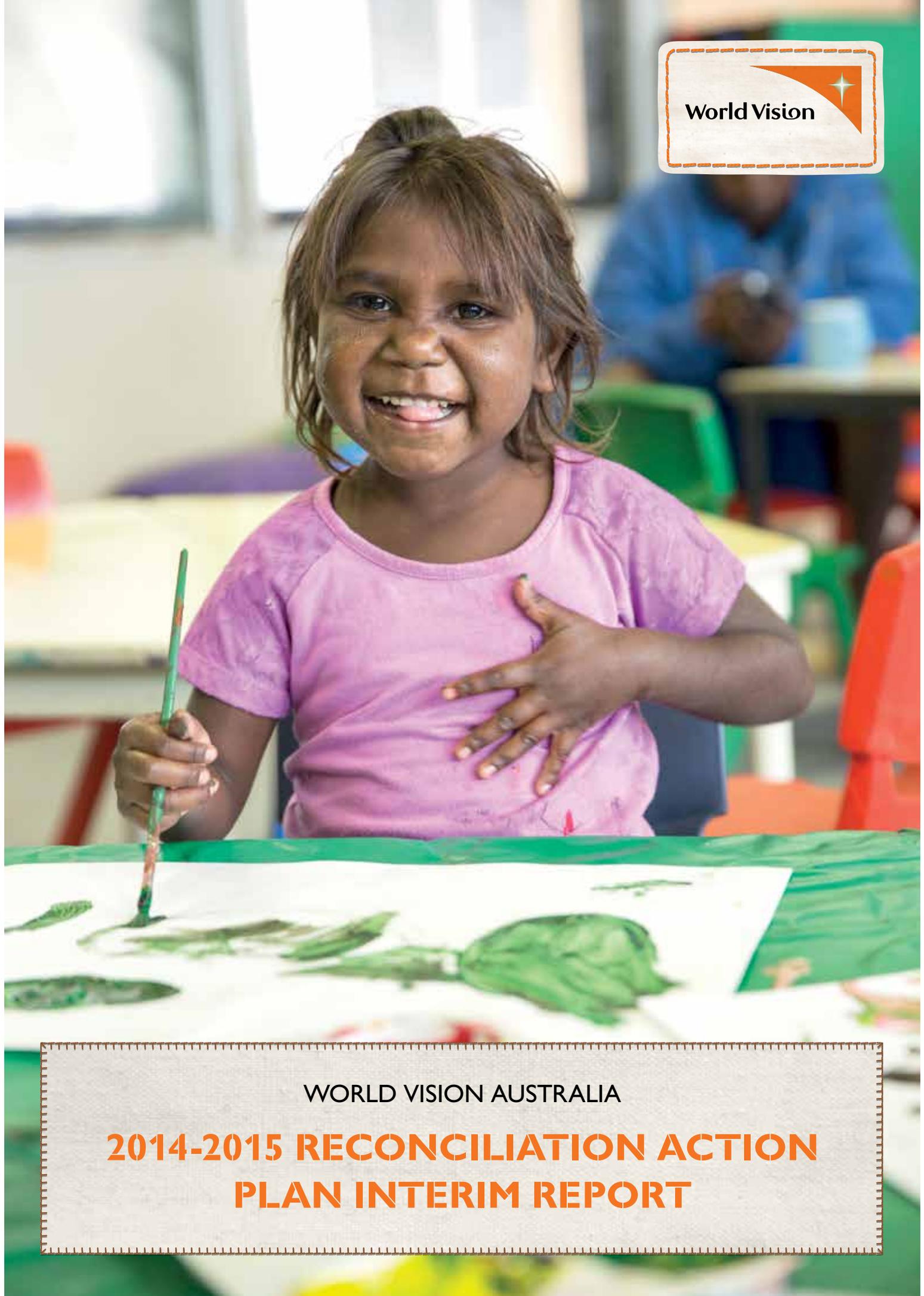




World Vision



WORLD VISION AUSTRALIA

**2014-2015 RECONCILIATION ACTION
PLAN INTERIM REPORT**

ACKNOWLEDGMENT

In the spirit of reconciliation, World Vision works with many Aboriginal and Torres Strait Islander communities across Australia. We pay respects to the Elders past, present and future and recognise their strengths, knowledge and right to determine their own futures. We acknowledge the land on which World Vision's offices are located is the traditional country of the:

- Woinorung Wurundjeri people, in Melbourne;
- Turrbal and Jagera people, in Brisbane;
- Gadigal people, in Sydney;
- Noongar people, in Perth;
- Kaurna people, in Adelaide;
- Ngunnawal people, in Canberra;
- Mparntwe people, in Alice Springs;
- Nyiyaparli traditional owners and Martu custodians, in Newman; and
- Nyigina people, in Derby.

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MESSAGE FROM TIM COSTELLO

CHIEF EXECUTIVE OFFICER



Tim Costello at the Australia Program campaign launch.

Reconciliation starts with every Australian, and every Australian organisation.

In an unreconciled Australia we cannot adequately address racism and inequality. We cannot adequately deal with intergenerational trauma. We cannot create a culture of dignity and respect. Without true reconciliation, young minds and hearts cannot naturally flourish and realise their potential.

That is why if we are to create real and lasting change for Aboriginal and Torres Strait Islander Australians we each must change the script.

World Vision believes that supporting Australians on a journey of reconciliation is essential to wellbeing and all Australian children enjoying the fullness of life.

Throughout the last year we made significant steps in our reconciliation journey.

And the publication of our new Reconciliation Action Plan (RAP) for 2016-2018 marks the next stage: we have set more ambitious targets, but because we know we can't do it alone, we are also aiming for a more collaborative approach right from the start.

This has meant listening to our employees from right across the organisation. It has meant looking to our partners and learning from their stories of inspiration and positive change.

In the coming two years we hope to reach out to one million Australians to raise awareness of the reconciliation movement.

To do this we will continue to engage Australians in the reconciliation movement and our work directly with Aboriginal and Torres Strait Islander Australians through connections with our staff and supporters, including

corporates, churches and schools. For example, we are teaming up with educators and Reconciliation Australia to deliver an educational resource for schools across the country. The publication, in our widely-used *Get Connected* series, will highlight key issues facing Aboriginal and Torres Strait Islander Australians, including reconciliation and constitutional recognition.

Within World Vision, we will continue to embed our Aboriginal and Torres Strait Islander Employment Strategy, which is focused on attracting, developing and retaining Aboriginal and Torres Strait Islander staff in order to live out our commitment to reconciliation. We will also seek to increase representation and opportunity with Aboriginal and Torres Strait Islander suppliers.

In a busy internal environment, we also hope to further engage our employees on reconciliation issues. This will build on an encouraging past 12 months, which saw more staff than ever attending Aboriginal and Torres Strait Islander-themed events like NAIDOC and National Reconciliation Week.

World Vision's decision to make reconciliation one of three key organisational objectives driving our work with Aboriginal and Torres Strait Islander Australians has reinforced the importance of our recent achievements.

And by developing and nurturing strong partnerships across government, corporate, church and Aboriginal and Torres Strait Islander communities, and with an increased employee voice, we are confident we can continue our contribution to effecting real and lasting change.

Our commitment to reconciliation in Australia has never been stronger. I encourage you to walk with us.

OUR APPROACH TO RECONCILIATION

OUR VISION

**Our vision for every child, life in all its fullness.
Our prayer for every heart, the will to make it so.**

OUR WORK

We believe that wellbeing results from many aspects of human life – physical, emotional, social, spiritual and material. In all our work we pursue transformational development, understanding that change is holistic and continuous. This commits us to seek justice for all people – regardless of their race, religion or political beliefs – to live with dignity, hope and in peace.

For six decades, since 1966, we have been engaging people to work towards eliminating poverty and its causes. We do this through relief and development, policy advocacy and change, collaboration with our supporters and partners, education about poverty, and emphasis on personal growth, social justice and spiritual values.

World Vision works in over 100 countries and this includes Australia, where past injustices experienced by Aboriginal and Torres Strait Islander Australians continue to give rise to inequality and disadvantage.

Our overarching goal for our development program in Australia is for Aboriginal and Torres Strait Islander people and organisations to be empowered to lead their own development, to create life in all its fullness for Aboriginal and Torres Strait Islander children. To this end, we are committed to working towards reconciliation, supporting Education for Life projects and collaborating to see systemic change.

Warlpiri children get a head start through the Warlpiri Early Childhood Care and Development Project.



RELATIONSHIPS

Relationships and trust are instrumental in achieving outcomes in reconciliation. Relationships take time to develop and nurture, and we are committed to investing in long-term relationships that are built on collaboration and both-ways learning and with sensitivity to gender, different worldviews, respect and reciprocity.

Goal: World Vision Australia builds relationships with Aboriginal and Torres Strait Islander Australian communities to help strengthen our capacity for effective Aboriginal and Torres Strait Islander development and reconciliation.

ACTION	STATUS	PERFORMANCE INDICATOR	PROGRESS ACHIEVED
1.1 Reconciliation working group active and known in the organisation.	Ongoing/ Achieved	Working group meets quarterly, commencing October 2012. RAP resources known and available to our staff through inclusion on an intranet page.	The RAP working group has continued to meet on a monthly basis. Effective internal communication activities continue to be vital in ensuring our employees are aware of RAP progress. In the formulation of objectives for our new RAP (2016-2018), we have increased the focus on employee communications, engagement and involvement via a range of channels.
1.2 Ensure that Aboriginal and Torres Strait Islander employees are consulted in relation to key activities driven by the RAP working group.	In progress	Consult with identified Aboriginal and Torres Strait Islander employees in relation to Aboriginal and Torres Strait Islander Employment Strategy and organisation-wide events/launches.	Our Aboriginal and Torres Strait Islander employees actively contribute to RAP team discussions and have an open invitation to participate in and discuss development of RAP activities.
1.3 Active Aboriginal and Torres Strait Islander Advisory Group.	In progress	Review Aboriginal and Torres Strait Islander Advisory Group and present recommendations arising from the review to the World Vision Australia Board.	In late 2014, the World Vision Australia Board resolved to establish a Board committee for the Australia Program. The Board committee is responsible for overseeing the Australia Program's effectiveness. It includes two of our current Board members, and two Aboriginal and Torres Strait Islander Australians are yet to be appointed.
1.4 Relationships identified and scoped with local Aboriginal and Torres Strait Islander groups, Elders and Traditional Owners to facilitate capacity building and knowledge exchange.	In progress	We have identified and scoped key relationships with Aboriginal and Torres Strait Islander community groups, Elders and Traditional Owners across Australia and these are updated annually.	Strong relationship building has occurred in all of our field program locations as well as in Melbourne through the RAP working group's activities.



Mark Thorne, a World Vision Australia intern and former Young Mob participant, at the Australia Program campaign launch.

RELATIONSHIPS: WALK ALONGSIDE – CHURCH TOOLKIT FOR RECONCILIATION

Over the past two years, we have been working closely with Reconciliation Australia to develop a reconciliation program specifically for churches.

Since the earliest days of the Council for Aboriginal Reconciliation (now Reconciliation Australia), Christian communities have been strong supporters of the reconciliation movement, recognising its potential for healing and restorative justice. Together with Reconciliation Australia, we acknowledge the good progress that Christian churches have made in recent decades.

At the same time, we recognise that the historical relationship between Christian churches and Australia's Aboriginal and Torres Strait Islander peoples has not always been positive. There have also been missed opportunities for churches to learn from, and walk alongside, Aboriginal and Torres Strait Islander Australians.

Entitled *Walk Alongside: Church Toolkit for Reconciliation*, the program is designed to guide churches in becoming welcoming and culturally inclusive communities of faith, able to build strong and respectful relationships with Aboriginal and Torres Strait Islander peoples and communities.

By supporting churches on a journey of learning, self-discovery and community engagement, we aim to enable them to:

- demonstrate greater cultural sensitivity and respect for Aboriginal and Torres Strait Islander peoples;
- create new pathways and opportunities for the building of stronger relationships with Aboriginal and Torres Strait Islander people; and
- be better positioned to participate in advocacy initiatives alongside Aboriginal and Torres Strait Islander communities.

We are now rolling the program out as a pilot with a small number of churches across Australia. We hope to learn together with participating churches, by sharing insights and evaluating impact, to make the program widely available during 2016 and 2017.

RELATIONSHIPS: SHARING KNOWLEDGE AND IDEAS IN CHILDREN'S HEALTH AND EDUCATION

Together with our Pilbara Early Childhood Care and Development Team, five Martu women and their children – from Newman and the surrounding Western Desert communities of Punmu and Jigalong – set out on a 1,400km, nine-day convoy to Fitzroy Crossing in the Kimberley region of Western Australia.

The trip was an opportunity for the women to learn and build capacity to advocate for their children's health and education. It was a collaboration – the first of its kind – between World Vision, the YMCA, Puntukurnu Aboriginal Medical Service, the Telethon Kids Institute and the Drug and Alcohol Office, with representatives of these organisations also joining the group.

Marninwarntikura Fitzroy Women's Resource Centre hosted the delegation for several days. The centre is a partner in the Marulu Strategy, a community-led initiative to address Foetal Alcohol Spectrum Disorder through prevention, support and advocacy. The group visited treatment and support services, and heard from community leaders about how the strategy came about and the challenges encountered on the way.

The women came away full of ideas to apply in their own communities. They particularly enjoyed their visit to Bawa Gawiy's Early Learning Centre, where they spoke with staff and asked questions about their programs. Some of them were so impressed they asked to go back and spend more time at the centre the next day.

The group also visited Nindilingarri Cultural Services. The Marulu Strategy's other key partner in Fitzroy Crossing, the agency works alongside the local hospital to provide culturally appropriate, effective services for families. It was an inspiration for the women to see how tailored these services were to the area's Aboriginal and Torres Strait Islander population.

Video footage of the trip was recorded, and in collaboration with the filmmakers the women have developed a culturally appropriate multimedia resource in the form of a DVD and song. They will take it back to Western Desert communities to raise awareness and promote discussion about the dangers of alcohol in pregnancy.

This is just one upshot of the trip, which has laid the foundations for future joint ventures between agencies working with Martu. Through co-learning and collaboration, Martu early childhood health and education is going from strength to strength.



Young kids love learning at the Jigalong playgroup in Western Australia's Pilbara region.

RESPECT

Recognising the diversity and value of Aboriginal and Torres Strait Islander cultures is fundamental to reconciliation. World Vision respects the importance of local and traditional knowledge when working within local contexts. We recognise and respect the profound spiritual connection between the Australian landscape and the ancient cultures of its First Peoples. We seek to be respectful of the unique position of Aboriginal and Torres Strait Islander people in Australia's culture and history.

Goal: World Vision Australia demonstrates recognition of, and respect for, Aboriginal and Torres Strait Islander culture in Australia.

ACTION	STATUS	PERFORMANCE INDICATOR
2.1 Continue to engage executives and employees in understanding the protocols around Acknowledgment of Country and Welcome to Country ceremonies to ensure a shared meaning behind the ceremonies.	In progress	Develop, implement and communicate a protocol document. Continue to include Acknowledgments at significant organisational events such as regular all-staff reflections and away days, Board meetings and other high-level meetings.
2.2 Permanent Acknowledgment of Country on all World Vision Australia buildings.	Completed	Complete process so that all World Vision Australia buildings have a permanent form of Acknowledgment of Country.
2.3 Communication materials are culturally appropriate, including articles, photos and video.	Completed	Develop policy and include link on an internal RAP intranet page.
2.4 Engage employees in cultural learning to increase understanding and appreciation of different cultural backgrounds, in order to lay the foundation for other RAP actions to be achieved.	1. In progress 2. Not started	1. Identify cultural champions across the organisation and provide at least 20 employees the opportunity to attend cultural safety training. 2. Develop a resource library to support access to cultural learning opportunities.

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PROGRESS ACHIEVED

Protocols have been actively observed at key World Vision meetings including Board meetings, Australia Program management meetings, regular all-staff reflections (“devotions”) and our annual staff away day (Staff Prayer Day). An additional focus during National Reconciliation Week saw our Leadership Group and other lead teams observe Acknowledgment of Country at all high-level meetings.

Each office displays a permanent Acknowledgment of Country recognising the traditional custodians of the land in that region.

Messaging guidelines have been developed and are in place, although it has been acknowledged that ongoing awareness-raising is important to ensure guidelines are followed.

1. Provided an opportunity for staff to learn about the RAP working group and plans for the next RAP – in order for them to provide input on what they would like to see included.
 - Screened the video series “Australians Together” during lunchtime discussion sessions for staff to learn more about reconciliation.
 - Used the internal launch of the 2014 Australia Program fundraising campaign to raise awareness about our work with Aboriginal and Torres Strait Islander Australians.

As part of various commemorative events our employees were invited to:

- take a walking tour to reflect on the implications of National Apology Day;
 - listen to Aboriginal and Torres Strait Islander performers such as Lee Morgan as part of National Reconciliation Week; and
 - learn about the meaning behind the reconciliation-themed artwork by Aboriginal artist Safina Stewart.
2. Not started

RESPECT

Goal: World Vision Australia demonstrates recognition of, and respect for, Aboriginal and Torres Strait Islander culture in Australia.

ACTION	STATUS	PERFORMANCE INDICATOR
2.5 CEO/Board actively supports and participates in Aboriginal and Torres Strait Islander-focused events.	Ongoing	Annual review of CEO visibility on Aboriginal and Torres Strait Islander issues.
2.6 Commemorate events such as Sorry Day, NAIDOC Week and Close the Gap Day.	In progress	Events are organised and attended by staff and external colleagues.

PROGRESS ACHIEVED

- Tim Costello participated in the internal launch of the inaugural Australia Program fundraising campaign “Walk with us” in July 2014.
- As part of a media partnership with The Guardian Australia, in October 2014 Tim Costello joined a live blog session featuring our work with Aboriginal and Torres Strait Islander Australians. The blog session attracted significant interest and generated a lively discussion about priorities in Aboriginal and Torres Strait Islander development and World Vision's community-led approach.
- Tim Costello met with participants in the Martu Leadership Program (a World Vision partnership with Martu organisation Kanyirninpa Jukurrpa) in late 2014, when they travelled to Melbourne from remote Western Australia (the Western Desert) on a study trip.
- In mid-2014 Tim Costello visited a Warlpiri community in Central Australia where we run an early childhood care and development project.
- Tim Costello delivered a number of reconciliation-themed addresses to church congregations.
- Tim Costello met with the Federal Minister for Indigenous Affairs in relation to World Vision and the Australian Government's Memorandum of Understanding on Effective Indigenous Development.
- In August 2014, Board member Bishop John Harrower attended several days of the Australia Program's annual staff gathering in Alice Springs. He met with staff both formally and informally, and led a discussion about leadership and governance.
- A minute's silence and a reflective walk were held in our head office to commemorate the Anniversary of the National Apology to the Stolen Generations.
- NAIDOC week 2014 focused on the launch of the inaugural Australia Program campaign, “Walk with us”.
- National Reconciliation Week 2015 activities held at World Vision headquarters and in each state office included morning teas with traditional “bush tucker”. Staff also participated in external reconciliation events.
- An additional emphasis this year was asking employees to articulate “what reconciliation means to me”. Responses fed into the planning process for the new RAP (2016-2018).

RESPECT

WORLD VISION STAFF EMBRACE RECONCILIATION

"In 2015, the RAP committee have worked hard to continue to engage the organisation to shape our collective reconciliation journey," reports Phil Smith, Chair of the RAP working group.

Large numbers of staff attended internal events where they were invited to connect with reconciliation on a personal level.

For example, during National Reconciliation Week employees posted their thoughts on "what reconciliation means to me" on walls around state and remote offices throughout the country. Through talk and song during NAIDOC Week, Faith and Development Advisor Grant Paulson encouraged staff to find their own "sacred space" in terms of how they feel about Aboriginal and Torres Strait Islander issues.

This year also marked our third annual reconciliation survey, which showed staff members' interest in learning and contributing more. *"It's really encouraging to see staff wanting to understand more about Aboriginal and Torres Strait Islander culture, the work the RAP working group does and wanting to engage further with community events external to World Vision Australia,"* Phil says.

"Harnessing this enthusiasm, we consulted employees for the first time on what our new RAP should achieve. We also gained insight from lessons learned by our partners – specifically National Australia Bank and PricewaterhouseCoopers – in the development of their own RAPs."

Each of these initiatives has made a valuable contribution to our growing reconciliation movement: *"These are very important steps as we seek to embed a culture of reconciliation and understanding of the principles of building respect and forging deeper relationships with Aboriginal and Torres Strait Islander people."*

2015 employee poll:

90 percent of staff would like to understand more about Aboriginal and Torres Strait Islander culture.

82 percent of staff would take up new opportunities within World Vision Australia to learn about Aboriginal and Torres Strait Islander culture.

DENISE DRAWS ON CULTURAL STRENGTH TO PURSUE HER GOALS

NSW student Denise is among a growing number of Aboriginal and Torres Strait Islander youth on the road to success with support from our Young Mob Leaders Program.

Denise first became involved with Young Mob through school in Year 7. Before then, she explains, she was disengaged and unfocused, *"hardly going to class"*.

Through important cultural knowledge and lessons, the program's Aboriginal facilitators empowered Denise to draw strength from her culture and develop her leadership potential and public speaking abilities. They believed in her, and now she believes in herself.

"Young Mob changed my life for the better," Denise says. *"I'm stronger now in, like, who I am with my culture."*

Denise has seized the many opportunities arising through Young Mob. Last year she was one of eight Aboriginal and Torres Strait Islander ambassadors representing Australia at the World Vision Cup in Recife, Brazil.

Through soccer, the event brought together young people from around the world to exchange experiences and discuss issues affecting youth. It culminated in the presentation of the "Letter of Recife", outlining recommendations for world leaders to achieve a more fair society.

In a resounding endorsement of her confidence and capability, Denise read the letter – in front of a huge crowd – on the entire group's behalf. She felt incredibly proud and grateful to Young Mob for giving her the skills to speak up that day.

Now in Year 10, the most senior year at her school, Denise is School Captain. She says it's the result of a gradual process started through Young Mob and built on through consistent participation in school life – as a winning speechmaker, member of the school band and peer mentor. *"I know I need to focus on long-term goals by setting short-term goals first,"* she explains.



Young Mob participant Denise takes part in a weaving workshop.

OPPORTUNITIES

We recognise the strength of communities and believe that they must be empowered to define their own developmental needs, problems and solutions. In the approach to our organisational development journey we seek to increase Aboriginal and Torres Strait Islander employment and procurement opportunities and identify where and how we can build our own capacity to realise these changes.

Goal: World Vision Australia actively explores opportunities to strengthen reconciliation in Australia and demonstrates recognition of, and respect for, Aboriginal and Torres Strait Islander culture in Australia.

ACTION	STATUS	PERFORMANCE INDICATOR
<p>3.1 Implementation of best practice programs in Australia that improve the wellbeing of Aboriginal and Torres Strait Islander people, especially children.</p>	<p>In progress</p>	<ol style="list-style-type: none"> 1. Implement Australia Program Strategic Plan and Divisional Plans. 2. Progress report on Aboriginal and Torres Strait Islander engagement in Kids Hope, a mentoring program that links churches and schools to provide mentoring to vulnerable children. 3. Church Relationships team engages churches and faith-based groups to increase their involvement with Aboriginal and Torres Strait Islander issues and develop their own RAPs.
<p>3.2 Investigate the mutually beneficial opportunities that supplier diversity will provide to the organisation.</p>	<p>In progress</p>	<ol style="list-style-type: none"> 1. Embed consideration of Aboriginal and Torres Strait Islander suppliers in the procurement process, including training of staff responsible for procurement decisions and documentation of reasons for procurement decisions. 2. Continue as a member of Supply Nation and partner with them to provide feedback on range and appropriateness of suppliers for our requirements.

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PROGRESS ACHIEVED

1. The Australia Program team implemented seven community development programs, working in more than 15 communities across Australia, alongside over 40 implementing partners.

We've made a direct contribution to improved child wellbeing by improving access to early learning programs, increasing opportunities for children's voices to be heard in community decision-making and providing young people with enriched learning opportunities through cultural camps, study trips and school-based activities.

There have also been important gains in family-level change, through families having improved representation in community decision-making forums and increased leadership of local activities. At the community level there has been progress in areas of early childhood workforce development and greater recognition of local Aboriginal and Torres Strait Islander reference groups by government and non-government organisations.

During this period Australia Program (in conjunction with a cross-functional organisational working group) developed and launched the whole-of-organisation three-year Strategy for Aboriginal and Torres Strait Islander Australians – refer to “Focus for our work with Aboriginal and Torres Strait Islander Australians” (page 22).

2. No longer applicable – in September 2014 Kids Hope separated from World Vision to become a stand-alone entity.
3. The “Walk Alongside: Church Toolkit for Reconciliation” pilot program was launched in April 2015, with six strategic churches now engaged in the pilot and a number of other churches expressing interest.

Delivery of a full web-based version of the program is on track for May 2016.

1. This action is incomplete and new actions will be agreed to for our next RAP (based on experiences to date).
2. Our Director of Procurement has further developed the relationship with Supply Nation to learn how we may, with the right information, be more intentional in our supplier selection. We are actively seeking to develop this relationship further in the next reporting period.

OPPORTUNITIES

Goal: World Vision Australia actively explores opportunities to strengthen reconciliation in Australia and demonstrates recognition of, and respect for, Aboriginal and Torres Strait Islander culture in Australia.

ACTION	STATUS	PERFORMANCE INDICATOR
3.3. Delivery of Phase I of Aboriginal and Torres Strait Islander Employment Strategy – creating a safe environment.	In progress	Deliver all action items included in Phase I of the Aboriginal and Torres Strait Islander Employment Strategy.



PROGRESS ACHIEVED

Limited progress has been made on actions relating to Phase I of the strategy due to an internal change of ownership and responsibility for delivering the strategy. In light of this change, however, there has been renewed commitment, and an action plan and accountabilities have been agreed upon for the 2016-2018 RAP.

Progress made in the reporting period includes:

- consultation with external practitioners in relation to recruitment guidelines and the practicalities of hiring processes;
- initial discussions with current Aboriginal and Torres Strait Islander staff around a peer mentoring program format and implementation;
- incorporation of Aboriginal and Torres Strait Islander Cultural Intellectual Property Rights as a standard clause in Australia Program staff contracts, ensuring employee benefits afforded to part-time and full-time employees are also afforded to casual employees via a casual benefits guide (as many field project Aboriginal and Torres Strait Islander employees prefer casual contracts);
- creation of guidelines and a register for positions within the Australia Program that are “Recognised” (employee works with Aboriginal and Torres Strait Islander Australians) and “Identified” (employee must be an Aboriginal or Torres Strait Islander Australian); and
- establishment of an Aboriginal and Torres Strait Islander-only staff forum, which meets monthly.



OPPORTUNITIES: JANELLE AND DELVENE ACHIEVE HIGHER EDUCATION

At a small ceremony in Jigalong, Janelle and Delvene were presented with their Certificate II in Community Services. A long time coming, it was an emotional moment.

"It was good. I nearly cried today ... I was shaking," Delvene said. Janelle, known as "JB", also felt justifiably proud. *"I can take the certificate with me anywhere I go. If I got to another place or another community or town, if I look for work, I could take it with me,"* she said.

The two women began studying with the YMCA in 2012, with financial and mentoring support from World Vision as part of our Pilbara Early Childhood Care and Development Project.

Through this project they could also put what they were learning into practice at the local school and the World Vision-supported playgroup, mentoring other staff. They're both highly motivated, but the remoteness of their town – 170km from Newman in Western Australia's Pilbara region – meant they had limited access to teachers. Combined with the lack of computers or a library, this made consistent training difficult.

Yvonne, a World Vision Project Manager who supported JB and Delvene in getting their certificates, is full of praise for them both: *"It's been a long process and they've both persevered a lot*



and been very committed amidst all the other challenges within the community: funerals, family pressures ... Delvene has got three children of her own and cares for other children from time to time. JB's got two children and supports other families and children in the community as well."

JB now works as an Educational Assistant at the local primary school, and Delvene is currently the leader of the Jigalong playgroup. Through these positions, they're able to help give young kids in Jigalong a head start with their education.

But more than that, they're also becoming role models for other young mothers and teenagers who are interested in further education.

Earning a nationally recognised qualification hasn't only been a valuable opportunity for JB and Delvene; it's having positive flow-on effects for the entire community.



Delvene and Janelle with children at the Jigalong playgroup.

MARTU LEADERS GAIN VALUABLE BUSINESS INSIGHT

On a study trip to Melbourne in May 2015, a group of 13 Martu men from the remote reaches of Western Australia's Pilbara region learnt how business is done in the boardrooms of some of Australia's largest corporations.

Among their first stops was the headquarters of the AFL's Western Bulldogs, where they met with the team's Board to learn about corporate management and governance. Business talk was then exchanged for footy when participants met some of the players at a training session.

The trip is part of the Martu Leadership Program, an initiative we run in partnership with Pilbara-based Aboriginal non-government organisation Kanyirninpa Jukurrpa.

The program builds on, and complements, the community leadership skills of Martu men and women. Martu were among the last of Australia's Aboriginal and Torres Strait Islander people to come into contact with Europeans and the program equips them with practical knowledge and tools to engage with the mainstream world.

"Young adults in Martu communities are smart, talented and strong. They are fully grounded in their culture, but they also need to become confident in dealing with mainstream organisations and systems," says Peter Johnson, Kanyirninpa Jukurrpa's Strategy and Governance Manager. *"They need to walk in two worlds. They gain enormous confidence and knowledge from experiences like this ..."*

Later in the trip participants also met with Jetstar, BHP and Newcrest. They further explored what it means to be a board member and the importance of having the legal, financial and business expertise required around the table.

As many of the participants are Board members themselves, the experience will prove invaluable as they work to do good things back in their communities. As one participant said, *"[Now] I can understand companies ... It's a good challenge for us ... I can see more what is happening back home – Board of Directors, rules, Code of Conduct."*

Billy Landy, one of the mentors for the program, was thrilled to see the trip's impact: *"These guys are hungry to learn. I'm so proud of them. They're the future."*

OUR AUSTRALIA PROGRAM

OUR PROGRAMS – AN OVERVIEW

FOCUS FOR OUR WORK WITH ABORIGINAL AND TORRES STRAIT ISLANDER AUSTRALIANS

Our work with Indigenous Australian communities has provided us with deep experience in field programming, built on an evidence base that allows us to understand what works. Based on our experience, we are confident in the areas where we are best suited to make a contribution to the development landscape in Australia. We utilise strengths in supporting community-led development, fostering strong spirit, and partnering with local organisations and supporters.

We have identified three focus areas for World Vision's work that we believe will support our long-term goal of empowering Indigenous people and organisations to lead their own development, and ultimately enable life in all its fullness for Australian Indigenous children.

1. Reconciliation: contributing to improving the relationship between Indigenous and non-Indigenous people through partnering for reconciliation and mobilising Australians to support the reconciliation movement.

2. Education for life: supporting Indigenous organisations and communities to build and strengthen their capability through community-driven Education for Life projects.

3. Systemic change: supporting and collaborating with Indigenous organisations, government and non-government organisations to influence change to systems that currently form barriers to community-led development.

In our Education for Life projects, Indigenous Australian communities invite us to work together and to share World Vision's development expertise. We draw on their strengths and capacity to support them to overcome disadvantage and raise strong, healthy and happy children. We implement community development projects across urban, regional and remote Australia, focusing on a range of community priorities such as early childhood care and development, youth development, and leadership for good governance and community wellbeing.

WHERE WE WORK IN AUSTRALIA

AUSTRALIA PROGRAM PROJECTS BY STATE AND TERRITORY



OUR AUSTRALIA PROGRAM

OUR EDUCATION FOR LIFE PROJECTS

PROJECT	DESCRIPTION
Pilbara Early Childhood Care and Development Project	In partnership with three Martu communities in the Pilbara, WA, we support quality early childhood care and education through community playgroups, training and employment opportunities, and links with clinics and schools.
Warlpiri Early Childhood Care and Development Project	In partnership with four Warlpiri communities in Central Australia, NT, we work towards making communities safer for children, supporting families in raising healthy and happy children, building a local early childhood workforce and supporting communities to be a strong voice for little children.
Gibb River Early Childhood Care and Youth Development Project	We have been working closely with three remote communities along the Gibb River Road in the Kimberley, WA. Having initially supported them in identifying local priority issues, we are now partnering with them to design and plan early childhood and youth development projects.
Derby Early Years' Service	In collaboration with our partners in the West Kimberley region, we are delivering an Aboriginal early years' service in Derby through a community playgroup. The playgroup provides families with an opportunity to participate in structured workshops and engages children in a variety of activities which support their transition to school.
Young Mob Leaders Program	A positive youth development program, Young Mob engages Aboriginal and Torres Strait Islander youth in Sydney in activities that help to promote leadership, life skills, identity and connection to culture.
Martu Leadership Program	Kanyirninpa Jukurrpa and World Vision have partnered to develop a leadership program which equips participants for effective engagement in both Martu communities and mainstream society. The program aims to support Martu to build prosperous and community-driven futures for themselves and their communities.
Channels of Hope	Channels of Hope is a faith-based development program run in two communities in Central Australia and Brisbane. It provides faith leaders with the tools to address gender inequality in their teachings and to lead their congregations and communities to find local solutions to gender-based violence.



SAFINA STEWART
2014

Title: "Reconciliation Well"

Artist: Safina Stewart

Traditional Country: Mabuag Island, Torres Strait and Wuthathi Country, QLD.

Date: 2014

Website: artbysafina.com.au

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