



WOOR-DUNGIN

A New Partnership between Aboriginal Organisations and Philanthropy

ANNUAL REPORT 2017



Our purpose is to increase resources, build strong partnerships and share knowledge to fulfil the purpose of Aboriginal community-controlled organisations.

Woor-Dungin acknowledges the Wurundjeri 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.

Please note that this publication contains images of deceased Aboriginal and Torres Strait Islander peoples.

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

The images in this publication appear with the permission of the owners.

Cover Photo: Woor-Dungin at the IFIP Pacific Regional Hui. (L-R) Robyne Latham, Jacy Pevitt, Wenzel Carter, Simone Spencer, Jem Stone (speaking), Sherree Chaudhry, Peter Aldenhoven, Brooke Wandin. Photo courtesy of IFIP



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About Woor-Dungin

Woor-Dungin was created by five Aboriginal women, Aunty Frances Bond, Aunty Glenys Merry, Doseena Fergie, Anne Jenkins, Simone Spencer and one non-Aboriginal woman Christa Momot, who came together at the first Indigenous Capacity Building Program organised by the Reichstein Foundation in 2005. After that meeting, all agreed that they wanted to keep the conversation going - building a bridge between Aboriginal organisations and philanthropy. Over the past 10 years Woor-Dungin has grown to be an organisation of 45 active members and many supporters and volunteers who resource our small paid staff team, who together demonstrate a living model for successful partnerships between Aboriginal community-controlled organisations, philanthropic foundations and donors, and pro bono service providers.

Our work supports Aboriginal organisations across metropolitan, regional and rural Victoria to access the resources they require to support the priority issues they have identified in their local communities, and to achieve self-determination. We do this through developing genuine partnerships with a small number of Aboriginal organisations in Victoria, and assisting them to engage effectively with philanthropic organisations and pro bono service providers. In turn we assist philanthropic organisations and pro bono service providers to engage with and support Aboriginal communities and issues.



Aunty Frances Bond



Doseena Fergie



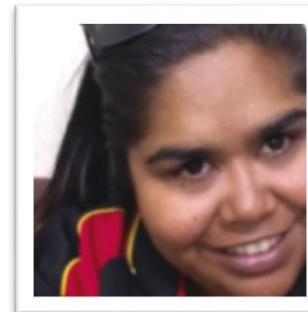
Anne Jenkins



Aunty Glenys Merry



Christa Momot



Simone Spencer



Our Vision, Purpose and Principles

Our **vision** is for Aboriginal and Torres Strait Islander peoples and their rich cultures to be acknowledged, valued and embraced by Australian society.

Our **purpose** is to increase resources, build strong partnerships and share knowledge to fulfil the purpose of Aboriginal community-controlled organisations.

Our **principles** are:

Self-determination

Aboriginal community-controlled organisations will determine their own future

Community development

We will work to empower Aboriginal community-controlled organisations. We will not “do” things for organisations, such as write their grant applications. Instead, we will provide training, assist with project development, give feedback and advice, provide information on sourcing funding, facilitate introductions to grantmakers, help with acquitting, documenting impact, and provide ongoing support

Reconciliation

Aboriginal and non-Aboriginal people will work together to enable Woor-Dungin to realise our shared mission

Advocacy

We will tackle structural issues on a systemic level. Our direct work with Aboriginal community-controlled organisations informs our advocacy and policy development

Woor-Dungin means “share” in the language of the Gunnai people of South Eastern Victoria, and sharing is the philosophy underpinning the Woor-Dungin model.



Report from our Chair

Welcome to our 2017 Annual Report.

It's always a wonderful activity to reflect on the year that has been, the achievements of our Woor-Dungin team and all our partners. I can remember writing last year's report and thinking (and possibly saying to many!) given the huge workload we had taken on, let's slow down a little in 2017!!

I truly believe that some projects have a life and energy of their own. When they are needed, wanted and achieving significant and important outcomes for our Aboriginal community-controlled partner organisations then there is no stopping them. Did we slow down a little? Probably not. What we did was to continue to put our energy into:

- Our role in support of the Criminal Discrimination Record Project culminating in a significant law reform submission endorsed by a broad range of Aboriginal and non-Aboriginal stakeholders to be presented at the statewide Aboriginal Justice Forum in December 2017;
- Strengthening our activities in our Respectful Relationships projects and realising that this element of what we do underpins everything. We are grateful to be involved with the Fellowship for Indigenous Leadership and Philanthropy Australia in much of this work. As part of this, we presented Woor-Dungin's vision of a new way for Aboriginal community-controlled organisations and philanthropy to work together to an international audience at the International Funders for Indigenous Peoples conference in Otaki, New Zealand, in May 2017;
- Continuing our work in our Aboriginal Community Workers Support Program and partnering with The Bouverie Centre and Winda-Mara Aboriginal Corporation in an initiative to deepen the work and take it even further;
- Working with our Aboriginal partners in many ways to support them to access the resources they require for their dreams to be realised;
- Achieving DGR status. This changes so many things for us and it feels like we have come of age;
- Lifting our profile and having a newsletter and Facebook page highlighting what we are proud of and what we have been up to for all to see; and
- Engaging with our team, members and key stakeholders to seek their views to inform our next three-year strategic plan, which is underway now.

When the teams from our Aboriginal partners come together with the Woor-Dungin team and other key external stakeholders/partners and see what can be achieved – it is humbling.



As we come to the end of this year I have a number of appreciations that I would like to make. Firstly, to the tireless work of our Executive Officer and Community Development Coordinator Christa Momot. As a founding member of Woor-Dungin, Christa is incredibly well known and respected for her passion and her leadership, and she has brought this in bucket loads to her role. It's through Christa's influence that most of us are involved with Woor-Dungin in some way.

Secondly to the amazing Woor-Dungin Committee of Management and team for all that you do. Above and beyond. And then to our members, our external stakeholders and friends who partner and support us in many ways and share a similar vision.

To our funders and pro bono partners who have placed their trust in us and believe in what we are doing.

To our tireless subcommittees and working groups, whose members provide vital support and guidance to our operations and programs teams.

And finally to our Aboriginal partner organisations, Winda-Mara, Willum Warrain, HICSA, MDAS, ILBIJERRI and Njernda, who continue to inspire us all.

Chris Clark, Chair, Committee of Management



Our 2016 AGM. (L-R) Trudy Wyse, Denis O'Hara and Christa Momot



OUR COMMITTEE OF MANAGEMENT – WELCOMES AND FAREWELLS

Woor-Dungin's Committee of Management bring a diverse range of skills, knowledge and experience to Woor-Dungin.

In November 2016 the Committee welcomed Robyne Latham as its newest member, and welcomed back Simone Spencer, one of the original founders of Woor-Dungin.

Robyne has made a fantastic contribution to steering some of the key work underway in relation to our Respectful Relationships program, including co-presenting at the IFIP Pacific Regional Hui held in May in Otaki, New Zealand. Simone similarly has taken a key role in relation to important priority work this year, including also co-presenting at the IFIP conference and taking a lead role in preparing for a presentation on the outcomes and recommendations of Woor-Dungin's Criminal Record Discrimination Project.

Robyne and Simone joined existing Committee members Chris Clark, Shantelle Thompson, Christa Momot, Trudy Wyse, Katie Fraser and Lorraine Langley.

In later 2017 Executive Officer and Community Development Coordinator Christa Momot stepped down from her formal role as a member of the Committee of Management. Christa continues to make a huge contribution to all aspects of Woor-Dungin, both as a founding member and in her ongoing leadership role in the Woor-Dungin staff team. The Committee acknowledges the commitment of Christa in continuing to serve on the Committee of Management alongside these roles over a number of years and is grateful for her ongoing advice and support.

Katie Fraser stepped down in mid-2017, and all of the Committee acknowledge her contributions and the commitment she showed in her role as a Committee of Management member. Her insights and advice in relation to the Criminal Record Discrimination Project in particular were highly valued.

Shantelle Thompson has also retired from the Committee. Shantelle has made a significant contribution to both the governance of Woor-Dungin and many of our key programs, in particular our Maarni Aboriginal Women's Leadership Program, where her leadership skills were highly valued. The Committee is delighted that Shantelle has agreed to continue to support Woor-Dungin in extending our programs to support our Aboriginal partner organisations.



OUR COMMITTEE OF MANAGEMENT MEMBERS



Chris Clark, Chair and Interim Treasurer

Chris has a background in the not-for-profit, government, service and manufacturing industries that extends over 30 years. She is a strategic thinker, is insightful, process oriented, and brings a high level of openness, integrity and respect into her role as a consultant, executive coach and facilitator. Over the past 20 years Chris has facilitated strategic plans, workshops and projects for Indigenous organisations and communities.



Lorraine Langley, Deputy Chair

Lorraine has over 25 years' experience in the Victorian public sector, working in senior social-policy and project-management roles. Her span of work has included the education, health, human services and justice portfolios as well as corporate services. In a number of these roles, Lorraine has worked on policies or programs which aim to improve outcomes for Aboriginal and Torres Strait Islander people. She has also worked in the university sector and volunteered in the not-for-profit sector overseas. Lorraine is strongly committed to meaningful and practical ways to support and foster



Trudy Wyse, Secretary

Trudy is a social-policy analyst and consultant, with expertise in program design, implementation and review. She has a background in economics, community development and capacity building, local government, philanthropy and management. She has worked across all three levels of government, and held the position of community services manager for Brunswick City Council. Trudy has worked in the philanthropic sector for over 15 years and is currently a director of the Australian Communities Foundation's Philanthropy Consulting Service. She is also a trustee of the Mullum Trust.





Simone Spencer

Simone is a founding member of Woor-Dungin and former Vice Chair. She grew up in Dareton, NSW, 15 km north of Mildura. After leaving university where she studied Social Sciences in Justice Studies, Simone started work at the Mildura Aboriginal Corporation (now called Mallee District Aboriginal Services, or MDAS) as a family-support worker. She is currently a senior caseworker with the Prevention and Early Intervention Team. Simone is passionate about leadership programs for young Aboriginal women. She believes our next generation of young Indigenous people have the capacity to stand up and be heard on what is needed for our culture and our families, to strive for a better and healthier future.



Robyne Latham

Robyne Latham is a Yamatji woman originally from Western Australia. An academic and fine artist, Robyne has lived and worked in Melbourne for some 30 years. She holds a Master of Fine Art from Monash University, a Diploma of Education from Edith Cowan University and a Bachelor of Arts (Fine Art) from Curtin University. Robyne's works span the media of ceramics, sculpture, public-art installation, performance, painting and theatre-set design. Her artworks are represented in the collections of a number of major galleries in Australia and have won a number of awards.

Robyne has held a number of academic positions across both Aboriginal Art and Health Sciences and is currently the Senior Indigenous Strategic Development Officer at The Bouverie Centre, La Trobe University. Robyne is also the Principal of Blak Light Cultural Safety Training consultancy.



ABOUT CHRISTA MOMOT – OUR EXECUTIVE OFFICER AND COMMUNITY DEVELOPMENT CO-ORDINATOR

Christa is the Woor-Dungin Executive Officer (EO) and Community Development Co-ordinator (CDC). Prior to this, she was a founding member and Co-Chair from 2006 to 2012.

She was formerly the EO of Reichstein Foundation (2001 to 2012) and prior to this, EO of Statewide Women’s Community Housing Service (SWCHS).

Whilst at SWCHS, Christa established a housing outreach service to women at Dame Phyllis Frost Women’s Correctional Centre and established and convened a statewide working group to address the high rate of homelessness for Aboriginal women.

Christa has had more than 30 years of experience in community sector management, together with policy and program development, advocacy, mediation, community development, teaching and mentoring. She has qualifications in Community Development, Mediation, Adult Education and Workplace Training.

In 2009, Christa was inducted into the Association of Neighbourhood Houses and Learning Centres Honour Roll to recognise people who have made a significant contribution to the Neighbourhood House sector through their work which has statewide implications and which reflects community development philosophy, principles and practice.

She worked as a sessional counsellor advocate at the Western Region Centre against Sexual Assault (West CASA) for 13 years as well as Women’s Refuge Referral Service.

For more than 20 years, Christa has worked extensively with Aboriginal people, in particular women. She was formerly an Indigenous Community Volunteer.



Executive Officer's Report

It has been another rewarding and productive year. Aboriginal involvement in Woor-Dungin is the highest it has ever been, and we have met our goal of majority Aboriginal membership.

All members are actively involved in programs, governance and/or operations.

Jem Stone, our Aboriginal Cultural Support Worker, and Deanne Hill, Trainee Executive Assistant, provided cultural support to the team, in particular Aboriginal people undertaking community corrections orders.

Joseph Kennedy, our Operations Coordinator, streamlined finances, enhanced communications and upgraded ICT, which enabled us to run more smoothly. Joseph's appointment enabled me to spend more time on country with our partners, which has been terrific.

Marty Gutride, our Social and Emotional Wellbeing Coordinator, provided caring and timely support, not only to our staff team but also to staff and board members of our partners. Marty also does a wonderful job keeping us all connected via our in-house e-Bulletin.

Paul O'Shea, our Special Projects Coordinator, and Denis O'Hara, our ICT Mentor, generously took on whatever task needed to be done, including staff mentoring and student supervision.

In addition, Denis has taken on the role of facilitating our next three-year strategic plan – engaging our members, partners and other key stakeholders in informing us what we do well and what we can improve on.

We farewelled Peter Flanagan. Peter has been involved in Woor-Dungin since we both worked at Reichstein Foundation, way back in 2009. Peter's official title was Income Generation Coordinator, but he was more than this. His contribution and involvement was enormous. I would like to thank Peter and place on record his tremendous support to me as a mentor over the years.

Woor-Dungin's staff team (paid and unpaid) consists of a wonderful mix of people with diverse and varied life experiences: people with a criminal record, people with mental-health issues, people with disability and long-term unemployed. All are welcome and supported.

Working this way is one of the most satisfying aspects of my role, and I don't think I could now ever work in an organisation where such authentic diversity is not practised.



I am proud that Woor-Dungin is chosen as a safe place where people can regain their confidence in a supportive environment whilst gaining work experience. Our track record of people moving on to paid employment is impressive!!

Our work continues to be made possible by the involvement of a strong contingent of skilled volunteers, members and pro bono supporters, all working and walking alongside our six Aboriginal partners.

Thank you to all the staff team and to our wonderful and hard-working committee of management – in particular Chris Clark, our Chairperson.



Christa with Wenzel Carter at the IFIP Pacific Regional Hui, New Zealand. Photo courtesy of IFIP



Community Development Coordinator's Report

The Aboriginal Partnership Program remains our core activity and time spent developing and maintaining genuine, respectful relationships is the most important ingredient to achieving successful outcomes.

It's vital that our partners feel they can be honest with us about their challenges. Without this trust, no amount of training, resources and support will enable our partners to achieve self-determination.

Our work with our Aboriginal partners informs the development of all strategic projects. The priorities identified by partners were maintaining culture, securing resources for community identified activities and increasing employment.

In response, we facilitated:

Three Income Generation and Resource Group (IGRG) sessions to assist our partners in accessing philanthropic funding and pro bono resources, including skilled volunteers.

Through introductions made at the IGRG, donor briefings and other activities facilitated by us, our partners were successful in obtaining philanthropic funding and pro bono support for key projects identified by community. This has supported self-determination by responding directly to those issues of highest priority to their local communities.

The Maarni Aboriginal Women's Leadership Program, which we facilitated in 2016, continues to have energy, with several of the eight graduates forming friendships and continuing to connect with the Program's mentors.

I'd like to make special mention of Cheryl Asquith, HR Consultant at Colin Biggers & Paisley who reached out to and mentored several graduates. This year, Sherree Chaudhry, HR Manager at Winda-Mara Aboriginal Corporation, based in Heywood, south-western Victoria, spent the day at Colin Biggers & Paisley in Melbourne shadowing Cheryl.

"Shadowing Cheryl for a day in her workplace was a good eye-opener. Even though we are in entirely different business worlds, the role of human resources is the same everywhere. Cheryl was fantastic and I am so pleased that she is someone I can ask for guidance." Sherree Chaundry



Deanne Hill is a Wemba Wemba woman who initially volunteered and later commenced a Traineeship in Business Administration with Woor-Dungin. Deanne spent part of her week at Colin Biggers & Paisley, where she was also mentored by Cheryl.

The Aboriginal Community Worker Support Program. Marty and I supported five staff members from three of our partner organisations to effectively deal with issues which impacted on their ability to undertake their role.

The Respectful Relationships Program. The highlight was the presentation by eight Woor-Dungin members at the IFIP Pacific Regional Hui, held in Otaki, New Zealand in May. Whilst Woor-Dungin has been very successful in increasing the investment philanthropy is making in Aboriginal community-controlled organisations, there is still much work to be done to ensure that philanthropy listens and responds to the needs and priorities as stated by Aboriginal organisations.

I am delighted to congratulate Peter Aldenhoven, President of Willum Warrain and an active member of Respectful Relationships, on receiving a Fellowship for Indigenous Leadership Emerging Leader Award. This is a very well-deserved recognition of Peter's commitment to his community and his capacity to take up a broader leadership role. The award will enable Peter to spend more time on priority projects he is passionate about at Willum Warrain, as well as Respectful Relationships.

The **Criminal Record Discrimination Project (CRDP)**, which aims to achieve two key reforms:

- The introduction of a spent convictions scheme in Victoria, and
- An amendment to the *Equal Opportunity Act 2010 (Vic)* to make discrimination against people with an irrelevant criminal record unlawful.

This project has made huge progress this year and later in the report we detail the highlights.

Thank you Simone Spencer, Wenzel Carter and Naomi Murphy, who as well as being members of the Advisory and Law Reform Committees, actively participated in the consultation as well as contributing numerous hours securing endorsements and preparing their presentation for the statewide Aboriginal Justice Forum.

Thank you Michael Bell for convening the Advisory Committee and Aboriginal consultation. Michael's passionate view about the continuation of discrimination of Aboriginal people with a criminal record is the reason why this project was initiated.

The CRDP owes a huge debt to Stan Winford and Professor Bronwyn Naylor.



Bronwyn Naylor is a Professor in the Faculty of Law at RMIT University and convened the Case Study Working Group, which oversaw the interview, transcribing and case-study documentation process as well as accessing interviewees' criminal records and any government files through FOI.

Stan Winford is Associate Director at the RMIT University Centre for Innovative Justice, and convened the Law Reform Working Group, which developed and oversaw all advocacy and law reform activities. Stan is also the CRDP Media Coordinator.

Stan and Bronwyn contributed to research and writing of the fact sheets, sourced specialist trainers, and developed the discussion paper that informed the successful consultation as well as the position paper containing recommended content of the two reforms. Stan is finalising the submission to be presented at the statewide Aboriginal Justice Forum. Both provided extensive support to Michael Bell, Simone Spencer, Wenzel Carter and Naomi Murphy as well as numerous other people involved in the project.

I'd like to thank Bronwyn and Stan for the enormous amount of support they provided to me, without which I would not have been able to co-ordinate this massive project.

Thank you also to journalist Sylvia Rowley for doing a wonderful job developing the SBS and NITV pieces about Uncle Larry Walsh.

Finally I'd like to thank Anne Jenkins, CEO of HICSA, and Simone Spencer for passionately always providing the history of Woor-Dungin at Income Generation and Resources Group sessions, CRDP events and other events.

Christa Momot, Executive Officer and Community Development Coordinator

"I love Woor-Dungin and what we do and will always be involved."

Simone Spencer





Simone Spencer (front left) and Anne Jenkins (front right) with Shantelle Thompson



CRDP: Winda-Mara fact sheet launch



Staff and Mentors 2017

The following list of Woor-Dungin staff includes people who are paid and unpaid, as well as pro bono mentors. Our sincere gratitude goes to everyone who has supported Woor-Dungin across the year with countless hours' work, often with deadlines looming and under considerable pressure. We thank you indeed.

Eadie Allen	Legal Project Worker
Cheryl Asquith	Operations Mentor
Nicholas Byrne	Legal Project Worker
Karen Churchill	Communications Mentor
Liz Clements	Income Generation Project Worker
Peter Flanagan	Income Generation Coordinator
Evelyn Flitman	Computer Programs Mentor
Lydia Gao	Bookkeeper
Martin Gutride	Social and Emotional Wellbeing Coordinator
Lisa Harrison	Legal Project Worker
Deanne Hill	Trainee Executive Assistant
Ron Jennings	Accounts Mentor
Joseph Kennedy	Operations Coordinator
Sanaya Khisty	Legal Project Worker
Leia Mihailidis	Legal Project Worker
Christa Momot	EO and Community Development Coordinator
Peng Seong Ng	Pro bono Research Project Worker
Tanya Nolan	Legal Project Worker
Denis O'Hara	ICT Mentor and Strategic Planning Coordinator
Paul O'Shea	Special Projects Coordinator
Hannah Peggie	Income Generation Project Worker
Paul Rankin	Finance Mentor
Keti Risteska	Respectful Relationships Project Worker
Sylvia Rowley	Legal Project Worker and Journalist
Marion Silver	Income Generation Project Worker
Julia Stocco	Legal Project Worker
Jem Stone	Cultural Support and Legal Project Worker
Allie Sutherland	Legal Project Worker
Bernie Wood	Operations Support



Aboriginal Partnership Program

The Aboriginal Partnership Program is our core activity. Time spent developing and maintaining genuine, respectful relationships is the most important ingredient to achieving successful outcomes.

The Aboriginal Partnership Program operates in three-year blocks. From 2014 to 2017, the following Aboriginal community-controlled organisations partnered with Woor-Dungin:

- Mallee District Aboriginal Services
- Winda-Mara Aboriginal Corporation
- Willum Warrain Aboriginal Association
- Njernda Aboriginal Corporation

Graduates of the Aboriginal Partnership Program remain involved as alumni. They are:

- Healesville Indigenous Community Services Association
- ILBIJERRI Theatre Company

“On behalf of Dawnie, Karsten, Wenzel and me, our Willum Warrain community and the broader Aboriginal community across Victoria (if I can presume to speak for the other mobs), thank you to Woor-Dungin for your support, encouragement and enablement. What Woor-Dungin does for us all as individuals and collectively is so transformative and affirming; by broadening our horizons, and believing in our dreams, in the words of my Aunty Kath Walker, we can sense that ‘the glad tomorrow’, so long overdue, is nigh.”

Peter Aldenhoven, President, Willum Warrain Aboriginal Association

Woor-Dungin work with and alongside our Aboriginal partner organisations to provide them with the resources and support they need to fulfil the goals they identify in their strategic plans.

As a key strategy, Woor-Dungin’s **Income Generation and Resources Group (IGRG)** activities support the achievement of these goals. IGRG sessions aim to assist our partner organisations in accessing philanthropic funding and pro bono resources, including skilled volunteers.

To complement the sessions, Income Generation mentor Peter Flanagan initiated the development of a philanthropic funding guide, which is updated regularly and distributed at IGRG sessions. The guide is produced with the help of social-work students and project worker Marion Silver.





IGRG session, October 2017

IGRG sessions are a valuable forum for philanthropy to reach out and share information about opportunities and processes with Aboriginal community-controlled organisations, and help to break down perceived barriers to philanthropic funding

Kirsty Allen, Program Manager, Sidney Myer Fund & The Myer Foundation

I find the income generation group guests a great way to hear about a range of different funding opportunities and meet grant officers.

Iain Finlayson, Development and Marketing Manager, ILBIJERRI Theatre Company





Wenzel Carter of Willum Warrain during an on-country visit to Winda-Mara in March 2017

This year, IGRG sessions have been extended to two days to enable everyone to get to know each other, have dinner together, and to provide additional training and resources in response to priority themes and topics.

The priority topic, unanimously adopted for ongoing conversations, is:

Strategies to develop relationships with funders, who support community priorities, are willing to provide flexible, realistic funding and who we can be honest with. Systemic and cultural change cannot be achieved in a year. The trust developed through longer-term relationships also cultivates transparency and helps transform the dynamic between funder and recipient by allowing the funder to work as a strategic ally.

We are really excited that this will be the focus of a three-day, on-country gathering in 2018, which will be attended by staff and board members of all our partners. Opportunities to include our philanthropic partners in elements of this gathering will ensure that all partners are sitting together to have the conversations we need to have.

We thank the following 2017 IGRG speakers

- Kirsty Allen, Sidney Myer Fund & The Myer Foundation
- Shane Austin, RACV Foundation
- John Burke, John Clarke and Julia Spindler, Towards a Just Society Fund
- Hayley Gallery, GoodCompany
- Mandy Grinblat, Foundation for Rural and Regional Renewal
- Anita Hopkins, The Jack Brockhoff Foundation
- Rachel Kerry, CAGES Foundation
- Carolyn Munckton, Victorian Women's Benevolent Trust
- John Spierings, The Reichstein Foundation



Criminal Record Discrimination Project

The Criminal Record Discrimination Project aims to achieve two key reforms: the introduction of a spent convictions scheme in Victoria, and an amendment to the Equal Opportunity Act 2010 (Vic) to make discrimination against people with an irrelevant criminal record unlawful.

Under the leadership of Michael Bell, CEO of Winda-Mara Aboriginal Corporation and Elder at Hamilton, Portland and Warrnambool courts, the Criminal Record Discrimination Project (CRDP) over the past two years has established an advisory committee and working groups that have enabled us to collaborate with more than 80 organisations and individuals. Thanks to this combined effort, there have been many highlights this year.



HICSA fact sheet launch. (L-R) Wurundjeri Elder Kim Wandin, Woor-Dungin EO Christa Momot, HICSA CEO Anne Jenkins and Eastern Community Legal Centre's Anita Koochew

We published a series of fact sheets, researched and written for Aboriginal Victorians to better understand the current policy and law around criminal record checks, their rights in different situations, and organisations that can provide advice.

After an initial launch at Ashurst in Melbourne in September 2016, this year localised versions of the fact sheets were launched at Willum Warrain (Hastings), Winda-Mara (Heywood) and HICSA (Healesville). The fact sheets are available from Woor-Dungin's website and from the websites of Victoria Legal Aid and Eastern Community Legal Centre.



We produced a discussion paper that included national comparative tables of legislation, quotes from Victorian Aboriginal community-controlled organisations on the impact of legislation on community, and feedback from Aboriginal peak bodies in other states on which aspects of the legislation have worked well in their state and which have not. The discussion paper informed a consultation held in April and convened by Michael Bell for Aboriginal organisations to discuss and agree on the content of the two reforms.

We produced a position paper containing the recommendations arising from the consultation, which was widely circulated for feedback and endorsement.



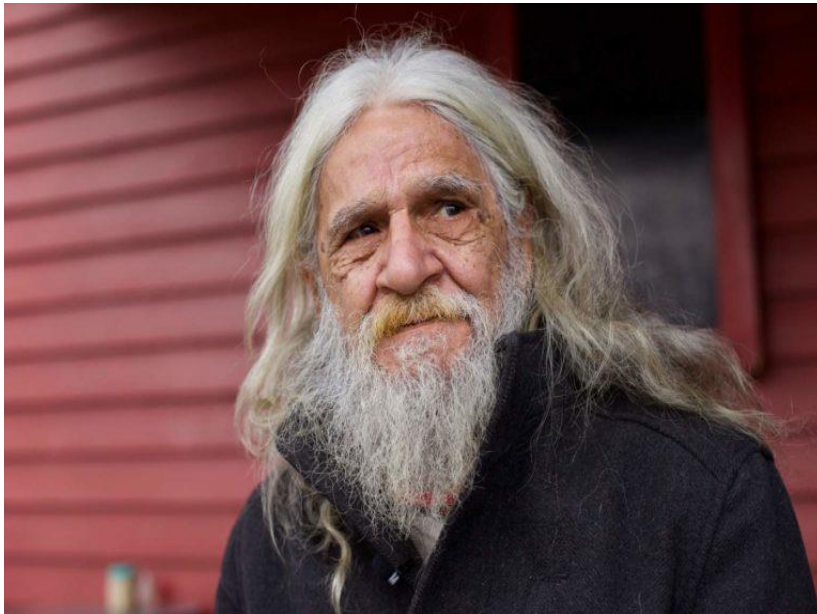
CRDP consultation. (L-R) Jarrod Hughes, Anne Jenkins, Anna Gibson, Simone Spencer, Andrew Jackomos, Naomi Murphy, Jessica McDonald, Christa Momot

Finally we have put together a submission containing 11 case studies of Aboriginal people with a criminal record who have experienced discrimination; the policy rationale for reforms; and recommendations and endorsements. This will be presented by Michael Bell, Simone Spencer, Wenzel Carter, Naomi Murphy and Stan Winford at the statewide Aboriginal Justice Forum to be held in Swan Hill, Victoria, on 13 December.

Uncle Larry Walsh is one of the people whose case studies are included in the submission.

When Uncle Larry was interviewed, he recalled police assuming he had a criminal background dating back to 1956 – when he was three years old. Woor-Dungin Legal Project Worker Elizabeth Proctor delved into this and found that Larry was taken into care in 1956, and this was how removal was historically recorded. Subsequent research by Professor Bronwyn Naylor and examination of Larry’s personal criminal record confirmed this.





Uncle Larry Walsh. Photo by Beata Mazur courtesy of NITV

Uncle Larry's story was broadcast on SBS NITV and reported online. On 21 September 2017, the Victorian Attorney-General, the Hon Martin Pakula MP, wrote to Michael Bell, Convenor of the Advisory Committee of the CRDP, about this issue.

In his letter, the Attorney-General acknowledged the work of the CRDP in bringing this issue to light.

He said that he was "extremely concerned about the nature of these historical practices." The Attorney-General stated:

I have asked the Department of Justice and Regulation to advise me about actions to address these historical practices, including any legislation that may be required to correct these records, so that care and protection orders for children are recorded appropriately.

The CRDP is pleased that the Attorney-General is taking action on this issue, and also acknowledges that the Victorian Greens successfully moved a motion in the Victorian Parliament on 15 November 2017, calling on the government to provide a report to Parliament by 8 March 2018 "detailing the extent of the problem, how it plans to redress these issues, including any legislation needed and an apology to care leavers for the harms caused to them."



Respectful Relationships

The Respectful Relationships program aims to support philanthropy's capacity to build enduring, respectful relationships with Aboriginal community-controlled organisations.

In our 2016 Annual Report we wrote extensively about our work in facilitating positive and respectful relationships between Aboriginal community-controlled organisations and philanthropy.

We wrote about our partnership with Fellowship for Indigenous Leadership (FIL), with whom we co-sponsored a workshop, 'Right Way, Wrong Way, Which Way?' at Philanthropy Australia's (PA) 2016 National Conference.

We also talked about a role we cherish, as PA's National Moderator for Indigenous Issues, where we submit to PA for publication in its Funder Central members' resources portal various resources on issues relevant to Aboriginal communities, thus helping to inform funding decisions made by the foundations and other grantmakers that access Funder Central. The resources are chosen by an Aboriginal Advisory Committee. Marty Gutride acts as Secretary to the Committee.

Aboriginal Advisory Committee:

Peter Aldenhoven
 Rochelle Armstrong
 Vicki Clark
 Doseena Fergie
 Robyne Latham
 Jem Stone
 Shantelle Thompson

We have seen these activities as wonderful opportunities and platforms to engage with leaders of Aboriginal Organisations, Philanthropy and other key stakeholders, and explore what respectful relationships could and do look like. This was just the beginning, and we are delighted to have seen this work deepen over the past 12 months.

RIGHT WAY, WRONG WAY, WHICH WAY? THE WEBINAR

In February, following the success of 'Right Way, Wrong Way, Which Way?' at the PA National Conference, the session became a webinar co-sponsored by Woor-Dungin and FIL, and produced by PA and Pro Bono Australia.

Moderated by Genevieve Timmons, Philanthropic Executive of Portland House Foundation, and presented by Belinda Duarte, CEO of Culture is Life, and Peter Aldenhoven, President of Willum Warrain, the webinar reiterated the findings of the conference session.



When it comes to funding Aboriginal community-controlled organisations and their communities effectively, it is all about relationships, genuine, trustful engagement, and allowing Aboriginal organisations to make decisions about their own futures.

The presenters stressed the importance of cultural awareness and the benefits of deep listening. They spoke of the need for some philanthropics to move beyond reactionary ways of thinking in response to the challenges sometimes encountered when working with Aboriginal communities.

The session has been described as informative, insightful, challenging and moving. It has provided so much material for further exploration and hopefully opportunities to push for real change.

We are delighted to congratulate Peter Aldenhoven, President of Willum Warrain and an active member of the Respectful Relationships Working Group, on receiving a Fellowship for Indigenous Leadership Emerging Leader Award.

Peter Aldenhoven, with Wenzel Carter (left) and Taneisha Webster (right)



WOOR-DUNGIN'S PRESENTATION AT THE IFIP CONFERENCE IN NEW ZEALAND

"Walk with us. Not in front of us, not behind us, and definitely not over us."

Peter Aldenhoven



Woor-Dungin at the IFIP Pacific Regional Hui. (L-R) Robyne Latham, Jacy Pevitt, Wenzel Carter, Simone Spencer, Jem Stone (speaking), Sherree Chaudhry, Peter Aldenhoven, Brooke Wandin. Photo courtesy of IFIP

On 9 May 2017 Woor-Dungin presented a session on respectful relationships at the International Funders for Indigenous Peoples Pacific Regional Hui ('gathering') in Otaki, New Zealand, titled 'How can philanthropy walk with us? A key to successful philanthropy with Aboriginal communities'.

The session further developed the themes explored in our session at PA's 2016 National Conference, 'Right Way, Wrong Way, Which Way', and its subsequent iteration as a webinar and posed the question: What are the keys to building successful, enduring, respectful relationships between philanthropy and Aboriginal community-controlled organisations and the communities they represent?



Woor-Dungin's team – Peter Aldenhoven and Wenzel Carter from Willum Warrain Aboriginal Association, Sherree Chaudhry and Jacy Pevitt from Winda-Mara Aboriginal Corporation, Robyne Latham from Woor-Dungin's Committee of Management, Simone Spencer from Mallee District Aboriginal Services, Brooke Wandin from HICSA and Jem Stone from Woor-Dungin – began to build an answer.

Robyne Latham stated that vital to building and sustaining respectful relationships is *dadirri*, or 'deep listening'. "A reciprocity of deep listening, listening with all your senses, is integral to establishing respectful relationships," she said.

Peter Aldenhoven noted the importance of personal contact and *dadirri*. Simone Spencer too spoke about personal contact and *dadirri*, and also referred to the importance of transparency and flexibility.



Woor-Dungin's presentation at the IFIP Pacific Regional Hui. (L-R) Robyne Latham, Jacy Pevitt, Wenzel Carter, Simone Spencer. Photo courtesy of IFIP

All members of the team shared personal reflections and deep insights, speaking passionately from a place of strength.



In the end, the key message to philanthropy was this: that successful, enduring, respectful relationships with Aboriginal community-controlled organisations can be achieved through deep listening, transparency, flexibility and reciprocity.

When Woor-Dungin's presentation was over the audience rose in a standing ovation. Some audience members were in tears, and many came forward to congratulate the presenters as they left the stage.



Woor-Dungin's presentation at the IFIP Pacific Regional Hui. (L-R) Sherree Chaudhry, Peter Aldenhoven, Brooke Wandin, Jem Stone. Photo courtesy of IFIP



The following 'Stronger Futures' checklist encapsulating the Woor-Dungin team's advice to philanthropy was presented during the session:

- *Walk beside us*
- *Invest in your local Aboriginal mob*
- *Make sure all projects are Aboriginal-designed, led or controlled*
- *Be prepared to be flexible with grant guidelines and time frames*
- *Make sure your websites are culturally respectful*
- *Trial small grants then upscale once two-way trust is established*
- *Invest in mutual capacity-building: get your staff to visit us and support our community leaders and staff; ask us to provide cross-cultural training for your grants managers, staff and Boards*
- *Evaluate your own funding experiences with Aboriginal organisations and reflect on success stories*
- *Employ Aboriginal staff in philanthropy; recruit Aboriginal people to your Boards*
- *Use your networking power for the benefit of Aboriginal communities*

We always acknowledge our Elders, past, present and emerging. That said – it's not often one experiences this 'in action,' 'in the moment,' and 'in the dadirri.'

Standing on stage together, we felt Elders from the past, whispering words of courage and resilience. We saw Elders present, both on stage and in the audience – and we witnessed our younger ones, emerging as future Elders.

A rare moment, as public as it was private.

This could not and would not have happened at all, without our non-Aboriginal partners, who really do

Walk beside us, not behind us, nor in front of us, and definitely not over us.

One dares to believe change really is possible.

Robyne Latham, Committee of Management, Woor-Dungin



TOWARDS A JUST SOCIETY FUND TRANSITION TO ABORIGINAL GOVERNANCE

This year we have been working in partnership with Fellowship for Indigenous Leadership and Towards a Just Society Fund (TJSF), a sub-fund of Australian Communities Foundation, to explore ways to transition the fund to Aboriginal governance. The ethos underpinning Towards a Just Society Fund’s efforts to this end accords perfectly with that of Respectful Relationships, and we hope it proves to be a model transition that other funds might emulate.



Partnership in action: Members of Woor-Dungin, our partner organisations, Fellowship for Indigenous Leadership and Towards a Just Society Fund meet on 4 October to talk about transitioning the fund to Aboriginal governance



Financial Report Summary

These tables are an extract from our audited Financial Reports for 2016/2017. The full reports are available on our website www.woor-dungin.com.au

Profit and Loss Statement for the year ended 30th June 2017

	2017	2016
	\$	\$
Income		
Donations Received	106,898	12,515
Grants	138,400	192,400
Members Receipts	-	55
	245,298	204,970
Expenditure		
Occupancy Expenses	21,173	16,762
Other Expenses	9,244	13,958
Project Expenses	27,445	21,282
Salaries & Employee Benefits Expense	145,291	130,290
	203,153	182,292
Surplus/ (Loss) for Year	42,145	22,678



Balance Sheet as at 30th June 2017

	2017	2016
	\$	\$
Equity		
Retained Profits	66,655	24,510
Total Equity	<u>66,655</u>	<u>24,510</u>
 Represented by:		
Current Assets		
Petty Cash Imprest	-	44
Cash at Bank-National Bank	126,260	80,344
Trade Debtors	10	10
Accrued Income	-	660
	<u>126,270</u>	<u>81,058</u>
Total Assets	<u>126,270</u>	<u>81,058</u>
 Current Liabilities		
Other Creditors	3,279	2,786
Grants in Advance	50,000	50,000
Provision for GST	6,336	3,762
	<u>59,615</u>	<u>56,548</u>
Total Liabilities	<u>59,615</u>	<u>56,548</u>
 Net Assets	<u>66,655</u>	<u>24,510</u>

Many thanks to our auditors:

Lionel Arnold
 Director
 J L Collyer & Partners



Acknowledgements

As ever, we have an enormous number of people to thank for their tireless efforts in support of our organisation and our work.

ABORIGINAL PARTNER ORGANISATIONS

Healesville Indigenous Community Services Association
ILBIJERRI Theatre Company
Mallee District Aboriginal Services
Njernda Aboriginal Corporation
Willum Warrain Aboriginal Association
Winda-Mara Aboriginal Corporation

PHILANTHROPIC PARTNERS

Australian Communities Foundation

- Alf & Meg Steel Fund
- B B & A Miller Fund
- Beeton Family Fund
- Fairer Futures Fund
- Towards a Just Society Fund
- Williams Fund

Collier Charitable Fund

Equity Trustees

Perpetual

Reichstein Foundation

In addition, Woor-Dungin acknowledges the generosity of a number of anonymous donors

PRO BONO PARTNERS

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David Yarrow
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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. And following our recent Australian Taxation Office endorsement as a deductible gift recipient, you can now 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 to go to GiveNow's Woor-Dungin cause page, where you can choose to make a one-off donation or a regular donation. All donations over \$2 are tax deductible.

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? Some of the areas our volunteers assist with are:

- Marketing and communications
- IT
- Grant applications
- Office administration
- Fundraising
- Editing and writing
- Research

SUBSCRIBE TO OUR NEWSLETTER

You can subscribe to Woor-Dungin's quarterly newsletter – full of program and partner news, latest events and much more. Visit our website to find out more.

VISIT OUR FACEBOOK PAGE

Woor-Dungin has a new Facebook page – check it out and like us!

LIKE TO LEARN MORE?

Please contact Christa Momot, Executive Officer, Woor-Dungin on cmomot@woor-dungin.com.au or visit our website www.woor-dungin.com.au



Thank you to **Joseph Kennedy** who co-ordinated and produced this wonderful annual report and to Chris Clark, Lorraine Langley and Christa Momot for their contributions, planning and editing.

Thank you also to **Cheryl Asquith and Colin Biggers & Paisley** for generously printing and collating our report

