
Nishant Dougall

They / Them

0412202666 / nishantdougall@gmail.com

PROFILE

Profile

Queer, non-binary, neurodivergent person of colour with lived experience of discrimination, social isolation, homelessness, and family violence. Passionate about fostering independence and empowering neurodivergent and LGBTQIA+ individuals. Proven ability to build rapport, provide support, and create a safe and empowering space. Four years of professional experience in community services, including one year as a peer worker with LGBTQIA+ clients of Thorne Harbour Health. Excellent interpersonal and communication skills honed through ten years in the finance sector.

QUALIFICATIONS

Melbourne Polytechnic - *Diploma of Community Services, 2024*

Monash University - *Master of Finance, 2008*

Qld University of Tech - *Bachelor of Business (Marketing), 2005*

SKILLS

- Lived experience of neurodiversity and intersection with LGBTQIA+ issues
- Providing peer support one-on-one and in groups
- Trauma-informed care
- Strong active listening skills
- Building rapport and trust
- Problem-solving and analytical skills
- Needs assessment and resource identification
- Advocacy and empowerment
- Cross-cultural communication and sensitivity

EXPERIENCE

Headspace National, Naarm - *Multicultural Practice Team Internship*

03/2024 - 10/2024

- Completed first ever internship on the team responsible for driving culturally responsive practice across the headspace Network.
- Facilitated 6 focus groups with over 36 international students to identify support needs and inform the development of culturally responsive resources.
- Drafted culturally appropriate, culturally sensitive resources to be rolled out nationally.

Diamond Valley Community Support - *Community Support Worker*

03/2022 - 10/2024

- Provide non-judgmental, friendly, empathetic and compassionate support to marginalised, vulnerable clients living in Banyule, experiencing food and housing insecurity.
- Conducted over 400 client interviews, assessed needs, and connected clients with support options and resources such as food aid, material aid, referrals, advocacy.

Thorne Harbour Health, Naarm - *COVID19 Food Delivery Volunteer*

03/2020 - 09/2020

- Delivered over 1000 food packages to isolated clients, assisting with access to essential services and emotional support.

Thorne Harbour Health, Naarm - *Peer Support Group Facilitator,*

12/2019 - 11/2020

- Facilitated a weekly peer support group using a harm minimization framework.
- Supported 30+ queers, providing education and resources on AOD issues, relapse prevention, sleep, nutrition, sexual health, and mental health.
- Created a safe and inclusive environment, mentoring LGBTQIA+ clients through empathetic, non-judgemental, and respectful peer support.

Thorne Harbour Health, Naarm - *Sex-on-premises Venue Outreach*

12/2018 - 11/2019

- Provided support to over 100 clients at sex-on-premises venues, answering questions about sexual and mental health and providing appropriate information and resources.

Coutts & Co, London - *Senior Project Manager*

01/2016 - 09/2019

Royal Bank of Scotland, London - *Project Manager*

06/2014 - 12/2015

National Australia Bank, Naarm - *Project Analyst*

01/2009 - 01/2014

CERTIFICATIONS

Odyssey Institute - *Alcohol and Other Drug Skill Set, current*

Victorian State Government - *Working With Children Check, 2023*

SMART Recovery Australia - *Peer Support Facilitator Training, 2018*

Mental Health First Aid Australia - *Mental Health First Aid, 2021*

Vicroads - *Victorian Driver's Licence -2006*