

## Nishant Dougall's Key Selection Criteria

1. Values alignment: My resume demonstrates a strong alignment with the values and vision of Beyond Bricks & Bars and Flat Out. My lived experience as a queer, neuro-diverse, gender-diverse person of colour who has navigated the criminal justice system has given me a deep understanding of discrimination, shame, inequality, and social injustice. I am passionate about social justice and dedicated to advocating for inclusivity and equality for all individuals. My volunteer work with Thorne Harbour Health and Headspace showcases my commitment to supporting marginalised communities.
2. Demonstrated experience providing support to communities impacted by criminalisation: My work at Diamond Valley Community Support involved providing emergency relief, material aid, and advocacy services to individuals in crisis, many of whom were impacted by criminalisation. I have a clear understanding of the specific issues trans and gender-diverse people face, including discrimination, stigma, and barriers to accessing services.
3. Commitment to anti-racist, gender-affirming practice: My lived experience as a person of colour and my work with diverse communities have instilled in me a deep commitment to anti-racist and gender-affirming practice. I understand the ways in which racism, colonisation, and white supremacy intersect with transphobia and transmisogyny to drive criminalisation and incarceration. I am dedicated to creating safe and inclusive spaces for all individuals.
4. Strong knowledge of and navigation of legal systems, housing services and other support services: My experience navigating the criminal justice system and working with individuals in crisis has given me a strong understanding of legal systems and support services available in the community. I am knowledgeable about housing services, mental health resources, and other support systems that are essential for trans and gender-diverse people.
5. The capacity and willingness to be a strong, strategic and effective advocate: Throughout my career, I have consistently advocated for the needs of marginalised communities. I am a skilled communicator and negotiator, and I am not afraid to speak out against injustice. I am committed to using my voice and platform to advocate for systemic change.
6. Demonstrated capacity to rapidly build trust and rapport: My work at Diamond Valley Community Support and Headspace involved building trust and rapport with individuals in crisis. I am skilled in active listening, empathy, and creating safe spaces for individuals to share their experiences. I am committed to building authentic and non-coercive relationships with people experiencing intersecting oppression.
7. Experience working alongside survivors of sexual and physical violence, trauma and systems abuse: While my resume does not explicitly mention working with survivors of violence, I have lived experience of family violence, and this, coupled with what I learnt via units in my Diploma on trauma-informed care, and my experience working with individuals in crisis, equip me with the skills to support individuals who have experienced trauma. I am knowledgeable about the impacts of trauma and systems abuse, and I am committed to providing compassionate and empowering support.
8. Practised in managing person-centre support responses in times of crisis: My work at Diamond Valley Community Support involved responding to individuals in crisis and providing person-centred support. I am skilled in de-escalation techniques and maintaining clear boundaries while providing support. I am committed to promoting approaches that prioritise community-based solutions and avoid further criminalisation.
9. Excellent reflective practice skills: Throughout my career, I have consistently engaged in reflective practice to ensure accountability, transparency, and continuous improvement. I am committed to learning and growing as a professional, and I am open to feedback and constructive criticism.
10. Demonstrated ability to balance competing priorities, excellent time management skills and ability to work independently (self-directed) and within a team: My experience in both the corporate and

community services sectors has honed my ability to balance competing priorities and manage my time effectively. I am a self-starter who can work independently, but I also thrive in collaborative environments.

11. Demonstrated high-level written, verbal and interpersonal skills with the capacity to work effectively with managers, staff and supported people whilst also expertly managing strategic partnerships with a variety of support services, government agencies and community groups. My resume highlights my strong communication and interpersonal skills. I have experience working with diverse stakeholders, including managers, staff, clients, and external organisations. I am confident in my ability to build and maintain strategic partnerships to achieve common goals.
12. Essential Qualifications and Requirements: I have a Diploma in Community Services
13. I have recent experience working with trans and gender-diverse people affected by homelessness and criminalisation at Diamond Valley Community Support.
14. I have experience applying harm reduction approaches in my work with individuals struggling with substance use.
15. I have a current Victorian Driver's License.
16. I have a current First Aid certification.
17. I am a gender-diverse person of colour who has lived experience of criminalisation and marginalisation.