



Reconciliation Australia
Annual Review 2011-12

By recognising what Aboriginal and Torres Strait Islander peoples have been through and continue to face, by sharing Aboriginal and Torres Strait Islander cultures and knowledge with other Australians, by working together with trust, respect, understanding and a kind heart, we are working towards reconciliation and a fairer future.

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Reconciliation Australia Board Directors (from left): Mr Peter Nash, Ms Joy Thomas, Mr Jason Glanville, Ms Djapirri Mununggirritj, Ms Melinda Cilento (Co-Chair), Ms Kirstie Parker, Dr Tom Calma AO (Co-Chair), The Hon Fred Chaney AO and Dr Ken Henry AC. Absent: Mr Sam Jefferies and Mr Terry Waia. Image, Lindi Heap.

Co-Chairs' message

Twelve years since we opened our doors, Reconciliation Australia is witnessing the greatest level of support in our history. From a record 632 community events during National Reconciliation Week to the signing of our 300th Reconciliation Action Plan, the momentum for change is well and truly here.

As the national body promoting reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians, Reconciliation Australia provides a national focus to drive the changes we know are vital to ensure Australia values, respects and recognises Aboriginal and Torres Strait Islander peoples and their contributions. The programs and partnerships we have developed—and those we have in place for the future—go to the heart of overcoming employment, education and health inequality.

We cannot do this work alone. Our corporate, government and community partners are critical to the process through involvement in our

Reconciliation Action Plan (RAP) program, our Workplace Ready Program, and projects such as the Indigenous Financial Services Network and other industry network groups.

Our inaugural RAP Impact Measurement Report released in February 2012 shows our RAP partners have made significant progress in the areas of cultural awareness, employment and Aboriginal and Torres Strait Islander business opportunities—a great result for Aboriginal and Torres Strait Islander staff, management and business owners.

This year we also celebrated the launch of the 300th RAP, welcoming GrainCorp to the RAP community. Our RAP partners' achievements and commitment to creating opportunities and taking action is an inspiration and testament to the progress that can be achieved when we respect one another and build strong and enduring relationships and partnerships.

We want to pay our greatest respects and thanks to the individuals, community groups, schools, art and cultural centres, councils, businesses, and government departments and agencies who this year supported

National Reconciliation Week. Your enthusiasm to take this national movement and make it personal and local by hosting an event is a tremendous sign that we're on the right track together.

Reconciliation Australia was honoured to be tasked by the Australian Government this year to lead the You Me Unity public education campaign for Constitutional Recognition of Aboriginal and Torres Strait Islander peoples. We believe that recognition and reconciliation go hand in hand and that constitutional change has the potential to bring all Australians together. It is the next step in our nation's reconciliation journey.

Our campaign is underway with a leadership team and staff in place and we will build momentum and understanding next year by reaching out to get local activities and partners to help spread the message.

Finally, although some of the faces have changed this year, Reconciliation Australia's Board continues to draw on the experience of its members to extend Aboriginal and Torres Strait Islander opportunities in economic, public and cultural life. We welcomed inaugural CEO of the National Centre

of Indigenous Excellence, Jason Glanville to the Board along with former Secretary to the Treasury, Dr Ken Henry AC, Australian Chairman of KPMG, Peter Nash, and Senior Policy Adviser Joy Thomas. We also farewelled long-standing Board Director, Graham Evans, who was instrumental in building our partnership with BHP Billiton and developing the Indigenous Governance Awards.

We thank all the individuals, communities, corporates and governments for your ongoing support and look forward to make Australia a fairer place for Aboriginal and Torres Strait Islander peoples and a better nation for all Australians.

**Dr Tom Calma AO and
Ms Melinda Cilentio**

CEO report

Reconciliation Australia had many wins in 2011-12, including a record number of Indigenous Governance Awards entries. In all of our programs, we are achieving or exceeding our targets and the results are heartening, but we have much more to do.

This year, the Indigenous Governance Awards (IGA) highlighted the talent and diversity of Aboriginal and Torres Strait Islander owned organisations. We also introduced a new category of non-incorporated Indigenous-run projects to broaden access to the awards. The result was gratifying, with over 100 applications—more than triple the number from the previous awards program in 2010.

In February, Prime Minister Julia Gillard announced that Reconciliation Australia would lead the You Me Unity people's movement to recognise Aboriginal and Torres Strait Islander peoples in the Constitution. Inspired by this opportunity, our work has been united in the theme of recognition this year. I am pleased to say we have already recruited the most experienced people to run You Me Unity, led by Tim Gartrell and Tanya Hosch,

and the office is now up and running in Sydney. From this base we will focus on spreading awareness through activity and partner funding rounds that will bring the message of constitutional recognition to communities across Australia.

One of the best signs that reconciliation is gaining ground is the level of engagement it enjoys. This year's National Reconciliation Week received outstanding community support, with the help of 21 ambassadors including Hollywood hero Hugh Jackman, author Anita Heiss and cooking celebrities Mark Olive and Stephanie Alexander. We're grateful for the support from our ambassadors, and we look forward to building this network in the years ahead.

Our Reconciliation Action Plan (RAP) Impact Measurement Report released in February showed significant progress in the areas of cultural awareness, employment and Aboriginal and Torres Strait Islander business opportunities. The RAP community continued to demonstrate their commitment to overcome employment, education and health inequality this year and its ranks are growing. Our RAP partners have also been critical in building awareness and momentum for constitutional change, holding events at universities and

businesses and during NRL and AFL games, including the 2011 NRL Grand Final.

We were proud to be able to recognise Aboriginal and Torres Strait Islander peoples who were finalists in the 2012 Australian of the Year Awards. Joining us this year at our annual Australia Day breakfast were other finalists who are working with Australian Indigenous communities. For me, the event highlights the importance of our work in unifying Australia and recognising achievements. I'd like to congratulate Co-Chair Dr Tom Calma, along with our inaugural Co-Chair Shelley Reys, on achieving the Officer of the Order of Australia honours (AO) this year—a great recognition of their tireless campaigning for social justice, and their generosity of spirit that permeates everything they do.

The future of Indigenous leadership is in good hands judging by 100 emerging young Aboriginal and Torres Strait Islander leaders who met in March at the National Centre of Indigenous Excellence to have their say on constitutional change. In May the Australian Electoral Commission's inaugural National Indigenous Youth Parliament met in Canberra. The enthusiasm of these young people was infectious and I hope

they will continue the conversation in their communities.

A new Reconciliation Australia RAP was developed that will re-energise our national focus on reconciliation. We are proud of our internal progress in terms of Aboriginal and Torres Strait Islander employment. Of our current 29 staff, 38 per cent (11 staff) are Aboriginal or Torres Strait Islander people. This is amongst the highest rates of Aboriginal and Torres Strait Islander employment in the RAP community and above our target of 33 per cent. In 2012–2013, we will continue to build organisational capacity; develop local relationships and continue to support the Australian Indigenous Minority Supply Council (AIMSC) in the great work they do in promoting Aboriginal and Torres Strait Islander businesses.

We have continued to lay the foundations for our future by investing in our strength—our people. Through new training, performance management and staff development, we have enabled a high performance culture of accountability, professionalism and respect. We have encouraged and supported our staff to achieve beyond even their own expectations including Kiyah Missen representing Australia at

the United Nations Permanent Forum on Indigenous Issues in New York and Nevada Brown gaining a Certificate IV in Indigenous Leadership from the Australian Indigenous Leadership Centre (AILC).

The team at Reconciliation Australia are eager to continue the work we have started together with our RAP partners, corporates, governments, communities and our ambassadors. We know tomorrow's leaders grow from the inspiration and example we as a nation provide, and we look forward to supporting their journey.

Ms Leah Armstrong

Gabrielle Sullivan and Kathleen Sorensen from 2012 IGA finalist organisation Martumili Artists with Leah Armstrong in Parngurr, WA. Image, Wayne Quilliam.



Constitutional Recognition—You Me Unity

In February 2012, the Prime Minister appointed Reconciliation Australia to lead a public awareness and community support program about the constitutional recognition of Aboriginal and Torres Strait Peoples. Since then, we have set up a dedicated unit to coordinate the You Me Unity promotion and launched a nation-wide activities funding round.

In her announcement, the Prime Minister said it was: “an opportunity for the Australian people to get involved... to find practical information and solid ideas and to discuss them—in their

homes and with their neighbours, in their community meetings and in their workplaces, in their trade unions and in their churches.”

You Me Unity is now reaching out to all sectors of the community in its drive to see Aboriginal and Torres Strait Islander peoples formally recognised in the Constitution. We have supported a number of events promoting constitutional recognition this year, including the National Centre of Indigenous Excellence’s (NCIE) National Constitutional Recognition Forum; the National Indigenous Youth Parliament; AIMSC tradeshow; Canberra Multicultural Festival and a number of speaker events with former members of the Government’s Expert Panel.

Recently, You Me Unity opened a ‘Funding for Public Awareness Activities Program’ to encourage local activities that help to broaden the awareness and understanding of constitutional recognition. This funding round will be followed by a ‘Funding for Public Awareness Partnerships Program’, featuring larger amounts of funding.

Ms Hannah Donnelly, Co-Chair of the NCIE’s Youth Advisory Council, in a blog of her views on Constitutional Reform, said many young Aboriginal and Torres Strait Islander Australians from all around the country are stepping up and taking recognition forward.

“I was lucky enough to be involved in delivering the National Centre of Indigenous Excellence (NCIE) National Constitutional Recognition Forum. This connected a strong group of young people wanting to stimulate social change through the constitutional recognition process. Participants expressed what recognition means to them as young people and overwhelmingly this discussion brought up the theme of honouring our history. This reflection was based on respecting our elders and leaders who had fought and continue to fight for what we have today. Such as the 67’ Constitutional

Referendum, the Gurindji Walk Off and the many many more struggles that still create a sense of pride and justice for us.

As one of the deadly participants Verhonda Smith puts it: “Stay Strong u mob and stay motivated, together we can make a change in this country, let’s continue what our ancestors started... THIS IS RRR TIME!!!!”

‘R time’ for Rights, Respect and Recognition—one of the youth led campaigns created and owned by a group at the NCIE CRF Forum is just a small insight into the impact these young change makers will have.

‘R time’ is a perfect example of the multi-dimensional meanings of constitutional recognition for young people. It places the meaning of the recognition process at the centre of a bigger picture, one where recognition is a step forward but not the finish line. It is linked to deeper awareness of our rights as Indigenous peoples and application of international standards to our local contexts. It links the implementation of the United Nations Declaration on the Rights of Indigenous peoples to our recognition process and ultimately self-determination of Aboriginal and Torres Strait Islander peoples, to take us closer to the finish line.”

Key achievements in 2011–2012

- Appointment of staff, including Campaign Director Tim Gartrell, Deputy Campaign Director Tanya Hosch, Communications Director, Misha Schubert.
- Set up of You Me Unity Sydney Office.
- Launch of national partnership promotion funding program to promote awareness and discussion of constitutional reform.
- National Centre of Indigenous Excellence’s (NCIE) National Constitutional Recognition Forum and other promotional events and activities.



In February 2012, Prime Minister Julia Gillard (centre) tasked Reconciliation Australia to lead the You Me Unity public awareness program to recognise Aboriginal and Torres Strait Islander peoples in the Constitution. Pictured also are Minister for Families, Communities, Housing and Indigenous Affairs Jenny Macklin MP and Reconciliation Australia staff member, India Mortlock. Image, Wayne Quilliam.



Reconciliation Australia hosted potential future leaders of Australia at the launch barbecue for National Reconciliation Week at Reconciliation Place on May 27. Pictured at the barbecue were (from left) Dylan Collard (WA), Kelsi Forrest (WA) and Brayden Grogan (Qld) from the National Indigenous Youth Parliament, which was organised by the Australian Electoral Commission. Image, Cole Bennetts.

National Reconciliation Week

With a record 632 events—a 386 per cent increase on last year’s total—National Reconciliation Week (NRW) 2012 was the most successful held to date. Twenty-one influential Australians signed up as ambassadors to spread the reconciliation message, which also featured celebrations for the 45th anniversary of the 1967 referendum and the 20th anniversary of the *Mabo* High Court decision.

Renowned Aboriginal chef Mark Olive ('The Black Olive') and well known cook and author Stephanie Alexander were the faces of NRW 2012, joined by supporters Hugh Jackman (actor), Anita Heiss (author), Juliette Knox (entrepreneur), David Koch (Sunrise presenter), Merindah Donnelly (NSW Young Australian of the Year State finalist), Nova Peris (Olympian), Karen Middleton (journalist), Air Chief Marshal Angus Houston AC, AFC, Casey Donovan (singer), Alex Dyson (Triple J presenter), Madeline Anderson (NAIDOC Youth of the Year), Kevin Kropinyeri (comedian), Poh Ling Yeow (artist and cook), Luke Carroll (actor), Jessica Rudd

(author), Wayne Quilliam (photographer), Hannah Donnelly (youth advocate), Archdeacon Karen Kime, and Tom Mosby (former Masterchef contestant).

In Canberra, we hosted a barbecue at Reconciliation Place with the National Indigenous Youth Parliament to mark the 45th anniversary of the 1967 referendum and the start of the week. We also worked with national cultural institutions to develop a reconciliation walking trail within the Federal Parliamentary Triangle where walkers could visit the various exhibitions, displays, films and public talks put on especially for the week and promoted it through a feature in The Canberra Times.

Our RAP partners were critical to the success of NRW this year, with many hosting events and activities within their organisations and for the public. We owe sincere thanks to the Seymour Centre team, who ran a week of events, and to the National Maritime Museum of Australia who hosted the Nawi Indigenous watercraft conference. Telstra, AIMSC, City of Sydney and the ACT Government enabled us to fly NRW banners in Sydney and Canberra during the week and our thanks also go to our State Reconciliation colleagues, who coordinated a host of moving and exciting community-based activities.

To help promote the event to as wide an audience as possible, we worked with Indigenous Governance Awards winner Carbon Media to produce a television community service announcement which was generously broadcast and supported online by Foxtel, Qantas, Wesfarmers and Coles, BP, Essendon Football Club, Richmond Football Club, KPMG, NITV, Imparja, Nine Network, Prime 7, News Ltd, The Canberra Times, Federation Square and The Sydney

Opera House. We produced engaging advertising and editorial features for The Deal magazine, mX; Koori Mail, Deadly Vibe and NIT while The Courier Mail and The Daily Telegraph ran an education lift out for school students.

The 20th anniversary of the *Mabo* decision signalled the end of NRW, with celebrations held across Australia. Reconciliation Australia supported the Townsville Reconciliation Festival and Mabo commemorations.

Key NRW achievements

- Increased number of registered events from 130 in 2011 to 632 in 2012
- Developed NRW website
- Secured the support of several high-profile Ambassadors
- Increased engagement with youth audiences through the Triple J network and social media
- Increased engagement with local councils
- Strengthened partnerships with RAP organisations
- Produced community service announcement for television
- Increased publicity across media organisations both editorial and advertising (including TV, radio, print and online)

Reconciliation Action Plans

From humble beginnings in 2006, with eight trailblazer organisations involved, the Reconciliation Action Plan program has made great inroads to improve relationships and generate greater equality for Aboriginal and Torres Strait Islander peoples. Many of Australia's largest and most respected companies have signed up to the program and in March 2012, GrainCorp became the 300th organisation to join.

The Reconciliation Action Plan (RAP) program aims to turn 'good intentions into action' by encouraging and supporting organisations, large and small, to develop a business plan that uses an holistic approach to building meaningful relationships and creating sustainable opportunities for Aboriginal and Torres Strait Islander peoples. These business plans allow organisations to engage within their sphere of influence and identify mutually beneficial actions that are aligned to organisational objectives.

"For GrainCorp, having a Reconciliation Action Plan simply makes good business

sense," CEO Ms Alison Watkins said at their RAP launch where the organisation made a public symbolic reconciliation statement by sourcing Aboriginal art from different communities across Australia in which their business operates—and painting their locomotives that travel across the country.

"As a company and as individuals, we believe that through collaboration we can make a practical contribution towards closing the gap in employment outcomes between Aboriginal and Torres Strait Islanders and all Australians over the next 10 years.

"Now we are looking forward to working with the broader reconciliation community to learn more to ensure that all our people have the opportunity to develop and live to their full potential."

Also at their launch, Reconciliation Australia CEO Leah Armstrong said it was great to see such a large company with a strong rural footprint publicly committing itself to build mutually respectful relationships with Aboriginal and Torres Strait Islander peoples.

"We know that respectful relationships are the key to creating sustainable opportunities for Aboriginal and Torres Strait Islander peoples and their communities," Ms Armstrong said.

As an active member of the RAP program, GrainCorp joins other RAP organisations in contributing to a community of practice whose collective impact towards reconciliation is measured each year in our RAP Impact Measurement Report. The first RAP Impact Measurement Report, launched in February, highlighted that the reconciliation framework of building strong relationships based on respect and understanding really does

deliver more sustainable opportunities. Reconciliation Australia is committed to continuously improving the design and implementation of the RAP program to build on its current success. In the coming year, we will turn our attention to areas for improvement, and opportunities to harness the knowledge within the growing RAP community to better share, support and encourage deeper engagement in reconciliation.

Key achievements in 2011–2012 (as at the end of April 2012)

- More than 1.6 million Australians currently work or study in an organisation that has a RAP.
- RAP organisations have filled 16,144 positions of the more than 23,000 they have committed to for Aboriginal and Torres Strait Islander people.
- RAP organisations have filled nearly 1000 Aboriginal and Torres Strait Islander apprenticeships and traineeship positions.
- RAP organisations have purchased \$26 million worth of goods and services from suppliers certified by the Australian Indigenous Minority Supplier Council (AIMSC) helping to build Aboriginal and Torres Strait Islander owned businesses and employment.
- More than \$9 million has been provided by RAP organisations to support scholarships for Aboriginal and Torres Strait Islander people.
- RAP organisations have committed to put 186,000 people through cultural awareness training and 24,000 have already taken this up.
- 161 Aboriginal and Torres Strait Islander organisations and communities are working with a RAP partner.



Nigel Hart, General Manager Storage and Logistics and artist Saretta Fielding. Image courtesy GrainCorp.



Tjanpi Desert Weavers, from the Indigenous Governance Awards finalist organisation NPY Women's Council. Image, Wayne Quilliam.

Indigenous Governance Awards

In 2012 the Indigenous Governance Awards attracted a record number of Aboriginal and Torres Strait Islander owned organisations and projects. More than 100 organisations applied to be part of the prestigious awards—three times the number of entries in 2010.

Created by Reconciliation Australia, in partnership with BHP Billiton, to identify, celebrate and promote effective Indigenous governance, this year's IGAs featured eight finalists selected by an independent judging panel, chaired by Professor Mick Dodson AM.

"These finalists represent the best of what is happening in Indigenous communities," Professor Dodson said.

"Effective Indigenous governance is about Aboriginal and Torres Strait Islander people making and implementing decisions about their communities, lives and futures."

In the past year, Reconciliation Australia has made a concerted effort to encourage all applicants—not just finalists—to become governance

champions that set positive examples for other organisations to follow. By changing the categories to include examples of Indigenous governance in non-incorporated organisations or projects we increased the pool from which we can draw applicants and showcase better governance diversity within Aboriginal and Torres Strait Islander communities.

We have also created the only free, comprehensive and accessible online governance resource targeting Aboriginal and Torres Strait Islander organisations and communities: the Indigenous Governance Toolkit. The Toolkit helps individuals, organisations, communities and enterprises that want to improve their governance with easily downloadable content, templates, reference tools and guidelines. In the coming year we aim to improve the site with new content including videos and case studies and 'how-to' web tutorials. Working closely with a range of stakeholders, including governments and BHP Billiton, we aim to promote the toolkit broadly.

The following were finalists in Category A for Indigenous incorporated organisations as outstanding examples of Indigenous governance:

- Ngaanyatjarra Pitjantjatjara Yankunytjatjara Women's Council Aboriginal Corporation (NPY Women's Council), which runs programs in and services more than 25 communities and homelands spread over a vast 350,000 square kilometers of the NT, WA, and SA.
- Secretariat of National Aboriginal and Islander Child Care (SNAICC) which is the national non-government peak body that advocates on behalf of Aboriginal and Torres Strait Islander children and their families.
- Warlpiri Youth Development Aboriginal Corporation works to eliminate petrol sniffing in the community.
- Western Desert Nganampa Walytja Palyantjaku Tjutaku Aboriginal Corporation (Western Desert Dialysis) Alice Springs, which runs remote dialysis services throughout central Australia NT/WAn (WYDAC) Yuendumu, Willowra, Nyirripi and Lajamanu, NT.
- Yawoorroong Miriuwung Gajerrong Yirrgab Noong Dawang Aboriginal Corporation (MG Corporation) Kununurra, WA, which receives and manages the entitlements and

benefits transferred under the Ord Final Agreement to the Miriuwung and Gajerrong people, the native title holders over their traditional country in the East Kimberley.

The following were finalists in Category B for organisations that are outstanding examples of Indigenous governance in a non-incorporated initiative or project:

- Martumili Artists, Newman, WA, servicing Martu artists residing in the communities of Kunawarrtiji, Punmu, Parnngurr, Irrungadji, Jigalong, Warralong and Newman.
- Murdi Paaki Regional Assembly, representing the Community Working Parties of Bourke, Brewarrina Broken Hill, Cobar, Collarenebri, Coonamble, Dareton/Wentworth, Enngonia, Goodooga, Gulargambone, Ivanhoe, Lightning Ridge, Menindee, Walgett, Weilmoringle and Wilcannia, NSW.
- Yiriman Project, Fitzroy Crossing, servicing the Kimberley region, WA with youth diversion, cultural maintenance and 'a way to heal young people, heal country and heal community'.

Workplace Ready Program

Turning job opportunities into careers is our Workplace Ready Program's goal. It helps employers to create the right internal environment to attract, retain and develop Aboriginal and Torres Strait Islander staff.

Funded by the Department of Education, Employment and Workplace Relations (DEEWR) and created in partnership with AIMSC certified company, LBF Consulting, the Workplace Ready Program gives organisations the tools, strategies and information to achieve their public commitments to Aboriginal and Torres Strait Islander employment. The program is built on the premise that strong relationships and mutual respect are critical to sustainable employment.

"To meet our employment targets, we need to invest in more than just the job opportunities—we have to create workplaces where Aboriginal and Torres Strait Islander people's contributions are valued and they are supported to stay and develop their careers," Ms Blanco-Francis from LBF Consulting said.

The program was held in Sydney and Melbourne in 2012, and the 2013 programs are scheduled for Brisbane and Canberra. It involves learning from experts, such as the CEO of Diversity Council of Australia, Nareen Young, who presented on building the business case for Aboriginal and Torres Strait Islander employment.

"Organisations must develop a compelling business case for change if they are to meet their Aboriginal and Torres Strait Islander employment targets. In diversity practice we have been developing business cases for years and it works. Investing time in ensuring the business case is understood across the organisation is the first step in increasing the number of Aboriginal and Torres Strait Islander people working with your organisation," Mrs Young said.

Neil Willmet from business and employment services company the Willmet Group spoke about creating socially inclusive workplaces. He shared his knowledge on how essential this is if an organisation is to successfully diversify its workforce.

"Achieving cultural change in the workplace needs to be led from the top. This means the CEO needs

to commit the organisation to clear actions to support social inclusion. Based on experience, when the CEO does not drive change, relevant actions will be sidelined. This is because the CEO's support is needed to ensure that identified priorities receive the necessary investment, resources and commitment to succeed," Mr Willmet said.

Organisations chosen to participate in the Workplace Ready Program take part in six, one-day employment masterclass sessions over six months on:

- Understanding the business case for Aboriginal and Torres Strait Islander employment.
- Creating a socially inclusive workplace.
- Recruiting effectively from advertising to recruitment processes and culturally appropriate interviewing.
- Developing post-employment on-boarding programs to achieve maximum retention.
- Identifying career and personal development for current Aboriginal and Torres Strait Islander employees.

- Understanding the benefits and opportunities that come from diversifying your supply chain to include Aboriginal and Torres Strait Islander businesses.

An online toolkit aimed to support participants to engage broadly across their organisation was produced by AIMSC certified creative agency Carbon Media. As well as providing information, strategies and tools, the online toolkit contains "good practice" case studies that are linked to each of the sessions.

Reconciliation Australia appreciates the support of Commonwealth Bank and Australia Post for hosting the Workplace Ready workshops in 2012.



Workplace Ready project manager Karen Parter with Abi Group's Sandra Trulzi and Deb Berkhout from GPT Group at a workshop in Sydney. Image, Cole Bennetts.

Executive cultural programs

This year, Reconciliation Australia's executive cultural programs gave almost 40 leaders the chance to engage personally with Aboriginal people at the Garma Festival and in the remote homeland of Bawaka, in the Northern Territory.

In August 2011, Reconciliation Australia took a group of 19 influential women from business, government, media and community organisations to the four-day Yothu Yindi Foundation Garma Festival in East Arnhem Land. For women who are engaged in developing government and industry policy that affects Aboriginal and Torres Strait Islander peoples, the event offers a personal cultural experience where they can learn from each other in a stimulating and challenging environment.

The program, hosted by Yolngu elder and Reconciliation Australia Board Director Djapirri Mununggirritj uses immersion in language, dance, art and other unique experiences to create a bond and build trust.

"We believe sharing stories and culture is a personal experience of reconciliation and can make a big difference to

non-Indigenous people who work in areas that affect Aboriginal and Torres Strait Islander peoples' lives," Ms Mununggirritj said.

For the first time in May and June of 2012, Reconciliation Australia organised two trips to the remote homeland of Bawaka, in the Northern Territory for corporate and government leaders to gain valuable, first-hand experience of Yolngu culture and lifestyle.

Bawaka traditional owner Djawa Burarrwanga runs the Wangany Dhukarr (One Direction) Education Program, otherwise known as Bawaka Cultural Experiences. He started the program to bridge the cultural divide between Yolngu and non-Indigenous people through sharing his culture with participants.

Through Bawaka Cultural Experiences, Djawa and his family share their culture, stories and sacred places as a way of ensuring their culture continues on.

"We are passionate about improving relationships between mainstream and Yolngu society and the Burarrwanga family members share their history, customs, language, stories and knowledge of the land in this two-day immersion experience," Mr Burarrwanga said.

"Participants learn about Yolngu traditions, beliefs, kinship systems, avoidance relationships, clans and skin names. They gain a greater level of understanding and respect for the Yolngu people's culture and lifestyle by sharing experiences with the family in a comfortable and relaxing environment."

Some Reconciliation Australia staff also took part in the program, gaining positive insights into the meaning of reconciliation.

"A respectful relationship is a two way thing. Each learns and draws strength from the other," Reconciliation Australia Deputy CEO Chris Kirby said.

"The days we spent together were a conversation. We learned from each other through the building of relationships. Some relationships will last and some will be fleeting but all were respectful of each of our unique stories."



Indigenous Financial Services Network

Understanding how the finance industry can best support Aboriginal and Torres Strait Islander peoples to develop the knowledge and skills to manage their personal finance and build a good economic base is critical to addressing broader challenges in health, housing, education and employment.

That's why Reconciliation Australia is proud to support the Indigenous Financial Services Network (IFSN), which aims to improve Aboriginal and Torres Strait Islander peoples' understanding of financial services and their access to financial products.

The IFSN project began with a recommendation from the National Indigenous Money Management Agenda (NIMMA) in 2008, which explored the money management and banking issues for Indigenous individuals and families living in urban, rural and remote locations.

IFSN member, NAB Community Finance and Development Manager and Kamilaroi man Glen Brennan,

sees financial education and access to affordable financial products as the key to overcoming Aboriginal and Torres Strait Islander financial exclusion.

"The barriers to accessing mainstream finance can be as simple as the inability to provide necessary documentation, language difficulties or distance to a bank branch. Aboriginal and Torres Strait Islander people are twice as likely to face difficulties in getting credit from mainstream credit providers and they have a significantly higher reliance on community and government assistance", Mr Brennan said.

"The banking and finance industry, needs to have greater understanding of Aboriginal and Torres Strait Islander customers' needs if we are to better facilitate intergenerational wealth creation opportunities—that will go a long way to breaking the cycle of Indigenous financial exclusion."

Reconciliation Australia coordinates the IFSN's work and Co-Chairs it with the First Nations Foundation (FNF). FNF coordinates an Indigenous Advisory Group (IAG) of Aboriginal and Torres Strait Islander financial counsellors and other representatives.

The IAG guides the IFN's work according to the need they see in their communities.

Based on the past year's recommendations, the IFSN is working to:

- Coordinate a review of current identification compliance requirement and develop a compliant process that will support Indigenous Corporations, Councils and other appropriate parties to offer identification services to their Aboriginal and Torres Strait Islander community members
- Develop a position paper on Centrepay practices and regulations with regard to Indigenous Centrelink recipients
- Facilitate the development of improved communication processes between state corrections departments and major financial institutions and utilities companies.

The IFSN and IAG are both funded by the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA). The four major banks support IFSN.



Financial summary

Reconciliation Australia's financial sustainability depends on four major funding sources: government grants; corporate partnerships; philanthropic trust funding; and tax deductible donations from individuals.

The result of Reconciliation Australia's consolidated operation in 2011–2012 was a surplus of \$360,266 (\$180,614 deficit in 2010–2011).

Reconciliation Australia's general operational activities were funded by monies granted by the Australian Government, in addition to funding received from corporate supporters and private donors.

Total revenue and other income for the current year was \$6,022,286 (\$4,940,465 in 2010–2011). Total expenditure for the current year was \$5,662,020 (\$5,121,079 in 2010–2011).

	2011–2012	2010–2011
Total revenue and other income	\$6,022,286	\$4,940,465
Total expenditure	\$5,662,020	\$5,121,079

WHERE DO OUR FUNDS COME FROM?

We are an independent, non-government organisation and the proportion of our income from non-government sources is on the increase. However the bulk of our funding is still sourced from the Australian Government, through the Department of Families, Housing, Community Services and Indigenous Affairs. In addition, we receive funding from BHP Billiton and the Department of Education, Employment and Workplace Relations.

WHERE DO OUR FUNDS GO?

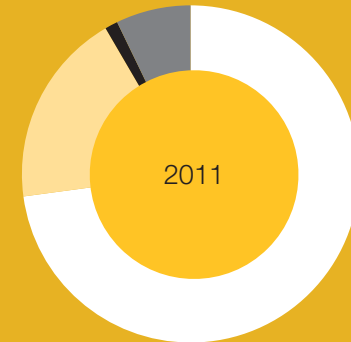
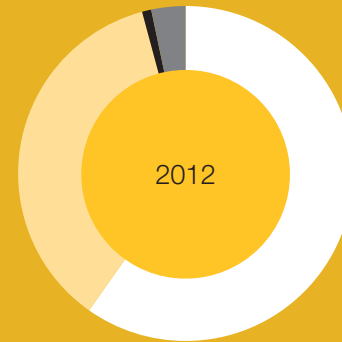
In 2011–2012 Reconciliation Australia supported 26 programs and initiatives, which accounted for 77 per cent of the organisation's 2011–2012 expenditure (70 per cent in 2010–2011).

The information below only provides a summary of the financial performance and position for the financial year ended 30 June 2012. The full Annual Financial Report, including the Independent Audit Report is available on our website. Copies can also be ordered from:

The Finance Manager
Reconciliation Australia
PO Box 4773
Kingston ACT 2604
or www.reconciliation.org.au

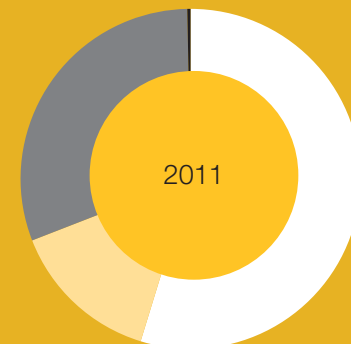
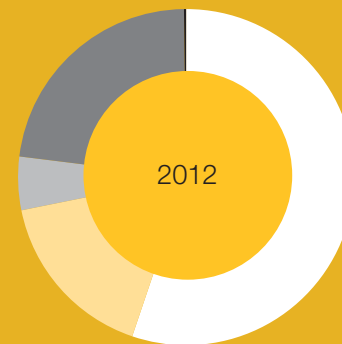
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- Government grants
- Project funding
- Proceeds from fundraising
- Other revenue



Use of operating funds

- Programs and projects
- Communications
- Policy and research
- Operations
- Fundraising



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Cover image: Jamal Daniel paddling in a bark canoe on Sydney Harbour at the stunning opening ceremony of the *Nawi - Exploring Australia's Indigenous watercraft* conference during National Reconciliation Week. The conference, at the Australian National Maritime Museum, recently received a MAGNA 2012 Award. Image, Andrew Frolows courtesy of the Australian National Maritime Museum.

Reconciliation Australia acknowledges the traditional owners of country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respect to them and their cultures; and to elders both past and present.