



# stepping stones

ISSUE 20 • APRIL 2017

## SHARING A VISION



## CEO MESSAGE



### STEPHANIE HARVEY, CEO

**Hello to each and every one of the extended ICV family! Welcome to your April edition of Stepping Stones. Much like the autumn season tells a story of change and resilience, inside, you'll find stories of renewal and preparation for the challenges ahead.**

What really shines through is the determination of people and strength of culture that continues to drive Aboriginal and Torres Strait Islander communities towards a brighter future.

On page 6, is a story of the determined WA community of Pilbara. Experiencing one of the highest rates of domestic violence in the country, Pilbara residents are taking steps to put a stop to this devastating problem. The planned men's healing centre will treat the underlying issues of domestic violence and stop the cycle for good.

Then on page 10, you can read about the community of beautiful Wreck Bay located on the NSW south coast. ICV has been supporting the community to implement a range of unique learning opportunities that encourage students to engage with their studies and think about their career possibilities in fun and interesting ways.



Readers should be aware that this newsletter may contain images and names of deceased people.

And on page 12, you can meet the innovative enVizion team in QLD, who are achieving exciting results in reducing unemployment. Using modern technology and culturally tailored services, they are breaking down barriers to open up job opportunities for their community.

On a final note, we recently sent out our annual supporter survey to ask you how we are going and where we can improve. The responses are still coming in, but yet again I'm overwhelmed by your insights and generosity. I'll share the results with you in our next edition.

For now, please take a moment to read the inspiring stories that you made possible.

**And thank you again for making a difference!**



**Preparations in Mackay for the Mr and Miss NAIDOC pageant**

**"What really shines through is the determination of people and strength of culture that continues to drive Aboriginal and Torres Strait Islander communities towards a brighter future."**

## Giving a second chance in WA

Ngalla Maya is a not-for-profit organisation assisting people into education and work after prison. Their long-term goal is to reduce the high rate of Aboriginal and Torres Strait Islander people incarcerated in WA. Run on the passion of volunteers, the program provides mentoring training programs for former inmates. To date, the program has helped 120 people into full-time work. Looking to boost their profile and reach more people in the community, Ngalla Maya turned to ICV. We connected them to ICV volunteer Peter, who designed a publicity flyer.

**"Having the flyer will be great in terms of letting people know about our services and letting people know who we are and what we do."** – AARON, NGALLA MAYA



Kerry Turner (right)  
with new learner drivers

## New Cultural Centre in NT

The Ntaria community had a goal to establish a cultural centre where community members could gather and learn about their rich history, teach their children and develop educational resources for future generations. After taking over the building of the old medical clinic, the next step was developing a business plan that would encompass the needs of the centre and the community. ICV connected the community to skilled volunteer Stephen who made the trek to Ntaria where he was able to provide valuable input and, together, map the path forward.

NTARIA  
COMMUNITY, NT



**"Stephen had the ability to gain good rapport with community members and to quickly grasp the main issues"** – NTARIA REPRESENTATIVE

ICV volunteer  
Stephen (right)  
with Ntaria  
community  
members





WESTERN  
AUSTRALIA



## Murri's moving on up in QLD

Murri's on the Move assist Aboriginal and Torres Strait Islander people gain independence and employment opportunities through acquiring a driver's license. Their approach of driving to communities and offering subsidised lessons helps overcome barriers of vehicle access, instructor access and lack of funds. With the assistance of ICV volunteer David, Murri's applied for funding to cover costs which is crucial for offering subsidised lessons. Recently, Murri's was informed that their funding was approved, allowing the enthusiastic team to continue making a difference in the community.



**"The support from volunteer David was exceptional. He was easy to communicate with and understood our funding needs."** – KERRY TURNER, MURRI'S ON THE MOVE



# HEALING THE CYCLE OF DOMESTIC VIOLENCE IN PILBARA



**A sad reality is that Aboriginal and Torres Strait Islander women are 34 times more likely to be hospitalised due to family violence when compared to other Australian women. And the rate is even higher in WA's Pilbara region.**

The long-term vision of the Pilbara community is to ensure that all Aboriginal people live safe and healthy lives, free of family and domestic violence. Community members led by Devon Cuimara, have been taking steps towards achieving their dream since 2011, establishing the Aboriginal Men's Healing Centre (AMHC).

**"Violence against women and their children is everybody's business. If we don't make it our business, then generations shall suffer in silence,"** Mr Cuimara said.

The planned 28-bed centre will provide a holistic healing program consistent with clinical and cultural best practice specifically designed for Aboriginal perpetrators. Using Aboriginal Culture & Lore as the key healing element, the program aims to mend the underlying issues of domestic violence.

PILBARA, WA



AMHC will be developed and delivered by local Elders, offering the opportunity for Aboriginal perpetrators to remain on country and reconnect with their culture. The program will work with offenders for up to 12 months. At the end of the healing program, the men will have improved life skills, a sense of responsibility, meaningful employment, good physical health and be emotionally and spiritually strong.

ICV volunteer Kayla worked with Devon and Pilbara community members exploring funding that would help move AMHC from idea to reality. In some exciting news, they were recently successful in gaining a significant grant which will allow plans to move ahead securing land and developing the building which will house the program.

**"Kayla and (ICV Regional Manager) Doyen are two inspirational people,"** Mr Cuimara said.

**"There would be very few Australians that don't know of a loved one, a friend, a work colleague, or a neighbour that suffers in silence from violence. AMHC shall assist those, who suffer in silence from violence. AMHC is humbled by the gracious efforts of Kayla, Doyen and ICV. Thank you."**

**"Without their support and that of ICV, many more Aboriginal women, their children and the males who use violence in the Pilbara Region shall suffer in silence,"**

- DEVON CUIMARA



ICV volunteer Kayla (left) talks to Pilbara community members

# CELEBRATING CULTURE, COMMUNITY AND BEAUTY



"Thank you to Marion for organising the many events for our NAIDOC week in Mackay. Our young people looked amazing in their gowns and formal wear " - COMMUNITY ELDER





NAIDOC week celebrates the history, culture and achievements of Aboriginal and Torres Strait Islander people. During the week, the Mackay community in QLD held a Mr and Miss NAIDOC pageant to engage and boost the confidence of the local youth.

The participants were dressed in clothes and jewellery donated by the community. And local hairdressers and beauticians gave their time to lend a hand. ICV staff member Marion provided support for the event (along with a number of other NAIDOC celebrations around town) and the community members were thrilled with the outcome.



# ENGAGING AND INSPIRING YOUNG PEOPLE TO ACHIEVE IN WRECK BAY



**Located on the south coast of New South Wales, Wreck Bay is a beauty to behold. Surrounded by white-sands, clear blue waters, diverse marine life and Booderee National Park.**

The area has a rich cultural heritage, being home to the Yuin people and held as a place of great significance due to its abundant resources and location.

The local community members are committed to improving educational and career outcomes for Aboriginal students. Guramaa Global Indigenous Corporation (GGIC) was formed to explore different ways to engage and inspire young people to achieve their potential through activities that are relevant, interesting and fun.

GGIC have developed a number of unique learning programs that will embed into the curriculum of the local schools. Enabling and encouraging students to aspire, and focus on a career of their choice.

The programs will include using natural and cultural environments as teaching and learning spaces; creating stories in English and Dhurga language using symbols students develop; and teaching values associated with the natural, cultural and surfing environments.

**“We provide a different type of support using an individualised approach clearly identifying what the students’ interests are to support their educational processes while they are at school,” GGIC CEO Leon Brown said.**

The goals of these programs are to:

- Promote better educational and career outcomes,
- Promote the integration of Aboriginal culture and perspectives,
- Improve school engagement and attendance of Aboriginal students,
- Improve and maintain the transfer of Koori knowledge to Aboriginal students,
- Increase awareness and appreciation of cultural diversity for all students, and
- Increase the opportunity for educational activities on country for all students.

ICV volunteer Ken has worked with the GGIC team and key stakeholders to complete a number of projects, including partnership agreements and a business plan.

**“ICV has a significant role through people like (Community Development Officer) Michelle and Ken. It has enabled the corporation to develop proficiently,” Mr Brown said.**



**“We have worked really well as a team” - GGIC CEO LEON BROWN**

# ENVIZIONING A BRIGHTER FUTURE IN CAIRNS



enVizion's Vikki, Julie Ann & Christina with ICV's Peter and Eddie.

**Located in Cairns QLD, enVizion is the only Aboriginal and Torres Strait Islander run training provider in the region. The aim of the group is to break the generational unemployment cycle with specialised pre-employment, mentoring and training programs.**

enVizion's culturally tailored approach and creative use of technology have allowed the organisation to break down many of the employment barriers faced by their community.



Some of their clever ideas include a virtual reality bus which drives to remote communities to offer a 'real view' of potential job opportunities; a literacy and numeracy program that incorporates images of the learner's own interests; and a therapeutic program that works through a person's issues long-term, ensuring they are better prepared for the future.



Recently, enVizion was looking to grow and develop so they could help more people with their programs. To achieve their goal they needed assistance accessing further funding. enVizion approached ICV for help, and we were thrilled to continue our partnership which started back in 2013.

ICV volunteer Marybeth worked with the enVizion team on writing grant submissions. And by training staff in the process, she's passed on valuable skills which will allow them to write their own submissions in the future.

Already enVizion has been awarded a major grant, allowing the organisation to recruit six new staff members. The flow-on effect of enVizion's growth will be training and employment opportunities for thousands of Aboriginal and Torres Strait Islander people.

**"Marybeth has been invaluable. Our organisation is growing in capacity, including staff members and program delivery for people,"** said enVizion CEO Julie-Ann Lambourne. **"We thank you very much."**

enVizion's virtual reality bus drives to remote communities to offer a 'real view' of potential job opportunities



# WORKPLACE GIVING

Thinking about donating?  
Try workplace giving.

## HOW DOES IT WORK?

You nominate to give \$10 to ICV before tax is taken from your pay.



You pay \$7



The tax man pays \$3



ICV gets \$10

Marginal tax rate based on employee earning between \$37,001 and \$87,000 per annum on 1 July 2016. Excludes Medicare Levy.

**Providing a gift to ICV through your pay is one of the most cost-effective and simple ways of making a donation. Your nominated amount is simply deducted from your salary each pay, before tax.**

### **The benefits for you**

- You can donate as little or much as you like,
- You can change the amount or opt out anytime,
- Many companies choose to match employee donations, doubling the impact your support provides,
- No need for receipts! Each pay period your donation is deducted before tax. This means your taxable income is reduced.

### **Benefits for your employer**

- Workplace giving has proven to drive greater staff engagement, retention, productivity, reputation and social impact.

### **Benefits for communities**

- Because of the low-admin process involved, it means the maximum amount of your donation reaches Aboriginal and Torres Strait Islander communities.

### **How to sign up**

Your employer may already have a workplace giving program in place, in which case all you need to do is let your company's payroll officer know you'd like to donate to ICV through each pay.

If your company doesn't yet have a program in place, setting one up is easy and we can help your employer get started.

Please contact our workplace giving advisor Alicia Edwards on **1800 639 565** or at **[aedwards@icv.com.au](mailto:aedwards@icv.com.au)**

## PLEASE GIVE WHAT YOU CAN. **THANK YOU**

Name

Address

Suburb  State  Postcode

Phone  Mobile

Email

My supporter number is

☐ **I would like to become a Community Friend:**

Please deduct \$  from my credit card on the 20th of each month (or the next working day)

☐ **Please accept my one-off gift of \$**

### **PAYMENT**

☐ Cheque (payable to Indigenous Community Volunteers)  
or ☐ Money order  
or debit my card ☐ Visa ☐ Mastercard ☐ Amex ☐ Diners

CARD NUMBER

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NAME ON CARD

EXPIRY

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SIGNATURE

- ☐ Please send me more information about leaving a gift to ICV in my Will
- ☐ Please tick here if you do NOT want to receive future communications from ICV

Call **1800 639 565** or visit  
**[www.icv.com.au/donate](http://www.icv.com.au/donate)**



### **Donations of \$2 or more are tax deductible**

Please return in the reply paid envelope or  
post to: PO Box 6155 MAWSON ACT 2607