



JULY-DECEMBER

2020

FAMILY EMPOWERMENT REPORT



CAPE YORK PARTNERSHIP
Responsibility • Opportunity • Freedom



CAPE YORK PARTNERSHIP

Cape York Partnership is the engine room for innovative policy and programs designed to end passive welfare and empower Cape York Indigenous people and families to improve their own lives.

We want to ensure that Indigenous rights and responsibility exist in proper balance, and Indigenous people are truly enabled to be the masters of their own exciting destinies.



CAPE YORK
INSTITUTE



O-HUB



Cape York Leaders Program
be more



DJARRAGUN
COLLEGE



CAPE YORK
GIRL ACADEMY



CAPE YORK
EMPLOYMENT



BAMA
SERVICES



CAPE YORK
TIMBER



PAMA
LANGUAGE
CENTRE



Ngak Min
HEALTH



The
mayi
market

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Welcome

**Welcome to the Family Empowerment Report (FER)
for July to December 2020.**

Yalada,

Close the gap. Historic targets. A new way. A better partnership. We've heard these often, especially lately...

All potentially powerful, but powerless and only lip service when no plan of action is attached. Without a commitment to 'how' the discourse for change works precisely so that everything stays the same.

The failings of Indigenous affairs are not due to Indigenous people making poor choices, lack of evidence about what works, or lack of money, the long and strong evidence base tells that the history of failure comes with refusal to commit to structural reform that thoroughly makes right the relationship between Indigenous people and governments.

But HOW, is the perennial question.

This has been the long 20-year journey of Cape York Partnership—to put into practice the 'how' with 'Indigenous-led' a fundamental practice from policy design to implementation.

This is 'why' we can report traction, we focus on 'how'. You will note on page 10 our cogs of change—a system approach—a development agenda articulated and designed by our old people many decades ago starting with families. Our mantra and focus on those cogs of development have not changed.

This report demonstrates when the opportunity and policy is Indigenous-designed and led our families respond well and the new Mayi Market, launched during COVID-19 is a good example. Four small Cape York communities in the last six months bought 2,700 boxes of quality affordable fresh fruit, vegetables, meat, eggs, spending more than \$100,000. They are smashing this myth that our people don't make healthy choices. Affordable healthy food is a basic human right. Bad policy and a sustained indifference to the lives of Indigenous people has created an environment for unhealthy behaviour.

This indifference to our lives can be seen clearly in the employment and economic justice space in Cape York and those cogs remain stuck unless there is commitment to structural reform. Again, but 'how'.

Instead of the Government funding unemployment through passive welfare, we are proposing a Job Guarantee—full employment for those who want a job. In 1945-1975 the Commonwealth had an official policy of full employment. For 30 years every Australian who was able to work could get a job. This changed in 1975 and Government policy has resulted in many Indigenous communities experiencing intolerable



The Mayi Market delivers fresh fruit, vegetables, eggs, meat and seafood directly to the communities of Coen, Hope Vale, Mossman Gorge, and Wujal Wujal.

unemployment—in some cases higher than 80%. Cape York Institute (CYI), in partnership with Professor Bill Mitchell of the University of New South Wales submitted to the Australian Government in July "A National Job Guarantee" policy.

We have argued that 1,400 jobs could be created in communities and around the state (for those willing to relocate) by Councils, PBCs (Prescribed Bodies Corporate), non-government entities, and social organisations. We call for 100% employment to shift that cog once and for all. Governments must not turn away any longer from the loud voices on this issue of jobs.

Our people do not choose poor health. Our children are 125 times more likely to suffer rheumatic fever that could be prevented, treated, and even eradicated from communities as it has been in third world countries. I raise this because we report here on a student at Djarragun College, a Rheumatic Fever survivor, who will experience lifelong problems. This student will struggle without health seeking behaviour. But again, 'how'. This is why Nagk Min Health exists at our College, to embed health seeking behaviour amongst our students and families as early as possible. Students and their families are offered culturally sensitive general health, developmental care, parenting support, Indigenous psychology and trauma-informed care.

Their families are also supported to navigate the complex health system, specialists are brought on site and transport is provided for those who would otherwise not make a health check.

No one falls through the cracks, with health assessments and follow-up care planned for every child. Because of this approach, assessments have unearthed hearing problems, mental health issues and developmental concerns such as autism.

This is the 'how'—Indigenous-designed and led. There is a prevailing scourge across our society and dominating our headlines for which non-Indigenous and Indigenous communities do not have the 'how'. Concerns of sexual violence, youth sexual violence in particular, have been raised by our people, mostly women for several decades without an adequate government response. The alarming Smallbone Report in 2013 sparked a series of State Government led Committees and Reports that produced little to no action. CYI has embarked on an inquiry and co-design approach to support Cape York and Cairns West communities. We enlisted former Federal Sex Discrimination Commissioner and NSW Minister for Prevention of Domestic Violence and Sexual Assault the Hon Pru Goward to conduct the inquiry. I would like to thank the more than 50 experts, service providers, and community members for their courage in speaking so candidly, and governments for providing data. The aim is to assess the past and current responses and co-design with our communities a system approach for governments to support. No one expects governments to have the answers but they must enable those on the ground with an opportunity to be a part of the solution.

Without the communities leading, our people this year may have faced very different COVID-19 impacts. The threat of the pandemic on vulnerable people and the ever-changing regulatory circumstances required governments to respond swiftly and think critically about how best to support and



Rahenna, a young mother from Waruwi in the Northern Territory, graduated from our Girl Academy with a QCE and is working towards a Certificate III in Early Childhood Education.



I was delighted to present Devanna Wilson-Neal with the Dux Award at Djarragun College's 2020 Presentation Day.

protect remote communities. It underlined the need to respect local voice and for all stakeholders to work collectively to ensure that all efforts are effective in reaching Indigenous people and enabling real impact in their lives and futures. I can not commend enough the leadership demonstrated by our local leaders.

I have covered some intense ground here so I would like to conclude on the same note we ended the year—with the very exciting graduation of our Year 12s at Djarragun College and the Cape York Girl Academy. We celebrated the highest number of graduates to date—with all achieving either a Queensland Certificate of Education (QCE), a Queensland Certification of Individual Achievement (QCIA) and Vocational Education and Training (VET) qualifications, during a pandemic year no less. The extraordinary courage of our Girl Academy graduates, including one teen mum who took a giant step out of her Northern Territory community with her baby to live and learn together, and prepare for life beyond school, have earned a badge of valour in my books. I could not be more proud of our programs that support not only academic achievement but also the growth of health, social, emotional, and spiritual strength.

The past year has been the most unexpected yet, by virtue of a global pandemic, and of course the Black Lives Matter movement, which has helped to shine a light on the power imbalance at the heart of the relationship with governments and Indigenous communities. This is the challenge for the years ahead of us. 'How' we bring about balance will come down to national leadership.

FIONA JOSE | CAPE YORK PARTNERSHIP

Key Highlights

\$17K

SAVED TOWARDS
HOMELANDS
TO DATE

WUJAL WUJAL

2,336

MPOWER VISITS TO
BUILD FINANCIAL
CAPABILITY

AURUKUN

\$47K

SPENT ON MAYI
MARKET FRESH
FOOD BOXES

COEN

82.6%

AVERAGE SCHOOL
ATTENDANCE
IN SEMESTER 2

HOPE VALE

\$29K

IN SET
CONTRIBUTIONS

MOSSMAN GORGE

CAIRNS

647 STUDENTS SUPPORTED IN EDUCATION AT OUR
SCHOOLS AND THROUGH SCHOLARSHIPS

\$3.7M+ CONTRIBUTED TO CHILDREN'S STUDENT
EDUCATION TRUST ACCOUNTS TO DATE

4,839+ MEMBERS OF LANGUAGE NATIONS
CURRENTLY SUPPORTED

291 PATIENTS SUPPORTED THROUGH
NGAK MIN HEALTH

2,700+ FRESH MAYI MARKET FOOD
BOXES PURCHASED

2,554 MEMBERS SUPPORTED TO ACHIEVE FINANCIAL
INCLUSION AND CAPABILITY

763 JOBSEEKERS SUPPORTED TO BUILD
CAPABILITIES AND FIND JOBS

800+ ALUMNI MEMBERS READY TO SUPPORT THE
NEXT GENERATION OF CAPE YORK LEADERS

Breaking the Cycle

Cape York Partnership exists to break the cycle of disadvantage and welfare dependency, to support individuals and their families to strive for better lives for themselves and their children. While data is important when pursuing an evidence-based approach, the personal journeys shared by Cape York Indigenous people are invaluable, as they reveal real-life struggles, the courage, and the triumphs along the uncharted road to reform.

Breaking a cycle, but not his stride

Waynead Wolmby has the Boston Marathon finish line set in his sights for one reason—to change the wider world’s perception that Aurukun is a broken community.

The 19-year-old Wik man has found his pace as a mentor and role model for other young people. He was awarded Aurukun’s Young Citizen of the Year in 2020 and regularly assists with the Aurukun Police Citizens Youth Club community events.

As a member of the Aurukun Deadly Runners, Waynead took part in the inaugural Aurukun marathon in 2020, and is encouraging his peers to take up the hobby. “I run because I want to change the perspective of Aurukun,” he says. “Imagine if people hear that a young Aurukun man ran in Boston, instead of hearing about our rates of juvenile incarceration.”

It is no secret Waynead’s community is in a cycle of entrenched hardship. Aurukun has an intolerable estimated 80% unemployment rate with a predominantly fly-in fly-out workforce, and the participation rate in tertiary study is extremely low.

A teacher’s aide at the school of his childhood, Waynead is a living example of how the cycle of welfare dependency can break. He wants to see an end to passive welfare dependency in Cape York communities and shares his vision for more Bama from his home to further their education and become leaders.

“I just want to help the kids here,” he says. “If they keep coming to school, and keep being proud of their Indigenous culture, then good things will come their way.”

Embracing Aurukun’s predominantly Wik language and culture—as one of the oldest living civilisations on the planet—is so important, Waynead says, and by doing this, it will help to break negative perceptions of their community.

“Living in this environment can be tough,” he says. “Yes, there’s some rubbish that goes on, but as Aboriginal people we also have to deal with the negative way that we are portrayed in the media.”

Waynead says being a ‘good role model’ is his duty for the sake of his younger siblings and peers, and that the cycles of hardship will not break until more senior community members adopt this responsibility. Since primary school, Waynead has



“pulled up his socks”, achieving a number of educational achievements. A graduate of the Cape York Leaders Program (CYLP), Waynead was an Academic Secondary Leader during his high school years, graduating from Marist College in Brisbane. He then completed a Certificate III in Community Services and a Certificate IV in Youth Work through Griffith University, with the support of CYLP’s tertiary program.

Waynead encouraged his younger sister to become a CYLP Academic Secondary Leader, who subsequently graduated from Stuartholme School in December 2020.

He credits his parents with guiding him away from a life of delinquency and underachievement. His mother, Marcia, made use of the Student Education Trust, offered through the Aurukun O-Hub, to save for her children’s schooling.

“I used to run amok when I was in primary school, but my parents wouldn’t stand for that. I think I come from a very good family. If you come from a good family, you’ll do well. If you don’t, you get caught up in the rubbish and lost in a system that fails you. If it weren’t for my parents, us kids might not have succeeded.”

Executive Summary

INDIVIDUAL AND FAMILY DEVELOPMENT

- **MPower** has helped 2,554 people to date across the Cape York Welfare Reform (CYWR) communities (Aurukun, Coen, Hope Vale and Mossman Gorge) to improve their financial skills and wellbeing. Of these, 2,128 (83%) are still current members. Support extended beyond the CYWR communities in late 2020, after Cape York Partnership was appointed to provide financial counselling support to claimants in the Stolen Wages Class Action. In December, 100% of members surveyed advised that they would recommend MPower to their family and friends, including Robyn Gordon who said: “I come into the O-Hub to do my financial business and I get extra support to do this. [With support from MPower], I have just set up a savings goal in my account. I am hoping to achieve my target savings amount in the new year.”
- **Homelands** has 23 members—across Coen, Hope Vale and Wujal Wujal communities—who are jointly managing the ongoing costs related to, and realising their development goals for, their homes and lands. Through Homelands, families are supported to come together as a group to cover the costs of land. To date more than \$57,000 has been accessed from saved funds to pay for home loan repayments, council rates and maintenance on their homelands. Dora Gibson of Hope Vale says: “Homelands gives us security knowing that we have money put aside especially for our farm.”

EDUCATION

- **Student Education Trust (SET)** has helped 766 parents and carers from seven Cape York communities (Aurukun, Coen, Cooktown, Hope Vale, Lockhart River, Mossman Gorge and Wujal Wujal) to provide 1,236 students with the educational goods and services they need to succeed at school. Since SET began, more than \$3.7M has been diverted to support children's educational needs. One of our long-term donors, Lutonya Creek from Coen, told us: “SET has really helped me better my children's education...With SET I don't have to worry about school uniforms, shoes, socks, hats and other school needs...I want my children to have the best—in education and in life—because I didn't have that myself.”
- **Cape York Leaders Program (CYLP)** supported 129 Indigenous Cape York students to attend secondary schools and universities across Australia at some point during July–December. Leaders, with CYLP support, continue to achieve academic success, such as attaining awards, completing tertiary education, and graduating Year 12. In 2020, 18 Academic Leaders completed their secondary schooling journey. It was wonderful to see families from across Cape York attend graduation ceremonies and Year 12 formals to celebrate their children's achievements. Three Tertiary Alumni attended CYLP's inaugural ‘Next Steps Conference’ in December to share their stories on attending and completing university with Year 12 graduates.
- **Cape York Aboriginal Australian Academy (CYAAA)** supported 154 students across Coen and Hope Vale to attend and achieve at school. In Semester 2, the average attendance rate for the Hope Vale CYAAA campus was 82.6%, making it the top attending school in Queensland Indigenous communities. CYAAA's innovative and engaging science program was showcased in the launch of its interactive period table in Coen and Hope Vale, much to the delight of CYAAA students, community members and those watching the live-stream of the events.
- **Djarragun College** supported 344 students to undertake their primary and secondary schooling in Semester 2. Twenty-seven per cent of students were boarders from communities across Cape York and elsewhere. The 27 Year 12 graduates of 2020 have achieved great things: eight QCEs and 36 VET certificates were attained, which opens up future academic and employment opportunities. Completion of Year 12, especially after such a tumultuous year, is a significant accomplishment for these students. Tamuri Namai said: “I feel very proud of myself and I'm sure that my family are very proud of me graduating. I'm the first in my family to graduate!”
- **Cape York Girl Academy** had 20 students enrolled between July–December, as well as three babies in residence. Hospitality Practices students performed exceptionally well in their end of term assessments, by planning and creating a formal dining event for staff and students to celebrate NAIDOC Week. Five students graduated from Year 12 in 2020, completing their secondary education journeys with either a QCE or Queensland Certificate of Achievement (QCIA).

EMPLOYMENT AND ECONOMIC DEVELOPMENT

- **Cape York Employment** (CYE) supported 763 jobseekers across Aurukun, Coen and Lockhart River communities during July–December to build the capabilities needed to move away from passive welfare dependency and into employment. In late July, CYE was one of the first Community Development Program (CDP) providers nationally to be approved to operate a COVID Safe Activity. CYE continued to provide outreach support to jobseekers, including wellbeing checks during the mandated gradual return to face-to-face activities and Mutual Obligation Requirements during the period.
- **Bama Services** employed 72 staff at some point between July–December, 72% of whom are Indigenous. During July–December, Bama undertook significant projects across the Cape, including upgrades to stretches of the Peninsula Development Road, the Kowanyama swimming pool and waste infrastructure upgrades in Aurukun. Bama Services’ commitment to staff training and development was formally recognised at the 2020 Queensland Training Awards, receiving the Small Employer of the Year award. Their Support and Wellbeing Program was also awarded funds from the Westpac Foundation Social Enterprise Grant, which will ensure that Bama Services can continue to provide employees with the wraparound support they require.
- **Cape York Timber** (CYT) made the difficult decision in August 2019 to temporarily suspend operations at the Cooktown timber mill following the loss of its largest customer. Under an agreement from the Department of Agriculture and Fisheries, CYT secured a lease to harvest part of a State Government forest. Due to a recent ban on the export of Queensland timber to China, CYT was unable to commence harvesting. Pending these restrictions, CYT is hopeful to recommence harvesting and milling in 2021.

LANGUAGE AND CULTURE

- **Pama Language Centre** (PLC) now works alongside 13 First Nations to ensure the viability of ancestral languages in Cape York Peninsula. Between July–December, five new episodes of *Thudaan Diini (Red Road)*—PLC’s very own Sesame Street-style educational video series to teach Guugu Yimithirr—was loaded to YouTube. The first season of the series has been a resounding success, with one viewer of the series commenting: “Amazing first season! Will be watched repeatedly in our house over the school holidays.” PLC has also been working closely with Uncle Shorty, the only living speaker of the Yadhaykenu language, to turn his stories to song and create an animated song-clip in which Uncle Shorty tells the story of his encounters with *apudthinngal wuchuma (the three brown snakes)*.

POLICY

- **Cape York Institute** has been a leading driver of Indigenous policy reform in Cape York and elsewhere since the independent think tank was launched in July 2004. During July–December, CYI’s policy paper entitled “A National Job Guarantee”, devised in partnership with University of Newcastle Professor Bill Mitchell, identifies that only 1,400 jobs need to be created for 100% employment of Indigenous people in Cape York. In the period, policy work also commenced on co-designing a response to child safety in Cape York, which included the establishment of an Indigenous Steering Committee and a comprehensive analysis of the current situation. In her report, the Hon Pru Goward (former NSW Minister for Family and Community Services) concluded: “It is now time for the Government to commit to co-designing a solution with the individuals, families and communities most affected by this violence...it will lead to better outcomes for Indigenous people.”

HEALTH AND WELLBEING

- **Ngak Min Health** supported 291 Djarragun College students, their family members and members of the Gordonvale community to improve their health and wellbeing outcomes between July–December. Ngak Min’s holistic care model provides targeted and easily accessible health support to Djarragun College students, who accounted for 75% of active patients in the period. Its approach to supporting students ensures they are developing the skills to seek health support, as advised by Emma McCann, the Family and Health Practitioner: “We work on building the rapport and the relationship first. And that is a big difference in our approach, because we are allowing young people to build trust and to understand that we’re here to help.”
- **The Mayi Market** provided more than 2,700 fresh food boxes to 385 customers in Coen, Hope Vale, Mossman Gorge and Wujal Wujal between July–December. Mayi Market customers consistently report that this fresh food initiative provides the value for money and quality that they need. Shavane Nandy of Wujal Wujal says: “It’s saving us money. The meat box is our favourite as the meat is always good. [The Mayi Market] should be ongoing. It’s great for the community and I tell others, including my family, to sign up too!”

Our Vision

The people of Cape York have the capabilities to choose a life they have reason to value.

A FAMILY-CENTRED APPROACH

Cape York Partnership pursues Indigenous empowerment. The long hand of government intervention in the lives of Indigenous people has too often smothered Indigenous initiative, leadership and responsibility. Cape York Partnership is an Indigenous organisation that has stood up to lead a comprehensive reform agenda to turn this on its head. We want to ensure that Indigenous rights and responsibility exist in proper balance, and Indigenous people are truly enabled to be the masters of their own destinies.



OUR COGS OF CHANGE

Innovative policy, research and on-the-ground reforms are the lifeblood elements of Cape York Partnership. Each policy and operational area of Cape York Partnership is like a cog in an engine—each plays an important role in the functioning of the machine that drives development and, in turn, our reform agenda. Cape York Partnership and its collective of entities aim to get all of the cogs moving.

Our Governance

Cape York Partnership (CYP) is governed by a Board of high-performing Australians committed to the empowerment of First Nations people in Cape York and nationwide. They come with exceptional experience and competence at the highest levels of government, business and corporate sectors, and Indigenous community leadership.



DANNY GILBERT AM | CO-CHAIR

Danny Gilbert AM is co-founder and Managing Partner of Gilbert + Tobin. Danny currently holds a number of directorships including Director of the Business Council of Australia and Co-Chair of Australians for Indigenous Constitutional Recognition. Danny is a tireless champion of Indigenous rights.



RICHARD AH MAT | CO-CHAIR

Richard (Richie) Ah Mat of the Wuthathi and Yupungathi Nations, was the first Aboriginal person in the role of President of a Construction Forestry Mining Energy Union Lodge. He is Chair of the Cape York Land Council, Co-Chair of The Cape York Partnership Group and a Non-Executive Director across all other entities within the group.



NOEL PEARSON | FOUNDER

Noel Pearson is one of Australia's leading thinkers. He comes from the Guugu Yimithirr Nation of Hope Vale and has advocated a 'right to take responsibility' empowerment agenda since his early 20s when he worked with the Cape York Elders to lead the land rights movement. He is focused on Indigenous constitutional reform.



FIONA JOSE | CHIEF EXECUTIVE OFFICER

Fiona joined CYP in 2010 where she held senior management positions following more than 15 years of experience in management, business development, and government relations in aviation and education. Fiona is one of ten First Nations Leaders driving structural change through the national Empowered Communities initiative.

Non-Executive Directors



DAVID JONES

David Jones is Executive Director of VGI Partners, a global listed equities absolute return fund. David spent 17 years in private equity (1994-2011) as Managing Director at CHAMP Private Equity, Executive Director and Country Head of UBS Capital, and a Division Director at Macquarie Direct Investment.



JON NICHOLSON

Jon Nicholson has had a long corporate career serving as Chief Strategy Officer at Westpac, Senior Vice President with the Boston Consulting Group, and Senior Private Secretary to the Prime Minister of Australia, Bob Hawke. Jon is Chair of the Westpac Foundation, a Non-Executive Director of the IAG, and holds various other Board appointments.



DR KEN HENRY AC

Dr Ken Henry AC served as the Secretary of the Department of the Treasury guiding Australia's strategy through the Global Financial Crisis. He is a former member of the Board of the Reserve Bank of Australia, the Board of Taxation, the Council of Financial Regulators, the Council of Infrastructure Australia, and chaired the Board of National Australia Bank (NAB), and the Howard Government's Taxation Task Force. He is Foundation Chair of the Sir Roland Wilson Foundation at the Australian National University.



ANN SHERRY AO

Ann Sherry AO is Chair and Non-Executive Director of Enero Group, and Non-Executive Director of NAB. Ann is former Chair and Chief Executive Officer of Carnival Australia. Ann has held senior executive roles at Westpac for 12 years. She was also First Assistant Secretary—Office of the Status of Women advising the Prime Minister on policies to improve the status of women, and was Australia's representative to the UN forums on human rights and women's rights.



WAYNE BUTCHER

Wayne Butcher was born and bred in Lockhart River. He has been the Mayor of Lockhart River Aboriginal Shire Council since 2012. His qualifications, experience and passion for community development makes him a highly valued contributor to our Board.



FIONA WIRRER-GEORGE OOOCHUNYUNG

Fiona Wirrer-George Oochunyung descends from the Mbaiwum/Trotj and Alngith/Liningithi Wikway Nations of Western Cape York. She is a freelance performer, educator, writer and choreographer with a Masters degree in Education majoring in School Guidance and Counselling, and a Diploma of Dance.



NICOLE SCURRAH

Nicole Scurrah has worked in leadership roles in the public and private sector. She is currently PwC's lead consultant in Queensland working across many areas of delivery in commercial and government sector engagements. Nicole has extensive experience in strategic planning, risk management, governance design, policy development and change management.



LISA SIGANTO

Lisa Siganto has worked in the impact economy for almost 20 years, supporting and investing in social entrepreneurs who are changing the world. Through her consultancy, Shorebirds, she has facilitated a number of large-scale partnership projects that create social impact. She is Chair of ImpaQt Qld and is former Chair of White Box Enterprises.



DAVID STEWART

David Stewart B.Sc., B.E., FIFEAust, FTSE, MAICD is a civil engineer with 35 years' experience managing operations in the construction and mining industry, throughout Australia and internationally. He was previously Chief Executive Officer and Managing Director of Leighton Holdings Limited.



MATTHEW TURNER | COMPANY SECRETARY

Matthew Turner is responsible for ensuring CYP's compliance with statutory and regulatory requirements, and that the Board's decisions are implemented.

CAPE YORK Community Updates

AURUKUN

The total number of community members participating in O-Hub activities has now reached 1,082. Of these, 31% visited the O-Hub at least once between July–December to improve their lives across multiple areas.

Demand for MPower continued to grow with a further 12 new members signing up since July to improve their money management skills. The median age for the new sign ups was 22 years, which was pleasing to see as community members are taking responsibility and ensuring financial issues are being addressed at a younger age. Total membership of MPower at end of December was 1,063.

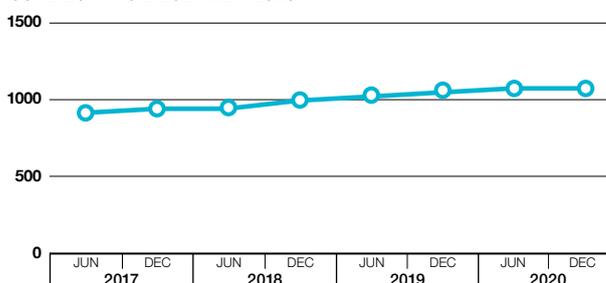
There was a significant increase in MPower visits compared to the first half of the year, with members availing themselves of the opportunity to do budgeting, attend money management sessions and undertake coaching. Their hard work is paying off with more than 50% of those who completed a 'You and Your Money' questionnaire, reporting a significant improvement in both their financial behaviour and their ability to meet their family's basic needs. Financial counselling support was also in high demand—largely in relation to superannuation, claims, deceased estates and successful Stolen Wages claims.

The 28 Aurukun members who participated in our client satisfaction survey in December rated the MPower service delivery approach and methods very highly. All respondents said they are better able to deal with issues after coming to MPower to get help and they are satisfied with the service they have received, including Aelan Wolmby who said: "I feel better and comfortable dealing with the O-Hub staff. It's good to have an O-Hub in a remote community especially when contacting banks."

O-Hub staff accredited as Australian Tax Office (ATO) Tax Help Volunteers supported 64 low-income community members to complete more than 75 tax returns as part of CYP's third year of involvement in the program. It was a resounding success with an estimated \$11,370 saved by community members in tax agent fees. Members were also supported through Wise Buys to ensure that tax returns and payments received through the Stolen Wages Class Action were spent on necessities for their families and building an asset base. O-Hub staff also worked closely with the Family Responsibilities Commission (FRC) to support the 99 clients referred to MPower, with regular case coordination meetings held to assess members' progress and any specific needs they had, which can be supported across a range of service providers.

Student Education Trust (SET) accounts have now been set up for 362 Aurukun children with parents or carers setting aside funds to cover their children's current and future educational

AURUKUN O-HUB TOTAL MEMBERSHIP
JUNE 2017 TO DECEMBER 2020



Aurukun families enjoyed this year's Colour Fun Run in November.

needs. By the end of December, more than \$600,000 worth of savings was in SET accounts ready to be turned into educational opportunities for Aurukun children. SET donors like Heather Woolla, who is a donor to six trust accounts for her children, says having access to SET and the ability to access trust funds when needed takes away the stress of managing educational expenses: "Having these trust accounts has taken a massive weight off my shoulders!"

A highlight in the period was the Ngak Min Fun Run, an event jointly sponsored by the O-Hub and Cape York Employment (CYE) in September, which was designed to promote establishing and maintaining a healthy lifestyle. More than 100 participants ran or walked the seven kilometres from Obon Beach to the Landing with the O-Hub Leader presenting the placegetters with their awards at a ceremony that evening. Another highlight in the period was the 2020 Work Expo co-hosted by CYE and a number of stakeholders at the Wo'uw Ko'alam Community Centre where community members were exposed to the range of potential employers in the region and beyond.

Overall, it's been a busy year with lots of unprecedented challenges, but we are excited to see what further personal goals our members will achieve in 2021.

COEN

Overall, 326 community members have now signed up to one or more Opportunity Products through the Coen O-Hub; 57% are members of two or more products. These community members are seeking support to improve their knowledge and skills across financial management, engagement in their children's education, and more.

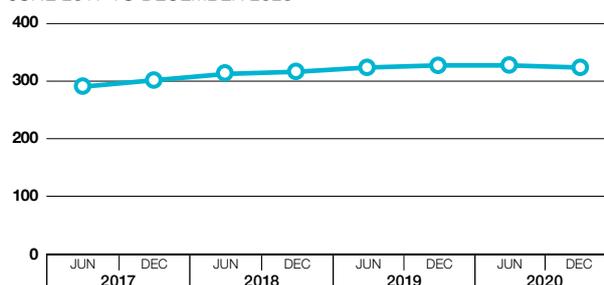
Overall, the O-Hub delivered a total of 259 sessions to provide MPower members with ongoing general support, budgeting guidance, provision of online and telephone banking support, and financial counselling. Twelve members worked diligently with MPower staff to complete detailed budgets to assess their financial position, which led to in-depth conversations about spending behaviours. Ninety-five members surveyed in December advised they are better able to deal with issues after coming to MPower to get help, including Coen MPower member, David Liddy, who said, "I always come in with my bills and get help if I need anything." MPower members continue to make good progress, with 52% of members who completed a 'You and Your Money' questionnaire during July–December reporting an improvement in their financial resilience (such as having the ability to bounce back from a financial emergency).

Coen community members are continuing to enjoy the benefits of Homelands with one family group already having paid almost \$45,000 off their home loan and Council rates, whilst also building up a healthy buffer to cover future land-related expenses.

Education, as it has always been, remains a top priority for Coen families. They are committed to their children's education with almost 11% of Coen SET donors contributing to four or more trusts. This is the highest rate across the communities and is testament to the value that families see in SET and providing all their children with the same opportunities. Additionally, more than \$34,000 in SET contributions were received in the period, which is higher than most periods over the last six years. The O-Hub supported families to access SET to purchase more than \$2,000 worth of recreational readers from the Cape York Aboriginal Australian Academy (CYAAA) book fair, ensuring that children have fun and engaging books to enjoy at home. In Semester 2, CYAAA students achieved an average school attendance rate of 73.8%—putting Coen fourth in the top ten Indigenous schools in Queensland. In December, the O-Hub sponsored the Sportsperson of the Year award at Coen CYAAA's End of Year ceremony, where Nellie Sailor received a boost in funds in her SET account.

The O-Hub provides outreach support to other proximate communities, including Lockhart River and Port Stewart. In late November, O-Hub staff visited Lockhart River as part of the SET expansion and engaged with a number of service providers including the Lockhart River School Principal and teaching staff. The trip was successful and we are excited to garner more interest and sign ups to SET in 2021. The O-Hub also visited Port Stewart, 54 kilometres outside of Coen, in November to share the importance of, and tips regarding, banking security with the Lama Lama Rangers.

COEN O-HUB TOTAL MEMBERSHIP
JUNE 2017 TO DECEMBER 2020



The community came together to celebrate the launch of a dictionary for the threatened Umpithamu First Nations language.

Community members in Coen and in Port Stewart are consistently taking advantage of the Mayi Market's fortnightly delivery of fresh food boxes at Cairns prices. Between July–December, more than 1,100 boxes had been purchased.

One of the key highlights during the period was the launch of the Umpithamu Language Dictionary in August. The O-Hub and CYE attended the launch, held at Port Stewart, as the community came together to celebrate the significant achievement of late sisters, Florrie Bassani and Joan Liddy, who were the last active speakers of the Umpithamu language. The sisters contributed significantly to the first dictionary in the First Nations language and an audio app of spoken word.

O-Hub staff have continued to collaborate with other Coen service providers during the period. This included case coordination sessions with the FRC and Coen Justice Group to address the needs of FRC referred clients, and collaborating with numerous other service providers to prevent and tackle elder abuse. O-Hub held and supported numerous events within the community—they held the official launch event for the Mayi Market in November, and celebrated the holiday season with the community at the Coen Women's Group Christmas lunch. O-Hub staff have also actively engaged with community members on the design of the new Pama Platform app that will support community members to take control of their money and day-to-day lives, and will become the digital home for Opportunity Products. Healthy living was also a focus for the community between July and December, with the Coen Women's Group Health Challenge in full swing and the O-Hub donating prizes to the monthly challenge winners.

We look forward to supporting our members in achieving their goals and aspirations in 2021, in what we hope will be a less challenging year ahead.

HOPE VALE

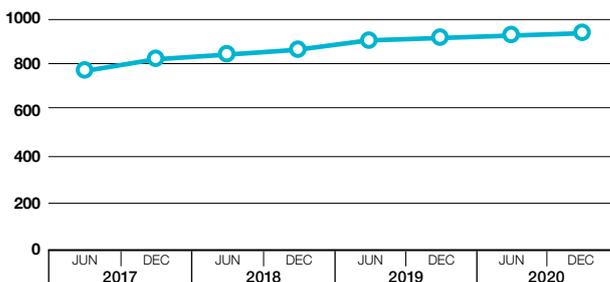
In total, 933 Hope Vale community members have now signed up to one or more Opportunity Products through the O-Hub. The largest portion of members are signed up to MPower (873) to seek support around, and learn, financial management and saving skills. While overall visits to the O-Hub were down over the course of 2020 due to COVID-19 restrictions and lack of activity in community as a whole, a large number of MPower members still attended coaching, budgeting and financial literacy education sessions. This included the 74 members who completed 152 Money Management Tool sessions, the highest participation in Hope Vale to date. Members enhanced their financial knowledge around banking security, budgeting, debts and more.

The 31 Hope Vale MPower members who participated in our client satisfaction survey in December rated the MPower service delivery approach and methods very highly. All respondents said that they are better able to deal with issues after coming into MPower for help and that they would recommend MPower to their friends or family, including Ernest Lex Bowen who said: "I always recommend MPower to anyone who finds it hard with finance!"

Those with successful Stolen Wage claims were supported to make well-informed financial decisions with a number of community members utilising their compensation money to purchase items such as new furniture, vehicles, and other assets for their home, as well as headstones for their loved ones. In total, Hope Vale members made approximately \$16,000 worth of Wise Buys purchases, including Maureen Costello who purchased an entire gardening set from her local hardware store to ensure she can maintain her garden through the wet season. Additionally, Hope Vale community members are taking advantage of CYP's Homelands Opportunity Product with one family group saving almost \$9,000 to date, which is a productive step to ensuring they are managing their land-related bills.

Education is a key focus for Hope Vale families as evidenced by CYAAA's Hope Vale campus being the best attended Queensland Indigenous School for Semester 2, with an average attendance rate of 82.6%. The July–December period also recorded the highest value of contributions received to Hope Vale SET accounts in almost four years, bringing total contributions to more than \$880,000. This opens up great educational opportunities for the 267 Hope Vale children with a SET account. More than \$22,000 was spent from SET during the last six months of 2020, mostly on priority education needs such as uniforms, school fees and boarding school requirements. However, SET activity also included accessing saved trust funds to pay for enriching extra-curricular opportunities for Hope Vale students—seven trusts were accessed to pay for the CYAAA school band camp to Cairns, and a further nine children's trust funds were utilised to pay the excursion fee for the Culture Camp to Normanby Station. During this period, Hope Vale families also opened new trust accounts for the youngest members of their families—the four

HOPE VALE O-HUB TOTAL MEMBERSHIP
JUNE 2017 TO DECEMBER 2020



The youth of Hope Vale jumped at the opportunity to work with the O-Hub to co-design features of the new Pama Platform web-based app.

trust accounts opened were for children aged from one to four years of age.

O-Hub staff attended and participated in numerous community events including: NAIDOC celebrations; Pama Futures workshops, and health awareness sessions hosted by Apunipima. O-Hub staff also supported a range of events hosted by CYAAA, including cooking up a hearty meal for the Breakfast Program as part of improving school attendance on a Friday, Christmas activities, assisting the O-Hub's adopted class with play and costumes for the end of term event, and attending their end of year Academy Awards celebrating students' individual achievements across 2020. The younger generation of Hope Vale were enthusiastic about being called upon by the O-Hubs to support the co-design of the new Pama Platform and are eagerly awaiting the launch of the app in early 2021. The community's inaugural 'Bring Your Bills and Papers' event was a success with community members assisted with queries relating to overdue household bills, superannuation, planning for the future, and more. Through Pama Futures, the Hope Vale O-Hub has also continued to provide enabling support to the local working group in the development of the Local Partnership Structure.

After a challenging year, we are anticipating a positive start to 2021. We look forward to continuing to work closely with community members, as well as other service providers, to offer our ongoing support to build capability.

MOSSMAN GORGE

By the end of December, 351 community members had, at some point, signed up to one or more Opportunity Products to learn new skills and seek support. The largest portion of members are signed up to MPower (303) with eight new community members signing up during the period to discover a pathway to financial inclusion.

July–December recorded another high for financial counselling support being provided, with 13 members supported with 60 sessions. This was largely driven by members requiring support around family members' deceased estates, superannuation access and financial debt. Members also diligently completed budgets, with 31 members supported to compile 43 budgets for No Interest Loan Scheme applications, to check affordability for the Mayi Market and updating budgets to account for any changes in the member's financial situation. The O-Hub consistently works with other service providers to promote the importance of budgeting as a cornerstone to effective money management. This support included events with both the Men's and Women's Culture Camps to deliver budgeting workshops and information sessions on what support is available at the O-Hub. Compared to the other three communities, MPower members in Mossman Gorge are now more confident and proficient at utilising the self-service facilities independently (68%) to conduct online and telephone banking, and research potential purchases online. Members also participated in other aspects of MPower such as Money Management Tools and coaching, with a total of 535 sessions completed during the period.

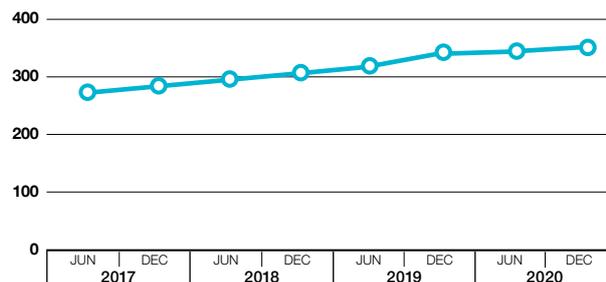
MPower members continue to make good progress with 50% of those who completed a 'You & Your Money' questionnaire during July–December reporting an improvement in their financial behaviours (such as keeping track of spending and paying bills on time). Forty-eight per cent of members assessed also reported an improvement of their material wellbeing, which relates to their current ability to meet and provide the basic items needed for day-to-day living.

In October, community members were delighted with the delivery of fresh food at Cairns prices, with the expansion of the Mayi Market into Mossman Gorge. Despite the community's proximity to a local centre, it has been a success with more than 50 customers enjoying more than \$13,000 of food boxes.

Mossman Gorge parents and carers continue to demonstrate their commitment to their children's education by establishing and contributing to SET accounts to cover educational items and related expenses. More than \$29,000 in total was diverted to children's SET account in the period—bringing the total amount of contributions received to date to just less than \$800,000. While SET purchasing did slow down marginally in the period, more than \$11,000 was still spent, mostly on school fees, camps and excursions, and materials for extra-curricular activities. Interest in SET continues to increase with three new SET accounts opened for Mossman Gorge children during the period, which brings the total number of open accounts to 224 at the end of December.

In July, O-Hub staff joined staff from the Wellbeing Centre,

MOSSMAN GORGE O-HUB TOTAL MEMBERSHIP
JUNE 2017 TO DECEMBER 2020



Bamanga Bubu Ngadimunku (BBN), Queensland Health, PCYC, and local Mossman Gorge men on a two-day camping trip to the Daintree. The trip was a success with topics such as men's health, money management, alcohol, drugs and counselling services, all discussed within a safe, relaxing environment. The O-Hub and other stakeholders were delighted to welcome the then State Attorney-General and Minister for Justice, the Hon Yvette D'Ath MP to community and celebrate the completion of the housing refurbishments, new roads and infrastructure.

O-Hub staff continued to work with other service providers to deliver holistic and case-managed support between July–December. This included case management meetings with the FRC to discuss the progress and needs of 19 referred clients, and meetings with Apunipima to discuss how MPower can support community members to manage payments for their medications. With the easing of COVID-19 restrictions, the Mossman Gorge community took the time to come together and celebrate their culture and other opportunities available to them. This included the Family History Stories launch in September, NAIDOC celebrations, the formal Mayi Market launch in November, and the community's Christmas Family Fun Day, which was jointly hosted by the O-Hub, BBN and the FRC. During July–December, the O-Hub also continued to provide ongoing outreach support to Wujal Wujal community members for Homelands, the Mayi Market and SET.

Despite the challenges, we have seen our members continue to grow and achieve their goals. We look forward to continuing to provide them with enabling support in the new year ahead.



Six families in Mossman Gorge shared their emotional family histories in print. The community came together to celebrate the book launch, and commemorate some painful historical truth.



Individual and Family Development

It is individuals and families, not communities, who are the key agents of change in the move from passive welfare to self-reliance and economic freedom. Families and children are at the heart of our work.

Our touchstone is our partnership with individuals, families and communities as they strive for lives of value, freedom and

prosperity. We believe in the potential of all people. We place our children's rights to a better future at the forefront.

We recognise that we can't make change happen for people; but we can support, inspire, and assist people to learn and grow so they can do it themselves.

MPOWER supports individuals and families to manage their money by:

- enabling access to internet and phone banking facilities, with or without support from staff
- helping members to overcome everyday financial struggles through ongoing family support
- equipping members with knowledge and skills around budgeting, debt reduction, banking, wealth creation and bill payments
- providing support and advice around smart purchasing options, as well as understanding terms and conditions of purchase.



MPOWER is a Cape York Welfare Reform (CYWR) initiative and operates out of the O-Hubs in the four communities of Aurukun, Coen, Hope Vale and Mossman Gorge.

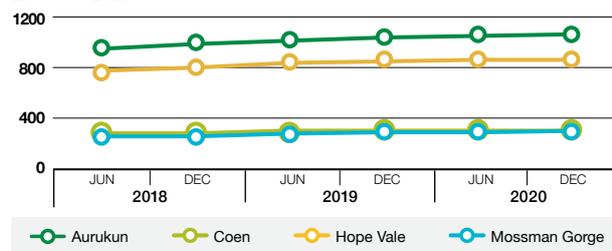
MEMBERSHIP

TOTAL MEMBERS

2,554 people had become MPOWER members at some point by the end of December. Of these, **2,128 (83%)** are still current members. This represents a very large proportion of all adults (15+ years) living in the four CYWR communities.¹

41% of members who have joined since April 2014 have been self- or family/friend-referred: people are spreading the good word about the help that MPOWER can give.

TOTAL MPOWER MEMBERS
2018 TO 2020



HOW DOES MPOWER HELP MEMBERS TO IMPROVE THEIR FINANCIAL LITERACY?

INTERNET AND PHONE BANKING, SELF-SERVICE AREA

Members can come to the O-Hub at any time to use the self-service area for internet and phone banking. O-Hub staff members are always available to assist and encourage members to build their internet and phone banking skills.

636 members used the self-service area **2,600** times between July–December.

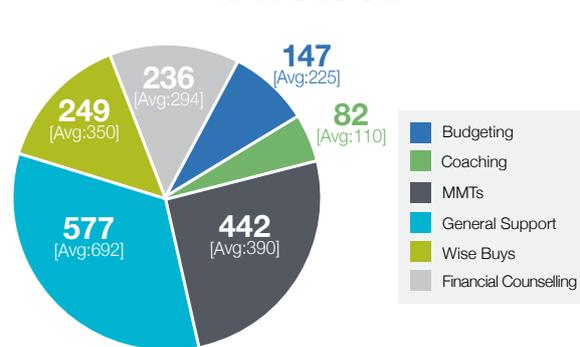
- General support** – general advice around basic financial matters.
- Budget** – supports members to draft their own budgets.
- Money Management Tools (MMTs)** – support around budgeting, debt reduction, internet/phone banking, loans, payments and wealth creation.
- Coaching** – a series of structured sessions covering all aspects of money management.
- Financial counselling** – delivered by our in-house Financial Counsellor, who provides information, support and advocacy around financial needs.
- Wise Buys** – supports members to get value for money when purchasing household goods and services.

FINANCIAL LITERACY AND MANAGEMENT SUPPORT

MPOWER members visit an O-Hub, where they can talk to staff about their needs and are directed towards the appropriate support/s to improve their financial literacy and behaviour.

3,538 visits by **787** members to participate in **4,333** activities to improve money management.

TOTAL MPOWER ACTIVITIES²
JULY–DECEMBER 2020



¹ According to the 2016 ABS Census, the total population of community members aged 15+ years in the four Cape York communities is 1,710.
² Avg=Average number of sessions per six-monthly period between July 2018–June 2020.

POSITIVE OUTCOMES AND IMPACTS OF MPOWER

MPOWER=

✓ financial literacy

✓ financial behaviours

✓ responsible money management; economic participation

PUTTING LEARNT MONEY MANAGEMENT SKILLS INTO PRACTICE

Before he signed up to MPower in 2011, Andrew would never have thought it was possible to buy his own car, let alone have the skills to do this on his own. However, in August 2020 he purchased his third car. With MPower support provided throughout the process of purchasing his first two cars, he learnt vital money management and practical purchasing skills. He gained the confidence and knowledge to perform these tasks independently.

Andrew regularly attends the O-Hub to review his financial position and identify ways that he can pay off his loan sooner. He attributes his achievement of being able to purchase these vehicles to what he has learnt from MPower: “Because of MPower, which [taught me] to budget, I was able to pay off both my cars quicker! With a budget I was able to see how much extra I could pay each fortnight.”



BECOMING A MORE INDEPENDENT MONEY MANAGER

When Adam Yunkaporta first signed up to MPower in 2011, he had limited understanding of how to manage his finances; he relied heavily on family members to help him in managing his money and with navigating mainstream banking services. This meant that family members had to assist him to make financial decisions. MPower staff have supported Adam over the years to start using online banking facilities on his own. Adam has also worked closely with MPower staff to devise solutions that suit his money management skills and help him achieve his goals. Adam’s family can sit back and support him, whilst he is in the driver’s seat taking control of his money. He can now identify exactly when he needs assistance and is well on his way to making his own informed choices.



Adam Yunkaporta (right) is becoming a more independent money manager with support from his brother Mark Yunkaporta (left).

REACHING GOALS WITH DISCIPLINED MONEY MANAGEMENT

Wilfred Ngakyunkwokka signed up to MPower in 2018 and has recently proved to be quite meticulous with his finances. He attends the Aurukun O-Hub regularly to stay on top of his online banking and make sure his money matters are under control.

In early 2020, Wilfred sought support from MPower’s financial counselling service regarding his superannuation insurances. Wilfred successfully completed a Total Permanent Disability claim from his superannuation fund, and worked closely with the Financial Counsellor to learn about accumulation accounts and his investment earnings. He also actively engaged MPower to assist him with in-depth money planning and goal setting. He wants to make sure he puts his money to good use and he has some goals in mind: building assets and paying off historical debts. He has worked intensively doing his own research and establishing clear plans to achieve these goals.

Wilfred is now debt free and in late-2020 he purchased a boat and motorbike. Wilfred’s patience and tenacity paid off—he has turned his dreams into reality through disciplined money management.



CONTINUATION OF SUPPORT TO MEMBERS AROUND TAX AND SUPERANNUATION

In July, we were pleased to kick off our third year of involvement in the Australian Tax Office (ATO) Tax Volunteer program, which enables our accredited Cairns and community-based MPower staff in the four O-Hubs to support members who need to lodge a basic tax return. Over the course of July to November, we assisted 100 members to complete 118 lodgements—comprising of 110 tax returns, three amended tax returns and five non-lodgement advices. There was a further eight community members referred to the ATO's National Tax Clinic Program to lodge historical returns. The cut-off date to lodge was extended by the ATO by one month to accommodate those that may have delayed lodging their tax returns due to COVID-19. This was another successful year in the program with members saving an estimated \$16,000 in tax agent fees.



Debbie Thompson (right) assisted Cliffy Pootchemunka (middle) from Aurukun complete his tax return.

MPOWER WORKING IN PARTNERSHIP TO BUILD ESSENTIAL DIGITAL SKILLS

MPOWER collaborated with the Cook Shire Council and the local Job Network Provider to deliver basic computer skills training to individuals with a money management focus.

In October, the 'Deadly Digital' workshop was held at the Cooktown Library. Hope Vale MPOWER staff presented to the group, providing detailed information about budgeting, payment support and debt reduction. These basic money management concepts were delivered digitally in a hands-on environment, where participants were able to sit in the driver's seat and learn by doing. All those that attended loved having the chance to learn new skills and received a certificate to add to their resumes and portfolios.



MPower Coach, Libby Morgan (left), supporting a community member to develop digital skills.

EARLY INTERVENTION ENSURES OPTIONS ARE AVAILABLE

MPOWER members who attend an O-Hub have the opportunity to work closely with MPOWER staff who provide support, relevant information, coaching, as well as teach money management skills and financial literacy. This helps our members make better financial decisions and build financial resilience. In this work, MPOWER staff may identify instances where a member requires expert assistance from an MPOWER Financial Counsellor, including for overdue debts, superannuation or serious financial hardship. An in-depth Financial Counselling intake assessment is completed to understand all the details of the member's current financial circumstances and the individual is then referred to the Financial Counselling team, with members supported on a priority basis.

“Joseph”¹ receives a Disability Support Pension (DSP) from Centrelink. In August 2020, Joseph visited the O-Hub together with his local Social and Emotional Wellbeing Counsellor to discuss his current financial situation. Upon initial investigation by the O-Hub Leader, it was quickly identified that Joseph needed urgent financial counselling assistance as he was in a lot of debt, including a home loan and other debts that were in arrears. He was immediately referred to the Financial Counsellor.

MPOWER's Financial Counsellor took on Joseph's case immediately and the first step in supporting Joseph was to get a very clear picture of his current financial situation—a budget was immediately completed. It was evident that Joseph's DSP payments were insufficient to service his loan. Working closely with Joseph's loan providers, the Financial Counsellor presented Joseph with four different options going forward, which included surrendering his home, finding other family members to support with loan payments, moving into other housing, or seeking financial hardship allowances from the loan provider. Joseph took time to consider these options and, with support from his Financial Counsellor, decided to apply for financial hardship. With proof from his budget of Joseph's financial situation, the Financial Counsellor was able to negotiate a long-term hardship arrangement of 12 months at reduced monthly payments. Joseph still has a way to go to get ahead of his debts, but because he sought support when he did, it will not be that difficult to get back on track. He now worries less about his bills and knows what his future looks like.

¹ The member's name has been altered to ensure this individual cannot be identified.

100% of members surveyed in December 2020 would recommend MPower to family members and friends.

SUPPORTING QUEENSLAND CLAIMANTS OF STOLEN WAGES

In September 2016, the Stolen Wages Class Action¹ proceedings started in the Federal Court of Australia by Hans Pearson (the lead applicant) against the State of Queensland. In 2019, the Queensland Government declared it would settle this long-running stolen wages claim, with more than \$190M to be distributed across more than 10,000 claimants and their registered representatives. In January 2020, Grant Thornton lawyers were appointed as the administrators to oversee the payments to eligible claimants.

Cape York Partnership was appointed by Grant Thornton to provide financial counselling support to claimants and their registered representatives. In November and December, MPower's Financial Counsellors undertook a rigorous travel schedule and visited Aurukun, Hope Vale, Mossman Gorge, Palm Island, Thursday Island, Wujal Wujal and Yarrabah. During their multiple visits to each community they reached out to claimants to provide information around the distribution

of payments and financial counselling support. In addition, MPower staff in the four O-Hubs supported members who had received payments with budgeting and encouraged them to make smart purchasing decisions. Those that were deemed ineligible for a payment were provided with coaching and where applicable, supported to have their claim reassessed. One such member, "Regina"², was initially deemed ineligible for payment due to insufficient identification being provided. With support she was able to prove all identification requirements had been met and in December she received payments in respect of claims for her father and mother's stolen wages.

The Financial Counselling team, together with the Office of Fair Trading, ensured that communities were educated around predatory practices that can occur when unscrupulous lenders are aware of more money coming into community. They were informed what to look out for and where they could seek help if they saw any unconscionable practices.



In November and December, MPower Financial Counsellors travelled extensively to Aurukun, Hope Vale, Mossman Gorge, Palm Island, Thursday Island, Wujal Wujal and Yarrabah to provide hands-on support to Stolen Wages claimants.

BUDGETING PROVIDES A CLEAR FINANCIAL POSITION AND AIDS SMART FINANCIAL DECISIONS

Budgeting is a critical component of MPower as it supports partners to understand their financial position. It also helps members make better financial decisions and build their financial capability; they can make conscious decisions regarding what they will and will not spend money on, and develop strategies to achieve their budgeting goals.

"Henry"² has been an MPower member since 2015 and over the years has developed his online banking skills, has learnt about good and bad debt, and completed budgets to plan for everyday expenses. Henry has a part-time job and also receives Centrelink payments. In August, Henry came into the O-Hub to have a discussion with staff around purchasing a vehicle.

MPower Coach, "Kaylene,"² encouraged Henry to complete a budget to first check whether he could afford to buy a vehicle. Together they compiled Henry's latest payslips and bank statements, and completed a detailed budget to get a thorough understanding of his financial position. The budget revealed that Henry's money situation was already very tight, with his income only just covering his expenses. Kaylene explained the risks of taking out a loan that Henry could not afford and what type of action lenders make to recover missed payments. Kaylene then discussed with Henry the benefits of him starting to save towards a car—if he is able to show lenders a good savings history over time it will not only attract lower interest rates, it will also reduce the amount he needs to borrow. Also, by starting to put money away immediately, this develops positive money behaviours and get Henry used to making payments within his budget. After consideration, Henry decided not to progress with purchasing a car straightaway, and instead save for a deposit.

¹ The Stolen Wages Class Action proceedings claimed that the Queensland "Protection Acts" in force between 1939 and 1972, required that the wages of Aboriginal and Torres Strait Islander workers be paid to the protector or superintendent of an Aboriginal or Torres Strait Islander district, reserve, settlement or mission. It was argued that these monies were paid on "trust", and that the Queensland Government breached its duties as trustee by failing to repay that money to the workers.
² The members' and staff member's names have been altered to ensure these individuals cannot be identified.

IMPROVED FINANCIAL KNOWLEDGE WITH SUSTAINED BEHAVIOUR CHANGE TAKES TIME

MPOWER has a custom-designed assessment tool, 'You & Your Money' questionnaire,¹ which is designed to track member progression over time and identify where each member requires support to further develop his/her financial literacy and behaviour. Members are assessed, upon initial MPOWER sign-up and approximately three months thereafter, across the following SCORE domains:

- **Behaviour**—refers to a member's day to day money monitoring and managing behaviours.
- **Knowledge**—refers to a member's financial literacy.
- **Material Wellbeing**—refers to a member's ability to meet the basic needs of their family.
- **Financial Resilience**—refers to a member's ability to respond and 'bounce back' from a financial emergency.

MPOWER staff review each member's responses to assess his/her current needs and identify how MPOWER supports can be utilised to increase his/her financial literacy and knowledge. Using responses to the questionnaire, an outcome SCORE is generated for Behaviour, Knowledge, Material Wellbeing, and Financial Resilience on a scale of one to five (where one is the lowest and five is the highest). The responses are then compared over time to identify individual and collective progression.

Between July–December, 408 members had completed at least two 'You & Your Money' questionnaires to date, enabling a comprehensive assessment of their progress. For these fully assessed members, positive outcomes against each of the four SCORE domains have been achieved:

47% increased their financial behaviour | **42%** increased their financial knowledge | **48%** increased their material wellbeing | **40%** increased their financial resilience

"Julia"² completed her first 'You & Your Money' questionnaire in May 2019, which identified that Julia did not know what a budget was, she sometimes kept track of her spending, and usually worried about paying bills. An analysis of her answers in her first assessment generated the following SCORE results: three in Financial Knowledge, two in Financial Resilience, one in Behaviour, and four in Material Wellbeing.

Following analysis of her completed questionnaire, MPOWER staff sat down with Julia and agreed a plan of action. Between May 2019 and December 2020, Julia worked closely with MPOWER to tackle her debt issues, put plans into place around her superannuation and transition to retirement, which included looking at different options available, completing budgets and setting goals for the future. Over the next year and a half, Julia completed multiple questionnaires with staff. These identified where Julia was making tangible progress, which MPOWER staff could celebrate with her, but also identified those aspects of money management where she required additional support.

Her most recent questionnaire, completed in December, showed tangible signs of improvement across the board. Julia had started keeping track of her spending, she was paying her bills on time and therefore no longer worried about having to pay upcoming bills. She knew what a budget was, had one in place and was able to stick to it most of the time. Additionally, one of the notable shifts in Julia's financial behaviour was that her savings goal changed significantly: from buying a boat or a car, to saving for her retirement and paying off her debts.

Julia had made progress across the four SCORE domains: increasing from two to three in Financial Resilience; increasing from three to four in Financial Knowledge, increasing from one to three in Behaviour; and increasing from four to five in Material Wellbeing. Julia has taken an important step in the right direction for her transition to retirement. MPOWER will continue to support Julia in improving her financial resilience, knowledge, behaviour and material wellbeing long into her retirement.



"I come into the O-Hub to do my financial business and I get extra support to do this. [With support from MPOWER], I have just set up a savings goal in my account. I am hoping to achieve my target savings amount in the new year. These savings will really help me with my daily costs of living and make my life a little easier!"

— ROBYN GORDON, HOPE VALE MPOWER MEMBER

¹ As of January 1 2019 Cape York Partnership was required under its MPOWER funding agreement with the Department of Social Services (DSS) to measure and report on member outcomes against the department's Standard Clients Outcome Reporting (SCORE). We developed the 'You & Your Money' questionnaire, which is tailored to our members whilst also enabling DSS to compare our results with other service providers.

² The member's name has been altered to ensure this individual cannot be identified.



Marcella Leecheu (left) came into the Hope Vale O-Hub to talk to Joanne about paying for headstones and researched options online.



Esma Bowen regularly seeks support from staff in Hope Vale with managing her money. In October, MPower supported her to purchase Christmas lights online to get ready for the festive season.



Tamika Nandy attended the Mossman Gorge O-Hub in early November to do online research to get on top of her Christmas shopping.



Antonio Marpoondin (back) came into the Aurukun O-Hub in November to lodge some historical tax returns. He also worked with Kerri to link his ATO profile to MyGov and discussed setting up new savings accounts.



In December, Willie Denman Jr from Mossman Gorge purchased a new fridge after successfully applying for a No Interest Loans Scheme (NILS) loan, with MPower's support.



Dawn Spratt from Mossman is the proud owner of a new washing machine. Dawn worked with MPower to complete a budget and apply for a NILS loan for this new essential item.



Graham Bowen has entrepreneurial aspirations, and knew he could come into the Hope Vale O-Hub for support. He sought MPower's support with banking, as well as assistance with letter and proposal writing for his timber-cutting business.



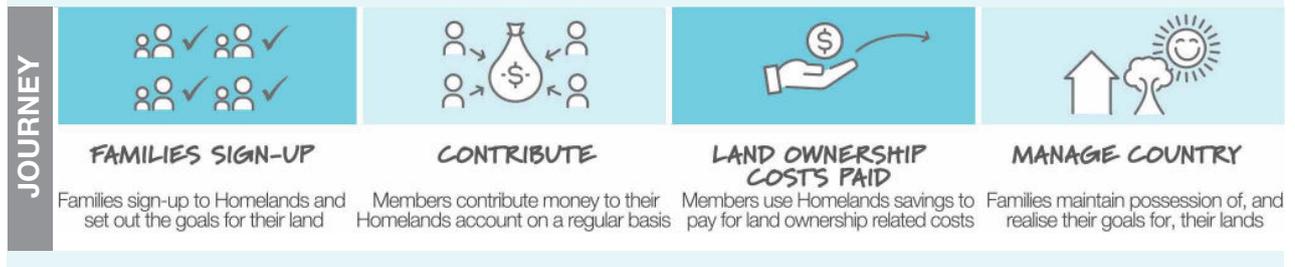
During an outreach visit to Wujal Wujal in October, Junibel Doughboy completed a detailed budget to keep track of her finances and ensure she could maintain payments to her newly-opened SET account.



Maureen Costello (Pearl) from Hope Vale credits MPower for her good money management skills. Pearl recently purchased items for her garden through NILS.

After many years, Traditional Owners are getting their land back, which creates opportunities for home ownership and land development. In the past, some families had found it difficult to get organised as a group to cover the costs of the land, and had requested assistance. Through a co-design process with Cape York family groups, Homelands was developed.

Homelands currently provides structured support to families in Coen, Hope Vale and Wujal Wujal to jointly manage the ongoing costs related to, and realise their development goals for, their lands. Cape York Partnership (CYP), on behalf of families, administers the Homelands bank account, which is held with a third-party financial institution.¹ Homelands is tailored to meet the needs of the respective family groups and will be progressively expanded to more Cape York Communities in 2021.



MEMBERSHIP

TOTAL ACCOUNTS

3 Homelands accounts had been opened by the end of December.

TOTAL MEMBERS

23 Homelands members overall by the end of December were contributing to their family's Homelands account.

HOW DOES HOMELANDS HELP FAMILIES MEET THE SHARED COST OF LAND AND HOME OWNERSHIP?

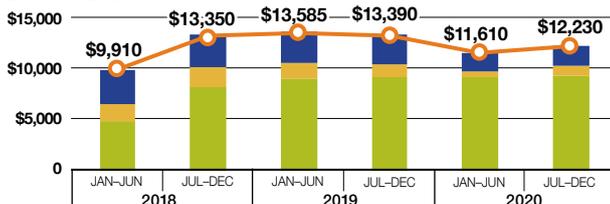
SAVINGS SUPPORT

TOTAL CONTRIBUTIONS

\$75,805 contributed over the life of Homelands so far.

\$12,230 contributed across the three Cape York communities between July–December 2020.

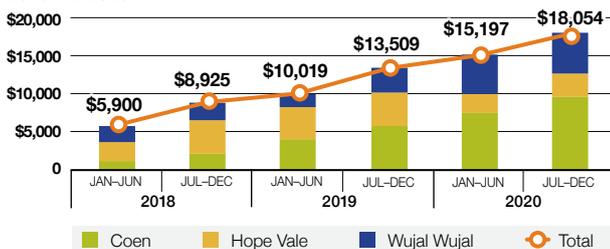
TOTAL VALUE OF CONTRIBUTIONS 2018 TO 2020



BALANCE

\$18,054 balance in Homelands accounts at 31 December 2020.

BALANCE OF HOMELANDS ACCOUNTS 2018 TO 2020

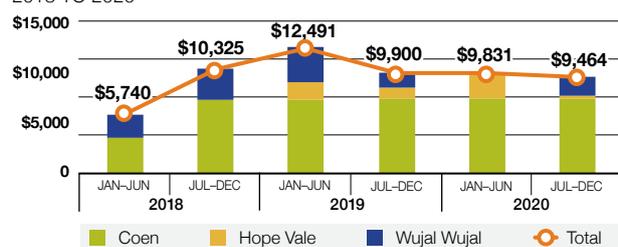


PAYMENTS

TOTAL PAYMENTS

\$57,751 in payments made through Homelands over the life of Homelands so far. **\$9,464** in payments made across the three communities between July–December 2020.

VALUE OF HOMELANDS PAYMENTS 2018 TO 2020



TOP PAYMENTS MADE THROUGH HOMELANDS BETWEEN JULY–DECEMBER 2020

- Council rates
- Home loan payments
- Repairs & maintenance

¹ To clarify, Homelands itself does not receive or hold deposited funds or make payments on behalf of families. The third-party financial institution receives and holds funds deposited by families and makes payments on behalf of families in accordance with the Homelands Family Agreement.

POSITIVE OUTCOMES AND IMPACTS OF HOMELANDS ON FAMILIES

HOMELANDS=

- ✓ Families take shared responsibility for meeting land ownership related costs
- ✓ Families experience less financial stress
- ✓ Families retain possession of their homelands

LOOKING TO THE FUTURE

Lizzie Olbar and her family, the traditional owners of Jajikal near Wujal Wujal, were the first family to sign up to Homelands in early 2017. The bills kept coming in for land associated costs, and Homelands provided the supporting mechanism they needed to meet these rising expenses.

Over the last four years, ten members of the family have joined the Jajikal Homelands account and really banded together, sharing the financial responsibility for meeting the land ownership related costs.

In October, because of the family's commitment to contributions, there was more than enough money saved in their Homelands account for Lizzie to approve the payment of Council rates. Lizzie is the Family Leader of the Jajikal account and whilst she is happy knowing their existing land associated costs are covered, she and the family are thinking towards the future and what they would like to do with the land. This would require all current members continuing their commitment to contributions and also getting more family members to complete a sign-up to the Homelands account—thus ensuring more money is being contributed to cover the usual expenses as well as land clean-up and improvement costs. O-Hub staff from Mossman Gorge, who provide regular outreach support to Wujal Wujal, will support Lizzie and the Olbar family in their discussions around getting new members to commit and establishing clear plans to realise their goals for their traditional lands.



O-Hub staff member, Terrence Douglas (left), during an outreach visit to Wujal Wujal in October discussing an upcoming bill with Lizzie Olbar (right).

BENEFITS FOR THE WHOLE FAMILY

Dora and Trevor Gibson from Hope Vale, along with six other members of their family, are signed up to Homelands. The family's block, Loggy Crossing, is located on the outskirts of the Hope Vale township.

Since signing up to Homelands in 2017, the family has progressed well with their contributions and have continued to build up a healthy balance in their account. The contributions saved ensures the family has money for when essential repairs, maintenance and farm equipment is required. In August, when the family needed to install more yards to contain their cattle and wanted solar panels to save money on electricity, Dora attended the O-Hub to organise the purchase. The panels and yards were sourced from the local hardware store in Cooktown and were installed shortly after. The cattle are now safely contained and the family has operational solar on the farm.



Dora is the Family Leader of the Loggy Crossing account, and she says: "Homelands gives us security knowing that we have money put aside especially for our farm." Looking ahead to 2021, Dora is encouraging her children to prioritise making contributions to the Homelands account so that the responsibility for the costs are shared given the farm benefits them all.

"Homelands gives us security knowing that we have money put aside especially for our farm."
— DORA GIBSON, HOMELANDS FAMILY LEADER



Education

Education of our children is the most important key to the future. Through education, we can radically improve the life prospects of Indigenous children.

The unequivocal purpose of education for Cape York's young people is to provide them with the opportunities for a fully bi-cultural education, to enable them to move between

their home worlds and the wider Australian and global worlds, and enjoy the best of both.

Cape York Partnership pursues a world where Cape York children have opportunities available to them to achieve the same educational outcomes as any family would want for their children in any part of Australia.

Student Education Trust



The Student Education Trust (SET) promotes the value and importance of education by:

- enabling and encouraging parents, carers, kin and others to regularly set aside money to pay for their children's educational needs
- assisting SET donors to purchase educational items for their children.



SET is a Cape York Welfare Reform initiative and operates out of the O-Hubs in the four communities of Aurukun, Coen, Hope Vale and Mossman Gorge. In 2019, SET expanded to Cooktown, Lockhart River, Wujal Wujal and Djarragun College with outreach support provided by existing O-Hubs.

MEMBERSHIP

SET ACCOUNTS

TOTAL ACCOUNTS

1,236 SET accounts had been opened by the end of December.

CURRENT PARTICIPATION

50% of the total combined population of 0–25 year olds in the seven Cape York communities are currently benefitting from SET.¹

OPEN ACCOUNTS

875 (71%) of the total 1,236 accounts remained open at the end of December.

47% of these open accounts are for primary-school aged children.

SET DONORS

TOTAL DONORS

611² SET donors overall by the end of December.

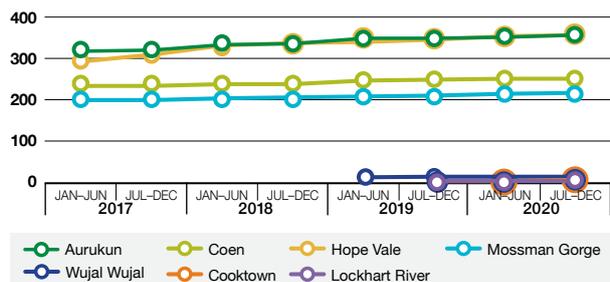
26% of the total combined population of 15+ year olds in the seven Cape York communities have now donated to SET.³

DONOR ACTIVITY

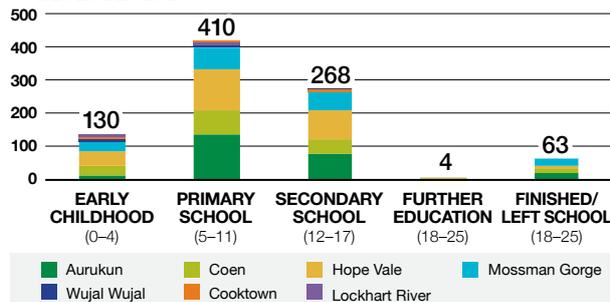
44% of SET accounts were considered 'active' from July to December, meaning donors made at least one purchase from and/or contribution to these accounts during this period.

51% of donors are contributing to two or more SET accounts: donors are seeing the benefit of SET and signing up multiple children to help the whole family.

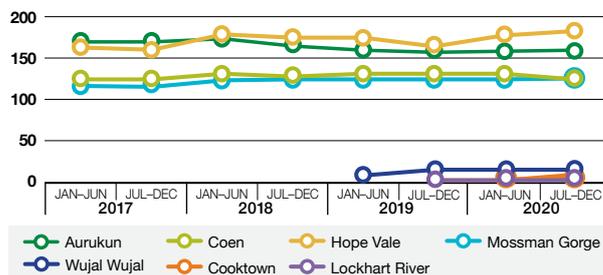
TOTAL SET ACCOUNTS EVER OPENED 2017 TO 2020



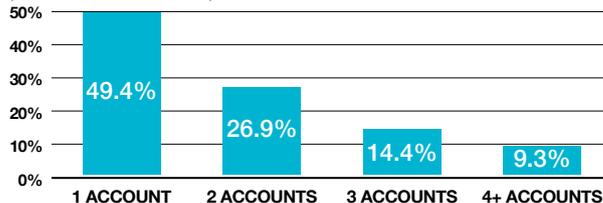
OPEN SET ACCOUNTS BY LEVEL OF SCHOOLING 31 DECEMBER 2020



TOTAL SET DONORS 2017 TO 2020



NUMBER OF SET ACCOUNTS DONORS ARE CONTRIBUTING TO (% OF TOTAL DONORS) 31 DECEMBER 2020



¹ According to the 2016 ABS Census, the total Indigenous population aged 0–25 years in the seven Cape York communities is 1,765. The current take-up of SET only factors those trust accounts that were open at the end of December 2020 (n=875).

² This is a count of unique donors to trust accounts open at the end of December 2020. To date, 766 donors have committed to a trust account.

³ According to the 2016 ABS Census, the total Indigenous population aged 15+ years in the seven Cape York communities is 2,311.

HOW DOES SET HELP MEMBERS TO SUPPORT THEIR CHILDREN'S EDUCATIONAL NEEDS?

SAVING SUPPORT

TOTAL CONTRIBUTIONS

\$3,741,950 contributed over the life of SET so far.

\$122,230 contributed across the seven Cape York communities between July–December 2020.

SET BALANCES

\$1,347,241 sitting in SET accounts at the end of December, ready to be turned into educational opportunities for Cape York children.

3,815 contribution transactions were made between July and December.

PURCHASING EDUCATIONAL ITEMS

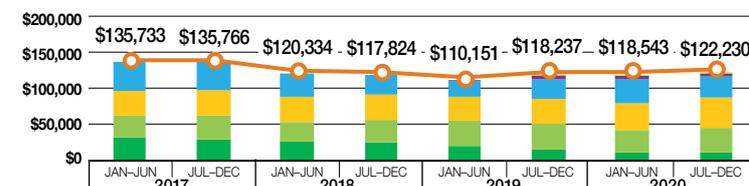
TOTAL PURCHASES

\$2,588,165 spent on educational goods over the life of SET so far.

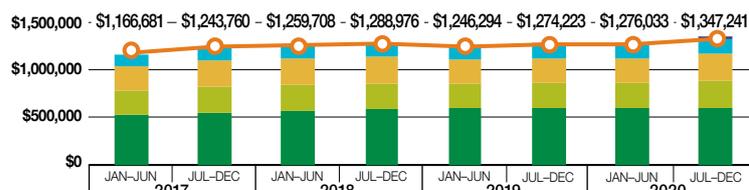
\$51,320 spent across the seven Cape York communities between July–December 2020.

Aurukun Coen Hope Vale Mossman Gorge Wujal Wujal Cooktown Lockhart River Total

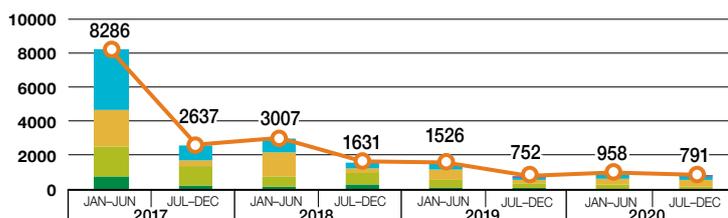
TOTAL VALUE OF CONTRIBUTIONS 2017 TO 2020



BALANCE OF SET ACCOUNTS 2017 TO 2020



TOTAL NUMBER OF PURCHASES MADE USING SET¹ 2017 TO 2020



TOP SIX ITEMS PURCHASED THROUGH SET BETWEEN JULY–DECEMBER 2020

- School uniforms
- Stationery
- Other educational and extracurricular
- School fees
- Boarding school needs
- School bags

"I'm a single mum to three primary school kids. SET has really helped me better my children's education as I can make sure they have the education I didn't. With SET I don't have to worry about school uniforms, shoes, socks, hats and other school needs. I am always involved in my children's education by regularly going to the school. I want my children to have the best—in education and in life—because I didn't have that myself."

– LUTONYA CREEK, COEN SET DONOR



¹ It is likely that the total number of purchases reported underestimates the total actual number of items purchased through SET, since our records are heavily dependent on the level of detail contained in the purchase orders we receive (e.g. 'uniforms' versus an exact number of uniform items purchased). These figures are, however, the closest approximation to the total number of items purchased that we have available.

HOW DOES SET HELP MEMBERS TO SUPPORT THEIR CHILDREN'S EDUCATIONAL NEEDS?

SET =

FOR KIDS... school readiness school participation educational outcomes

FOR PARENTS... engagement in education less financial stress

PARENTS COMMIT TO GIVING ALL THEIR CHILDREN THE SAME OPPORTUNITIES

SET encourages parents to sign up as donors to all of their children's SET accounts. As donors experience the benefits of SET for one of their children, they are often keen to ensure that their other, usually younger children, are afforded the same opportunities.

Aurukun mum, Heather Woolla has been a SET donor since 2009 when she opened trust accounts for her three daughters. Over the years, as Heather's family grew, she continued opening trust accounts. In October, she opened her most recent account for her six-year old daughter, which makes Heather a donor to a total of six trust accounts.

Heather has diligently contributed to all of her children's trust accounts and has accessed trust funds to pay for any school expenses that arose, including uniforms, backpacks, water bottles and school fees. With the children now aged between six and 17, Heather made the decision to relocate to Cairns as she believes this will ensure her children have more educational opportunities. She is committed to SET because it reduces the stress of having to meet educational expenses for her children, and savings in these accounts can be accessed in the future to support their educational and employment aspirations. She says: "Having these trust accounts has taken a massive weight off my shoulders. [Being with SET], it's for the girls' life, looking to their future so if they want to go James Cook University or TAFE they can."



PARENTS START THINKING ABOUT THEIR CHILDREN'S EDUCATION EARLY ON

SET encourages parents to think about their children's educational needs early on in their lives. Ideally, parents and carers sign their children up to SET accounts while they are still very young, so there is time to save and create a nest egg of funds to support their future educational needs.

Karis Henning-Cobb first opened a SET account for her daughter, Jeriah Cannon, in 2007 when Jeriah was just seven months old. She then opened a second account in 2011 only a few months after her son, Jehkiel was born. With all of her experience with SET over the years, Karis knows first-hand the benefits of SET: "Having SET has taken away all the money stress that would normally be involved with paying for different school expenses."



In August, Karis attended the Mossman Gorge O-Hub to sign up her baby son, Jehmius Henning-Cobb, to SET. Because Karis has started his account when he is very young—when Jehmius was only four months old—she will have plenty of time to build up funds in the trust account and give him an excellent start to his education, just like his siblings. Karis does not need to stress as she knows that funds will be available when Jehmius' own educational journey begins.

SUPPORTING FAMILIES TO PLAN FOR CHILDREN'S PATHWAYS AFTER SCHOOL

During an outreach visit to Wujal Wujal in October, Junibel Doughboy seized the opportunity to sign up to SET. SET Coordinator, Rosemary Marshall, was visiting the community to build awareness of the program and its benefits, complete signups, and engage with existing donors. Junibel came up to see what was happening, and in her discussions with Rosemary learnt all about SET. At first Junibel was unsure if it would be beneficial for her family, because her son was a 15-year-old attending boarding school. Rosemary discussed how the trust account can be used once students finish secondary school, including for tertiary and vocational education, and work requirements. By the end of the information session, Junibel had made her mind up and she only had one question: "When can I do this, can I do it now?" Junibel then did a budget to check on affordability of contributions and completed the signup on the spot. Her son, Cleon, now has a SET account ready to be utilised for his future educational expenses.



SET SUPPORTS FAMILIES NO MATTER WHERE THEY LIVE

Yasmin Bloomfield signed her daughter, Juugar, up to SET in 2012 before she was even one-year-old. Yasmin contributed regularly over the years but until recently had spent only approximately \$100 from the account. During a recent visit to the Mossman Gorge O-Hub, Yasmin asked if trust funds could still be accessed to cover the cost of Juugar's education even though she currently lives with family in Woorabinda, Central Queensland. Yasmin was advised that of course they could and, with support from the O-Hub staff, suppliers were contacted in Woorabinda to set plans in place for future purchases. Yasmin's family, who care for Juugar, were also actively involved to ensure that in the future the trust would support the purchase of uniforms and other essential school items. Yasmin, and her family in Woorabinda, now know how they can access these suppliers when needed. Yasmin was happy to know that her daughter will continue to benefit from SET even though she is thousands of kilometres away.



STUDENTS ARE EQUIPPED TO EXCEL AT THEIR STUDIES

SET helps students and their families get the equipment they need to excel at their studies. This includes big ticket items like laptops, which are a must-have to support high school education.

Mitchell Kerr has had SET since his mum, Leanne, opened an account for him back in 2009 when he was just five years old. Leanne has been a regular contributor throughout the years, which means she has access to saved trust funds when unexpected educational expenses arise. Mitchell has recently been able to use his SET funds to purchase a laptop to assist in his Year 12 studies following the school's recommendation that he complete his coursework online.



With a laptop at home, Mitchell was able to do his assessments and email them back to the school when completed. Mitchell graduated Year 12 from Cooktown High School in December, and was delighted to celebrate his achievements at his formal in a suit that was also purchased utilising his SET funds. He is excited for the years ahead and will begin looking for work opportunities in early 2021.

SET IS A FAMILY AFFAIR

Alison Liddy is no stranger to being a SET donor; she has donated to multiple trust accounts since 2005. She is currently contributing towards her two nephews' accounts, along with her sister, Seppi. The family have banded together to take care of the younger generation, and the ease of regular contributions means that Alison does not have to worry about future educational expenses.

"SET has helped me a lot, especially when my grandson, Lee, was going to boarding school. Every fortnight I would have money deducted from my wages direct into Lee's trust account. Having this account for my grandson was a real bonus when I couldn't afford to pay extra schooling expenses [out of my pocket]. Lee completed high school at the end of 2018. I decided to continue with SET so [now] I contribute to my nephews, Bruce and Callium's trust accounts, and I also have this deducted every fortnight. With these SET accounts I feel happy when I see the [money] in their accounts and I don't have to worry [if some expenses are going to come up]...they have a stable amount in their trust accounts."



ENCOURAGING EDUCATION AND SUPPORTING ACHIEVEMENTS

SET helps to normalise educational pathways by celebrating the opportunities that education and extra-curricular activities provide, and recognising children who achieve excellence. In early December, Coen and Hope Vale Cape York Aboriginal Australian Academy (CYAAA) campuses held their Academy Awards. The O-Hub sponsored one award at each community, providing prizes to the winners. In Coen, SET sponsored the Overall Sportsperson of the Year award, and provided recipient Nellie Sailor with a \$150 voucher towards her SET account. In Hope Vale, SET sponsored the Dux Award, with recipient McKenzie Bowen receiving a new laptop in preparation for his first year of secondary school in 2021 as part of the Cape York Leaders Program.



At the CYAAA Academy Awards ceremony, McKenzie Bowen (left) and Nellie Sailor (right) were the proud recipients of SET sponsored awards – the Hope Vale Dux award and the Coen Overall Sportsperson of the Year award respectively.

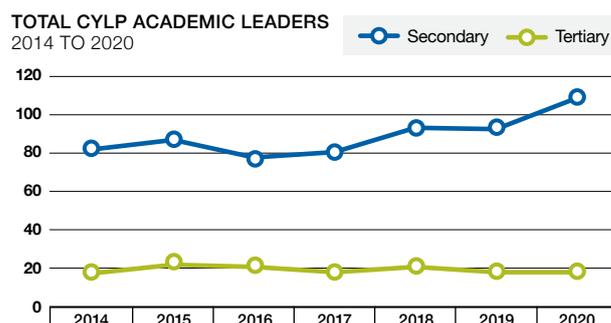
The Cape York Leaders Program (CYLP) supports the development of current and future leaders. The program's Academic Leaders are offered scholarships to attend Queensland secondary schools and tertiary institutions across Australia and also includes more than 400 Leaders who were supported and nurtured through the Adult Leaders' People Excellence Phases (Youth, Skilling and Excelling Phases), which ceased in 2019. Academic Secondary and Tertiary Leaders receive extensive support from dedicated CYLP staff. The program is also guided by the Steering Committee, which is populated by alumni members from the Academic and Adult Leaders' phases. They play a central role in ensuring CYLP remains relevant and continues to provide high-quality support to Leaders.

MEMBERSHIP

129¹ Academic Leaders were members of CYLP at some point between July–December. At the end of December, 116 Leaders were on the program.

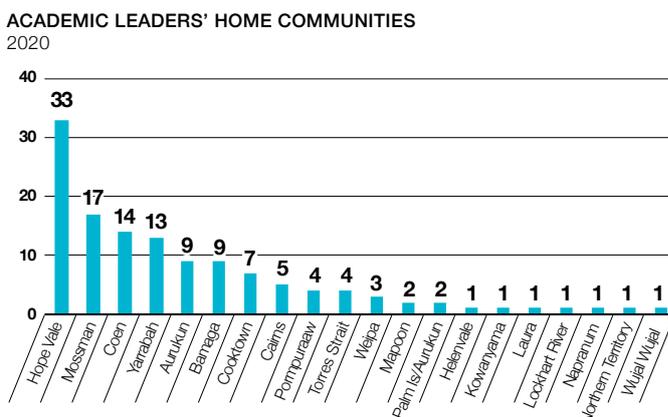
83% of our Academic Leaders have been with the Program for two or more years.

This year's Academic Secondary cohort included 28 new Leaders to the program. At the end of December, our Program retention rates² were **92%** for Academic Secondary Leaders and **78%** for Academic Tertiary Leaders.



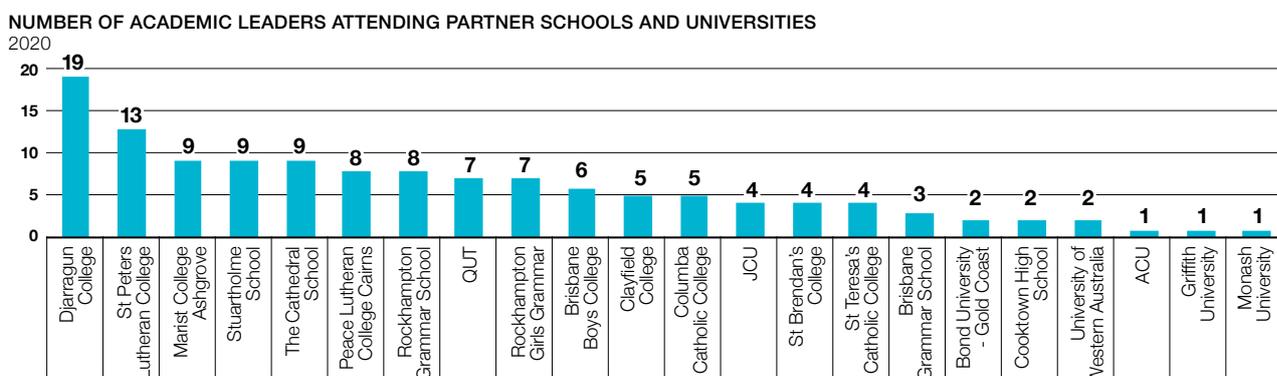
Our Leaders have cultural connections across Cape York, Cairns and Yarrabah. They orbit from these areas to board at Queensland's high-quality secondary and tertiary institutions throughout Australia. By orbiting across the state, these Leaders are learning to walk, with confidence, in two worlds.

In December 2020, **57%** (n=73) of our Leaders were from the Cape York Welfare Reform communities of Aurukun, Coen, Hope Vale and Mossman Gorge.



PARTNER SCHOOLS AND UNIVERSITIES

Our Leaders attend a range of highly respected secondary and tertiary institutions across Australia.



¹ At the end of December, there were 102 Academic Secondary Leaders and 14 Academic Tertiary Leaders. 129 students were members of CYLP at some point between July and December 2020, with nine Academic Secondary Leaders and four Academic Tertiary Leaders exiting the program.
² Retention rates are for the period 1 July–31 December 2020.

HOW DOES CYLP HELP ACADEMIC LEADERS ACHIEVE SUCCESS AT SCHOOL AND UNIVERSITY?

SETTING EXPECTATIONS

We demand the best from students and their parents and thus require that both parties sign a binding agreement upon entry to the program, holding them to a high standard of behaviour and commitment to education.

PARENTING CONFERENCES

Student Support Officers (SSOs) give continuous support to parents and carers, assisting them to work with schools so their children achieve educational outcomes. Biennial parenting conferences bring together parents, students and school staff so that we can work together in supporting students to achieve.

INVOLVEMENT IN SCHOOL LIFE

As a means of ensuring they have 'skin in the game', parents are required to contribute funds so that students can participate in extra-curricular activities that enrich their learning. In Term 3, students did not get the usual opportunities to participate in school-based extra-curricular activities or CYLP-organised term events due to COVID-19 social distancing restrictions. However, our Leaders were able to participate in CYLP organised term events in Term 4, which enabled them to remain connected with their peers, access support for their social and emotional well-being as well as have some fun.

LEADERSHIP CAMPS AND WORKSHOPS

Academic Leaders attend CYLP camps and workshops, which offer them a chance to network with each other in a fun, relaxing environment so that they can learn and achieve together. These events also assist Academic Leaders to improve their study skills, career planning, motivation and leadership skills.

EMOTIONAL AND PRACTICAL SUPPORT

Academic Leaders receive constant and ongoing support from a team of dedicated SSOs who:

- Provide emotional and practical support to students and their families
- Liaise with academic institutions (e.g. regarding opportunities for tutoring and academic assistance)
- Identify employment and work experience opportunities.

In July, our Academic Secondary Leaders returned to their boarding schools after spending Term 2 home-schooling in their communities of Cape York. Our team of SSOs ensured that they had everything they needed, including social and emotional support, to settle back into studying at school.

TRANSITION PLANNING

Our Mentoring and Transition Coordinator continues to encourage students to think about pathways for future study and work. All students from Year 10 onwards are supported to build their resumes and portfolios through detailed transition plans. This gets them ready to take the next steps in their educational journeys and careers.



In November, our Rockhampton Academic Secondary Leaders spent a day at the beach on Great Keppel Island. They were supervised by Leadership Alumnus, Troyson Bassani.



Cairns Academic Leaders ended a stressful year with a term event on Fitzroy Island in November. They had a fun-filled day of boating, snorkelling, kayaking and enjoyed a picnic on the beach.



Brisbane Academic Leaders came together in November for a term event at Stradbroke Island. It was a bittersweet day for the cohort as they celebrated, but also bid farewell, to graduating Year 12 Leaders.

Our current Secondary Leaders have been with the Program for an average of three years.

Most of our current Tertiary Leaders have progressed from our Secondary Program. They have been with us for an average of seven years across both phases.

POSITIVE OUTCOMES AND IMPACTS OF CYLP

CYLP =

- ✔ increased confidence orbiting for school
- ✔ increased school attendance and take-up of extra-curricular activities
- ✔ improved educational outcomes

STUDENTS ARE ACHIEVING GREAT THINGS

With the support of CYLP, our Academic Leaders continue to achieve outstanding success in both their personal and professional lives. Between July–December, many of our Secondary and Tertiary Academic Leaders have:

- Won awards for their achievements;
- Participated in traineeships and work experience;
- Graduated Year 12;
- Completed tertiary education.

STUDENTS ARE WINNING AWARDS FOR THEIR ACHIEVEMENTS

CYLP's Secondary Academic Leaders had a stellar 2020. It is fantastic to see the amazing accolades they received from their schools, and other community education organisations, in recognition of their academic and leadership achievements.

It is a testament to Patricia McLean's commitment to education and the exceptional leadership skills she has shown over the years that she received the Indigenous Student of the Year award at her boarding school, The Cathedral School in Townsville. Patricia has been at The Cathedral School since Semester 1 of 2016, and has held numerous leadership roles, including Boarding Captain for 2020. She has always been a great role model to her younger peers.

Brisbane Boys' College student, Naz McLean, was the proud recipient of the school's Spirit Award for 2020. Naz has been at the school since 2018 and has become a popular and valued member of the boarding community. Matt McEwan, Head of Boarding, said Naz was awarded the Spirit Award for "having an energy and vigour that is infectious to the positive vibe of the boarding house."

Jayden Foote, from Pormpuraaw, was recognised at the Aboriginal and Torres Strait Islander Year 12 Graduation Liturgy and Awards Presentation held in Townsville in September. Jayden has attended St Teresa's Catholic College in

Abergowrie since 2017 and received a leadership award for displaying exceptional leadership skills to his peers and wider school community.

Many of our Djarragun College cohort of Leaders were also recognised for their excellent academic, leadership and vocational achievements at the College's 2020 Presentation Day ceremony. Beyonce Matthews was awarded both the Year 12 Long Tan Award for Youth Leadership and Teamwork, and the Curtis Pitt Award for Citizenship. Veronica Hughson received the Osborne Award for Perseverance in Academic Studies. Ranetta Kris was awarded the 2020 Caltex Best All Rounder Award. Devanna Wilson-Neal was recipient of the College's 2020 Dux Award and the Vocational Partnerships Group's Excellence in Vocational Training Award. Kanumi Nona was recipient of the Cairns Hardware Excellence in Vocational Education and Training award.

Congratulations also go to Marist College students, Dwayne Ludwick, Esmond Bowen, Davis Hobson, and Chastyn Creek, who were each recognised as 'Boarder of the Week' during Semester 2.

We are very proud of the hard work all of our Academic Leaders put into their studies and education journeys, and we cannot wait to see what they will accomplish in 2021 and beyond.



Many of our Leaders received awards of recognition for their academic and leadership achievements. Congratulations to Jayden Foote, Patricia McLean, Naz McLean and Devanna Wilson-Neal (from left to right) who each received an award from their respective schools in 2020.

STUDENTS ARE WORKING HARD TOWARDS THEIR CAREER GOALS

CYLP's SSOs and Mentoring and Transition Coordinator work in partnership with our Leaders and school career advisors to develop transition plans for students. This encourages students to think about the future, set goals to help them move into their chosen pathway and also to explore what career opportunities are available. Working in collaboration with potential employers, opportunities are identified for Leaders to attend work placement and industry immersion programs.

Over the years CYLP has developed an employer relationship with Rio Tinto in Weipa to showcase the range of career pathway opportunities available within the mining and resources sector. In November, three of our current Academic Secondary Leaders completed hands-on work experience at Rio Tinto for one week. Clayfield College student, Acacia Bowen, joined the Mechanical Engineering team and Bobby Bowie, who attends The Cathedral School, worked in the Light Vehicle workshop. Marist College graduate, Jari Walpo had only just graduated

Year 12 in the weeks before his trip up to Weipa. He thoroughly enjoyed his time in the Heavy Vehicle Workshop, and Jari plans to apply to Rio Tinto's Apprentice Ready Program in 2021.

Sherlana Wolmby aspires to obtain a Certificate IV in Community Services and work in her hometown of Aurukun, giving back to her community. In partnership with the Aurukun Shire Council, we were able to find the perfect work experience opportunity for Sherlana during the September school holidays—working at the Chivaree Centre in Aurukun. As an approved provider of community aged care and disability services, the Chivaree Centre gave Sherlana a great deal of real world experience and cemented her plans to seek employment at the centre in 2021. All four of our Leaders thoroughly enjoyed their week-long work experience opportunities. They all received high praise from their workplace mentors and are a testament to the maturity and work ethic of our Secondary Academic Leaders.



Academic Secondary Leaders Bobby Bowie, Jari Walpo and Acacia Bowen undertook a one-week work experience placement at Rio Tinto in Weipa. Jari (right) found the experience particularly eye-opening and will be applying for a Rio Tinto apprenticeship in 2021.



Sherlana Wolmby completed work experience at the Aurukun aged care facility during her September school holidays.

TERTIARY STUDENTS OBTAINING VOCATIONAL CERTIFICATES

Current Academic Tertiary Leaders, Lamech Gilmartin and Waynead Wolmby, along with Academic Secondary Leader alumnus, Marshall Winkle, each graduated from their vocational courses whilst living away in Brisbane at the Indigenous Youth Mobility Program (IYMP) house.¹ CYLP has developed a strong relationship with IYMP to ensure Leaders can continue their studies in Brisbane after graduating secondary school to remain on a pathway towards tertiary studies.

Lamech Gilmartin, from Yarrabah, graduated Year 12 in 2019 and this year successfully completed a Certificate III and a Certificate IV in Community Services.

Aurukun's Waynead Wolmby graduated with a Certificate IV in Youth Work and successfully obtained employment at the Aurukun State School as a Teacher's Aide.

Marshall Winkle is an Academic Secondary Leader alumnus from 2015, and in 2020 he completed a Certificate IV in Youth Work.



Lamech Gilmartin, Marshall Winkle, and Waynead Wolmby (from left to right) proudly danced at their IYMP graduation celebration in Brisbane.

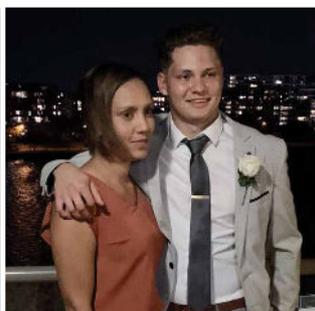
¹ The Indigenous Youth Mobility Program supports young Aboriginal and Torres Strait Islander people from regional and remote communities across the country to improve access to employment and education opportunities. This includes IYMP host locations where participants can live whilst they participate in vocational training, university and apprenticeships.

ACADEMIC SECONDARY LEADERS GRADUATE YEAR 12

At the end of the 2020 academic school year, CYLP saw **18** of our Academic Secondary Leaders graduate Year 12. This is one of our larger graduating cohorts to date. These graduates have been with CYLP for an average of four years, with seven of them completing their entire secondary school journey on the program. Throughout Years 11 and 12 Academic Secondary Leaders are supported to think about and plan for their transition from school into further education and employment. Each of this year's graduates completed their secondary school journey with a clear vision for their years ahead. We have Leaders progressing into university, TAFE, apprenticeships and directly into employment in their home communities. Congratulations to our senior graduates, we know they all have very bright futures ahead of them.



It was wonderful to see families from across Cape York attend graduation ceremonies and Year 12 formals to celebrate their children's achievements.



Marist College students, Jari Walpo and Davis Hobson, graduated Year 12 in November after each being on CYLP for six years.



WHAT ARE OUR GRADUATES SAYING ABOUT THEIR CYLP EXPERIENCE?

"One of my favourite memories from CYLP was when I got to go to Sydney for the Tony Robbins 'Unleash the Power Within' conference, in September 2019 where I got to meet new people and learnt new skills. My favourite memory at school would be when I achieved my first 'A', because when I first arrived I struggled greatly to catch up to the other students, and that was a great moment in my school career.

"I am nervous about the transition from school to uni because I'll be the first person in my direct family to have done it. But I know that although it might be a big change, I will be ready for it since boarding and CYLP have prepared me for this transition.

"If I could offer advice to younger peers on the program I would tell them...don't let [anything] stop you from achieving what you want to achieve! I will "be more" in the future because I seek to change the thoughts of others who believe they can't do something due to reasons like finance, background, etc." – KIERON SAUNDERS



"Attending the Leadership Camps and being able to connect with everyone was definitely one of my many highlights from my time on CYLP.

"[Thinking about my secondary school journey], it has been a challenging experience through school and boarding. Now I'm looking forward to studying a Diploma of Beauty Therapy next year on the Gold Coast. I have applied to TAFE and I hope to finish my course and then start my own beauty business in the future.

"My advice to younger kids on the program is don't be afraid to try out new things, be yourself and be responsible. Home will always be there, just enjoy yourself and have fun while you're living away in the big smoke." – ACACIA BOWEN



"One of my favourite memories [at CYLP] was having the opportunity to attend the life-changing Magic Moments Foundation camp.

"I feel proud of myself for making it this far and for being on the CYLP program. I am going to be studying a Diploma of Music all the way down at University of Tasmania in Hobart in 2021, as I want to work in the performing arts.

"My advice to younger peers on the program is to be resilient and proud of your identity." – PATRICIA MCLEAN





Senior Academic Secondary Leaders were able to attend their formal events held between October and November. Bronson Ryan, Mikaela Jackson, Sherlana Wolmby and Vanessa Hughson (from left to right) were just four Leaders who relished the opportunity to get all dressed up by accessing their CYLP Year 12 formal budget.

GRADUATES PREPARING FOR THEIR NEXT STEPS

In December, CYLP's inaugural 'Next Steps Conference' was attended by ten of our graduating Year 12 Academic Secondary Leaders. Held in Cairns, Leaders were brought together for the three-day event to prepare them for their post-secondary school journey. Whilst it was unfortunate that not all of the graduating Leaders could attend the workshop, we remain in close contact with all of our alumni, even after they leave or finish the program, to provide support as required.

Our Academic Secondary Leaders were able to hear from three alumni members, all of whom have progressed from being Academic Secondary Leaders through to graduating from university as Academic Tertiary Leaders. Joel Johnson, Assan Sam and Courtney Minniecon shared stories about their journey with CYLP and through university, provided sound advice for the years ahead, and offered mentoring support to their younger peers.

One of the highlights was having Nathan Jawai, Captain of the Cairns Taipans NBL team, speak to the group on day two of the conference. Nathan is from Bamaga in Cape York and spoke to the Leaders honestly and emotionally about his many triumphs, setbacks, managing money and tips to overcoming homesickness. Nathan gave some thoughtful advice to our emerging Leaders, he said: "Know that home will always be there for you and as long as you keep it close to your heart, and be strong in your identity, you can go anywhere."



WHERE ARE OUR CYLP ALUMNI NOW?

SAILING FROM CAPE YORK ACROSS THE GLOBE

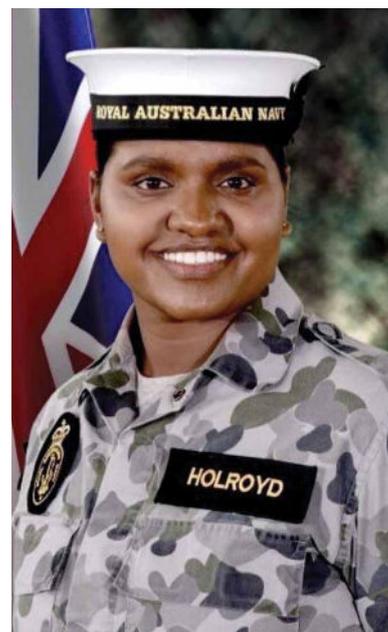
Jasmine Holroyd from Pomppuraaw was an Academic Secondary Leader for five years, culminating in her graduating Year 12 from Rockhampton Girls Grammar school in 2016. During her time in secondary school she was a Senior Prefect, she led the committee in charge of the school's NAIDOC parade in 2016, and was consistently a role model to other Academic Secondary Leaders. Reflecting on her time as an Academic Secondary Leader in 2016, Jasmine said:

"This program is an amazing opportunity for Indigenous students to be more and achieve more. CYLP has invested so much in me and it has helped to shape me into the young lady that I am today."

Jasmine was with CYLP for the duration of her secondary schooling and continued into tertiary education at the University of Melbourne to study performing arts. This was, however, not the right pathway for Jasmine and after a year and a half she deferred university and moved to Cairns.

Academic Secondary and Tertiary Alumni are frequently contacted by CYLP as a means of continuing the relationship, recognising the progress they have made, and to identify any support that can be provided around future educational and career pathways. Jasmine took this opportunity to seek support from CYLP's Mentoring and Transition Coordinator, as she always had in the back of her mind that, if university and performing arts did not quite work out for her, she would like to pursue a career in the Australian Defense Force (ADF). Utilising existing connections with ADF recruiters, CYLP arranged an interview for Jasmine and within months she was successfully enlisted into the Royal Australian Navy. She commenced training in 2019 and in October 2020 Jasmine notified CYLP that she had successfully graduated.

CYLP wish Jasmine the best in her career in the Navy and safe travels sailing the globe!



HOLDING LEADERSHIP POSITIONS IN THE CAPE

Tailisa Yusia of Bamaga is committed to utilising her skills and knowledge to make a valuable contribution to her community. For the last five years she has worked at the Northern Peninsula Area Family and Community Services (NPAWS) as the Program Manager for Client Services. NPAWS is a community controlled organisation that provides a vast range of support services, including child care, safe housing, domestic and family violence counselling and education, emotional wellbeing support, GP services, and health education in five locations across the Northern Peninsula Area (NPA).

As an Academic Tertiary Leader, Tailisa completed a Bachelor of Welfare and Business from James Cook University (Cairns) in 2010. Reflecting on her most substantive achievement in 2020, Tailisa is especially proud of being elected to represent her people on the Torres Strait Regional Authority Board as the Member for Bamaga.

PLANNING FOR THE FUTURE

Trey Kemp, from Lockhart River, was an Academic Secondary Leader from 2011 to 2013. He graduated from Brisbane Grammar School and has since completed an apprenticeship and then progressed into full-time employment with Ergon Energy. Trey completed his apprenticeship with Ergon in 2016 and is currently an Electrical Fitter Mechanic with the energy provider in Townsville. Whilst Trey is modest about his achievements over recent years, when asked what his plans are for the future, Trey said:

"In five years I see myself living in a house that I have bought, and being a leading hand or supervisor at Ergon."





PROVIDING FINANCIAL COUNSELLING SUPPORT ACROSS THE CAPE

Maddison Christian Reys of New Mapoon is now an MPower Intern Financial Counsellor. In September, he jumped at the coveted opportunity provided by this position to, not only work full-time, but also to work towards obtaining a Diploma in Community Services (Financial Counselling). In his position, Maddison is based in Cairns but travels across the welfare reform communities of Cape York supporting MPower members with banking access, budgeting, and more. When asked about his new job, Maddison says:

“Being an Intern Financial Counsellor has been amazing. There are many things I enjoy about my job, such as travelling and meeting new people, but the most rewarding part is being able to help and give back to my people.”

Maddison is a former Academic Secondary Leader. He graduated from Marist College Ashgrove in 2015 after five years with CYLP. During his time on the program, Maddison’s confidence grew substantially and he realised that he has the potential to be a leader and role model within his community.

“Having had the opportunity to be part of CYLP is very significant to me. It gave me many opportunities and memories that I will cherish forever. These include the opportunities to build lifelong friendships, to better my education, to visit places I had never been to before and the opportunity to empower our people. On CYLP, I learnt and gained many invaluable attributes. I learnt how to be more confident and how to be the best me that I can be. To me personally, the most important lessons I learnt whilst being on the program are the skills to be a leader and role model within my community.”

– MADDISON CHRISTIAN REYS, CYLP ACADEMIC SECONDARY ALUMNUS



Wesley Gray is a CYLP Youth Leaders Alumnus from 2015. For the last two years he has been a paramedic at the Cooktown Station as part of the Indigenous Paramedic Program whilst he undertakes Bachelor degree studies.



Academic Secondary Alumnus, Kallum Clarke, of Cooktown, is working as a Ranger at Jabalbina Yalanji Aboriginal Corporation. He graduated in 2016 and has worked hard ever since and in September was able to purchase his dream car.



2014 Excelling Leader Alumna, Tamara Hunting, graduated from the Jawun Emerging Leaders program in 2020. She attended her virtual ceremony via zoom in July.

Cape York Aboriginal Australian Academy (CYAAA) was originally established in January 2010 as part of the Cape York Welfare Reform initiative, and seeks to turn around historically low school attendance and academic performance. CYAAA is currently managed by Good to Great Schools Australia through a unique partnership with the Department of Education and operates two primary schools in Coen and Hope Vale. CYAAA also provides case management around school readiness and attendance for Mossman Gorge students who attend Mossman State Primary School.

An overwhelming majority of CYAAA's students are socioeconomically disadvantaged and live in communities where violence, drugs and alcohol are common and undermine their school attendance and performance. The use of Positive Behaviour Interventions and Supports (PBIS) mean that CYAAA schools are 'safe havens' where students come to learn, despite community disruptions. CYAAA employs a full-service 6C framework—Childhood, Class, Club, Culture, Civics and Community—across an extended school day to ensure students are school ready, attend regularly and succeed in their education. CYAAA uses the Direct Instruction (DI) and Explicit Direct Instruction (EDI) frameworks to accelerate students, even if they are starting from behind.

CYAAA is determined to ensure that our younger generations achieve their full potential, talent and creativity, and have the confidence and capacity for hard work so that they can orbit between two worlds and enjoy the best of both.

ENROLMENT AND ATTENDANCE

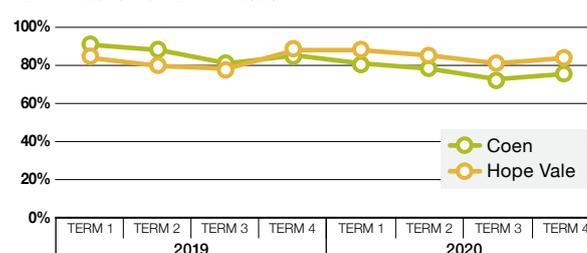
ENROLMENT

154 students were enrolled across our two CYAAA campuses at the end of December. **98%** of CYAAA's students are Indigenous.

ATTENDANCE

78% average attendance rate across the two CYAAA campuses during Semester 2. Coen and Hope Vale remained in the top attending schools of Queensland Indigenous communities during the semester.

AVERAGE SCHOOL ATTENDANCE (%)
TERM 1 2019 TO TERM 4 2020



HOW DOES CYAAA SUPPORT STUDENTS TO SUCCEED?

CYAAA delivers an innovative 6C program over an extended school day (for Pre-Prep students, 8:30am–12noon; for Prep to Year 6 students, 8.30am–4:00pm). The 6Cs are: 1) Childhood, 2) Class, 3) Club, 4) Culture, 5) Civics and 6) Community.

CHILDHOOD

The Childhood domain supports early childhood social, emotional, intellectual and physical development and seeks to reduce—through a targeted Pre-Prep program—the number of students who are developmentally at risk or vulnerable when they enter Prep. The Pre-Prep literacy program, for instance, helps students learn English before they start formal schooling.

CLASS

The Class domain focuses on mastery of literacy and numeracy using effective instruction methods. DI and EDI are both employed and have resulted in amazing gains for our students, including those who otherwise start from behind.

CIVICS

The Civics domain supports students' understanding of democracy, identity and civic engagement. The aim is to ensure students understand their multi-layered identities, and to give them the tools to practically engage in their local communities and broader society.

CLUB AND CULTURE

The Club Curriculum encourages moral development, higher-order skills and creative expression, including through participation in sports, music and health subjects. The Culture Curriculum promotes individual identity, culture and language to help students prepare for their futures and walk in two worlds. Australian and global non-Indigenous and Indigenous perspectives are embedded within lessons, while community members are also engaged in delivering cultural content in 'free' lessons. An ancestral language program has successfully run in Hope Vale (teaching Guugu Yimithirr) since 2012. New EDI units from the re-written Culture Curriculum were also implemented during 2016.

COMMUNITY

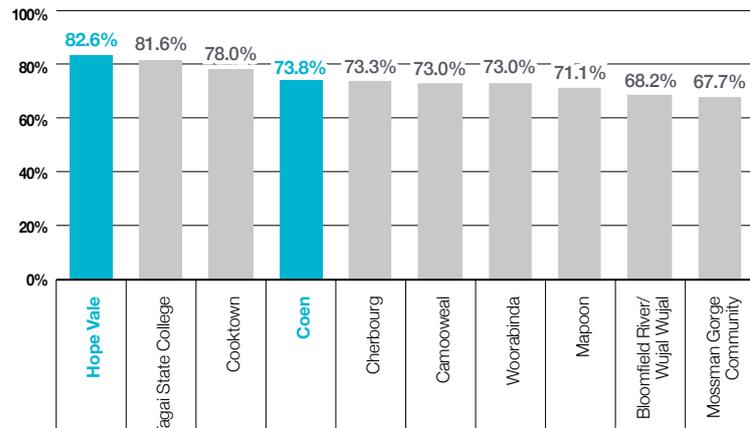
The Community domain focuses on attendance and school readiness, including health, wellbeing, special and material needs. CYAAA case manages its students—especially those most in need, including severe non-attenders—and is also developing a comprehensive special education support program.

POSITIVE OUTCOMES AND IMPACTS OF CYAAA ON CHILDREN AND FAMILIES

KEEPING STRONG ATTENDANCE

CYAAA students understand that attendance is the first step to success. CYAAA also works closely with families to promote the importance of consistent school attendance. In Semester 2 2020, the Coen and Hope Vale CYAAA campuses remained in the top attending schools of Queensland Indigenous communities.¹ Data from Education Queensland shows that Coen is the fourth attending school with average attendance of 73.8 per cent, while Hope Vale gained first place position with average attendance rate of 82.6 per cent.

TOP 10 ATTENDING SCHOOLS IN QUEENSLAND INDIGENOUS COMMUNITIES SEMESTER 2 2020



ACHIEVING AND CELEBRATING SUCCESS

Successes are regularly awarded and celebrated at CYAAA, helping to embed the vision, values and behaviours that students, the school team and parents all embrace. Every week students are awarded certificates of recognition for showing character strengths, such as caring for others as well as academic achievement.

Every year the Academy Awards night at the end of Term 4 celebrates the success of the school year and recognises individual student achievement across the 6C education model. The event was also a good opportunity for the community to come together and enjoy some great performances by the school band, choirs and dance troupes. Well done to all the students who took home awards and put in a big effort throughout the year.

December was also a time to say farewell to our Coen and Hope Vale students who completed Year 6. A graduation ceremony was held at both campuses to celebrate the students' achievements. All the graduates then enjoyed dinner



Hope Vale students enjoyed the Academy Awards night in December where individual student achievements were recognised. A great night was had by students, families and community members alike.

with their family and friends. Congratulations to you all. You have made us very proud and we wish you all the best for your bright future ahead!



Family and friends attended the Coen Year 6 graduation ceremony to wish the graduates (some of whom are pictured) well on the next step in their education journeys as well as celebrate their achievements to date.



Hope Vale students, Lindsay Rosendale and Lutana Leo, proudly displaying their Certificates of Recognition.

¹ Source: Queensland Government data for schools in Indigenous communities with more than 40% Indigenous students.

UNVEILING OF INTERACTIVE PERIODIC TABLE IN COEN AND HOPE VALE

Through its relationship with Good to Great Schools Australia (GGSA), CYAAA students benefit from an innovative and engaging science program.

On 20 August, as part of National Science Week, Hope Vale Mayor Jason Woibo unveiled an interactive periodic table display at the Hope Vale Aboriginal Shire Council. This new resource provided the Hope Vale students with a new and exciting way of interacting with science, which supports the curriculum being delivered. On 7 October, it was Coen's turn with the launch of the periodic table being a whole community event focussed on promoting the science curriculum and education.

Coen and Hope Vale students, alongside community members, enjoyed looking at the large displays, which house samples of each chemical element, minerals and modern ways in which these elements are used today. There were also opportunities for the students to participate in some chemistry activities. Both launch events were live-streamed, much to the delight of the Coen and Hope Vale students, their families and community members.

CYAAA takes a "best of both worlds" approach to educating students—this includes utilising innovative strategies to spark interest in the sciences. As GGSA Founder and Co-Chair Noel Pearson said:

"We provide Ancestral Language and Cultural Knowledge curriculum, as well as the highest quality programs in global knowledge, including science. We want our children to be fully bicultural: versed in their own culture as well as the wider world. I want our children to understand that science belongs to them as much as any human on the planet. Science belongs to humans. I want our kids to embrace science in their future education and careers."



In August, Hope Vale Mayor Jason Woibo (left) unveiled the interactive periodic table, much to the delight of Hope Vale students, teaching staff and the wider Hope Vale community, as part of National Science Week.

RECOGNISING THE CENTRALITY OF CULTURE FOR INDIGENOUS STUDENTS

CYAAA recognises the critical importance of culture to the health and wellbeing of our students, their families and communities. Our Culture Curriculum promotes individual identity, culture and languages to help students prepare for their future and walk in two worlds.

In October, CYAAA hosted Culture Camps, where students experienced their traditional world and learning alongside Western perspectives. Coen's Culture Camp was held at Merepah with site visits to Old Merepah and Scrubby Lagoon. Students learnt about Mungkan history and culture through interacting with sites and listening to stories. Hope Vale's Culture Camp was held at Normanby Station where students were offered a variety of curriculum-related activities on Country related to culture.

Culture Camp supports students to retain their cultural identity and develop a strong desire to continue to learn about, connect with and sustain their traditional homelands. While increasing their cultural knowledge, students become more equipped for their role as leaders and more confident to walk between both worlds.



Coen students enjoyed learning about Mungkan history and culture as part of their Culture Camp at Merepah.



Hope Vale students enjoyed a cave tour and learning how to apply first aid for a snake bite on the first day of their Culture Camp at Normanby Station.

Djarragun College is a lighthouse Indigenous school, with a commitment of being the leading Indigenous College in Australia for its coeducational cohort of Prep to Year 12 students, including roughly one-quarter boarders. The College caters to students from remote communities across Cape York, the Torres Strait Islands, Yarrabah, Cairns and surrounds, and across Australia.

As part of the Cape York Partnership, the College is underpinned by the Pama Futures Agenda. Djarragun supports the Agenda by ensuring that every student achieves their full potential and has the confidence and capacity for hard work, so that they can orbit between their home communities and mainstream society, enjoying the best of both. The College mantra of 'no student left behind, no student held back' combines with a high expectation that every student will graduate with entry to university, further education or employment. At Djarragun, students always come first: their learning, safety and wellbeing are our core focus.

ENROLMENT AND ATTENDANCE

ENROLMENT

344 students were enrolled at Djarragun at the end of Semester 2, **98%** of whom identify as Indigenous.

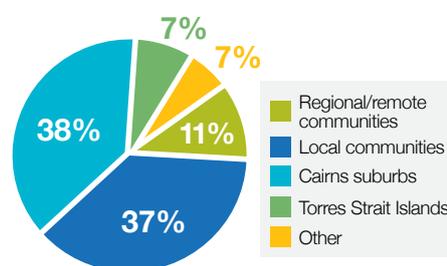
27% of our student cohort are boarders and come from a range of locations across Cape York, the Torres Strait Islands, Yarrabah, Cairns and surrounds, and across Australia.

ATTENDANCE

62% average attendance rate during Semester 2, which includes a 70% overall average for primary students and a 58% average for secondary students.

Attendance rates were impacted significantly by students not returning to boarding school promptly at the start of Semester 2. This was due, in part, to parents' fears of biosecurity restrictions being re-enacted, which would make it hard for children to return to community.

BREAKDOWN OF STUDENTS' HOME RESIDENCY BY LOCALITY



HOW DOES DJARRAGUN COLLEGE SUPPORT STUDENTS TO SUCCEED?

HIGH-QUALITY EDUCATION

Djarragun College caters to three cohorts of students: 1) those who plan to continue tertiary studies (e.g. university); 2) those who wish to obtain a Queensland Certificate of Education (QCE) and a trade qualification; 3) those who face significant challenges in terms of their literacy and numeracy, but who with strong support, can move into meaningful employment. Djarragun provides a holistic, high-quality educational experience to all students, which places them, their families, their culture and their futures at the forefront.

WELLBEING SUPPORT

Djarragun College's resident Wellbeing staff offer support to students to improve their social and emotional wellbeing through counselling, small group sessions, large group workshops, education and advocacy. Where appropriate, students are referred for support to external service providers, including the Ngak Min Health clinic located on the College grounds.

A WELLBEING APPROACH TO LEARNING

Djarragun College utilises the Berry Street Education Model, which is a positive education and trauma informed program that supports teachers and education staff to meet the specific needs of students. The pedagogy aims to re-engage young people in learning and progress their academic journey by educating them and staff on how to reinforce and sustain cognitive and behavioural change.



Always Was, Always Will Be!—in November, Djarragun celebrated NAIDOC Week with a range of fun activities, including face painting, beading, damper cooking, boomerang decorating, weaving and watching fantastic performances on stage.

POSITIVE OUTCOMES AND IMPACTS FOR DJARRAGUN COLLEGE STUDENTS

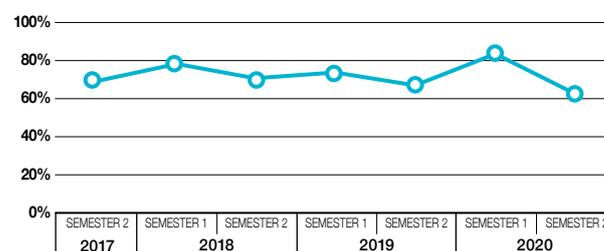
ATTENDANCE IS THE FIRST STEP TO SUCCESS

At Djarragun College, students and their families are regularly reminded that attendance is the first step to success.

Over the course of Semester 2 the College experienced some struggles in maintaining strong attendance for our cohort of primary and secondary students. We did, however, have a big group of high attenders with approximately one-third of our students in Semester 2 attending $\geq 80\%$ of the days that they were enrolled.

In Term 2, it was hard to get back into the daily routine of school after the COVID-19 lockdown and, as a result, the Getting Back on Track initiative was implemented in late June (extending from late in Term 2 into early Term 3) to encourage students back into the classroom. Between 15 June and 7 August, students with an attendance rate of 85% or more would receive either a grocery voucher or an AFL or NRL jersey of their choice. The initiative was a success with 132 students across the school qualifying for the prizes.

OVERALL STUDENT ATTENDANCE
JULY 2017 TO DECEMBER 2020



Over the last four years we have made improvements in our overall attendance rates, increasing from a 50% overall average student attendance in Semester 2 2016. We consistently implement successful strategies to celebrate and encourage strong attendance. 2020 was a challenging year for our students and their families, but we are confident that attendance rates will increase in 2021.

CONGRATULATIONS TO OUR SENIOR GRADUATES

Congratulations to our **27** senior graduates, who were presented with their graduation certificates at a formal school assembly in November. 2020 was a tough year for the school community, but our Year 12 students rose to the occasion and excelled in their final year of school. Flexible learning arrangements due to COVID-19 were required in Terms 1 and 2, and Djarragun College Principal, Michael Barton, acknowledges the dedication graduates have shown: "To graduate under the circumstances they have faced shows their deep commitment to their education. Some of these students spent up to 18 weeks studying from home."

Eight of our graduating students achieved their Queensland Certificate of Education (QCE) this year, whilst a total of 36 Vocational Education and Training (VET) certificates were also attained by 25 of the graduates—including eight Certificate Is, 23 Certificate IIs, and five Certificate IIIs. These qualifications set students on the right path to securing their chosen future career pathways.

The students also celebrated the end of their secondary schooling journey at their formal, together with family and friends. It was a beautiful evening, celebrating culture, friendships and their accomplishments.

Congratulations to all of our 2020 Year 12 graduates. We wish you all the very best for your bright futures ahead.



In November, Djarragun College Year 12 students received their graduation certificates at the 2020 Presentation Day (left) and attended their end of year formal with family and friends (right).

WHAT ARE OUR GRADUATES SAYING?

"I've been working hard all year and then during COVID it was hard studying from home for a while. I feel proud of myself after all those years [at school]. Hopefully, I go good in my next chapter of life." – KANUMI NONA, DJARRAGUN YEAR 12 GRADUATE

"I feel very proud of myself and I'm sure that my family are very proud of me graduating. I'm the first in my family to graduate!" – TAMURI NAMAI, DJARRAGUN YEAR 12 GRADUATE

STUDENTS SHOWCASE THEIR CREATIVE AND FORMAL WRITING SKILLS

Three Djarragun students won awards at this year's James Cook University (JCU) Cairns Junior Eisteddfod. Held every year, the Cairns Junior Eisteddfod provides the opportunity for local schools and performing arts centres to profile their students and enable them to develop valuable experience in the public performance of music, speech, literacy and dance.

Year 6 primary school students Valington Liu, Ilesha Sands-Barlow and Subeka Solomon each competed, and received awards, in the Original Poem category for 11 and 12 year olds. Valington was awarded second place for his original composition based on Africa, whilst Ilesha and Subeka each received a Highly Commended. Valington was also awarded second prize in the Formal Letter Writing category, and received one of the Eisteddfod's Major Awards—the Literacy Encouragement Award.

The students represented Djarragun College exceptionally well, and are a testament to the literacy skills, creativity and diligence of our students.



STUDENTS DEVELOPING COMMUNICATION AND TEAMWORK SKILLS

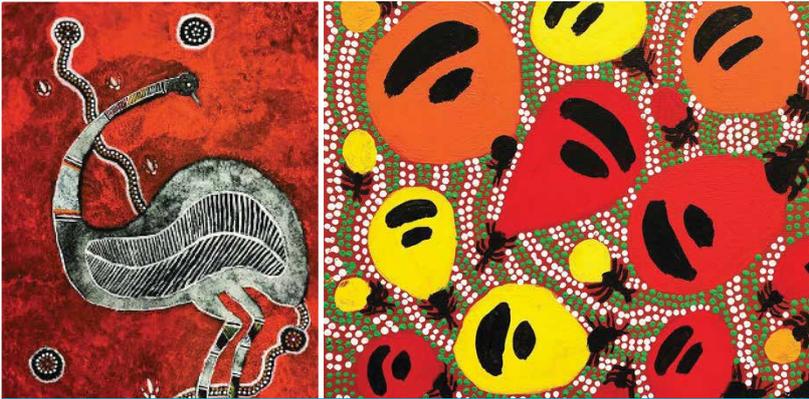
Djarragun's Year 5 boys have dedicated time each week to participate in the Rock and Water Program. The program was established in Semester 2 2019 to engage with students who were struggling in their relationships with peers and teachers, and support their reintegration into the classroom. Primarily Rock and Water is an anti-bullying program that assists these young boys to regulate their emotions, build resilience and provide alternatives to challenging behaviours. They are taught that in challenging situations they can be either the rock or the water. The rock needs to be firm and stand up, whereas the water goes with the flow.

Topics covered during Semester 2 included acceptance, co-operation, teamwork and respect. Group discussions and activities encouraged the boys to communicate, work together and build team cohesion, whilst also having a lot of fun. The group have learnt a great deal about the importance of teamwork—that even though team situations can be difficult, if they listen to each other's ideas and work together, it is a lot easier to overcome challenges.



The Djarragun community celebrated an excellent year of academic, leadership and vocational achievements at the 2020 Presentation Day in November. Pictured are just a handful of our deserving award recipients recognised for a studious year.

“Art keeps our culture strong by telling our dreamtime stories.” – **NADIA LEWIS**



Secondary students worked hard in art class during Semester 2, creating beautiful pieces to display at the College's Arts Open Day. Art students at Djarragun often create beautiful pieces that reflect their culture, dreamtime stories and homelands. Josh Tilmouth's piece (left) depicts stories from his community of Napperby in South Australia about mother and son emu at the river. Nadia Lewis' painting, Tjala (right), is about honey ants, which are a favourite traditional bushfood from Anangu in South Australia.



Certificate II Hospitality students honed their barista skills during Semester 2, and can now make café standard coffees.



Congratulations to Beyonce and Christina who won Queensland Health's T-shirt design competition for the 'Teens Need Vaccines' campaign. Beyonce (right) accepted the award from Queensland Health in August.



In Term 3, staff and students participated in 'Let's Chalk About It', writing positive messages and images on footpaths throughout the school to raise awareness of suicide prevention and mental health.



In July, students and staff took some time out from the classroom in a 'Connection Afternoon'. The highlight of the event was students winning the tug of war.



Year 12 student, Devanna Wilson-Neal, was the proud recipient of the Indigenous Encouragement Award for Hospitality and Tourism at the Business Liaison Association Annual Aspire Awards. She also received the Djarragun Dux Award for 2020.



Each week awards are given to primary students who have exceptionally demonstrated the Djarragun Way. These Primary Awards recognise students in areas of Respect, Learning, Responsibility, Doing Your Best, Safety and Acceptance. Here are some of our deserving Semester 2 recipients.



Congratulations to boarding students, Josh Tilmouth (left) and Troydan Ross (right) who both achieved success in representative sport in Semester 2. Josh was awarded Best on Ground in the winning Grand Final for the Cairns Saints, and Troydan was named Man of the Match for his performance with the Leichardt Under 14's team.



Secondary students learnt first aid skills in Term 3, including CPR and basic wound and injury care.



In August, Year 10, 11 and 12 students attended the Cairns Career and Youth Expo where they participated in the many practical exhibits by potential employers and training organisations.



Year 4 students hard at work in Term 3 completing number placement activities (top) and learning code breaking skills using emoticons (bottom).

The Cape York Girl Academy supports Indigenous girls to re-engage with, and complete their education by attaining either a Queensland Certificate of Education (QCE) or a Queensland Certificate of Individual Achievement (QCIA) award.

Teenage pregnancy is one of the most common reasons for Cape York girls dropping out of school. Through yarning circles and community consultations, Cape York women asked for a place for girls to finish their schooling, to gain work skills and qualifications, and to grow themselves and their children as future family role models. Girl Academy is Australia's first boarding school designed for young mothers and their babies, and for girls who have been chronically disengaged from their education. Mothers and babies live together and learn together. Non-mothering students also live and learn at the Girl Academy. All students are supported by caring staff and surrounded by friends and visiting family.

Girl Academy is a healing community that nurtures and supports effective and confident mothers, safe and happy children, and young Indigenous women through opportunities for growth, a sense of belonging, and a space to find their voices.

ENROLMENT AND ATTENDANCE

TOTAL STUDENTS

20 students have attended Girl Academy at some point between July–December. At the end of Term 4, 20 students were enrolled. Girl Academy students come from a range of locations across Cape York, the Torres Strait Islands, Cairns and surrounds, other parts of Queensland and the Northern Territory.

ATTENDANCE HISTORIES

Students who typically attend Girl Academy have very poor attendance histories prior to coming to the school. This is true for the majority of the **20** students who attended this semester.

CURRENT ATTENDANCE

Over Semester 2, our students have achieved an average **78%** attendance rate. For most of our students, this is a significant move towards re-engaging with school after prolonged periods of chronic disengagement.

HOW DOES GIRL ACADEMY SUPPORT STUDENTS AND THEIR CHILDREN TO LEARN AND GROW?

Girl Academy embedded a Social and Emotional Learning program within the school's academic offering with the aim of nurturing the development of the whole human being. Girl Academy also employs specialist teachers who are responsible for delivering our wellbeing programs. This integrated approach weaves together the following strands of student experience through both the junior and senior years:

- Morning Circle (*Dadirri*¹), Culture Circle, Meditative Yoga, Drumming, Music Songlines, Creative Drama, Life Skills, and Sport Activities for junior and senior students.
- Junior academic courses: English, Mathematics, History and Social Science (HASS), Science, Technology, Visual Arts and Health and Physical Education (HPE).
- Senior academic QCE and Vocational Education and Training courses: English, Mathematics, Visual Arts, Hospitality, Sport and Recreation, Career Education, short course in Aboriginal and Torres Strait Islander Languages, Certificate II and III courses, and the Duke of Edinburgh International Award (Bronze level).

INTENSIVE LEARNING ENVIRONMENT

All students undertake individual, tailored learning plans based on approved Queensland Curriculum and Assessment Authority (QCAA) syllabi and the Australian Curriculum. All subjects are delivered on site by dedicated Teachers and Teacher Aides. Vocational courses are also available through external providers. Students are, depending on their aptitude and aspirations, working towards either a QCE or QCIA.

MULTIDISCIPLINARY HEALTH AND WELLBEING SUPPORT FOR MUMS AND BABIES

Students and their babies participate in a multidisciplinary health and wellbeing support program to ensure they are happy, healthy and ready to learn. Girl Academy has a dedicated Childcare worker at the school who provides early learning support for the babies while the students attend and engage with their school lessons. The childcare program between July–December included participation in local playgroup sessions at Mossman. This provides the opportunity for the toddlers to socialise and connect with other children of the same age and engage in group play activities.

SAFE AND SECURE BOARDING

Students and their children live on campus in safe and secure boarding accommodation, supported 24 hours-a-day by our Boarding Coordinator and staff. Our Boarding staff organise activities for the girls outside of class time. Between July–December, students enjoyed activities such as go-kart racing, laser tag, beach walks and swimming. They also explored the Centenary Lakes Nature Space with the toddlers in residence, went snorkelling and boating during a day trip to Green Island, and visited the 'Rite of Passage' display at the Jumbala Art Gallery.

¹ *Dadirri* is inner, deep listening and quiet, still awareness. The word, concept and spiritual practice is from the Ngan'gikurunggurr and Ngen'giwumirri languages of the Aboriginal peoples of the Daly River region, Northern Territory.

POSITIVE OUTCOMES AND IMPACTS OF GIRL ACADEMY ON STUDENTS AND THEIR CHILDREN

NURTURING OUR STUDENTS' HEALTH AND WELLBEING

Through the Girl Academy's holistic Support and Wellbeing Program, students engage in a range of activities to overcome health and wellbeing barriers to education. This occurs across four major domains: 1) integrated programs; 2) health support and intervention (case-managing students' individual health and wellbeing needs and linking them up with health and wellbeing services); 3) daily executive functioning development sessions; and 4) encouraging physical activity and fitness.



Our Culture Circle program is designed to celebrate Aboriginal and Torres Strait Islander culture and identity, build self-confidence and optimism for future pathways post school, and promote the joy of learning in a fun and engaging environment. In Semester 2, the focus was on building relationships outside of the classroom. The students have moved towards improving one-on-one relationships and used the group 'yarning cycle' mat to find and use their voice confidently. The aim has been to increase an awareness of their physical and mental wellbeing. The 'yarning circle', which is used by Indigenous people to learn from a collective group, build respectful relationships, and to preserve and pass on cultural knowledge, was introduced to our junior and senior students in Term 4. It has become a culturally appropriate tool for the girls to enable respectful listening and allow them to develop confidence to have conversations and ask questions of each other and staff. This has extended to include clarifying conversations about work conducted in the classroom as they become more curious about topics in formal lessons. This has introduced an informal way for the students to listen, work and learn together.

OUR STUDENTS' CHILDREN ARE THRIVING IN A SAFE, NURTURING ENVIRONMENT

The first five years of a child's life are crucial to healthy development. The experiences they have during these years are drawn in rapidly, helping to shape the adults they will grow to become. The relationship between a child and their mum, and their other caregivers, has a significant effect on a child's development, and that is why at Girl Academy our students and their babies learn together and grow together.



In Semester 2, we had three toddlers in residence with their mothers, and who attended our childcare program whilst their mothers attended classes. The childcare provided through the Girl Academy Early Learning Centre provided between July and December focussed on exploring the five senses, learning about nature including what they can see in the sky, Australian animals on land and under the sea, and completing hands-on gardening activities in the childcare garden. As part of the childcare program, the toddlers attend local playgroups and go on excursions to local wildlife attractions and interesting new playgrounds where they can explore, learn and have lots of fun.

STUDENTS ARE LEARNING PRACTICAL SKILLS FOR LIFE AND WORK READINESS

Year 10, 11 and 12 students in Hospitality Practices further developed their knowledge and skills about the hospitality industry. The unit studied in Semester 2 was 'Celebrations' and students trialed the production and service of food and beverages for a formal lunch to be served to staff and students as part of NAIDOC celebrations. They learnt how to plan and prepare a formal meal from beginning to end, which included creating the menu and preparing the shopping list, promoting the event around the school, determining the schedule, and planning out the workflow for preparing the dishes. With guidance from their teachers, they prepared and served a delicious three course meal for staff and fellow students as their final term assessment.



In Semester 2, there were also four Year 11 and 12 students enrolled in the Certificate II in Active Volunteering. As part of this course students are required to complete 20 hours of volunteering, which they completed with landscaping and kitchen duties. This qualification reflects the role of entry level volunteer workers and may be used as a pathway for workforce entry.

GIRL ACADEMY STUDENTS GRADUATE YEAR 12

Congratulations to our five senior graduates, who were presented with their graduation certificates at a formal graduation dinner in November.

The graduating cohort includes: students who were expelled from their previous schools; one student who had not attended school for three years; a teenage mother to a young baby; and girls from the Northern Territory, Torres Strait, and Cairns. Despite their complex education history and the challenges of 2020, our students displayed an extraordinary commitment to their education. Three of this year's graduating students achieved their Queensland Certificate of Education (QCE) and two obtained their Queensland Certificate of Individual Achievement (QCIA), with three also attaining Vocational Education and Training (VET) qualifications. Reflecting on their achievements, Principal Shoba Kalos, says:



"They have been inundated with change this year and yet they have continued to engage with their studies, undeterred, attesting to their resilience, determination, and capabilities. Each of our five graduates has come to the school after a period of disengagement from their education. It points so clearly to the significance of retention; students need time to re-engage with education. Their achievement in graduating is a credit to them and their families, and affirms that the Girl Academy provides an environment to achieve this milestone."



WHAT ARE OUR GRADUATES SAYING ABOUT THEIR TIME AT GIRL ACADEMY?

"Girl Academy has definitely shaped me into the person I am today. My three years at Girl Academy wasn't easy at first but I have grown so much and learnt a lot about being a better person. There were a lot of times I wanted to give up on education and go home but the one thing that made me keep pushing myself was [the other] girls at school...I wanted to be a good role model and show them that even when life gets tough just take it one step at a time." – **ARETHA BANI**

"I would like to say thank you to these special people for supporting and taking good care of us at Girl Academy. I feel so blessed for having mob all being part of my life and giving me a hand taking good care of my baby. I am becoming the best mother to my child. Thank you so much for teaching me and giving me the advice on how I can be a good big sister and the best mother I can be, and how I can provide the best for them to continue their schooling in their future. I feel so ready to start a new chapter out in the big world." – **RAHEENA MANMURULU**

"I'm feel excited but also sad. I'm sad because I'm leaving school and friends. I'm excited because I am graduating and moving onto the next part of my life. The last two years at Girl Academy have been challenging but I'm glad I did it! I'd like to remind the young girls to never give up on school even though they will go through tough times. I'd like to thank my family for supporting me and never giving up on me." – **TANYA PADDY**

"Girl Academy has been more than a school to me, it has also been like a home, and you have become like family to me. You have made me laugh and I have been the happiest here; I will never forget the joys that [you brought] to me." – **ANASTASIA NEWRY**

"I remember arriving at the Girl Academy in 2018 like it was yesterday. I was excited and ready to finish off my last few years of school. I promised myself I would give it 100% from start to finish. The last two years have been the most wonderful and stressful years I have had, but through it all I have kept the promise I had made to myself in the beginning. Learning new things, stepping out of my comfort zone and completing certificates; if it wasn't for the Girl Academy I would not have achieved these things." – **ESTHER BRIM**



Senior sports and recreation students visited the Ellis Beach Lifesaving Club to consolidate their learning of lifesaving and first aid skills.



Junior English and Junior Art students completed a combined unit on picture books. They worked together to create a collection of illustrated stories to be given to the Early Learning Centre.



Employment and Economic Development

The right of Indigenous people to build a real economy is central to our work. True empowerment fosters confident economic development.

We believe Indigenous Australia must become integrated into the national and global economies. Culture, language and connection to Country should not be traded off.

Indigenous communities on Cape York can have a viable future as small towns and cultural hearths. Success in employment and economic development must involve increasing our success in land reform, education and orbiting.

Cape York Employment (CYE) is the Community Development Program (CDP) provider in Aurukun and Coen (Region 60) and Lockhart River (Region 56 – Central Cape). CDP is a remote community program that prepares jobseekers for work while contributing to the goals of the community. Through integrated case management, CYE tailors a package of assistance for each jobseeker based on their individual needs and readiness for employment, and supports them to realise their goals and aspirations. Our CDP activities are shaped by intensive community engagement so they are designed to support local communities through the development and application of local solutions. They are also responsive to available and future employment opportunities. CYE recognises the limited opportunities currently available within the Cape York economy and also seeks work readiness and employment in areas beyond Cape York by encouraging jobseekers to orbit into employment beyond their communities.

OUR JOBSEEKERS AND STAFF

Community members who receive income support payments and are looking for a job, are eligible to receive CDP services. Mutual Obligation Requirements are a condition of income support and there are penalties for not undertaking these obligations. In our CDP regions, these Mutual Obligation Requirements are generally work-like activities, which can include work-for-the-dole activities, community and cultural activities, and undertaking training and other support activities to overcome barriers to employment and increase participation in the community. Men and women who engage with CYE are supported to build the capabilities they need to move away from passive welfare dependency and take control of their futures.

TOTAL JOBSEEKERS

763 jobseekers made up CYE's caseload at the end of December. CYE's jobseekers are from Aurukun, Coen, Lockhart River, Port Stewart and other immediately surrounding remote communities.

TOTAL CYE STAFF

35 staff members were employed by CYE at the end of December, **49%** of whom are Indigenous. CYE is committed to employing as many local staff as possible. This ensures we have a strong understanding of the cultural complexities of our jobseekers. At the end of December, 14 (**82%**) of CYE's 17 Indigenous staff were based in either Aurukun, Coen or Lockhart River.

Between July–December, CYE operations were significantly impacted by numerous factors, such as community unrest affecting our Aurukun operations, and the mandated gradual phased return to face-to-face activities and Mutual Obligation Requirements. CDP participants were also very mobile and CYE spent a lot of time servicing participants outside of community to ensure they were compliant prior to full servicing resuming in October.

HOW DOES CYE HELP JOBSEEKERS TO BUILD WORK CAPABILITIES AND FIND JOBS?

JOBSEEKER CAPABILITY BUILDING THROUGH WORK-FOR-THE-DOLE ACTIVITIES

CYE provides a framework and pathway to enable each jobseeker to make a positive contribution to their community and support them to be prepared and able to take up available employment opportunities. Each jobseeker's pathway is shaped by their individual circumstances, goals, aspirations and the opportunities available to them. CYE's approach is not about keeping jobseekers 'busy'—it is about up-skilling and building their capabilities so they can move away from welfare dependency and into employment. CYE's work-for-the-dole activities include, for example: training qualifications linked to real-life job opportunities—not just 'training for training's sake' (e.g. Licencing, workplace safety courses and CPR training); work experience placements, which build jobseekers' familiarity with work routines and provide on-the-job experience and training; and community projects and job-ready workshops that build jobseekers' confidence, wellbeing, job-specific skills and routines (e.g. computer skills). Numeracy and literacy skills development is embedded in all of our jobseeker activities.

EMPLOYER PARTNERSHIPS AND JOB PLACEMENTS¹

Jobseekers are placed with a range of CYE's partner employers. CYE also has a number of hosting agreements in place, which enable local community organisations or family and clan groups to provide a workplace for our jobseekers to gain specific work skills while also supporting the work of the hosting organisation or group. CYE's efforts have resulted in jobseekers finding and staying in employment—some for the first time in their lives. However, like other CDP providers, many of CYE's jobseekers also frequently move in and out of employment as they adjust to working life.

CASE MANAGEMENT

Between July and December, CYE provided integrated case management to jobseekers in Regions 56 and 60. Outreach servicing was provided for jobseekers and wellbeing calls to all jobseekers were made throughout the entire COVID-19 closure period.²

ONGOING JOBSEEKER SUPPORT

Jobseekers receive ongoing support and advice from the CYE team. This includes: job search assistance; work-like activities designed to boost the jobseekers' skills and experience; and job and work experience placements. It also includes mentoring and support for jobseekers and employers when a jobseeker gains employment. At the end of December, CYE was supporting **23** jobseekers currently in work to maintain their employment. This support included providing PPE (personal protective equipment) as well as providing assistance and training to their respective employers.

¹ The number of jobseekers placed into employment at the end of December 2020 cannot be provided, as there were significant fluctuations in the number of those employed, largely due to the mandated staged return to resuming full CDP servicing.

² In line with the Australian Government's response to COVID-19, all face-to-face CDP operations (including Mutual Obligation Requirements) ceased across the country between March to July 2020.

POSITIVE OUTCOMES AND IMPACTS OF CYE

CYE=

✓ wellbeing and confidence

✓ work-related skills and readiness

✓ ability to obtain and remain in employment

GRADUAL RETURN TO FULL CDP SERVICING

In July, CYE, alongside all CDP Providers, commenced the gradual return to full CDP servicing, as stipulated by the National Indigenous Australians Agency (NIAA). This initial period included re-engaging jobseekers to refresh job plans¹ and participate in appointments online or via phone. CYE also worked with key stakeholders and community members across Aurukun, Coen, and Lockhart River to assess the suitability of face-to-face activities, and sought to develop new opportunities tailored to local workforce needs. Note: face-to-face services were only to be delivered in exceptional circumstances as approved by the NIAA. CYE worked hard to ensure its sites were COVID Safe, and staff were undertaking COVID Safe practices in the workplace. In late July, CYE was one of the first CDP providers nationally to be approved to operate a COVID Safe Activity in Lockhart River.

In August, increased servicing commenced, however no penalties still applied. On 19 October, CYE commenced full servicing, which included running activities and appointments, hosted placements, work experience and employment placements. As directed by NIAA, CYE applied a considered approach to jobseeker compliance in recognition of the long period of voluntary participation due to COVID-19, changed job plans and activities, as well as the logistical challenges of engaging with CDP jobseekers in remote Australia.



CYE staff undertook COVID Safe workplace health and safety practices for face-to-face servicing, including how to take the temperature of jobseekers and staff as they entered the office.



COMMUNITY INTERESTS INFORM THE DESIGN OF CYE ACTIVITIES

CYE undertakes engagement with jobseekers and the wider community to obtain input into the design and ongoing delivery of its activities. This ensures the range of activities delivered is suited to current and future recruitment needs, is culturally responsive, and caters to the needs and interests of jobseekers and community alike.

In July, the CYE Engagement Team met with Aurukun Shire Council to discuss community projects that would benefit from collaboration. Two sites were initially agreed upon: the toilets at the Landing and the garden around the entrance sign to community. Both of these projects were subsequently completed by CYE participants with the areas tidied up and the Welcome to Aurukun sign freshly painted. This a great outcome as these community spaces are now safe and clean.

CYE STARTS THE JOURNEY TO BRING THE LOCKHART RIVER FARM BACK TO LIFE

Following community consultation with the Lockhart River Aboriginal Council and other key stakeholders, a strong desire to rejuvenate the Lockhart River Farm and bring it back to its former glory was identified. The farm had been a source of fresh fruit and vegetables for the community since missionary days. Unfortunately, over the past 12 months, the farm has struggled with natural disasters, a cyclone and fire ravaging through it, leaving it almost unusable.

In July, CYE contracted Bama Services to complete an initial clean-up of the farm with the assistance of CYE staff. Due to the restriction on CDP at the time, CYE was unable to secure voluntary activity attendance however, local community members noticed the work underway and offered their assistance due to the area having cultural significance for them. In August, CYE developed a plan for the farm following consultation with key groups, such as CSIRO, Remote Indigenous Garden Network and James Cook University, to gain ideas and support for sustainable growth for the community. CYE estimate that it will take three to six months to get the farm ready for replanting.



CYE, with support from Bama Services and Lockhart River community members, commenced a clean-up of the Lockhart River Farm as part of the first steps towards its rejuvenation.

¹ The Job Plan is an agreement between CYE and each jobseeker detailing the activities the jobseeker will undertake to build their skills and experiences towards obtaining paid work. It also lists the activities that a jobseeker must do to meet their Mutual Obligation Requirements so that they can continue to get their income support and details any voluntary activities the jobseeker has agreed to undertake. CYE delivers this service as part of the CDP Funding Agreement and the Performance Management Framework. The continued cessation of Mutual Obligation Requirements meant that for most of July–December, jobseekers were not required to comply with their Job Plan.

JOBSEEKERS ARE BUILDING SKILLS AND WORK READINESS

CYE participants are supported and encouraged to build the skills and attain qualifications that they need to secure employment. This includes practical skills like driving. In partnership with the Queensland Indigenous Driver Licensing Unit (IDLU), CYE held a two-day community licensing event in Aurukun in July and again in October. There was a good turnout on both occasions as this service had temporarily ceased due to COVID-19.

In Lockhart River, the focus was on Heavy Vehicle Licensing following a request by the Lockhart River Aboriginal Shire Council as part of its efforts to backfill employment opportunities on the road crew with council workers and subcontractors. On 5-6 October and 17-19 November, CYE hired heavy vehicles for the community licensing events with the support of the IDLU. This was a great outcome for the community, allowing jobseekers and community members to take up the opportunities to gain meaningful employment in Lockhart River.

Congratulations to all those who attended these licensing community events and achieved their goals.



CYE participants, Desmond Peemuggina from Aurukun (left) and Daphney Clarmont from Lockhart River (right), successfully achieved their licensing goals during CYE's community licensing events held in partnership with the Indigenous Driver Licensing Unit.

After three days of persistence and determination, Coen jobseeker Lane Lee Jack successfully completed his White Card training online. This was the first time he had used the online delivery that consisted of four stages of theory followed by a virtual classroom via Zoom with an accredited trainer.

All construction site workers in Australia must have this qualification. By obtaining his White Card, Lane and our other jobseekers open up opportunities for future employment. Congratulations Lane and good luck with the future.



Lane Lee Jack successfully completed White Card training online, which opens up job opportunities for him in construction.

CONNECTING JOBSEEKERS WITH JOB OPPORTUNITIES

On 9 December, CYE in partnership with a number of key stakeholders, hosted the successful Aurukun Work Expo 2020, which showcased job vacancies available in Aurukun and further afield. The event, which began with a motorcade of vehicles driving through the streets of Aurukun, was officially opened by Aurukun Shire Councillor Kempo Tamwoy and the Deputy Mayor Craig Koomeeta. Potential employers, which included the Army, Aurukun Shire Council, Many Rivers, Rio Tinto, Skytrans, and many more, discussed their current and future job vacancies with community members. The day was also filled with activities, competitions and interactive displays. A highlight was the Army's presentation where more than a dozen Indigenous soldiers from Aurukun, Napranum and Weipa who are currently serving in the 51st Battalion, ran exercises and demonstrations. They also spoke about the work they carry out on a daily basis and the job opportunities available within the Army. Community members had first-hand experience of what it would be like to sit in army vehicles and work within this industry. CYE and other Aurukun stakeholders are already planning on how to make the Aurukun Work Expo 2021 an even greater success.



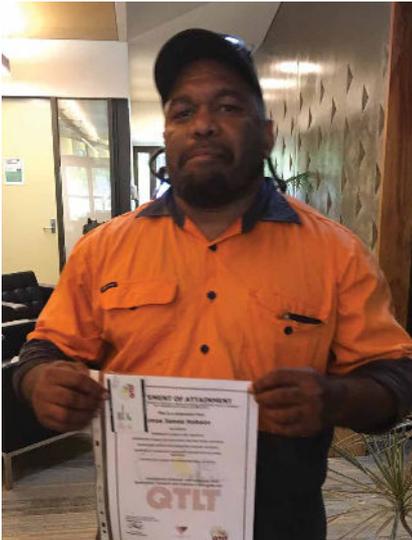
LOCAL CYE STAFF UNDERSTAND THE ISSUES FACING LOCAL JOBSEEKERS

Kara Bero, who joined CYE as a Compliance Officer in August, is enjoying her role and says: "Since the pandemic I've been trying to help my community to get back on track by having clients re-engage in their activities and appointments to try and motivate them to work towards their goals and make them feel more confident."

Kara's mother is a Kaantju woman from Coen and her father is a Meriam man from Murray Island. Kara grew up in Coen and believes CYE's commitment to employing local staff who understand the cultural complexities facing its jobseekers is a key factor in its success: "What I like best about my job is that [all of the staff] in the Coen office are locals, and that we are making a difference in our community."

Kara believes that CYE's approach of providing hands-on training to CDP jobseekers is a "great way to motivate them into gaining full-time employment" through building their skills and capabilities.

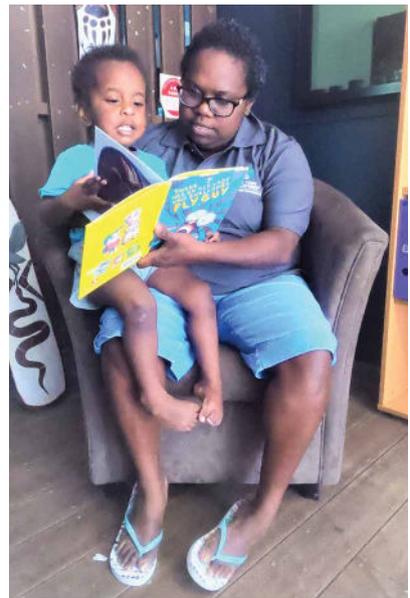




CYE Coen Supervisor, Amos Hobson, successfully obtained his Statement of Attainment in operating heavy machinery in August. Amos can now demonstrate to jobseekers how to safely operate this equipment on site.



CYE participants from the Wik and Kugu Art Centre carved their world famous statues in preparation for CIAF 2020.



CYE is a proud sponsor of national Indigenous Literacy Day, which is celebrated on 2 September each year.



In August, CYE met with the Cook Shire Council to discuss employment, training and partnership opportunities.



In July, Lockhart River CYE Supervisor Chris Dean volunteered to clean-up the yard of the local community hall.



CYE Supervisors volunteered their time to cook a hot breakfast for families and students as part of the Aurukun State School's 'Walk to School Day' in August.



In October, CDP participants refurbished old furniture from the Koolkan Day Care Centre in Aurukun and returned it to the centre in near new condition.



CYE participants from the Women's Aurukun Art Centre held a stall at the annual Wik Awards, which celebrated individual students' academic achievements and school attendance at Aurukun State School.

Bama Services is a leading Indigenous civil construction, building, facilities and landscaping business, successfully delivering projects across North Queensland. Our mission is to give Indigenous people the capability to participate in the real economy, thereby empowering them to be active agents in their own development. At Bama Services, we:

- employ motivated, fit young Indigenous people with an interest in attaining or completing a trade qualification in landscaping, building, or civil construction
- support and assist employees to complete their relevant trade qualifications
- offer a multidisciplinary Support and Wellbeing programme for our employees as a means of assisting them to reach their personal and professional goals.

OUR PEOPLE

72 staff were employed by Bama Services at some point between July–December, of which around **52 (72%)** identify as Aboriginal and/or Torres Strait Islander. At the end of December, we had 51 staff members employed and approximately **70%** of our permanent staff had been employed with us for more than 12 months.

Since it was established in 2010, Bama Services has employed and supported more than **305** Indigenous employees.

HOW DOES BAMA SERVICES ASSIST EMPLOYEES TO BUILD BRIGHT FUTURES?

BUILDING GREAT PROJECTS

Bama Services (Bama) has completed hundreds of large to small-scale projects. Our capacity includes landscaping, facilities maintenance, construction, civil works, building and specialised projects.

Bama continues to increase its competitiveness across the Far North Queensland markets. In July–December, Bama continued work on the significant infrastructure upgrades to the Peninsula Development Road from Laura to Kennedy; work progressed to upgrade sections of road and drainage infrastructure within the Napranum and Lockhart River council areas; waste infrastructure upgrades were undertaken in Aurukun; the Garden Maintenance division secured additional sites across Cairns; the Landscape Construction division secured a new contract to undertake landscaping as part of the Progress Road upgrade and continued landscaping and irrigation works at Ray Jones Drive in Cairns; and Building Construction progressed with works to upgrade the Barron Gorge Boardwalk and also completed works at the Kowanyama pool.

By ensuring our commercial success, we can continue to employ and support an increasing number of Indigenous men and women.



EMPLOYEE CAREER DEVELOPMENT, EDUCATION AND TRAINING

When we commenced in 2010, the majority of our staff had not completed Certificate II or Certificate III qualifications. Certificate III apprenticeships and Certificate IV qualifications are now offered through our Career Development, Education and Training Program to individuals who are committed to building a career with Bama. We assist employees to develop career plans and identify learning and development opportunities. Bama continues to be recognised for our commitment to staff training and development and were announced as Regional Winners of the Small Employer of the Year award at the 2020 Queensland Training Awards.

During July to December, seven Bama employees secured traineeships in Certificate II Civil Construction, which included a number of jobseekers from Napranum, who were recommended by their local job provider. Three Bama employees signed up to Certificate III Civil Construction, with one commencing in Certificate III in Landscape Construction. In 2020, we also upskilled seven employees in our Garden Maintenance and Landscape Construction divisions with High Rigid and Medium Rigid tickets, which ensures they can operate a wide range of machinery.

REWARD AND RECOGNITION

As a way of acknowledging the hard work of the employees at Bama, we host regular Pride Awards. To win a Pride Award, employees must display excellence in their work. Workers are nominated by their managers and fellow employees in the areas of Pride of Person, Pride of Place, or Pride of Plant. Our award winners between July–December were Billy Gordon (Pride of Person), George Ghee (Pride of Place) and James Morton (Pride of Plant).



Congratulations to our Pride Award winners Billy, George and James (left to right).

MULTIDISCIPLINARY HEALTH AND WELLBEING SUPPORT

Some of our employees have grown up in circumstances of disadvantage and, as a result, experience barriers to successful employment. To assist employees overcome these barriers, Bama provides a comprehensive support system to help all staff to realise their personal and professional potential.

The Support and Wellbeing Program (SWP) is led by Teena Akiba, SWP Manager. All staff members are offered individual case management in the areas of health and wellbeing, housing, financial management, law, family relationships, employment, career development, and education and training. Where issues are identified that are outside the scope of our internal support program, participants are offered access to external multidisciplinary service providers.

In addition, group education sessions are run on a weekly basis. Some of the activities delivered during July–December included presentations by Dr Adrian Cartledge from Amanda Gale Physiotherapy on musculoskeletal injury prevention and by Apunipima on men’s health, smoking and chronic diseases among Indigenous people. MPower financial counselling staff shared strategies on debt reduction and savings tips, as well as details on the referral process for further support and Ngak Min Health attended on multiple occasions to offer routine health



Between July–December, workshops on injury prevention and the importance of routine health checks were just two of the topics discussed during the weekly education sessions.

checks and discuss the importance of self-care.

In July, Bama was awarded the Westpac Foundation Social Enterprise Grant. The funding of \$300,000 over three years will enable the SWP to continue to provide employees with the support they require. “Through this funding, our goal is to help Bama continue to provide the jobs, education and training support they offer to people that need it most,” said Westpac Foundation CEO, Susan Bannigan. Bama is thankful to Westpac for its ongoing support. Cade Dawkins, Bama General Manager says: “The funding has been important for our business. As well as the collaborative support from the Westpac Foundation, the access to expert skills and resources has enabled us to attract, retain and grow our employee base.”

POSITIVE OUTCOMES AND IMPACTS OF BAMA SERVICES

HOW DOES BAMA SERVICES CAUSE POSITIVE CHANGE?



PROVIDING REWARDING LONG-TERM CAREER OPPORTUNITIES

Bama celebrate every year that our staff have continued with us as a means of acknowledging their dedication to our business and to our vision. We know that the longer our crew are with us at Bama, the more opportunities they have to improve their skills and experience. In November, we were pleased to celebrate a significant ten-year anniversary—Jonathan Coker has been working with Bama since the very beginning, when he started at Bama in 2010. Between July–December, we also celebrated a number of other anniversaries with six of our staff members: Craig Gordon celebrated five years; Jason Grady and Barry Preston both reached four years; Angela Pegram and Dean Standley both celebrated two years; and Harley Mabo celebrated one year with Bama.

WORK EXPERIENCE LEADS TO EMPLOYMENT OPPORTUNITIES

In August, Bama hosted three work-experience participants from the Civil Construction Federation Queensland as part of the Trade Ready Program. The Trade Ready program provides a great opportunity for employers to gain access to qualified entry-level candidates, exposes participants to different industries and opportunities, and allows employers to offer employment to participants after the placement. During their work experience period, Riley Allan and Kim Hunter were placed with the Landscape Construction Team, and Lachlan Jensen was placed with Garden Maintenance. Following their seven-week work experience period, each of the participants were given employment offers at Bama. Whilst Lachlan was appreciative of the offer, he chose to pursue his dream of becoming a plumber. Kim and Riley both accepted their offers. Kim now works as part of the Landscape Crew and Riley is part of the Building Construction team. When asked what he enjoys most about working at Bama, Riley said: “I like the people I work with; they are all really nice.”



Established in 2013, Cape York Timber (CYT) is an Indigenous business that produces high-quality sustainable Australian hardwood and provides Indigenous employment and training. CYT's key goals are to build:

- a sustainable and profitable Indigenous-owned and controlled business
- a workforce that comprises at least 75% Indigenous people
- a new Indigenous-led and controlled industry on Cape York that enables Traditional Owners to productively utilise the natural forestry assets on their land.

CYT sustainably and selectively harvests hardwood from Indigenous-owned land across Cape York and operates a commercial timber mill in Cooktown. CYT is the only commercial-scale hardwood sawmill in Far North Queensland and is the only Indigenous-owned timber business in the whole of Queensland. We operate under a sustainable harvesting methodology, guided by best practice. CYT sells finished, high-quality timber products into the Queensland building market, primarily architectural timber for residential construction.

HOW DOES CYT BUILD ECONOMIC DEVELOPMENT OPPORTUNITIES FOR CAPE YORK?

SOURCING HIGH-QUALITY TIMBER

CYT works with Traditional Owners (TOs) to reach harvesting agreements that are mutually beneficial. In this regard, CYT creates economic development opportunities for Cape York's Aboriginal people. Since it began its operations, CYT has paid substantial timber royalties to Aboriginal Land Trusts for access to high-quality, sustainable timber, thereby generating a new income stream for land trusts, some of which have very few other income streams. Where possible, CYT also encourages and promotes timber-harvesting opportunities for TOs. Cape York is home to a vast quantity of durable, aesthetic and marketable timber species. The uniqueness of these timber species is an opportunity to develop a Cape York-specific timber brand. However to do this, CYT needs to first develop awareness and make these species available to the timber market.

EMPLOYEE CAREER DEVELOPMENT, EDUCATION AND TRAINING

Many of CYT's staff members have had difficult backgrounds, including long periods of unemployment and/or other life challenges. Although none of CYT's staff had previous experience in the timber industry, many held key operational positions and gained work experience at some of the industry's leading facilities.

In August 2019 CYT made the difficult decision to temporarily suspend operations at the Cooktown timber mill following the loss of our largest customer. Under an agreement from the Department of Agriculture and Fisheries, CYT secured a lease to harvest part of a State Government forest. Due to a recent ban on the export of Queensland timber to China we were unable to commence harvesting. Pending these restrictions, we are hopeful to recommence harvesting and milling in 2021.

POSITIVE OUTCOMES AND IMPACTS OF CYT

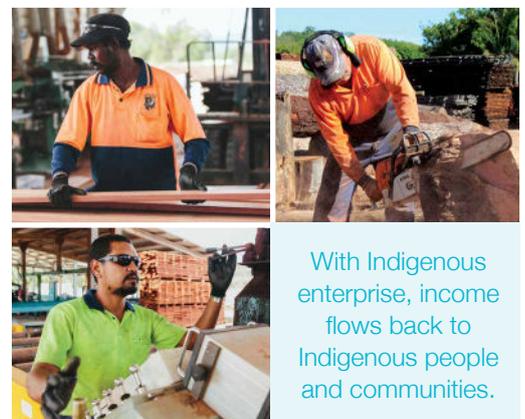


IMPROVING INDIGENOUS EMPLOYMENT

CYT is one of very few Indigenous-owned production businesses in Cape York that provides employment opportunities for Indigenous workers. Since milling operations commenced in 2014, CYT provided employment for **48** Indigenous men and women, accounting for **73%** of the total workforce over the years. Of the Indigenous staff employed at the end of July 2019, before the cessation of operations, the average duration of employment was almost **2 years**.

INCREASING THE MARKET SHARE FOR INDIGENOUS ENTERPRISE

At its core, CYT is about developing an Indigenous enterprise that can act as a beachhead for Cape York's first Indigenous-controlled industry. CYT is attempting to build a unique Cape York timber brand that will achieve a premium in the hardwood decorative timber market.



With Indigenous enterprise, income flows back to Indigenous people and communities.



Language and Culture

Cape York Peninsula is widely recognised as a linguistic treasure. Our many languages are keys to some of the oldest continuous living traditions on the planet.

These languages are now, however, fragile and immediately threatened. Language and culture need support to flourish within and outside of our schools.

It is also critical that, while ensuring Cape York children grow up learning their language and culture, we also ensure Cape York adults do the same and build the other necessary skills they need to be strong cultural, professional, spiritual leaders.

Pama Language Centre (PLC) is ensuring the viability of ancestral languages in Cape York Peninsula by:

- working with speakers to record the linguistic and cultural detail of their First Nations languages
- working with speakers to increase and promote literacy in First Nations languages through developing contemporary literature and language learning materials
- working with speakers to revive intergenerational transmission of their languages
- raising awareness and support for the First Nations languages of Cape York Peninsula in the wider community.

THE ROAD TO ANCESTRAL LANGUAGE VIABILITY

Recording of languages and active corpus development with speakers begins

Linguists work with speakers to create opportunities for language transmission and promotion

Speakers engage in authorship at many levels, taking control of the future of their ancestral languages

Viability of language is assured by completion of recording and ongoing corpus development. Intergenerational transmission continues to increase.

PLC is an initiative of the Cape York Institute, established to pursue the right of all children of Cape York Peninsula's First Nations to be fluent and literate in their ancestral languages so that they can walk with confidence in two worlds, as the inheritors of their rich, living cultural heritage. PLC supports recording, revitalisation, revival and maintenance activities with: Injinoo Ikya and Mpakwithi First Nations at Bamaga; Wik-Mungkan, Wik-Alken/Wik-Ngatharr and Wik-Ngathan First Nations at Aurukun; Kugu Uwanh and Kugu Muminh First Nations of the Western Cape York Peninsula; the Guugu Yimithirr First Nation at Hope Vale; the Southern Kaantju First Nation at Coen and the Olkola First Nation. New language partnerships are in development with the First Nations of Pormpuraaw and Lockhart River. PLC continues to seek funding and partners to enable the extension of language support to all First Nations of Cape York.

PARTICIPATION AND REACH

ESTIMATED MEMBERSHIP OF LANGUAGE NATIONS CURRENTLY SERVED BY PLC

- 750** Injinoo Ikya
- 60** Anguthimri (including Mpakwithi)
- 1,200+** Wik-Mungkan
- 50** Wik-Alken
- 50** Wik-Ngatharr
- 80** Wik-Ngathan
- 1,200** Guugu Yimithirr
- 50** Uw Olgol and Oyklangand
- 36** Southern Kaantju
- 300** Kulalgaw Ya
- 1,000** Kalaw Kawaw Ya
- 39+** Kugu Nganhcarra
- 24** Warranggu

NUMBER OF SPEAKERS INVOLVED IN PLC ANCESTRAL LANGUAGE ACTION TEAMS (ALATs)

- 134** speakers participated in recording, revitalisation, revival and maintenance work between July and December, including:
- 1** Injinoo Ikya
 - 7** Mpakwithi
 - 5** Wik-Mungkan
 - 15** Wik-Alken/Wik-Ngatharr and Wik-Ngathan
 - 104** Guugu Yimithirr
 - 1** Warranggu
 - 1** Kalaw Kawaw Ya

NUMBER OF SPEAKERS AND NON-SPEAKERS DIRECTLY REACHED BY OR INVOLVED IN PLC ACTIVITIES

106 children at Cape York Aboriginal Australian Academy (CYAAA) Hope Vale campus and **100+** adult speech community members are benefitting from the outputs of Guugu Yimithirr song-writing, choir and recording workshops, as well as from recording initiatives, return of materials from the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS), and the availability of Guugu Yimithirr language materials.

3,000 Northern Peninsula Area (NPA) people continue to benefit from the availability of the first recording of Injinoo Ikya language hymns, children's picture books in Mpakwithi, body parts poster books in Injinoo Ikya languages and animated video clips of children's songs in Mpakwithi and Injinoo Ikya. The New Mapoon community is also benefitting from the 'Voices of Old Mapoon' healing process and song-writing workshops.

60 members of the Anguthimri community are benefitting from the composition of songs and learning resources at the 'Voices of Old Mapoon' Healing Camp, and the availability of children's books.

1,500 visitors to PLC's *Thudaan Diini* early childhood series YouTube channels have benefitted from regular Guugu Yimithirr immersion.

170+ students at Aurukun State School benefit from the availability of Wik-Mungkan children's songs, video clips and learning resources.

30 members of the Guugu Yimithirr and Anguthimri diaspora benefit from online teaching materials and weekly online classrooms.

1 Kalaw Kawaw Ya community member is currently working with PLC on the development of the first published resources in Kalaw Kawaw Ya.

87 total subscribers and **430** (approx.) visitors per month to PLC's YouTube channel benefit from song clips and learning resources in First Nations languages.

Up to **200** visitors per day benefit from information and resources on PLC's website.

HOW DOES THE PLC SUPPORT LANGUAGE REVITALISATION?

LANGUAGE RECORDING

PLC salvages existing language information, including linguistic detail and oral literature, so that it can be preserved into the future. A significant amount of linguistic detail and oral traditions remain to be recorded in Cape York Peninsula however this work needs to be done quickly to keep our languages and cultures rich and viable.

CORPUS EXPANSION

PLC helps First Nations languages to conquer domains previously dominated by English via the development of new genres, such as children's literature, children's songs, poetry and theatre. This keeps speakers thinking and talking about new ways to say things and new ways to use their beautiful First Nations languages.

INTERGENERATIONAL TRANSMISSION AND LANGUAGE PROMOTION

Intergenerational transmission is the internationally-recognised measure of language strength and language endangerment. For many Cape York Peninsula languages, parents are no longer able to speak their language fluently and confidently with their children. PLC works to create opportunities to revive the flow of First Nations language transmission to younger generations.

OVERVIEW OF PLC'S ACTIVITIES, JULY–DECEMBER 2020

| JULY | AUGUST | SEPTEMBER | OCTOBER | NOVEMBER–DECEMBER |
|---|---|--|---|--|
| <p><i>Milbi</i> (episodes) 3-6 of <i>Thudaan Diini</i> (Red Road) were uploaded to YouTube.</p> | <p>Seventh <i>milbi</i> of <i>Thudaan Diini</i> was uploaded to YouTube.</p> <p>CYAAA Guugu Yimithirr Language Teacher and star of <i>Thudaan Diini</i>, Lillian Bowen received the Order of Australia Medal in recognition of her work.</p> <p>Animation commenced on an augmented reality Guugu Yimithirr Alphabet poster, book and literacy resources.</p> | <p>Season Finale of <i>Thudaan Diini</i>—<i>Nhaamaa Garra Yuwalin</i> (<i>Goodbye Beach</i>) aired on YouTube.</p> | <p>Two new members joined the Guugu Yimithirr online classroom.</p> <p><i>Thudaan Diini</i> featured in the October edition of the National Indigenous Australians Agency's newsletter.</p> <p>An Anguthimri song-based language learning package was developed as part of the 'Voices of Old Mapoon Healing' Project.</p> <p>PLC published <i>Biniirr Bama Yuwalin</i> (<i>Ironwood Family at the Beach</i>). Read aloud e-book and interactive resources for this publication are now in development.</p> | <p>A new animated film clip in <i>Yadhaykenu</i> was produced.</p> <p>PLC's first augmented reality language resource, an interactive personal pronouns poster, was published in Guugu Yimithirr.</p> <p>Guugu Yimithirr online class together with PLC linguists and Lillian Bowen developed interactive adult learner materials.</p> <p>Animated film clips of <i>Silent Night</i> recorded in both <i>Mpakwithi</i> and Guugu Yimithirr uploaded to YouTube and Facebook.</p> |

POSITIVE OUTCOMES AND IMPACTS OF PLC

PLC=

- ✓ increased engagement with ancestral languages (speakers are excited to have the opportunity to work with their languages)
- ✓ increased accessibility of ancestral languages
- ✓ increased viability of ancestral languages
- ✓ an increased sense of anticipation and investment in the future

PLC WORKS TO CREATE A HEALTHY SPIRAL OF LANGUAGE REVITALISATION

Thorough language documentation and corpus expansion is critical to the viability of languages. These processes also have many positive 'spin-offs' that feed back into increased viability of the language and speech community, into individual wellbeing, identity belonging, improved educational aspirations and outcomes.

- Awareness
- Expectation
- Engagement with language
- Engagement with other spheres
- Collaborative action and responsibility
- Planning for the future
- Working with language inspires innovative thinking and cooperative action.



WE AIM TO ACHIEVE:

Viability of Cape York Peninsula languages

Core language resources developed

Intensive documentation and corpus development

THE USE OF TECHNOLOGY IN SAVING THREATENED LANGUAGES

GUUGU YIMITHIRR PERSONAL PRONOUNS COME TO LIFE

Augmented reality, which has potential to seamlessly merge physical and digital resources to create critically important opportunities for interactivity and language immersion, is being utilised by PLC as a means to enrich and add immersion value to our publications and learning materials.

The Guugu Yimithirr Personal Pronouns poster, published in December 2020, is PLC's first augmented reality language project. It is a groundbreaking language immersion tool and the first language learning resource of its kind, bringing the complexity and richness of a grammatical paradigm to life in an engaging manner, which is uniquely suitable to fragile language learning. Each of the 40 illustrated cells of the poster contain an embedded animation and recording of dialogue or voiceover in Guugu Yimithirr, demonstrating the subject of the cell in complete Guugu Yimithirr sentences. An interactive button within the animation provides a colour-coded interlinear translation of the spoken audio, enabling the user to independently explore and study the poster's content. In this way, the Guugu Yimithirr Personal Pronouns poster enables participants to hear, read and engage with the spoken language in context. PLC emphasises the importance of always presenting language spoken and written in full sentences to encourage interaction with the full richness of ancestral languages. We make an effort to avoid presenting our grammatically rich languages simply as lists of words. Augmented reality enables the creation of rich language resources, which are at the same time engaging, exciting and clear.

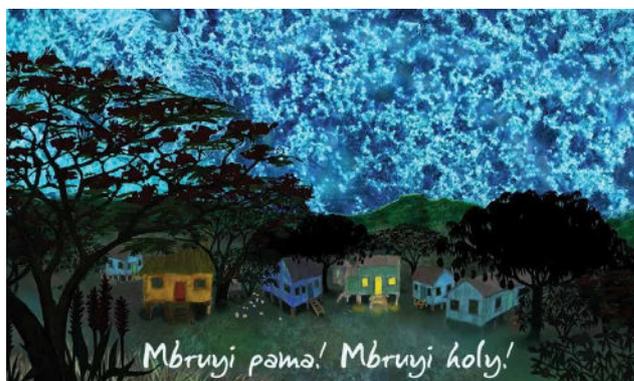
This project will be a critically important resource for school, community and diaspora learning of Guugu Yimithirr. As a fully scalable resource, it provides an invaluable model for the reconstruction of language immersion contexts. This is particularly relevant for extremely fragile languages where there are few speakers and most speakers of the language are also language learners.

The poster is titled "Guugu Yimithirr Personal Pronouns" and features the PAMA Language Centre logo. It is a grid of 40 small illustrations, each representing a different personal pronoun. The pronouns shown are: ngayu, nhundu, nhulu, ngali, ngaliinh, yubaal, bula, nganthaan, yurra, thana, nganhi, nhanu, nhangu, ngaliin, ngalinhun, yubalin, bulaan, nganthanun, yurraan, thanaan, ngathu, nhanu, nhangu, ngaliin, ngalinhun, yubalin, bulaan, nganthanun, yurraan, thanaan, ngathu, nhanu, nhangu, ngaliin, ngalinhun, yubalin, bulaan, nganthanun, yurraan, thanaan. Each cell includes a small illustration of people or objects, a Guugu Yimithirr sentence, and a QR code. At the bottom, there are icons for "Ready" (QR code), "Aim" (target icon), and "Zap" (zap icon). A text box at the bottom states: "Each image on the Guugu Yimithirr Personal Pronouns poster animates with high quality audio after scanning the zap with the zappar app, which can be downloaded free from the app store."

SPREADING THE WORD ON SOCIAL MEDIA

PLC continues to raise awareness about Cape York's threatened First Nations languages via social media. At the end of December, PLC had just over 1,100 followers on Facebook who engaged with and shared the posts amongst their networks. This included beautiful renditions of Silent Night—*Wuthurbi! Thuthurbi!* sung in Guugu Yimithirr and *Mbruyi pama!* sung in Mpakwithi by Opera singers Sonia Anfiloff and Joshua McHugh—which have received more than 3,700 total views to date.

Social media enables PLC to reach a wider audience, thereby increasing awareness.



REVIVING LANGUAGE THROUGH MUSIC, ART AND FILM

GUUGU YIMITHIRR'S OWN SESAME STREET IS A FIRST FOR AUSTRALIAN FIRST NATIONS LANGUAGES

Thudaan Diini (Red Road), a language immersion YouTube series for young children and their parents, is a first for Australian First Nations Languages. The first season of *Thudaan Diini*, comprising eight *milbi* (episodes), features CYAAA Language Teacher Lillian Bowen, members of her Guugu Yimithirr class and puppet characters from Lillian's books and their Guugu Yimithirr lessons—Opal, Wesley, Gudaa and Jugi-jugi. Each episode, with an average length of six to seven minutes, is published in two versions on two separate *Thudaan Diini* YouTube channels—one channel is for episodes with English subtitles and the other channel is for episodes without subtitles that include a translation in the description for each *milbi*.

Activity sheets to support *Thudaan Diini* as a Guugu Yimithirr language learning resource are now being used by Lillian Bowen in her Guugu Yimithirr lessons and as language assessment activities at the Hope Vale campus of CYAAA. These activity sheets—which explore content, grammar and vocabulary from each *milbi*—have also been uploaded to the Guugu Yimithirr Living Library on the PLC website. Season two of *Thudaan Diini* is currently in development.

Feedback on *Thudaan Diini* has been positive with this early childhood series featuring in the National Indigenous Australians Agency's (NIAA) newsletter in October in an article entitled 'Puppets, animation and song breathe new life into endangered language'. Existing Guugu Yimithirr speakers and those interested in learning the language, have also praised the series with one viewer commenting:

"Amazing first season! Will be watched repeatedly in our house over the school holidays. Thanks PLC!"

In line with the vision to develop *Thudaan Diini* as a scalable model for high-quality production of immersion learning materials in any Cape York language, Mpakwithi episodes are also in development. Much of the animation will be the same in Mpakwithi as the original Guugu Yimithirr episode, but the setting will change from the beach to Tentpole Creek and new animal characters will be introduced, which are appropriate to the environment. Mpakwithi speakers are eagerly waiting for the release of the first episode, *Tava Ghwi (Sandy Road)*, which is expected in early 2021.



The first season of *Thudaan Diini (Red Road)*, a language immersion learning series, is captivating young children and their parents with animations, comic sketches, puppetry and songs. To date, 1,500 individuals have visited this series on PLC's YouTube channels.

REVIVING LANGUAGE THROUGH MUSIC, ART AND FILM

RE-ENGAGING YADHAYKENU YOUTH WITH THEIR ANCESTRAL LANGUAGE

The Yadhaykenu language was once widely spoken along the east coast of Northern Cape York Peninsula. Today, Meun Lifu, known as Uncle Shorty, is the only living speaker of this language. Early in the 1900s, after surviving decades of brutal conflict with Frank Jardine and his allies, the remaining Yadhaykenu travelled west across the Cape to establish the Cowal Creek settlement, now Injinoo, with their Angkamuthi and Atambaya neighbours. Born at Cowal Creek in the middle of World War II, Uncle Shorty has witnessed the rise of Bamaga, Seisia, New Mapoon and ultimately Umagico. He has seen these communities change from their traditional names (*Ichirru*, *Ithunja*, *Mandingu* and *Lalawu* respectively) to their modern ones reflecting the cultural identities of their current populations.

Uncle Shorty, a natural raconteur, has been working with PLC to re-engage Yadhaykenu youth with their ancestral language and to develop foundational literature and learning resources to support Yadhaykenu revival. During July–

December, Uncle Shorty spent time with PLC composer and music educator Joshua McHugh and linguist Xavier Barker to turn his stories to song. The first output from this collaboration is an animated song-clip in which Uncle Shorty tells the story of his encounters with *apudthinngal wuchuma* (*the three brown snakes*) during his time as a ranger. This song-clip also features an original Songs on Country composition by Uncle Shorty with PLC's Joshua McHugh. This important language resource, which marks the dawn of Yadhaykenu literature and the beginnings of Yadhaykenu revival, has now been completed and will be uploaded to the PLC YouTube channel in January 2021 with English subtitles.

Further song-clips and learning resources for Yadhaykenu and other NPA languages will be developed in 2021 as part of the *Anab Inychiinu Ikyang uyu ikyan* (*Pilot Course for Injinoo Ikyan*)—a project funded by the Ely Trust.



TRANSMISSION OF ANGUTHIMRI LANGUAGE VARIETIES THROUGH SONG

In October, PLC completed the development of an Anguthimri song-based language learning package, which includes recorded tutorials with karaoke style sing-along videos for three original songs composed by participants at the 2019 'Voices of Old Mapoon Healing' Camp. This package enables Anguthimri learners to begin to learn and sing with their families in their ancestral language while waiting for Memories in Song ancestral language song-writing, performance and Healing workshops, funded by the Ely Trust, to resume in 2021.



Policy

First Nations people unfairly shoulder a disproportionate burden of entrenched disadvantage—they are the most incarcerated people on earth, endure persistently high unemployment and the gap is not closing on health and education.

Indigenous organisations are needed to tackle these complex issues confronting our people. Many Indigenous voices have long argued for the need for government to shift to an empowerment and development approach informed by an Indigenous-led, culturally informed policy. This is certainly true in Cape

York, where there has been an ongoing evolution of a radical reform agenda over decades, driven by Cape York Partnership with Cape York people, whose lives and futures are at stake.

Our vision and expectation for a greater more inclusive nation, and our determination to unravel wicked problems vexing Indigenous Australians, has illuminated cause, created debate, and reshaped national conversations about First Nations people. Indigenous Australians are now better positioned to be included, even empowered, to determine their own future.

Cape York Institute (CYI) is an independent think tank, with a broad policy remit that influences policy reform in Cape York and elsewhere. It has been a leading driver of Indigenous policy reform since it was launched in July 2004 as a partnership with the people of Cape York, the Australian and Queensland Governments, and Griffith University. In December 2011, CYI was established as an independent wholly owned subsidiary of Cape York Corporation Limited and in 2014, a further organisational restructure brought CYI under the umbrella of the Cape York Partnership Group.

The centrepiece of CYI's work has been Cape York Welfare Reform (CYWR), implemented in Aurukun, Coen, Hope Vale and Mossman Gorge. The CYWR trial from 2008, the evolution of the approach based on the lessons learnt, and the development of further reforms within the Empowered Communities framework, remain Australia's pre-eminent policy initiatives through which a holistic reform agenda is pursued to tackle passive welfare and promote Indigenous development.

CYI, with its many partners, has led a shift in the approach to Indigenous affairs from 'business as usual' that has seen Indigenous disadvantage continue to worsen, to a new reform paradigm. We have championed Indigenous-led reforms across a wide range of areas including to:

- confront alcohol addiction as a cause of dysfunction
- rebalance rights with Indigenous responsibility, including through the introduction of conditional welfare
- rebuild Indigenous leadership and local authority, including through our leadership programs and the Family Responsibilities Commission
- reform Indigenous educational attendance and attainment, including through the introduction of Direct Instruction teaching methods by the Cape York Aboriginal Australian Academy to lift the performance of schools.

This work has triggered fundamental shifts across the Australian political landscape and its lexicon—our results have had benefits beyond the Indigenous people of Cape York; they are a key influence on efforts to address disadvantage in Australia generally.

HOW DOES CYI ENABLE INDIGENOUS POLICY REFORM OUTCOMES?

SCOPE OF OUR WORK

CYI focuses on the key economic and social development issues facing Indigenous communities.

Areas of policy work include:

- Constitutional Reform
- Employment and Economic Development
- Environment and National Resource Management
- Home Ownership
- Native Title and Land Reform
- Social Responsibility and Wellbeing
- Welfare Reform.

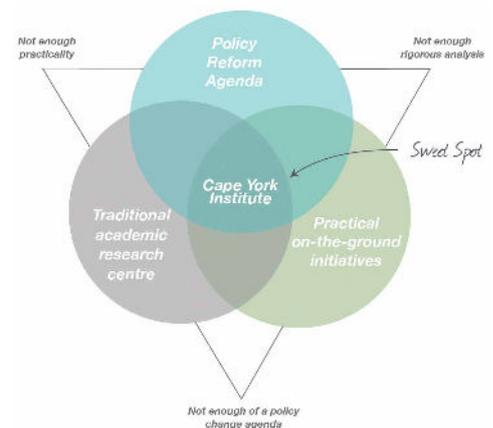
APPROACH TO POLICY

CYI Policy sits at the nexus of academia, community development and advocacy, and adopts a rigorous, driven, and practical approach to the work undertaken.

We take the best of lessons provided from:

- The Indigenous people of Cape York—we are inspired and informed by the thinking of our old people and past Cape York Leaders, and
- Academia and research—we look nationally and internationally for successful approaches, on-the-ground practical implementation of reforms, and our own organisations and people.

Cape York Institute (CYI) - rigorous yet practical drive for change



NATIONAL INFLUENCE ON AUSTRALIAN INDIGENOUS POLICY

CYI champions reform in Indigenous economic and social policy through a range of:

- published articles;
- papers submitted to Inquiries;
- advocacy and campaigning to Australian and State Governments;

- appearances on television and radio programs;
- speeches, panel discussions and other participation at public events and forums; and
- social media campaigns and other online platforms.

This policy input increases the profile of CYI and its thinking in key policy conversations with a range of stakeholders.

HOW DOES CYI TACKLE PASSIVE WELFARE AND PROMOTE INDIGENOUS DEVELOPMENT?

A JOB GUARANTEE WOULD PROVIDE ECONOMIC JUSTICE FOR CAPE YORK PEOPLE

For decades, the people of Cape York Peninsula have been fighting for economic justice. In the 1990s and early 2000s the focus was land rights and since then the focus has shifted to the creation of economic and educational opportunities. Despite these efforts, the people of Cape York have been left behind by the Australian economy, with the gap in income and employment between Indigenous and non-Indigenous people failing to improve for twenty years.

The people of Cape York have always advocated for a place in the real economy but despite many decades of Government promises, the jobs have not materialised. This has left people dependent on welfare and stuck in poverty, with very little opportunity to own assets and accumulate wealth like a majority of Australians. From 1945-1975, the Australian Government had an official policy of full employment. For thirty years, every Australian who was able to work could get a job. In 1975, they departed from this and since then Indigenous people have made up a good number of those unemployed as a result of Government policy.

A Job Guarantee would ensure that every person who is able to work on Cape York has a meaningful job with articulated pathways to a job in the private market. These jobs would be created in communities and around the state. Those who wanted to relocate for a job could do so and those who wanted to stay in their community could also do so. The job would be funded by the Australian Government and could be provided by Councils, local Non-Government Organisations, Prescribed Bodies Corporate (PBC)¹ and social enterprises. The funding would include a minimum wage, superannuation contributions and all leave entitlements. The job provider would also have capital and administrative costs covered so the jobs could be designed properly. A job guarantee would give the people of Cape York an opportunity, which the private market cannot currently provide.

As part of CYI's policy paper entitled "A National Job Guarantee", devised in partnership with Professor Bill Mitchell of the University of Newcastle, and submitted to the Australian Government in July, we have argued that only 1,400 jobs

need to be created on Cape York for our people to be 100% employed—a small proportion of the 168,000 jobs created in Queensland just in the month of December 2020.

During July–December, CYI has also:

- briefed the Torres Cape Indigenous Council Alliance (TCICA)² and arranged for a workshop with Cape York, Torres Strait and Yarrabah Mayors in March 2021 on the Job Guarantee concept;
- published a number of opinion pieces in metropolitan papers on the Job Guarantee concept in order to influence the public policy debate;
- developed design elements of the Job Guarantee for the long-term unemployed for the Australian Government;
- briefed the Business Council of Australia and CYI's corporate partners on the Job Guarantee concept; and
- participated in a panel discussion entitled 'An economy that guarantees health and wellbeing for all: a right to work and income security' hosted by the Political Economy of Health Special Interest Group from the Public Health Association of Australia.

CYI, with support from the Pama Futures Backbone team,³ will use the first part of 2021 to consult with communities, young leaders, mayors and families on the design of a Job Guarantee for Cape York.



It is now time to argue for full employment for all Indigenous people, not welfare dependency or the Community Development Program (CDP). What is now needed and long overdue is economic justice.

CO-DESIGNING A RESPONSE TO CHILD SAFETY

For over 60,000 years, our people's strong and surviving kinship networks have been a constant source of love and care for our children. Despite years of colonisation, trauma, dispossession and violence, Cape York people's love for their children endures and as a result our people have survived. The problem that has been described to CYI by families on Cape York is people's capability and right to care for their children is being undermined by passive, inappropriate and ineffective service delivery from Government. Indigenous leaders have continued to raise concerns

regarding the inadequate Government response to tackling the issue of youth sexual violence despite the previous findings of the Smallbone Report (2013) and the "Youth Sexual Violence Steering Committee Reports 1 and 2" (2018). The Government should be building the capability of the community to respond to challenges in ways that will meet their needs and vision.

In July, CYI established an Indigenous Steering Committee to work with communities to co-design an approach, which will keep children safe on Cape York and in West Cairns, while also

¹ The *Native Title Act 1993* (Cth) (NTA) states that when a native title determination is made, native title holders must establish a corporation called a Prescribed Bodies Corporate (PBC) to manage and protect their native title rights and interests. These corporations are called 'prescribed bodies' because they have certain prescribed obligations under the NTA, including a requirement to incorporate under the *Corporations (Aboriginal and Torres Strait Islander Act) 2006* (CATSI Act). (Source: <https://native.title.org.au/>)

² The Torres Cape Indigenous Council Alliance (TCICA), established in 2013, is comprised of 13 local governing authorities from across the Torres Strait, Cape York and Gulf region of Far North Queensland.

³ Pama Futures Backbone provides a neutral support-facilitation function to a partnership between Cape York Indigenous people and the Australian Government to achieve power balance and collective impact.

changing the way the State and Australian Governments approach issues relating to child safety in Cape York. This is the first time such an approach has been embarked upon in Queensland. The Committee engaged the Hon Pru Goward (former Minister for Family and Community Services in New South Wales) to assess the type, effectiveness and cost of services that were in the communities of Aurukun, Napranum and West Cairns so that those involved in co-designing solutions understood the current situation. With CYI policy support, this assessment involved interviews of more than 50 experts and service providers, an accumulation of extensive research and evidence, and numerous requests for data from the State and Australian Governments.

After assessing these services over the course of July–December, the former Minister concluded that:

“It is now time for the Government to commit to co-designing a solution with the individuals, families and communities most affected by this violence. The sun is setting on the long period of top-down, passive, fly-in fly-out service delivery and the new dawn of empowerment should be welcomed by all, not only because it will lead to better outcomes for Indigenous people but it will start to address one of the root causes of the problem—structural disempowerment—which to date has resulted in too many ‘deaths of despair’ in these communities.”

In 2021, CYI, with support from the Pama Futures Backbone team, and under the guidance of the Indigenous Steering Committee, will work intensely with the three communities to co-design an approach that will keep children safe and allow them to access the opportunities that will help them grow and prosper.

CONSTITUTIONAL RECOGNITION FOR INDIGENOUS PEOPLE

The July–December period has marked a very important point in Indigenous people’s campaign for constitutional recognition of a Voice to the Parliament and the structural empowerment of our people. In early October, the Australian Government released an interim co-design report, which proposes a model for the Voice that was designed by 52 Indigenous leaders with input from CYI.

Between January and May 2021, every Australian will have the opportunity to comment on the proposed model—including everyone in Cape York. After this occurs, the Indigenous leaders will consider all submissions, finalise a report to Government on the design of the Voice and wait for a Government response. As part of its submission, CYI will advocate for the Australian Government to call a referendum to amend the Constitution to create a Voice that can only be removed by another referendum.

The Voice is not a new concept. The specific idea was conceived of 13 years ago in 2007. But even this was not the first time Indigenous leaders had argued for constitutional recognition. In fact, the latest attempt builds on a long and strong line of argument and advocacy by our past Elders dating back to the time of colonisation and includes:

- In 1927, Fred Maynard, tired of protection policies, wrote to the Premier calling for an Indigenous Board to control Aboriginal Affairs;
- In 1933, King Burruga seeking greater respect for Indigenous rights, called for representation in Parliament;
- In 1937, William Cooper petitioned King George V for Indigenous representation in Parliament;
- In 1949, Doug Nicholas wrote to the Prime Minister also calling for Indigenous representation in Parliament;
- In 1963, the Yolngu Bark Petitions asked to be heard before decisions regarding their rights and land were made; and
- 1972 saw the Larrika Petition and the Tent Embassy, followed by the Barunga Statement to Prime Minister Hawke in 1985 and ATSIC in the 1990s and now the Voice.



This proposal for constitutional recognition was initially put to John Howard by Noel Pearson in 2007. Howard supported it, and in the days following this announcement, Kevin Rudd also offered support. Following this, Prime Minister Julia Gillard formally commenced a policy design process which—after six Prime Ministers and eight public reports on—has finally resulted in the public release of an Indigenous designed model for the Voice (interim co-design report).

The Voice is the game-changer for our people—if designed properly and in a way that empowers local Indigenous people to make decisions for themselves and their communities. This change is not symbolic, it is substantial and practical and will allow communities all over Australia to manage their own affairs with resourcing and support from all levels of Government—just like what is happening throughout the Cape with Pama Futures. As expressed so beautifully in the Uluru Statement of the Heart:

“We seek constitutional reforms to empower our people and take a rightful place in our own country. When we have power over destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country.”



Health and Wellbeing

Cape York communities endure unacceptable health outcomes, including an average life expectancy 19 years below that of wider Queensland, and an unparalleled lack of access to healthcare services. We ensure that a holistic approach to wellbeing—concerning accessibility, empathy, and effective communication—underpins all of our work at Cape York Partnership.

Good health begins in the gut. But for communities that exist beyond the reaches of big business

supply chains, they are often required to make do with meagre, overpriced grocery items that lack nutritional value. With persistence and dedication, we are finding creative and innovative solutions to this problem.

Finally, we know that a genuine co-design process with the people of Cape York is paramount to closing the gap in health. Our bias for strong partnerships will ensure this is achieved.

Ngak Min Health is an innovative family-centred clinic that provides comprehensive and culturally appropriate medical, health and wellbeing services to Djarragun College students, their families and the wider community.

The burden of disease of Indigenous Australians is more than twice that of non-Indigenous Australians and the major causes for the gap differ, with mental health, cardiovascular and chronic diseases being the main contributors. The gap starts early. Of the student population who attend Ngak Min more than 16 per cent are clinically overweight; 15 per cent are regular smokers; and more than 75 per cent did not have a health check in the twelve months before their initial visit. Additionally, 10 per cent of our student cohort already has a chronic diagnosis, and four per cent have been diagnosed with a mental disorder.

To Close the Gap on Indigenous Health Outcomes, it is vital to intervene early. Ngak Min seeks to improve health, wellbeing and educational outcomes for Indigenous students, by:

- providing early intervention and care, including systematic screening for health and mental health
- providing education, training and health promotion, including inside the classroom
- building the capacity of students and their families to take responsibility for their health and wellbeing.

The clinic, located on the Djarragun College grounds in Gordonvale, opened in 2019 and is Australian General Practice Accreditation Limited (AGPAL) accredited. In 2020, Ngak Min extended its services to Girl Academy students and Bama Services employees.

PATIENTS AND PATIENT VISITS

PARTICIPATION

PATIENT PARTICIPATION

291 patients attended the Ngak Min clinic between July–December. Over this period, we had **80** new patients attend the clinic.

DJARRAGUN PARTICIPATION

Between July–December, **218** Djarragun College students accessed a service at Ngak Min clinic. This represents **75%** of our active patients.

PATIENT VISITS

EPISODES OF CARE

Between July–December, there were **1,632** episodes of care provided through our Health, Wellbeing and Family Services.

DJARRAGUN EPISODES OF CARE

1,265 (78%) episodes of care were provided to Djarragun College students.

HOW DOES NGAK MIN SUPPORT STUDENTS AND THEIR FAMILIES TO BE HEALTHIER AND HAPPIER?

Our multidisciplinary team provides a range of health, wellbeing and family services support to students, their families and the wider community. The team includes medical practitioners, psychology, and case management services, with access on site to allied health professionals, a child development specialist, a paediatrician, and a dietician.

A school-based health clinic helps to reduce disparities in health outcomes, and improve the wellbeing of disadvantaged and vulnerable populations. Schools are also best placed to help students develop health-seeking behaviour and positively influence attitudes, through giving control to students and families to make decisions about their health. The collaboration between Ngak Min and Djarragun College:

- improves health care access for students and their families by reducing the need for out of school hours travel;
- builds the capacity of students to develop health behaviour through explicit teaching and health education sessions;
- improves access to wellbeing and mental health services with a tiered support and case management framework;
- improves prevention and early intervention through systematic screening, health assessments, and immunisation; and
- considers context, trauma, culture and leverages on current research.

HEALTH

Every student goes through a screening and assessment process to detect and intervene early. Between July–December, **56** Aboriginal and Torres Strait Islander Health Checks were conducted.¹

WELLBEING

Between July–December, **27** new referrals for Psychology services were received and a total of 177 psychology sessions were provided to adults and students.

The Ngak Min Djarragun Intensive Case Management Panel brings our Psychologist and Health Practitioners together with Djarragun Educators and Case Managers to discuss the needs of specific students with complex circumstances. There were **more than 100** Djarragun College students referred to the panel between July–December to receive support to maximise their recovery, health and education opportunities.

¹ All Aboriginal and Torres Strait Islander people, regardless of age or location, can access a free annual health check at their local Aboriginal Medical Service or at any bulk-billing clinic under Medicare. The Health Check is also referred to as the 715 Health Check or Medicare Health Assessment for Aboriginal and Torres Strait Islander People.

POSITIVE OUTCOMES AND IMPACTS OF NGAK MIN ON PATIENTS

DEVELOPING PARTNERSHIPS WITH EXTERNAL PROVIDERS TO BENEFIT STUDENTS

In addition to providing hands-on health and wellbeing support to Djarragun College students within the clinic, Ngak Min also functions to ensure that additional health-related programs are accessible within the school itself and that Djarragun staff are equipped with the best knowledge and skills to support students in positive health and wellbeing practices.

SUPPORTING DJARRAGUN COLLEGE STUDENTS TO MAKE DEADLY CHOICES ABOUT THEIR HEALTH

In 2020, Ngak Min has entered into a partnership with Deadly Choices. Deadly Choices is a health promotion initiative of the Institute for Urban Indigenous Health (UIH) aimed at empowering Aboriginal and Torres Strait Islander people to make healthy choices for themselves and their families—to stop smoking, to eat good food and exercise daily, and to get regular Health Checks. This is a natural fit as Ngak Min and Deadly Choices both share a vision of empowering individuals and families to make informed decisions about their health. Through Ngak Min, Deadly Choices delivers the 'Healthy Lifestyle' program to Djarragun College secondary students in class as part of the Health and Physical Education curriculum. The program focuses on building the capacity of students to develop positive health behaviours in the areas of nutrition, exercise, and access to health and mental health support. In 2021, Deadly Choices will be included in specific wellbeing



In August, Johnathan Thurston joined the Deadly Choices and Ngak Min teams to launch the JT Academy, which supports the transition of Aboriginal and Torres Strait Islander students to employment.

allocated slots in the timetable and in boarding as a regular boarding activity.

SUPPORTING DJARRAGUN COLLEGE STAFF TO APPROACH MENTAL HEALTH WITH DEADLY THINKING

In December, instructional and student wellbeing support staff from Djarragun College came together for a two-day Deadly Thinking Youth train-the-presenter workshop. Deadly Thinking is an initiative from Rural and Remote Mental Health (RRMH) and their specifically designed Youth program addresses the social and emotional wellbeing challenges affecting young Indigenous people, including drugs and alcohol, stress, bullying, relationships and depression. The train-the-presenter workshop was organised by Ngak Min, who connected with RRMH in 2019. The partnership between Ngak Min, Djarragun College and Deadly Thinking will continue into 2021 with the roll out of Deadly Thinking Youth across the Djarragun boarding and secondary school. It will become part of the suite of universal interventions designed to provide students with a toolkit to address their own socio-emotional wellbeing as well as that of their peers. In 2021, it will be delivered in dedicated wellbeing timetabled sessions in the secondary school, co-facilitated by



one Indigenous and one non-Indigenous staff member, and will be delivered in boarding as part of the boarding wellbeing program. Following their workshop, Djarragun instructional and wellbeing support staff are equipped to ensure the program's effective implementation as a means of providing enhanced social and emotion wellbeing support to their students.

“When we talk about Psychological services a lot of people associate it with a negative thought; it becomes scary and something that no one wants to face. At Ngak Min we have the Psychologist that not only provides the treatment and intervention plan, but they change the approach. We have bean bags; they sit outside under trees. It doesn't need to be clinical to provide the intervention and the treatment. We work on building the rapport and the relationship first. And that is a big difference in our approach, because we are allowing young people to build trust and to understand that we're here to help.”

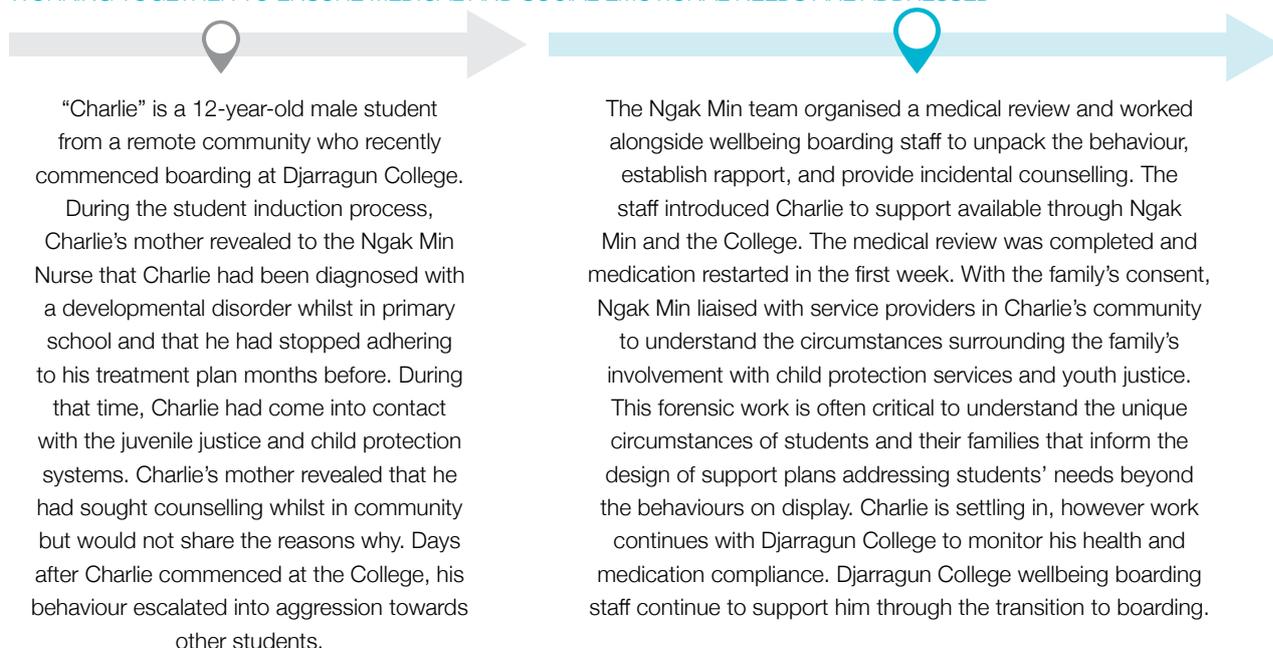
– EMMA McCANN, NGAK MIN HEALTH FAMILY AND CHILD PRACTITIONER

POSITIVE OUTCOMES AND IMPACTS OF NGAK MIN ON PATIENTS

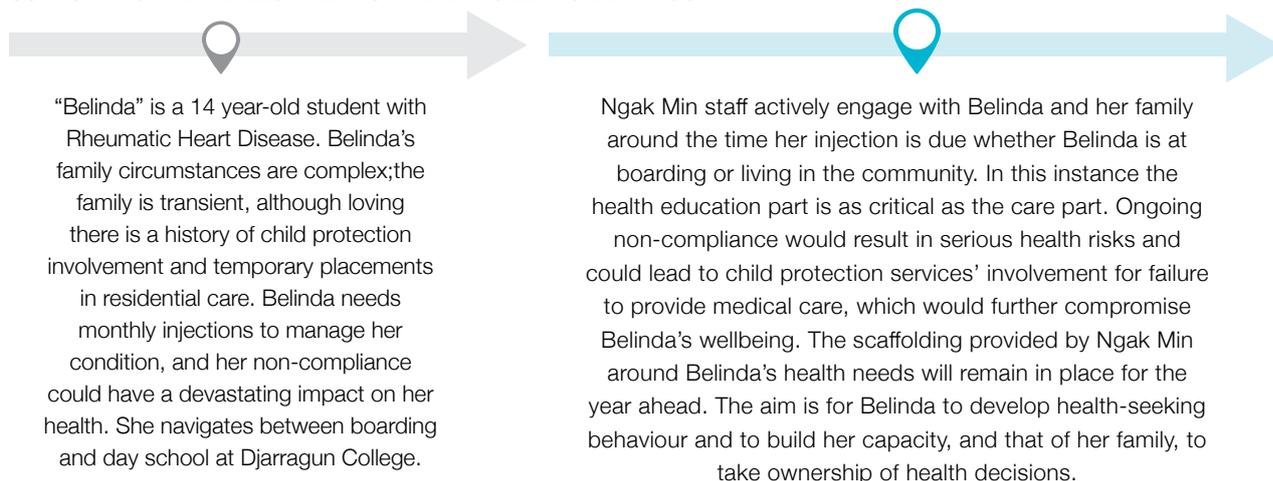
SUPPORTING THE HEALTH AND WELLBEING OF DJARRAGUN STUDENTS¹

A significant number of students at Djarragun College face adverse childhood experiences (ACEs). The ACEs study launched in 1990 demonstrated the lasting emotional toll of adverse events in childhood on the health and wellbeing of adults decades later. The work of the Ngak Min Clinical team is to assess the needs of students and family, and work closely with Djarragun College instructional and support staff to design and implement interventions that build the capacity of children and young people to develop adaptive coping skills, healthy behaviour and health-seeking behaviours.

WORKING TOGETHER TO ENSURE MEDICAL AND SOCIAL EMOTIONAL NEEDS ARE ADDRESSED



SUPPORTING THE DEVELOPMENT OF HEALTH-SEEKING BEHAVIOUR



¹ The patients’ names in this section have been altered to ensure the individuals cannot be identified.

The Mayi Market

Fresh food at regional mainstream prices



Our Cape York First Nations people are amongst the most disadvantaged in the nation, yet have been paying up to triple the price for food compared to regional mainstream communities such as Cairns.

One in five Indigenous people in remote areas report no usual daily fruit intake, with 15 per cent reporting no usual vegetable intake. Apunipima Cape York Health Council reports diabetes in children as young as five years of age, and growing concerns about under-nutrition and early obesity. With a sturdy statistical relationship existing between food insecurity, affordability, and chronic disease, it's clear that the exorbitant cost of fresh food in Cape York remote communities is contributing to a high prevalence of under-nutrition, obesity and diabetes in chronic co-existence.

The Mayi Market was established to bring fresh fruit, vegetables, meat, seafood and eggs to Cape York remote communities at regional mainstream prices. To achieve this, food is delivered differently. The Mayi Market is a no-frills, not-for-profit, online ordering model delivering food boxes to remote customers each fortnight. These boxes are designed to suit the evolving needs of our customers, which include for example pantry boxes and seasonal boxes such as Christmas, Easter and wet season.

The Mayi Market was launched in Coen and Hope Vale in May, Wujal Wujal in June and Mossman Gorge in October. It will be progressively expanded to more Cape York communities in line with demand.

MEMBERSHIP

TOTAL CUSTOMERS

493 people had become customers of the Mayi Market by the end of December 2020.

385 people ordered from the Mayi Market between July–December 2020, with **54%** of our customers making multiple orders in this period. We estimate that approximately **50%** of households across the four communities purchased at least one food box.

PURCHASES

More than \$118,000 spent on fruit, vegetables, meat and eggs across the four Cape York communities between July–December 2020.

2,713 fruit, vegetable, meat, and pantry boxes were purchased by families.

MARKETS

42 markets were held between July–December 2020. Deliveries occur once a fortnight to each community thus ensuring fresh, quality food is available on a regular basis for families.

Families order their fruit, vegetable and/or meat boxes in the week prior to the scheduled delivery.

HOW DOES THE MAYI MARKET HELP FAMILIES ACCESS FRESH FOOD AT AFFORDABLE PRICES?

In early 2020, the COVID-19 pandemic highlighted the many layers of vulnerability experienced by our people—poor health, low nutrition, and poor eating habits ensure they are at great risk of this virus. Cape York Indigenous communities rightly restricted entry of all people in and out to prevent an outbreak, which meant that locals could no longer travel to larger centres to bulk buy a greater range of quality food at affordable prices. The Mayi Market was developed to address the long-standing issue of food security in Cape York, which was highlighted during COVID-19, and will continue as long as the need for affordable, healthy food exists.

The mission of the Mayi Market is to ensure a healthy diet is more attainable for all families by making fruit, vegetables, meat, eggs and seafood more affordable and readily available to everyone. To achieve this:

- We deliver standard food boxes each fortnight, which enables families to budget, get more for their money (compared to the local store), and plan family meals.
- Costs are kept low by procuring fresh produce straight from local Cairns farmers and primary producers. Food box contents also vary from season to season to ensure the best quality and continued affordable prices, and an innovative open book supply approach¹ allows the Mayi Market to monitor seasonal price variations.
- We have implemented a not-for-profit, no-frills model with significantly lower overheads than community-based stores. Supported with a grant from Rio Tinto, the Mayi Market operates a second-hand refrigerated truck, which allows CYP to bear the cost of freight (the oft-quoted “high cost” component). There is minimal handling and no delivery costs—customers meet at the Mayi Market pop-up stall to pick up their orders from the truck as it arrives in their community.
- The Mayi Market encourages pre-orders online and through local O-Hubs, however a pop-up stall for purchasing on the day is also provided with limited stock. The stall is run by local, or outreach, O-Hub staff and supported by community volunteers.

¹ In an open book supply contract, the financial information related to costs incurred by the supplier are visible to the customer and the supplier bills the customer based on the costs plus a margin that is agreed upfront. This keeps costs to a minimum for the customer, which is CYP in this instance.



"My favourite thing about the Mayi Market is knowing that I'm helping to make a change in communities by taking fresh and healthy food in and that people's money is being spent on something they need. If the Mayi Market didn't exist, I don't think as many people would be able to purchase healthy, fresh food!"

— KYEISHA PITT, O-HUB STAFF MEMBER



New Mossman Gorge customers couldn't wait to get their hands on their fresh food when the first boxes were delivered to community in October (above). Everyone came together in November to officially launch the new initiative at a community BBQ (bottom left and right).

In November, our very own Mayi Market truck hit the road delivering food to each of the four communities. O-Hub staff were delighted to welcome the truck and our driver, Colin, to Hope Vale on his very first delivery!



To date, we've had more than 130 unique customers from Coen purchase from the Mayi Market, including Kara Bero, Frances Creek and Daveena Thomas (from left to right) who have each made multiple purchases. Our meat boxes are particularly popular in Coen, as our customers stock up their freezers in preparation for potential road closures during the wet season.



WHAT ARE OUR CUSTOMERS SAYING ABOUT THE MAYI MARKET?



"One less thing I have to worry about when I'm doing my fortnightly shopping — thank you the Mayi Market!"

– KAYLENE GIBSON, MOSSMAN GORGE



"It's saving us money. The meat box is our favourite as the meat is always good. [The Mayi Market] should be ongoing; it's great for the community and I tell others, including my family, to sign up too!"

– SHAVANE NANDY, WUJAL WUJAL



"I want to thank the lovely ladies at the Hope Vale O-Hub for helping me with my meat, fruit and vegetables packs. I really appreciate that it saves me the hassle of going into Cooktown to do my shopping. I would recommend [buying from the Mayi Market] to anyone in Hope Vale [because of the] very affordable prices and farm fresh produce!"

– QUENTIN HART, HOPE VALE

In July, we asked our customers to tell us, anonymously, about the Mayi Market and any impact it is having on their lives. Our customers told us that because of our service they are saving money, have more food in their homes, and that they now have access to good quality meat and produce.

WHY DO YOU SHOP WITH THE MAYI MARKET?

Food is cheaper, & fresher, with alot of varieties of meat & veg.

Affordable prices fresh fruit & Veggies

Convenient because I hate shopping in a crowd.

WHAT ARE YOU ENJOYING ABOUT THE MAYI MARKET?

The freshness & quality of meats.

That food last longer, also ~~see~~ that they come fortnightly.

Having fresh food
Kids having fresh fruit for lunch
Kids intake of veggies

WHAT CHANGE HAS THE MAYI MARKET MADE IN YOUR HOUSEHOLD?

Saving money
having fresh salad.

There's always meat & veg in the fridge.
Saves alot of money. *

More Food.

CUSTOMERS ARE SUPPORTED TO ORDER AND MAKE PURCHASES

Through the Coen, Hope Vale and Mossman Gorge O-Hubs, our customers can be supported through the entire ordering and payment process. One of the definitive benefits of our initiative is that orders can be paid using Centrepay.¹

Jennifer Denman attended the O-Hub in November because she had heard about the Mayi Market starting in Mossman Gorge and she wanted to learn more about it. O-Hub staff member, Kyeisha, spent time with Jennifer discussing the different food boxes, the ordering process, and the payment methods available. Jennifer was glad that Centrepay deduction was an option, as it makes things much easier for her to manage her expenses. Jennifer placed an order and set-up her deduction all in one visit.



¹ Centrepay is a free bill payment service offered through Centrelink, wherein welfare recipients can arrange to have regular deductions taken from their Centrelink payments. Centrepay can be used to pay regular bills and outgoing expenses, such as rent, phone, electricity and education expenses. Only businesses that are approved by Services Australia can receive Centrepay transfers, and the Mayi Market is approved for this function.



Hope Vale customer, Willie Gordon, is an avid Mayi Market customer. He regularly purchases the fruit and vegetable boxes, and is lovingly known as a “fruit bat” by our O-Hub staff.



Marissa Hafstad of Mossman Gorge regularly purchases the Mayi Market meat packs. She purchases in bulk, which is a cost-effective option and helps her manage her shopping expenses.



Ronald Wilson loves that the Mayi Market delivers food direct to Mossman Gorge. His family take him into town to assist him to do his regular grocery shop, and these trips are now quicker, cheaper and less frequent.

Mayi Market
10 December 2020

🍌 Summer Specials 🍌
Order any of the below Mayi Summer Specials as a one-off or add them to your next fortnightly delivery.
Order now at www.mayimarket.com.au
Delivering to Coen, Hope Vale, Wujal Wujal and Mossman Gorge

- 🍌 Mangoes x2 - \$7
- 🍌 Lychees 1kg - \$20
- 🍌 Watermelon Whole - \$9
- 🍌 Orange 3k - \$6.60
- 🍌 Shortcut Bacon 1kg - \$9.99
- 🍌 Silverside 2kg - \$24
- 🍌 Potato 4kg - \$5.00
- 🍌 Jap Pumpkin Whole - \$4.50
- 🍌 Carrots 1kg - \$1.20
- 🍌 Sweet Potato x2 - \$2.52
- 🍌 Chicken Wings 2kg - \$10
- 🍌 Chicken Drumsticks 2kg - \$12
- 🍌 Whole Chicken #20 - \$13.40
- 🍌 Eggs x12 - \$4.00
- 🍌 Frozen Chips 2.5kg - \$6.25

SUMMER SPECIALS

Customer are notified of our ever-changing specials through the Mayi Market Facebook page. We provide specials based on seasonal produce and requests from customers.

Mayi Market
23 September 2020

Yum!!! Pumpkin damper by chef Nomi Bero ! Give it a try using your Mayi Market pumpkin!!

Ingredients

- 3 cups self-raising flour
- 4 x 30cm sheets of banana leaf
- 2 tbs butter, room temperature
- 1½ cups water
- 500g Japanese pumpkin
- OR 1 tbs wattle seed
- OR 1½ tbs saltbush

Golden syrup butter

- 4 tbs butter, room temperature
- 1½ tbs golden syrup

On the Mayi Market Facebook page, customers are provided with delicious and nutritious recipe ideas, which include ingredients that are available to purchase through the Mayi Market.



Almost 100 unique Wujal Wujal customers purchased from the Mayi Market between July–December, spending more than \$20,000 on fresh fruit, vegetables and more for their families. Our customers come to the mango tree in town to collect their fortnightly supplies.

