



Dean Foley <d.foley@barayamal.com>

Request for Assurance of Fair and Impartial Recruitment for CEO Position at Red Chief LALC | Independent Probity Officer

1 message

Dean Foley <d.foley@barayamal.com>

Tue, Jun 27, 2023 at 11:12 AM

To: adminofficer@oralra.nsw.gov.au

Cc: office@harris.minister.nsw.gov.au

Dear Registrar,

I am writing to express my concerns about the ongoing recruitment process for the Chief Executive Officer (CEO) position at the Red Chief Local Aboriginal Land Council (LALC). Specifically, I am concerned about the potential for bias given the involvement of Mr. Tim Gumbleton, who I understand is playing a key role in the process.

As you are probably aware, I have previously submitted complaints about Mr. Gumbleton and have concerns about the possible impact of his involvement in the current recruitment process.

These concerns stem from my previous application for the CEO position at the Red Chief LALC, where I encountered discriminatory practices which led to a settlement through the Fair Work Commission.

In addition, a family member of mine has a discrimination case filed against Mr. Gumbleton, currently pending with Anti-Discrimination NSW.

When Mr. Gumbleton was questioned about the steps he would take to ensure a fair and unbiased recruitment process, his response on June 16 (attached) was not satisfactory. Instead of directly addressing the issue of potential bias and discrimination, he simply mentioned who would be involved in the process and the criteria for judgement. There were no proposed measures like requiring recruiters to disclose and document any potential conflicts of interest relative to the job applicants.

While I believe strongly in the importance of the CEO role at the Red Chief LALC and remain committed to my application, I am seeking assurance that the selection process will be conducted in a fair and unbiased manner. The appointment of a qualified and suitable candidate, based on their skills, experience, and aptitude is paramount to the future success of the Red Chief LALC and the community it serves.

As such, I propose the engagement of an independent probity officer to oversee the recruitment process. This would ensure that all applicants are assessed fairly and that the process is transparent, independent, and free from any form of bias or discrimination.

I am confident that you share my commitment to fairness, equality, and the best interests of the Aboriginal communities we serve. I look forward to your response and assurance that this matter will be treated with the seriousness it deserves.

Yours sincerely,
Dean Foley

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Recruitment process - question deflected - Tim Gumbleton _ Red Chief LALC.pdf

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