



WOOR-DUNGIN

A New Partnership between Aboriginal Organisations and Philanthropy

ANNUAL REPORT 2019



WOOR-DUNGIN INC

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Woor-Dungin acknowledges the Wurundjeri Woi Wurrung people, the Traditional Custodians of the land on which our organisation stands.

We also pay our respects to the Elders of the Kulin nation and extend that respect to other Aboriginal Australians.

References to Aboriginal people and communities is taken to mean Aboriginal and Torres Strait Islander.

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Cover Photo: Wenzel Carter, Stan Winford, Christa Momot, Uncle Larry Walsh, Naomi Murphy on the steps of the Victorian Parliament

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Chairs' report

In last year's annual report, Simone Spencer and I wrote about how honoured we both felt to be appointed as Co-Chairs of Woor-Dungin. Our passion and commitment for Woor-Dungin was already very strong, having been associated with Woor-Dungin for a number of years – in Simone's case as one of Woor-Dungin's founding members in 2006.

Serving as Co-Chairs has only reinforced our commitment to what Woor-Dungin stands for and to what we know we can all achieve when we truly walk together to achieve self-determination for Aboriginal people and Aboriginal Community Controlled Organisations.

Woor-Dungin has gone through a number of changes over the past year. We reviewed our structure, separating the CEO role from the Community Development Co-ordinator role and appointing a new CEO, Den Batty.

Over this period, we farewelled key staff and welcomed new ones, worked hard on our existing core projects and planned a future with new initiatives and approaches.

I would like to particularly acknowledge the enormous contribution of Christa Momot who resigned in the past year. As one of the founding members of Woor-Dungin, Christa has guided, shaped and led our organisation from its very beginnings. Christa will always have a special place in the history of Woor-Dungin. On behalf of everyone at Woor-Dungin, I would like to warmly wish Christa well and thank her for all her tireless work and passion for all aspects of Woor-Dungin's work.

I would also like to acknowledge my Co-Chair Simone for her support and advice over the past year. Simone stepped down as Co-Chair during the year but has continued to play a vital role on our Committee of Management – thank you Simone.

While we have remained very focussed on, and committed to, our long term dreams and aspirations to support our Aboriginal partner organisations over the past year, we have also needed to take some time out as an organisation to take stock and refresh our key priorities.

One of our long-standing members, Ian Hamm helped us plan out our next steps, involving the Committee of Management, staff and volunteers in resetting our short and long term goals and importantly how we all want to work together. I would like to thank Ian for his wisdom, support and guidance to Woor-Dungin over this period.

The key outcome from this review was a reinvigorated commitment from everyone involved at Woor-Dungin to continue to move forward with as much support, energy and passion as we always have.

We know that when we harness that energy we can achieve great things.

A highlight for all of us has been the important progress arising from the Criminal Record Discrimination Project. In particular the announcement of the Legal and Social Issues Parliamentary Committee Inquiry into a Legislation Spent Convictions Scheme, and the public hearing hosted On-Country by one of our Aboriginal Partner organisations, Winda-Mara Aboriginal Corporation.

We are incredibly proud to have played a role in moving Victoria one step closer to the legislative reform so many of our Aboriginal partner organisations have been calling for. I would like to particularly acknowledge Michael Bell as the Chair of the Criminal Record Advisory Committee, and the incredible support of so many Woor-Dungin volunteers, probono partners, philanthropic partners and individual donors, Aboriginal people and organisations who have worked with us.

A very special mention to Stan Winford and Bronwyn Naylor from RMIT who have been with us since the beginning on this journey to achieve law reform – thank you both for all your support and assistance.

Another key priority for Woor-Dungin over the past year have been continuing our work to promote and facilitate respectful relationships between Aboriginal community controlled organisations and philanthropy, including work on a cultural audit kit and support to the Victoria's first Aboriginal and Torres Strait Islander Community-Led Philanthropic Fund, Koondie Woonga-gat Toor-rong.

I invite you to read about all our activities in the following pages.

On behalf of all the Committee of Management , I would like to particularly acknowledge and thank all our fantastic volunteers who have continued to keep Woor-Dungin running successfully during our period of change this year, and enthusiastically contributed their energy and ideas to all our important work.

The crucial support of all our volunteers, members, Aboriginal partner organisations, philanthropic and probono partners and other friends has always been important but even more so as we chart a new course for Woor-Dungin.

We invite you to walk with us and lend your support, knowledge and ideas as we embark on the next exciting chapter for Woor-Dungin.

Warm regards

Sherree Chaudhry
Chair
Woor-Dungin

2019 Highlights

“It is the work of talking together, listening, and then responding to identified needs. Woor-Dungin aims to pave the way for a simple and effective model on how philanthropy can work with My people and walk alongside My people in realizing our own self-determination.”

Simone Spencer, Founder, Woor-Dungin and proud Barkindji woman.

The Aboriginal Partnership Program (APP)

Woor-Dungin’s [Aboriginal Partnership Program](#) is our core program and the foundation of our organisation.

The Aboriginal Partnership Program addresses well-documented disadvantage in Aboriginal communities by fostering respectful relationships and effective partnerships between Aboriginal community-controlled organisations (ACCOs) and philanthropy and pro bono service providers.

The program’s objectives are to:

- Increase the level of philanthropic funding flowing to ACCOs to enable them to better meet community needs
- Work in partnership with ACCOs to support them in fulfilling their purpose
- Build a better understanding of respectful relationships between the philanthropic sector and ACCOs
- Promote and facilitate partnerships with others who can assist Woor-Dungin and our partner ACCOs to achieve identified goals

We partner with a small number of ACCOs over three-year periods. Partner organisations graduate from the program to become alumni partners, or sometimes undertake another three-year program. In collaboration with each partner we produce a workplan based on the needs and priorities identified by members of each partner’s community, and undertake activities towards meeting those needs.

The Aboriginal Partnership Program demonstrates that where respectful relationships exist between Aboriginal community-controlled organisations and philanthropy, the exchange of skills and the deeper mutual understanding that follows will generate a strong return on social investment. Our current Aboriginal Partnership Program commenced in 2014 with a range of Aboriginal community controlled organisations across Victoria. Current partners include [Mallee District Aboriginal Services](#), [Njernda Aboriginal Corporation](#), [Willum Warrain Aboriginal Association](#) and [Winda-Mara Aboriginal Corporation](#).

Our Alumni Program harnesses the success and the expertise of organisations that have completed the Partnerships Program to support new partner organisations and Woor-Dungin’s ongoing projects. [Healesville Indigenous Community Services Organisation](#) and [ILBIJERRI Theatre Company](#) are current alumni organisations.

Our work with our Aboriginal partners informs the development of Woor-Dungin’s strategic projects such as the establishment of the Criminal Record Discrimination Project and Respectful Relationships Project.

One of our more recent initiatives arising from the Aboriginal Partnership Program has been to convene **Aboriginal On-Country Gatherings** between our Aboriginal Partners and philanthropy. Our experience has been that time spent developing and maintaining genuine, respectful relationships is the most important ingredient to achieving successful outcomes.

Our inaugural On-Country Gathering was held in August 2018 and provided an excellent opportunity to break down barriers between philanthropy and Aboriginal communities to forge trust and understanding.

The purpose of the Aboriginal on Country Gathering was *Walking Together – securing the resources to enable Aboriginal Community Controlled Organisations (ACCO's) to achieve self-determination*. The three day gathering and discussion between Woor-Dungin's Aboriginal partners included the attendance of philanthropy representatives on day three. Thirty-seven people from Woor-Dungin and our partner organisations attended along with twelve people from philanthropy.

Following the success of this event, everyone was keen to keep the conversation going and extend the invitation to other philanthropic organisations and Aboriginal community controlled organisations in Victoria, including new Aboriginal partner organisations wishing to join the next intake of Woor-Dungin's Aboriginal Partnership Program.

Planning is now underway to hold the next On-Country Gathering on Wurundjeri land at Healesville.

Respectful relationships and Cultural Audit Kit

A key goal of Woor-Dungin's work is to promote respectful relationships between Aboriginal Community Controlled organisations and other stakeholders, including philanthropy. This occurs as part of our core Aboriginal Partnership Program, as well as through a range of activities developed by the Respectful Relationships Working Group.

Over the past few years these specific activities have included: co-sponsoring with the Fellowship for Indigenous Leadership workshops at the last 2 Philanthropy Australia conferences and an associated webinar, presentation at two International Funders for Indigenous Peoples (IFIP) conferences in New Zealand and the United States and the initial development of a Respectful Relationships Guide, which will be used as the basis for cultural audit workshops with philanthropy. Related respectful relationships work through the Aboriginal Partnership Program has included quarterly Income Generation Resource Group meetings. These sessions provide opportunities for staff and board members from our Aboriginal partner organisations to meet with representatives from philanthropic and pro bono organisations to learn about resources available and to make contact and build relationships.

The Aboriginal On-Country Gatherings referred to above also provide important opportunities to build these respectful relationships.

Building respectful relationships through On-Country visits.

In the 2018 Annual Report we told the story of a successful visit by representatives of Woor-Dungin, philanthropy and pro bono supporter Colin Biggers Paisley who travelled to Aboriginal partner organisation Winda-Mara in Heywood. The visit developed relationships and was an amazing opportunity to learn about the community and country.

In 2019 Woor-Dungin's Respectful Relationships Working Group convened a workshop where participants on that visit reflected on what was learnt and how we could improve such visits in future. The outcomes included:

Positive outcomes of the trip

- * Gaining a better understanding of Winda Mara, what they do and what Winda Mara represents.
- * Gaining a better understanding of Aboriginal people and their culture.
- * Making connections and building rapport with individuals and with the community.
- * Providing support for Winda Mara's website development.
- * Spreading the word to others in the ACF community and beyond about the important work Winda Mara does in its community.

What can we do better?

- * Not bring set expectations about "helping".
- * Concentrate on listening to communities more
- * Work harder on developing strong relationships

Other lessons learned from the trip.

- * The power of being on country.
- * It takes time and the right people to build relationships.
- * Clarify the expectations of all attendees from the very start.
- * Cultural safety training is essential for anyone attending on country visits.
- * To reflect from time to time during the visit.

These learnings will inform Woor-Dungin's future work and On-Country visits.

Supporting philanthropy's capacity to build respectful relationships with Aboriginal people and communities.

One of the important outcomes from the Aboriginal On Country Gathering (AOCG) held in 2018 was the development of the respectful relationships guide, titled *Walking Together: A Guide to Philanthropic Investment in Indigenous Organisations and Tool Kit for Good Practice*. The guide includes the key principles and summary of good practice/poor practice developed at the AOCG. Once completed, the guide will be used as the basis for cultural audit workshops with philanthropy.

These workshops will challenge philanthropy to consider their current approach and practice and what they need to change in order to build respectful and meaningful relationships with Aboriginal people and communities to effectively support self-determination.

Over 2019, work has continued to expand the guide to include case studies as well as questions and exercises for each section of the guide. Funding has been sought to employ an educational

consultant to finalise the work and turn the guide into a workshop kit. This will involve considerable consultation with Woor-Dungin's Aboriginal partner organisations and others.

We are looking forward to launching the kit at an upcoming Philanthropy Australia conference or other key stakeholder event.

Criminal Record Discrimination Project

The Criminal Record Discrimination Project (CRDP) was established in 2015 to address our Aboriginal partner organisations' concerns that long-standing, irrelevant criminal records were unjustly hindering employment and kinship-care opportunities within their communities.

The CRDP is an Aboriginal-led collaboration between community, academic and legal organisations that seeks to reduce the negative impacts Aboriginal Victorians face as a result of the unregulated disclosure of, and inappropriate reliance on, old and irrelevant criminal history.

Now in its fourth year, Woor-Dungin has stayed the course on our long term advocacy for change. Walking alongside Woor-Dungin throughout this journey has been Stan Winford and Bronwyn Naylor from the RMIT Centre for Restorative Justice, along with Michael Bell, CEO of Winda-Mara Aboriginal Corporation, Elder at the Portland, Hamilton and Warrnambool Koori Court and Chairperson of the CRDP Advisory Committee.

Inquiry into a Legislated Spent Convictions Scheme

During the past year, the CRDP achieved a significant milestone on the path to law reform when the Victorian Parliament decided to undertake an inquiry into a legislated spent convictions scheme.

The Legal and Social Affairs Committee of the Victorian Parliament began its Inquiry into a Legislated Spent Convictions Scheme in May 2019, with the Hon. Fiona Patten MP as the Chair.

Woor-Dungin was a key stakeholder and contributor to this inquiry.

Michael Bell, Stan Winford and Christa Momot met with Lilian Topic, the Secretary of the Parliamentary Committee to brief Lilian on the CRDP and our submission along with other key Victorian Government department representatives: Josh Smith, Deputy Secretary, Aboriginal Justice Department of Justice and Community Safety, and Andrew Jackomos, Executive Director, Aboriginal Economic Development, Inclusion, Department of Jobs, Precincts and Regions.

In July 2019, Naomi Murphy, Woor-Dungin Committee of Management member and proud Wakka Wakka woman, convened Woor-Dungin's presentation to the Parliamentary Committee.

Taungurung Elder Uncle Larry Walsh, Stan, Naomi, Wenzel, and Christa gave evidence about Woor-Dungin, the Criminal Record Discrimination Project and Aboriginal Ex Offender Employment Project. A key part of the evidence was providing the submission for reform which Woor-Dungin presented to the Aboriginal Justice Forum in 2017.

The Aboriginal Justice Forum unanimously endorsed this submission for presentation to the Victorian Attorney-General.

Uncle Larry also gave powerful personal evidence about the negative impact he has experienced over his life from having been given a criminal record as a two year old, for being removed from his family and placed into State care.

Due to the bravery of Uncle Larry telling his story and the advocacy of Woor-Dungin to help bring this to public light, the Victorian Government made a formal apology in Parliament in 2018. The Victorian Government also subsequently announced that they would take action to address this serious historical injustice which saw Aboriginal and non-Aboriginal Victorians effectively given criminal records for needing state care as children.

The Woor-Dungin transcript along with others who have presented is available at:
www.parliament.vic.gov.au/lsc-lc/article/4218

On-Country public hearing

The Parliamentary Committee accepted an invitation by Michael Bell to come to Winda Mara Aboriginal Corporation in Heywood and hold a public hearing On-Country.

The hearing took place over two days in August 2019 and was the first time a Parliamentary Committee has conducted a hearing On-Country in partnership with an Aboriginal Community Controlled Organisation.

The hearing went very well. Members had dinner with community members the night before and went on a Budj Bim Cultural tour the morning before the hearing.

Stan Winford briefed the Parliamentary Committee and the board and staff of Winda Mara. One of the Winda-Mara team, Laura Lovett-Murray, co-ordinated the event.

The Parliamentary Committee's report was released in August 2019.
https://www.parliament.vic.gov.au/images/stories/committees/SCLSI/Spent_Convictions/Report/LCLSIC_59-01_Text_WEB.pdf
<https://www.abc.net.au/news/2019-08-27/spent-convictions-scheme-onagenda-as-victorian-inquiry-reports/11447036>

*"I particularly want to thank the indigenous community of Winda-Mara Aboriginal Corporation for their generosity in inviting the committee to discuss the concerns of their community and our terms of reference on country, in Heywood. I pay my respects to the elders of that community, particularly Michael Bell, CEO.....
...Woor-Dungin Criminal Record Discrimination Project provided us with their benchmark report based on extensive consultation and research. The key peak bodies that made submissions to this inquiry wholly endorsed the work of Woor-Dungin and the goal of self-determination".
Fiona Patten, MP, Chairperson, Legal and Social Affairs Committee of the Victorian Parliament (from introduction to report).*

Woor-Dungin looks forward to the Victorian Government swiftly considering the Report's recommendations and moving ahead with law reform to introduce a Spent Convictions Scheme in Victoria. Along with RMIT we will continue to work hard with all our Aboriginal partners until we have fully achieved the goals of the Criminal Record Discrimination Project.

Aboriginal Ex-Offender Employment Project

The Aboriginal ex-offender employment project arose from the work on the Criminal Record Discrimination Project.

While the CRDP has an important advocacy role, the AEOEP aims to provide immediate, practical support to Aboriginal Victorians who have a criminal record and are seeking employment.

The AEOEP provides information and training to Aboriginal ex-offenders applying for employment in order to reduce the impact of criminal history-related stigma and discrimination. It also aims to educate employers about making fair and appropriate decisions about employing Aboriginal ex-offenders, based on research establishing best practice nationally and internationally in this context.

An Aboriginal-led Advisory Committee was established and held its first meeting in February 2019, convened by Naomi Murphy, Woor-Dungin Committee of Management member and Wenzel Carter, Woor-Dungin Aboriginal Cultural Support Worker.

The Advisory Committee includes representatives from a broad range of Aboriginal and non-Aboriginal organisations as well as our RMIT partners:

- Northern Regional Aboriginal Justice Advisory Committee,
- Human Rights Law Centre,
- Njernda Aboriginal Corporation,
- RMIT Graduate School of Business and Law,
- Red Cross,
- Worn Gunditj,
- Victorian Aboriginal Legal Service (VALS),
- Hume Regional Aboriginal Justice Advisory Committee,
- Hume Ex-Prisoners Re-Connect Program,
- Mallee District Aboriginal Services,
- Winda Mara Aboriginal Corporation,
- RMIT Centre for Innovative Justice,
- Indigenous Employment Partners,
- Victoria Legal Aid,
- Job Watch,
- Woor-Dungin.

The Advisory Committee identified the following three priority projects:

- Reducing barriers to employment for Aboriginal people: rethinking the role of criminal record checks. Funding was received from Melbourne City Council to run two information sessions. RMIT in collaboration with Woor-Dungin were successful in an application to the Legal Services Board (LSB). This project will commence February 2020.
- Lived experience – Community members working with community. Funding was received from Minter Ellison, Allens and Australian Community Foundation – ACF.
- Establishment of an Aboriginal women’s residential diversionary program and alternatives to prison. This priority is still under consideration.

Information Sessions

“What a great program that is required in every state. There was a great turnout which shows that it is a quality program and held in high regards with community and employers”

Sue Anne Hunter, Wurundjeri Woiwurrung Traditional Owner who did the Welcome to Country

In September 2019, members of the project team ran two information sessions at the Koori Heritage Trust. One session was for Aboriginal people with a criminal record who are seeking employment and the other session was attended by organisations (corporate, not for profit and government) who are considering employing Aboriginal people with a criminal record.

These sessions were funded by Melbourne City Council and held in partnership with RMIT.

Naomi Murphy was the MC on both days. Two respected elders, Uncle Larry Walsh and Uncle Jack Charles, made themselves available to share their experiences.

Session for community members

The session for community members provided information about criminal record checks, what their obligations and responsibilities are in disclosing their record, strategies for discussing prior records with potential employers; and referrals to organisations that can provide assistance in the process. The session was well supported, with 31 individuals attending as participants.

The speakers included five Aboriginal people who have personal experience in seeking employment after interactions with the legal system. Representatives of four organisations from the legal, community and business sectors also attended to provide information and referrals for community members.

A legal team provided legal information and referrals to community members. Lawyers from Allens, Minter Ellison, Victorian Legal Aid, Victorian Aboriginal Legal Service and Job Watch participated.

“I attended the Aboriginal ex-offender information session for community members.

I found it was really great and wonderful!! I learnt a lot of information to take back and use in community. There are a lot of young people who need this information.

Naomi – you are awesome. I loved hearing your story. You did a deadly job as MC”.

Aunty Dawn Campbell, former Willum Warrain Aboriginal Gathering Place, Special Events Project Worker.

Session for employers

The session for employers provided information and strategies to organisations that were considering providing employment to Aboriginal people who have a criminal record. The aim was to clarify what Criminal Records showed and implications of this information on employment decisions.

Guest speakers such as Robbie Wirramanda provided powerful examples of success stories resulting from giving ex-offenders an opportunity through employment and strategies for supporting Aboriginal ex-offenders in the workplace.

The session was well attended by 29 people representing a range of public and private organisations that are considering employing Aboriginal ex-offenders including government departments, educational institutions, private agencies and social enterprises.

Survey feedback from attendees at both sessions was positive. Several organisations said they support the project's continuation and would be pleased to participate in ongoing planning. A number of Aboriginal Community Controlled organisations outside Melbourne contacted Woor-Dungin to ask if similar sessions could be delivered in regional areas.

“Woor-Dungin has played a pivotal role in communities across the state when it comes to the injustice of our Koori peoples when they are trying to return back into their community for employment, education and human rights advocacy since starting.

Njernda has been a partner in the past and will continue into the future supporting Woor-Dungin with their work in supporting the Koori community members with legal historic issues from keeping our mob from seeking employment and education opportunities into the future.”

Baymos Handy, Local Justice Worker/Community Engagement , Njernda Aboriginal Corporation

Other related activities

Reintegration Puzzle Conference Darwin (26, 27, 28 June 2019)

The Reintegration Puzzle Conference brings together individuals and organisations who work to successfully reintegrate offenders into the community after prison.

Each year a National conference is held to provide an opportunity to hear the latest information concerning programs and services which assist people to successfully reintegrate after prison. Wenzel, Naomi, Stan, Bronwyn and Christa ran one of the sessions : *Increasing Opportunities for Aboriginal Ex-offenders by Addressing Criminal Record Discrimination.*

Feedback on the session was very positive, in particular about Woor-Dungin's focus on lived experience and supporting people with relevant skills and life experience, including having a criminal record, to work with community.

RMIT Law Seminar: Criminal Records, Employment Discrimination and Aboriginal Communities – August 2019

Stan Winford, Bronwyn Naylor and Naomi Murphy presented at an RMIT Law Twilight Seminar. The presentation covered the impacts of criminal record discrimination on Aboriginal people, as well as the achievements of the campaign for a legislated spent convictions scheme in Victoria. A podcast of the event can be heard via the link below:

<https://soundcloud.com/rmit-university/rmit-law-twilight-seminar-series>

Indigenous Justice Forum Perth 26-28 November 2019.

Naomi Murphy presented to an audience of 100 people at the forum on the CRDP project. A broad range of delegates attended the Forum including Aboriginal and non-Aboriginal people from all areas of justice including frontline workers from community services, justice and alcohol and other drug agencies as well as Magistrates.

Following her presentation, Naomi was then invited to sit on an open panel regarding Aboriginal and Torres Strait Islander people's experience of homelessness and the links between homelessness and the justice system. Also on the panel was Magistrate Trevor Black from Murri Courts Queensland and Dr Betsy Buchanan, a social support worker from Daydawn Advocacy Centre. Naomi shared her lived experience and the holistic support needed to break the cycle.

There was strong interest in both sessions from those who attended. There was also interest in connecting up with Woor-Dungin on ways to work together to address these issues, including with philanthropic partners.

“The conference was a great experience for me workwise and personally, just hearing mobs other success stories and sharing information is so important and gives me hope in the good work that Woor-Dungin does and will keep doing supporting community to strive for self-determination.”

Naomi Murphy

Koondie Woonga-gat Toor-rong

Over the past 2 years, Woor-Dungin has played a key supporting role in the lead up to, and establishment of, the first Aboriginal and Torres Strait Islander Community-Led Philanthropic Fund in Victoria.

Named by prominent Wurundjeri Elder, Aunty Dianne Kerr, Koondie Woonga-gat Toor-rong means “to give jointly, to share together” in Woiwurrung language and it was formally launched in March 2019, at the Melbourne Museum.

The Koondie Woonga-gat Toor-rong Fund is a sub-fund of the Australian Communities Foundation and is governed by a board of seven Aboriginal people from across Victoria. Its mission is to disperse grants to Aboriginal and Torres Strait Islander peoples and communities across the State.

Koondie Woonga-gat Toor-rong’s grant-making process seeks to reflect traditional First Nations’ values and is focused on sharing, nurturing, reciprocity and relationships. It places great importance on working with grantees before, during and afterwards – it values the relationship, not just the project being completed.

Supporting the growth of Indigenous-led philanthropy is an important way in which Woor-Dungin can work towards its goal of building a more culturally inclusive and responsive philanthropic sector.

We were able to do this in a practical way by providing organisational support to KWT and auspicing the employment of KWT’s Executive Officer. This arrangement continued until the end of 2019, during which period KWT ran 2 granting rounds and made 14 grants totalling \$125,000 to organisations and individuals across Victoria. The grants have contributed to a range of initiatives including arts-based projects, health and wellbeing activities, cultural awareness training for disability workers and social enterprise development.

Decolonising Solidarity Book Club

Over 2019, Woor-Dungin hosted a *Decolonising Solidarity* book club, with 12 participants from across the philanthropic sector.

Decolonising Solidarity: Dilemmas and Directions for Supporters of Indigenous Struggles is a book written by Clare Land, Program and Operations Manager for the Reichstein Foundation and Woor-Dungin committee of management member. It is designed to support, challenge and give direction to the work of non-Indigenous people who want to support Aboriginal struggles.

One of the ways it is used is as a book club resource – with groups meeting over 6 months to challenge assumptions and explore how they can best support Aboriginal people and communities in their struggle for justice and self-determination. The issues and advice contained in the book are as relevant for people working in philanthropy as for those working more generally as community activists.

Providing opportunities for people working in philanthropy to think deeply about how to work effectively and respectfully as a funder, alongside Aboriginal people, is an important way Woor-Dungin can fulfil its goal of promoting and facilitating respectful relationships between Aboriginal Community Controlled Organisations and the philanthropic community.

Over the six sessions the participants were able to process the book's insights, discuss how they could be put into practice and, in a supportive environment, to ask questions and honestly explore their own past practice and attitudes. The group plans to continue to read and discuss relevant texts, with *Decolonizing Wealth: Indigenous Wisdom to Heal Divides and Restore Balance* by Edgar Villanueva being the focus for sessions in 2020.

In the words of one of the participants, Harriet McCallum from the Lord Mayors Charitable Foundation: *"our group consisted of people who all work in the same sector (philanthropy). This allowed us to not only approach the book as non-Indigenous people, but as workers in a sector that has a range of paradigms (many problematic and not deeply considered) when it comes to 'supporting' Aboriginal and Torres Strait Islander people, communities and issues. The book club has enabled us to come together and work on ourselves, our organisations and make plans for what we want to work on in our sector"*.

Harriet's feedback about the Woor-Dungin Book Club indicated that the experience had been impactful for her approach to philanthropic work, prompting changes in areas such as: *"how I think, my approach, what I do, what changes I will try to make, and what I will try to influence others to consider"*.

Governance and organisational review

The ATSI Community and Philanthropy Partnership Steering Committee was set up in 2007 and formally became known as Woor-Dungin in 2010. Over the past decade it has largely operated as a small incorporated organisation with one paid staff member, a Committee of Management and a small group of committed volunteers. Christa Momot fulfilled the roles of both Executive Officer and Community Development Co-ordinator for over six years. The Committee of Management has taken on both governance and operational roles.

At the beginning of 2019 the 2 key staff roles were split, with separate positions of Executive Manager and Community Development Manager created, and with the expectation that the Committee of Management members would to some extent step back from operational responsibilities, focussing instead on their strategic governance role.

It was agreed at this time that the organisation would undertake a governance and organisational review and this became more urgent with the resignation of the 2 paid staff in July and September. Ian Hamm a respected Yorta Yorta man with considerable experience in Federal and State government, as well as with a range of Aboriginal organisations, ran several strategic planning sessions over the second half of 2019 and supported the Committee with practical advice during this difficult period.

At a session held in December 2019 with Committee of Management members and staff there was constructive discussion about Woor-Dungin's key focus and priorities going forward, and the decision-making and operational structure that will best support this. This will be further clarified and implemented over the coming 12 months.

Financial Report

The audited financial statements for the year ended 30 June 2019 are available on request and can be downloaded from our website www.woor-dungin.com.au

Who's Who at Woor-Dungin

Committee of Management

Current:

Sherree Chaudhry	Co-chair
Simone Spencer	Co-chair (stepped down as Co-Chair Sept 2019)
Robyne Latham	Vice-chair (stepped down as Vice-Chair Sept 2019)
Trudy Wyse	Secretary
Clare Land	Committee member
Lorraine Langley	Committee member
Naomi Murphy	Committee member
Anne Jenkins	Vice-Chair (from November 2019)

Resigned during 2019:

Iain Finlayson	Treasurer
Seth Nolan	Committee member

Staff / Volunteers

Current

Cynthia Barnicoat	
Peter Flanagan	Sustainability Co-ordinator
Marty Gutride	Social and Emotional Well Being Coordinator
Alice Gilbert	Project Officer
Naomi Murphy	Aboriginal Ex-offender Employment Project Worker
Denis O'Hara	IT Mentor
Paul O'Shea	Special Projects Coordinator
Marion Silver	Income Generation Research Officer
Jessy Scott	Projects Officer

Resigned during 2019:

Christa Momot	Community Development Co-Ordinator
Den Batty	Executive Officer
Wenzel Carter	Aboriginal Cultural Support Worker
Jane Cussen	Communications Project Worker
Deb Jordan	Communications Project Worker
Joseph Kennedy	Finance/Admin Officer
Brian Pitcher	Aboriginal Ex-offenders Employment Project Worker
Jem Stone	Volunteers Project Worker
Sophie Waincymmer	Funding/AGM Co-ordinator
Mary Yarram	Aboriginal Ex-offenders Employment Project (AEOEP) Worker
Dawnie Campbell	Catering at On-country Gathering
Fiona Lindsey	Book-keeper

Acknowledgements

As ever, there are a large number of people and organisations we would like to thank for their tireless efforts and generosity in support of our organisation and our work.

Aboriginal Partner Organisations

- ❖ Healesville Indigenous Community Services Association
- ❖ Ilbijerri Theatre Company (located in North Melbourne)
- ❖ Mallee District Aboriginal Services (located in Mildura)
- ❖ Njernda Aboriginal Corporation (located in Echuca)
- ❖ Willum Warrain Aboriginal Association (located in Hastings)
- ❖ Winda-mara Aboriginal Corporation (located in Heywood)

Individual, Corporate, and Philanthropic Donors

- ❖ Australian Communities Foundation:
 - *B B & A Miller Fund*
 - *Beeton Family Fund*
 - *Fairer Futures Fund*
 - *Towards a Just Society Fund*
 - *Williams Fund*
 - *Raettvisa Fund*
 - *Nicholas R Taylor Fund*
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- ❖ Minter Ellison (law firm)
- ❖ J B Were

In addition, Woor-Dungin acknowledges the generosity of a number of supporters of our *Walk with Woor-Dungin Campaign*, as well as several donors who wish to remain anonymous.

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- ❖ Holding Redlich
- ❖ RMIT, in particular, the Centre for Innovative Justice

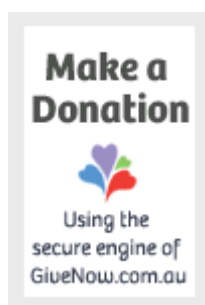
How You Can Help

Donate

Donations make an enormous difference to the extent of activities Woor-Dungin can be involved in with our Aboriginal partner organisations.

You can make tax-deductible donations to Woor-Dungin via our fundraising partner, GiveNow. Please visit www.woor-dungin.com.au and click on the 'Make a Donation' button. All donations over \$2 are tax deductible.

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Volunteer with us

Woor-Dungin is grateful for the support and expertise of the large number of volunteers who assist the organisation. Volunteers can help out in many different ways. Do you have a few hours to spare once a week or once a month? Or perhaps you might have time to do a particular task but not to commit to an on-going volunteering role?

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