

QMUSIC Murriss and Torres Strait Islanders Advisory Group

ADVISORY GROUP

TERMS OF REFERENCE

Background

QMusic is committed to a collaborative and inclusive approach, working directly with artists, industry professionals, and community leaders to understand their needs and advocate for a more diverse and equitable music ecosystem. Through meaningful community collaboration, QMusic recognises its role in shaping industry trends, driving positive change, and connecting the Queensland and Australian music sectors to global conversations.

This engagement is supported by a structured framework of Advisory Groups, which provide a platform for community leaders to engage in proactive and productive dialogue. These groups share lived experiences and professional expertise to inform decision-making, champion cultural representation, and foster sustainable growth for First Nations and local music across Australia and beyond.

The Advisory Groups play a key role in QMusic's governance ecosystem by providing expert advice and support to both the organisation and the Board. They serve as a conduit between community voices and formal governance processes, ensuring that insights from artists, cultural leaders, and industry practitioners meaningfully shape QMusic's programs, priorities, and strategic direction. While they do not hold decision-making authority, their guidance strengthens cultural safety, sector relevance, and the organisation's connection to lived experience.

Unlike BIGSOUND's programming-specific advisory groups, which focus on curatorial and event-based input, this Advisory Group provides broader strategic and sector-wide advice

that supports organisational decision-making and informs the work of the Board and its Committees.

Within QMusic's governance structure, the Board is supported by several Committees responsible for areas such as People & Culture, First Nations, Finance & Risk, and Governance. Advisory Groups report into these Committees through defined channels, offering specialist perspectives that inform oversight, risk identification, and strategic planning. This integrated model ensures that the Board's decisions are grounded in both governance expertise and the diverse voices of the communities QMusic serves.

First Nations Engagement at QMusic – QLD First Nations Artists

The QMusic Murris and Torres Strait Islanders Advisory Group (QMTSIAG) is dedicated to advancing opportunities for Queensland First Nations artists by acknowledging our Blak history here in Queensland, driving meaningful change, strengthening cultural representation, and supporting the ongoing growth of First Nations music across the state.

The Advisory Group ensures that QLD First Nations artists are not only visible and heard but are actively shaping the future of the music industry in ways that are inclusive, culturally respectful, and empowering. It plays a critical role in placing First Nations voices at the centre of decision-making processes, particularly in matters relating to representation and participation at Local, State, National and International events.

These Terms of Reference (TOR) outline the governance framework of the Advisory Group, including its purpose, structure, and the roles and responsibilities of its members in supporting QLD First Nations artists.

Purpose

The **QMusic Murris and Torres Strait Islanders Advisory Group** is being established to strengthen, guide and advocate for the growth, sustainability and visibility of First Nations music and music practitioners across Queensland.

The Advisory Group will provide cultural, strategic and industry advice to support:

- First Nations music development and leadership
- Artist pathways and professional development
- Cultural integrity and protocols
- Regional and remote participation
- Youth engagement and intergenerational knowledge sharing
- Industry partnerships and sector growth
- Access, equity and representation across Queensland

The Advisory Group seeks to reflect the diversity of First Nations music practice and lived experience across urban, regional and remote communities. It will ensure First Nations cultural authority, lived experience, and community priorities meaningfully inform QMusic's programs, initiatives, and sector development work across Queensland.

Scope

The scope of focus for the Advisory Group includes:

- Guidance on cultural representation and advocacy within the Queensland music industry.
- Advice on programming, initiatives, and sector development across Queensland.
- Promoting cultural safety, integrity, and best practice for First Nations communities and artists throughout Queensland.
- Identifying and responding to industry trends and contributing strategic insight to support sustainable growth for First Nations music in Queensland.

The Advisory Group *does not*:

- Provide governance or oversight
- Monitor organisational culture or HR matters
- Review or manage complaints
- Duplicate the responsibilities of the First Nations Committee

Membership

Members of the **QMusic Murris and Torres Strait Islanders Advisory Group** must collectively bring the cultural authority, lived experience, and industry expertise required to represent and advocate for First Nations communities across Queensland.

Members of the **QMusic Murris and Torres Strait Islanders Advisory Group** will be appointed every two (2) years through an Expression of Interest process facilitated by QMusic's First Nations Project Officer and leadership, in consultation with Elders and relevant cultural advisors.

The role of an Advisory Group member is an identified position. Members must be Aboriginal and/or Torres Strait Islander people.

Members may be invited based on the following expertise:

- Deep cultural knowledge and sensitivity, including understanding of First Nations histories, contemporary realities, and the ongoing impacts of colonisation in Queensland.
- Demonstrated commitment to acknowledging and honouring Blak history, cultural preservation, and future growth.
- Practical experience within the Queensland and/or Australian music, arts, or entertainment industries, particularly in roles supporting or representing First Nations artists.
- Leadership capability and strategic thinking skills.
- Strong relationships with First Nations communities, industry professionals, Elders, and organisations.
- A history of active participation in First Nations community work, advocacy, arts practice, cultural preservation, or social justice initiatives.
- Understanding of current industry trends and systemic challenges impacting First Nations artists.

- A demonstrated passion for community empowerment and self-determination.
- Previous board or advisory group experience (desirable but not essential).

Observers or guest contributors may be invited with agreement of the Chair.

Roles & Responsibilities

QMusic Murris and Torres Strait Islanders Advisory Group members will:

- Provide strategic and cultural advice
- Identify priorities and opportunities for the sector
- Support culturally safe and community-led approaches
- Advocate for First Nations music and artists
- Contribute ideas for programs, partnerships and initiatives
- Attend Advisory Group meetings and participate in discussions
- Engage respectfully and constructively in meetings and consultations.
- Undertake agreed actions between meetings.

Chair responsibilities:

- Facilitate meetings
- Ensure all voices are heard
- Work with First Nations Project Officer and Secretariat to set agendas and priorities
- Report key insights to the QMusic First Nations Committee

The First Nations Project Officer & Secretariat responsibilities:

- Coordinate meetings, agendas, papers, and follow-up actions
- Manage consultation processes and documentation
- Ensure advice is documented and fed into QMusic's operational planning

Engagement Expectations

QMusic Murris and Torres Strait Islanders Advisory Group members are expected to:

- Attend at least two scheduled meetings per year (in person or online).
- Attend one additional annual meeting for reflection and planning.
- Review materials in advance and contribute meaningfully to discussions.
- Respond to communications within reasonable timeframes.
- Undertake agreed actions between meetings.
- Engage with community members and industry professionals as appropriate to inform advice.
- Advocate for inclusion, representation, and cultural safety.
- Support respectful communication with First Nations artists, communities, Elders, and industry professionals.
- Participate in evaluation and continuous improvement processes.
- Promote First Nations initiatives within their networks.

Operations

The Chair is appointed annually by the advisory group and in consultation with the First Nations Committee Chair.

Members report to the Chair and provide advice to QMusic through the First Nations Project Officer and Secretariat.

Meetings

The QMTSIAG will meet at least three (3) times per year, with additional meetings convened as required.

General Duties

Members will:

- Prepare for meetings by reviewing materials
- Engage respectfully and constructively
- Respond to communications in a timely manner

Quorum

A quorum consists of four (4) members.

In Camera Sessions

The Chair may call an in-camera session at any time for confidential, sensitive, or culturally significant matters.

Code of Conduct

The QMusic Murris and Torres Strait Islander Advisory Group will operate with authenticity, respect, integrity, and cultural accountability.

Members must abide by the QMusic Code of Conduct, Collective Responsibility and the Constitution and contribute in a respectful, culturally safe, and collaborative manner. Any breach may result in termination of membership.

Tenure

Members are appointed for a two-year term. All positions are refreshed every two (2) years through an Expression of Interest (EOI) process. Current members may re-apply and may be reappointed based on alignment with QMusic's priorities and the skills required for the group.

Members may resign by providing written notice, effective either immediately or at a specified later date.

Remuneration

In recognition of the cultural authority, lived experience, and community responsibilities carried by First Nations leaders, members will also receive an annual **honorarium of \$1000 (ex GST)** paid quarterly.

Advisory Members may be reimbursed for additional time or personal expenses as approved by the QMUSIC Board

Advisory Members may receive access passes to relevant Queensland industry events and invitations to sector engagements.

Evaluation

The impact, effectiveness, cultural integrity, and organisational alignment of the QMusic Murris and Torres Strait Islander Advisory Group will be evaluated annually, with attention to:

- Strengthening acknowledgement and truth-telling of Blak history
- Cultural safety outcomes
- Community engagement
- Industry influence and systemic change
- Tangible outcomes for First Nations artists across Queensland

Annual goals and impact outcomes will be set at the first meeting of each calendar year.