What professional contact do you have with other anthropologists (inside or outside your employing organisation)?

27. If skilling and professional development were available in native title, what areas would you like to see highlighted, and what form/s should it take?

28. In your view, what are the major issues for anthropology and anthropologists in the native title arena?

29. What do you see as your own preferred roles in the native title arena? If this differs from the roles you are currently performing explain what ideally you would like to be doing? What prevents you from operating in this fashion?

30. Have you published or given conference papers on native title?
yes ☐ no ☐

Please expand; should researchers in your organisation be able to publish / give conference papers? What are reasonable constraints?

31. What, if any, constraints should be imposed by your employing organisation concerning where and for whom you work in the future in native title?

32. What career options do you see for yourself in native title work? Do you think it can lead on to other areas of professional work, or is it a 'professional dead end'?

33. Please comment on any subject not covered above that represents an important issue for you in your native title work.

[illegible]

Questions specifically for consultant anthropologists

34. Are you a full-time consultant?

yes, full-time ☐ no, part-time ☐

Please expand; e.g. do you work only part-time, or do you also have other paid work? With whom (if you work in the academy, you can also fill out the relevant section)?

35. Do you consult largely or wholly in native title?

yes, mainly native title ☐ no, other areas as well ☐

Please expand; if 'no', what other kinds of consulting work do you undertake?

36. Does the demand for your services in native title exceed your capacity or availability to undertake the work?

yes ☐ no ☐

Please expand (for example, is there enough native title work available for you to make it your full-time work if you wanted to?)

37. Who has approached you in the past 5 years to undertake native title work?

NTRBs / claimants	non-claimant indigenous groups	Government agencies	Private sector (eg miners)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Expand if necessary

38. For whom have you worked over the past 5 years in native title matters?

NTRBs / claimants	non-claimant indigenous groups	Government agencies	Private sector (eg miners)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Expand if necessary

39. Are there factors other than your availability which are relevant to what kinds of native title work you undertake?

yes ☐ no ☐

Please expand (for example, are there particular parties for whom you would not work, or particular categories of native title practice you prefer not to undertake?)

40. What are your roles as a consultant in native title? How do they compare with what, in your view, you as an anthropologist *could* or *should* undertake?

41. How would you describe the position and professional status of anthropologists and anthropology within the native title arena (including in the research process)?

42. What do you see as the roles of *staff* anthropologists in the organisations who engage you in the native title process?

43. In general, how well do you think that they perform these roles? (Note: confidential or specific identifying information is not sought here, but rather general or indicative issues)

44. What knowledge and skills do you think are needed to perform competently as a consultant anthropologist in native title work (including field-based research and reporting such as preparation of ‘connection reports’, etc)? Has anthropological training provided you with an appropriate grounding in these, in your opinion?

45. Is there somewhere you can get professional help or advice in your work?

yes ☐ no ☐

Please elaborate; e.g., where can you go for advice?

46. Have you undertaken professional development (for example, in the anthropology of native title, or native title law)?

yes ☐ no ☐

Please elaborate; for example, was it specifically related to your work as an anthropologist, or to more general issues for you as a consultant?

47. Have you gained any additional qualifications relevant to your work?

yes ☐ no ☐

Please specify, including who financed it, and whether it proved useful.

48. How do you keep abreast of developments in native title (e.g. in the law, or in anthropological theory) as these may impact on your anthropological practice?

49. What professional contact do you have with other anthropologists?

50. If skilling and professional development were available in native title, what areas would you like to see highlighted, and what form/s should it take?

51. In your view, what are the major issues for anthropology and anthropologists in the native title arena?

52. What do you see as your own preferred roles in the native title arena? If this differs from the roles you are currently performing explain what ideally you would like to be doing? What prevents you from operating in this fashion?

53. Have you published or given conference papers on native title?

yes ☐ no ☐

Please expand; should consultants be able to publish / give conference papers based on their research? What are reasonable constraints?

54. What, if any, constraints should be imposed by the organisation/s who engage you concerning where and for whom you work in the future in native title?

55. What career options do you see for yourself in native title work? Do you think it can lead on to other areas of professional work, or is it a 'professional dead end'?

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56. Please make comments on any subject not covered above that represents an important issue for you in your native title work.

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Questions specifically for anthropologists based in universities

57. Do your university's undergraduate degrees in your view cover areas relevant to native title anthropological practice—please expand

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58. Does your university provide courses specific to native title practice (e.g. post graduate courses)—please expand

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59. How would you describe the position and professional status of the anthropology of native title within your department and university?

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60. How would you describe the position and professional status of the anthropology of native title within the discipline more generally?

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61. What knowledge, skills and training do you think are needed for an anthropologist to perform competently as a staff anthropologist in native title work? Are they different to, or the same as, those needed for consultancy anthropology?

62. How do you keep abreast of developments in native title (e.g. in the law, or in anthropological theory) as these may impact on your anthropological practice?

63. If skilling and professional development were available in native title practice, what areas would you like to see highlighted, and what form/s should it take? Who should deliver it?

64. In your view, what are the major issues for anthropology and anthropologists in the native title arena?

65. Have you published or given conference papers on native title?

yes ☐ no ☐

Please expand

66. What career options do you see for yourself or other anthropologists in native title practice or teaching? Do you think it can lead on to other areas of work, or is it a 'professional dead end'?

67. Does the demand for your services in native title exceed your capacity or availability to undertake the work, given that you work in a university anyway?

yes ☐ no ☐

Please expand

68. Who has approached you in the past 5 years to undertake native title work?

NTRBs / claimants	non-claimant indigenous groups	Government agencies	Private sector (eg miners)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

69. For whom have you worked over the past 5 years in native title matters?

NTRBs / claimants	non-claimant indigenous groups	Government agencies	Private sector (eg miners)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

70. Are there factors other than your availability which are relevant to what kinds of native title work you undertake?

yes ☐ no ☐

Please expand (for example, are there particular parties for whom you would not work, or particular categories of native title practice you prefer not to undertake?)

71. Please make comments on any subject not covered above that represents an important issue for you in your native title work.