



Ngaanyatjarra
Pitjantjatjara
Yankunytjatjara
Women's Council

ANNUAL REPORT

2018-2019





Ngaanyatjarra
Pitjantjatjara
Yankunytjatjara
Women's Council



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HISTORY

The Ngaanyatjarra Pitjantjatjara Yankunytjatjara Women's Council (NPYWC) represents women in the NPY region (see man overleaf), which has an Aboriginal (Anangu or Yarnangu) population of around 6000. It's membership area covers a vast, remote, semi-arid expanse of some 350,000 square kilometres in the tri-state region of Central Australia.

The idea for a women's organisation in the region arose during the South Australian Pitjantjatjara Land Rights movement in the late 1970s. The women felt their needs were not being addressed and so established their own organisation. The first meeting held at Kanpi in South Australia's far north in December 1980.

NPYWC was separately incorporated in 1994 under the old Commonwealth *Aboriginal Councils and Associations Act*. It now falls under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* (Cwlth) – The CATSI Act.

Membership of the NPYWC is open to any woman who is at least 16 years of age and who is an Aboriginal woman from the NPY region and /or whom the Directors consider has valid cultural or family connections to the region. She must be deemed by the Directors to be of good character and willing to follow the guiding principles of the organisation.

Acknowledgements

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otherwise stated.

MANAGEMENT REPORT

Andrea Mason, Chief Executive Officer







GOVERNANCE

The 2018 Annual General Meeting was held in September near Pipalyatjara Community in South Australia. Maimie Butler from Western Australia remained in the position of Chairperson and Margaret Smith from the Northern Territory remained as Vice-Chairperson.

During the 2018-2019 financial year the Directors met in August and November in 2018, and in February and May in 2019.

NPY Women's Council's (NPYWC) effort to design pathways and opportunities to support our Anangu workforce is an important piece of work that has continued throughout the year. Time was invested to gather the ideas and seek advice of Anangu workers and Directors to understand the best way forward to support Anangu workers in their development and careers at NPY Women's Council. Work was begun on a Capability Framework for the whole organisation.

NPY Women's Council undertakes this work as the organisation is aware we support and engage hundreds of Anangu with life empowering opportunities. We engage 400 Tjanpi fibre artists annually; through programs such as the Uti Kulintjaku initiative we employ men and women to provide cultural advice and insights on complex mental health issues, and we work with interpreters and translators. As we do, we know that we are strengthening the cultural governance and leadership of the region, which in turn benefits NPYWC members and their families.

The next five-year strategic plan (Kuranyu kutu) was launched this year. Directors, members and staff have provided their input, along with important stakeholders. The key areas of focus for the next five years are:

1. Anangu culture, governance and agency - *Kunpu nyinantjaku*
2. Operational excellence - *Wirura warkarinytjaku*
3. Evidence-based practice - *Warka malikitja utiringanyi*
4. Strong relationships - *Women's Council-nya tjunguringu EC munu Jawun munu Anangu organisations tjuṯa. Warkarinytjikitja wati tjuṯa kuṯu, wati tjuṯa kunpuringkunyitjaku*
5. Anangu-led voice - *Nganymanytju nguru nganana wangkangu tjitji malatja tjuṯa wirungku kunpu kanyintjaku rawa*
6. Financial sustainability - *Business pakaltjinganytjikitjangku. Nganana wangkakatingi*



NPY WOMEN'S COUNCIL ORGANISATIONAL STRUCTURE

ELECTED DIRECTORS 2017-2019

CHAIRPERSON

Wanajura Lewis
Amata, SA

Denise Brady
Docker River, NT

Inawantji Scales
Pipalyatjara, SA

Maimie Butler
Blackstone, WA

Yanyi Bandicha
Ernabella, NT

Nyunmiti Burton
Amata, SA

VICE CHAIRPERSON

Margaret Smith
Imanpa, NT

Janet Forbes
Blackstone, WA

Daisy Ward
Warakurna, WA

Julie Anderson
Finke, NT

Rene Kulitja
Mutitjulu, NT

Mantuwa James
Kiwirrkurra, WA

KEY STAFF AND CORE ACTIVITIES

CEO

Andrea Mason

DEPUTY CEO

Liza Balmer

CORPORATE SERVICES

People and
Workplace
Services

Governance
and Executive
Associate

Finance

Administration

HUMAN SERVICES

Domestic and
Family Violence
Service

Tjungu Team
(Aged and
Disability)

Youth
Program

Child and
Family
Wellbeing
Service

Ngangkari Program

Tjanpi Desert Weavers

OPERATIONAL EXCELLENCE

Throughout the year the management group collectively and within each of the service teams have focused on staff wellbeing, training and development and ensuring the organisation is taking the time to properly examine workplace conditions, it's work overall and impact in the region. This reflective thinking through research and evaluation frameworks is ensuring we are identifying aspects in service delivery models that are working well. NPYWC is also asking the difficult questions concerning areas that are not as effective and taking the time to listen to Directors, members and clients as we design new approaches. As part of this examination NPYWC has created a research working group to assist triage research requests, internally and externally, against research areas the organisations has agreed to prioritise.

Following on from the development of the next five year strategic plan NPYWC has initiated the first stages of a whole of organisation Monitoring, Evaluation and Learning framework. The initial stages for this will be to develop a program logic for each of our services.

NPYWC continues to build on workplace systems that demonstrate an understanding of service delivery that is a strengths-based and evidenced based approach in a trauma informed workplace. Vicarious trauma training is offered to staff and in coming years, other offerings will be developed to ensure all staff have an understanding of this area to promote self-care and mental wellness. NPYWC is also in the process of developing a trauma informed workplace framework.

NPYWC have a number of annual and regular meetings offering staff opportunities to listen, learn, reflect and share. Staff meetings are held every month and are designed to draw information together for staff so that they have opportunities to raise questions, seek as well as hear information on the broader work of NPYWC. The Annual Staff and Directors Symposium (Festival of Big Ideas) is held every year in February. Holding this meeting at the beginning of the year enables staff and Directors the opportunity to listen, reflect, participate and be challenged by a range of different guest speakers and team exercises.

Our Corporate Services teams, consisting of Administration, People and Workplace Services and Finance, play a critical role ensuring the organisation is managing risk and compliance lawfully and in a timely manner. Training and development, new revenue streams and building workplace systems, culture and infrastructure were identified as key areas to strengthen in coming years.

JAWUN

Jawun means Malpa (friend) or Waltja (family). It is a non-government organisation that assists to link Anangu and Yarnangu organisations with corporate and government partners (e.g. Westpac, Commonwealth Bank, insurance companies, Aust. Govt). Jawun works in nine regions across Australia.

Since 2015 NPY Women's Council has been the lead Indigenous partner for Jawun in this region. Others include Western Desert Dialysis, Regional Anangu Service Aboriginal Corporation (RASAC), Nganampa Health Council, Ngaanyatjarra Council and Ngaanyatjarra Health Service.

In the 2018-19 year NPYWC hosted Jarwun secondees from the following partners: Westpac; Commonwealth Bank; IAG Insurance; TAL Insurance, BlueScope Steel, Melbourne University, Australian and NSW Governments.

In NPY Women's Council the secondees worked on a range of projects, including:

- Commercial Arm – Scoping the viability of a commercial arm
- Social Return on Investment modelling
- Finance based – cash investment strategy
- New offices design and investment options
- Assist NPY Women's Council to prepare for Australian Service Excellent Standards (ASES) accreditation
- Risk Management Plan



EMPOWERED COMMUNITIES

NPYWC auspices the Empowered Communities (EC) initiative in the NPY Region. EC is a national program created by Aboriginal leaders from across Australia. The program operates in 9 regions around Australia – including here in the NPY Lands.

EC is working to create new and better ways for Anangu to work with Government by giving greater control and decision-making power to Anangu. EC aims to make sure that programs and projects that are delivered in communities are based on the ideas and priorities of Anangu, and are delivered in the most effective and efficient way. EC is a collaboration of Aboriginal organisations working in the NPY region. Since 2013 EC have been working with 7 Anangu organisations.

A focus for the past year has been on the key priority areas and working with partners in the region to action some of these as first steps.

The 3 top priority areas that emerged from consultation with Anangu:

1. Work, meaningful engagement and financial security

- Help support Anangu who start work to get the right kind of help and support to be successful in their jobs and stay working for as long as possible.

2. Education, Culture and Youth Support

- Support young people transition from school to jobs so that they get the best opportunities

3. Anangu led decision making and community empowerment

- Kulintja Kutju – ceasing grants and joint decision making
- Keep developing and supporting our Emerging Leaders program to help the next generation of NPY regional leaders learn and grow and be ready for the future.



RESEARCH

In June NPYWC completed a significant piece of research in partnership with Australian Prevention Centre, Sax Institute, Nganampa Health Council and Mai Wiru Regional Stores Council on the price, placement and availability in store on the APY lands, collecting data over 2 years, as well as employing a Nutritionist to work in Amata and Pipalyatjara to support people to make healthy choices. The results have shown a major improvement in all stores, and more importantly that the price of a healthy diet is much cheaper than an unhealthy diet. We also found that for the first time in 40 years there has been a rise in the amount of healthy food people are eating.

NATIONAL DISABILITY INSURANCE SCHEME

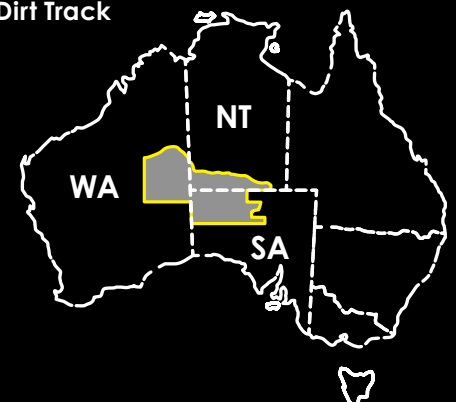
NPY Women's Council has been speaking up strongly for our clients and families with a disability. NPYWC supports the National Disability Insurance Scheme, we want it to work, but it must work in a way that is supportive of Anangu ways of service delivery. Critically NPYWC have been arguing that we don't want the NDIS to be another hardship like CDP has been for our region.

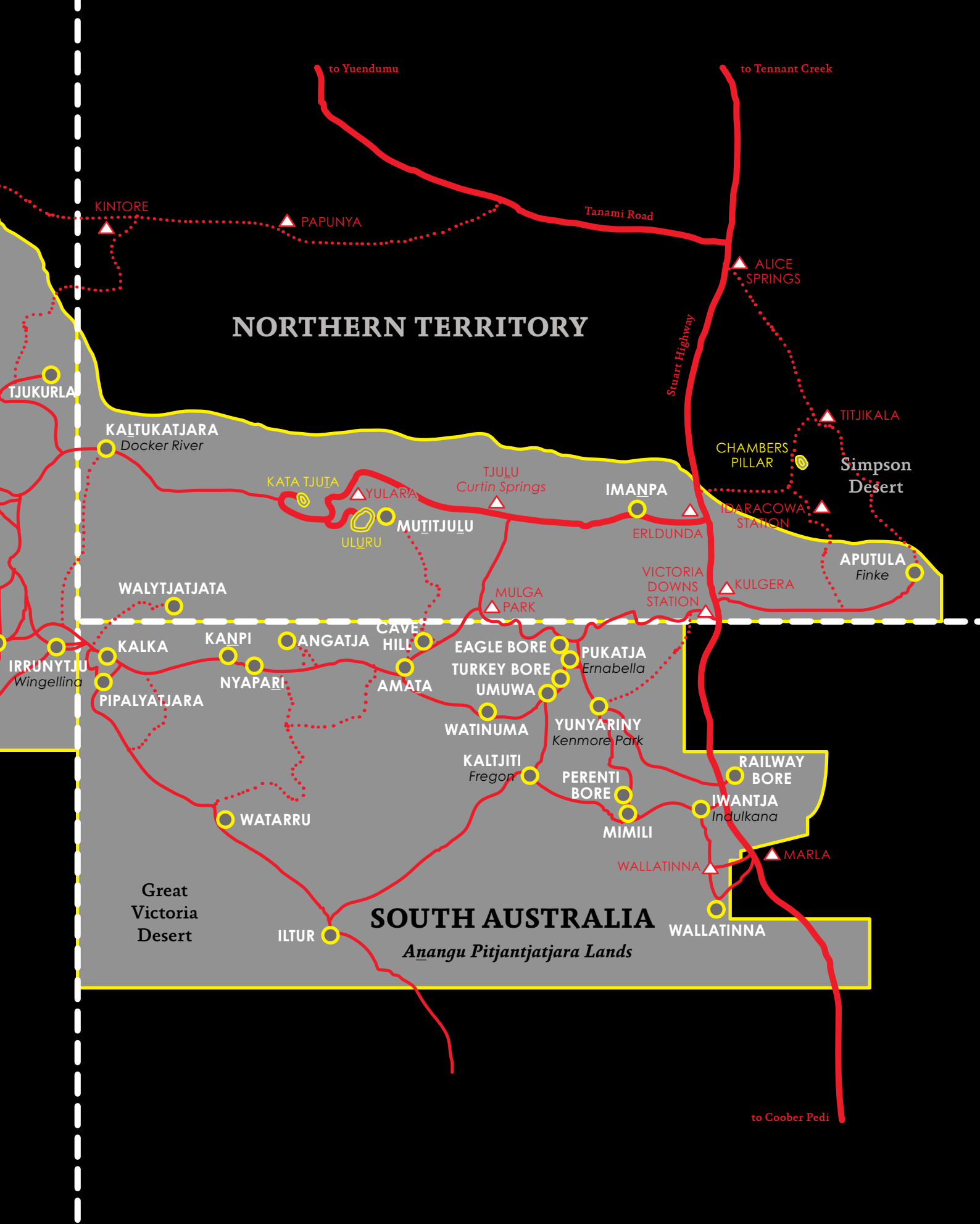
REVIEW OF THE MINTABIE LEASE AND MINTABIE TOWNSHIP LEASE AGREEMENT (MINTABIE)

Last year the SA Government announced the closure of Mintabie. This action by the SA Government comes after many years of lobbying by NPY Women's Council and other organisations. Concerns have focussed on the supply of cannabis to the Lands and the system of book-up that has resulted in many of our families on the Lands experiencing financial hardship. NPYWC is pleased that this township is finally going to close and the last remaining people living in Mintabie will be relocated by the end of the year.



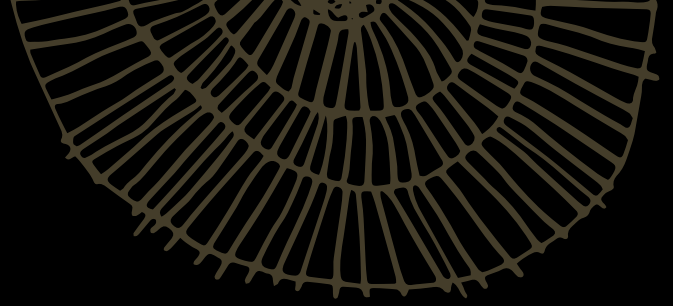
- Border between States
- Border of NPY Women's Council region
- NPY Women's Council member communities and homelands
- Other relevant places
- Landmarks
- Sealed Road
- Dirt Road
- Dirt Track





YOUTH SERVICE

Christine Williamson, Manager



OVERVIEW

Twenty years ago, the Youth Service employed its first Youth Workers in Fregon community, John Harvey and Bernard Tjalkuriny. They were also the first men employed at NPY Women's Council. The team now consists of 117 casual and permanent staff, volunteers and contractors throughout the year providing support to deliver programs.

The Youth Service delivers community-based youth programs to 11 remote communities, soon to be 13. With the success of lobbying for extra funds, the service is extending out to Mantamaru and Papulankutja for the next 3 years as of July 2019.

SNAPSHOTS



52.134

individual contacts with children and young people and community members during group activities



33

new young people entered into case management

2154

Group activities



6871

hours of group activities



173

on off requests for assistance



60

camps & workshops



51%

of staff are Aboriginal



92 permanent & casual staff

4 contractors

21 volunteers

TOTAL 117



The Youth Service delivered

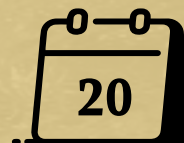
16,037

hours worked by Anangu Youth Workers

APPROXIMATELY

30%

of the total hours worked within the team



years of service delivery

60

camps and workshops across the NPY region and facilitated



76%

success rate with boarding school clients

501

targeted activities offering specialised support

PROJECTS

The Youth Service projects team offer a range of support for young people including: the boarding school program, young women's teaching and leadership camps, menstrual hygiene management, community research, Kulintja Palyaringkunyjtaku (KP) camps and workshops. In the coming year we will also be undertaking a 4 year education advocacy campaign that will seek to deepen our understanding of education, challenges and enablers, as well as provide opportunity for Anangu to strategically advocate on a regional and national level for better educational outcomes for young people.

The KP camps and workshops are a special part of the Youth Service, the camps seek to enhance understanding about healthy relationships, sexual health, substance misuse and supporting the maintenance of law and culture. The Youth Service also supported young women via the Kungkawara Bush Trips program funded by Traditional Owners from Uluru and Kata Tjuta. This allows young women to participate in teaching camps where law and culture is shared by senior women to younger women. This program has also supported young women to learn about NPY Women's Council's history, governance and leadership roles.

A high number of young people and their families have been supported to enrol in boarding school to further their education. The Youth Service's boarding school program has seen a 76% attendance rate beyond the first term and many young people are on track to complete the school year.

The Youth Service has received dedicated funding to support a menstrual hygiene management and education project. This program offers young women the opportunity to better understand positive hygiene practices, receive free access to hygiene and feminine products as well as learn about sexual health and healthy relationships. Our focus has been on building the capacity of all female staff, but especially Anangu staff to support other young women.



RECREATION AND DIVERSION PROGRAMS

This year, the team had 52,134 contacts with children and young people while delivering group activities. The activities ranged from general recreation to targeted activities. A total of 2154 group activities were delivered equating to 6871 hours of service delivery. Our service takes a trauma informed approach to the delivery of these activities, encouraging the inclusion of all young people in the program.

CASE MANAGEMENT

This year the service supported 77 young people through intensive case management support. 33 of these were new clients and 35 exited the program. In addition to this, the team provided over 300 one off supports to young people in need.

EDUCATION & LEADERSHIP

There has been a strong focus on empowering Anangu, with

particular attention on employment and education. The Youth Service's most recent initiative has seen the development of the Youth Anangu Advisory Group (YAAG). The membership constitutes 12 Anangu youth workers and offers opportunities for members to feed into the service design and delivery of the program as well as strengthen their network of support.

This group came together to discuss support for Anangu staff, the delivery of the Youth Service and ideas and improvements. Our former CEO Andrea Mason paid a special visit, speaking with the group about leadership and the ability to live and work well in two worlds.

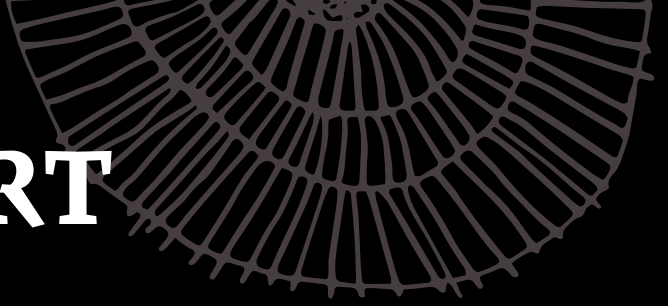
ADVOCACY AND COLLABORATION

Our frontline staff attended more than 700 interagency and advocacy activities. Some of the significant advocacy activities include:

- United Women's Second Chance Education and Vocational Learning programme in Australia feedback and implementation
- the introduction of non-sniffable fuel at Cagney Park and Marla fuel outlets
- presenting the needs of remote Aboriginal youth at boarding schools at the National Indigenous Education and Boarding School Conference in Brisbane
- Providing evidence at the mental health senate inquiry in Alice Springs about concerns, solutions and locally developed resources to support young people and adults to develop good mental health
- upgrade to the Docker River recreational hall in with CAYLUS's support

In collaboration with the University of NSW, the Youth Service has co-designed a research project that will enable multiple remote and rural youth services across Australia to evaluate the effectiveness of these services, provide a cost benefit analysis and highlight what are the important components within these services that help to develop young people.





TJANPI DESERT WEAVERS

Michelle Young, Manager



Tjanpi Desert Weavers have actioned the strategic goal to prioritise Anangu and Yarnangu employment in the pursuit of a sustainable and long-term workforce by increasing the number of Arts and Culture Assistants to take a greater role in the service delivery across communities serviced.

Tjanpi has opened two satellite offices in Wingellina and Jameson. We acknowledge the support of the

Goldfields Esperance Development Commission and our partnership with Home and Community Care, Ngaanyatjarra Council.

The Ian Potter Foundation is a new partner supporting the creative development of Tjanpi artists in Western Australia. Tjanpi now has a fantastic program of artist residencies, commissions and exhibitions planned for the next three years.

SNAPSHOTS



artists received an income for their artworks across the NPY Lands a 27% increase from the previous year



\$295,956

was paid to women on the NPY Lands for their fibre artwork. This is a 21% increase on the amount paid to artists from the previous year



Tjanpi Desert Weavers generated **\$481,794** in sales, exceeding targets set for the financial year



Tjanpi received **\$14,160** in donations



404

artists attended skills development workshops across **8** communities, a **26%** increase on the previous year's attendance.

16 artists were less than **30** years of age

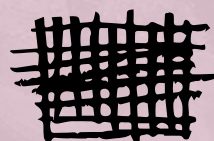


5152

artworks were created, an **11%** increase on the previous year



Tjanpi Corner provided casual employment for **21** artists in Alice Springs and **18** artists in Warakurna



3891

artworks sold

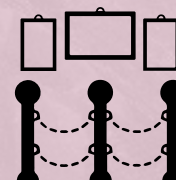


Roma Butler was awarded the Sculpture Prize at the Hedland Art Prize



9 artists travelled to exhibition events at Fremantle Arts Centre, Araluen Arts Centre and Blak Markets in Sydney

15 Tjanpi participated in exhibitions in Fremantle, Mackay, Sydney, Hobart, Adelaide, Alice Springs, Ballarat, Canberra, and Ipswich and reached new overseas audiences in England and Switzerland.



Tjanpi and the Tjungu team have been participating in a collaborative research study with the National Ageing Research Institute (NARI); Flinders University; UWA; Ikuntji Artists in Haasts Bluff; and Mangkaja Arts Resource Agency in Fitzroy Crossing. Over the last two years we have been exploring how art centres are supporting older artists and those living with dementia; determining the ways we are currently working with aged care providers; and thinking about how to enhance these ways of working. The study has enabled us to reflect on the multiple ways that Tjanpi supports older artists to remain connected with the wider network of *pampa*, *minyma* and *kungka*, with country and culture and with the broader community. This includes ensuring artists are comfortable by assisting them to access health and aged care services, providing transport, organising appointments, facilitating bush trips, and at times helping with mobility and organising medications. We are excited that the research has led to a new partnership with Ngaanyatjarra Council in Wingella and Jameson. This aspect of our work is very important and Tjanpi hopes that we can explore other partnerships and attract new forms of investment to support this work. We have recently captured some important aspects of this study on film and look forward to sharing this story in 2020.



Tjanpi completed two commissioned artworks for the National Museum of Australia. One work was created in Amata near Cave Hill (SA) and the second in Warakurna (WA). These works will be a part of Songlines Tracking the Seven Sisters and included in a national and international touring programme. Forty artists from seven communities contributed to the creation of these works and they are excited to share them with the wider world.



In 2016 Tjanpi formed an exciting partnership with Polyglot Theatre and FORM. Polyglot is Australia's leading creator of interactive and participatory theatre for children and families. FORM is a non-profit cultural institution based in Western Australia that sees creativity as a catalyst for positive change. Following three years of development, *Manguri Wilija* premiered at Fremantle Arts Centre during Revealed 2019. Over 1000 participants, young and old had the pleasure of responding to the performative work and engaging with Tjanpi artists, Nancy Jackson, Cynthia Burke, Dianne Golding and Dallas Smythe.



Niningka Lewis from Pukatja (Ernabella, SA) was selected for the 2018 National Aboriginal and Torres Strait Islander Arts Awards for her captivating work titled, 'Australian Coat of Arms, we were there and we are here'. Tjanpi artwork is a platform for sharing Tjukurpa (ancestral story, law) but equally it responds to current issues and concerns.

“WE, THE ORIGINAL PEOPLE OF THE LAND, DESERVE TO BE RESPECTED AND CARED ABOUT. THE FUTURE OF OUR PEOPLE LIES IN OUR YOUNG PEOPLE. THIS COAT OF ARMS REPRESENTS ABORIGINAL PEOPLE IN AUSTRALIA, AND RIGHTFUL LAW AND JUSTICE FOR ALL.”

This work has been acquired by the Parliament House Collection in Canberra.



Following the success of the Ngayuku Papa animation films, Tjanpi received two years of funding from the Department of Communication and the Arts to create three more short films and a children's book using Tjanpi artworks. Community story collecting is currently underway to find great stories about donkeys, horses, cats, camels and more.

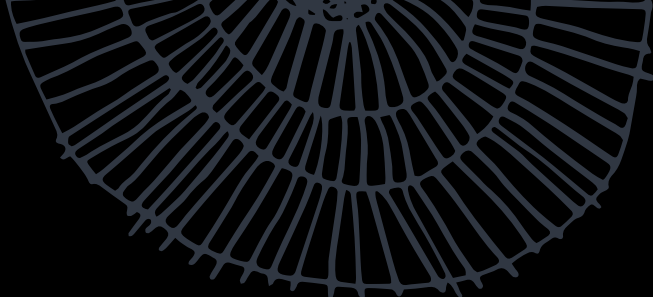
At the invitation of the Australian Ambassador in Timor Leste, Rene Kulitja from Mutitjulu (NT) and Michelle Young travelled to Timor-Leste in July 2018 to celebrate NAIDOC week. Timorese weavers learnt about the social enterprise model and the evolving arts practice.

Several inter-generational workshops were held in the communities of Mimili, Fregon, Amata, and Ernabella on the APY Lands of South Australia. With the support of the Department of Human Services (SA) these workshops focused on bringing women of all ages and experience levels together to encourage an intergenerational transfer of skills and knowledge. Women sat side by side weaving together and learning from one another. This way of working is vital for the sustainability of Tjanpi Desert Weavers and ensures a thriving fibre arts practice for the future. A selection of these works were exhibited at Desert Mob 2019 at the Araluen Arts Centre.



NGANGKARI PROGRAM

Angela Lynch, Manager



SNAPSHOTS



9

Ngangkari employed part time



2300

treatments



9

health conference presentations



Created virtual reality film **Waumananyi** *the song on the wind*



Uti Kulintjaku Watiku group attended **10** trauma workshops & camps



Developed Nyakula Mukuringanyi Munu Arkani (If you like what you see, follow my lead) poster and postcard resource

The Ngangkari Program employed nine part time Ngangkari who gave over 2300 treatments to Anangu in communities, hospitals and to clients of the NT Sexual Assault Resource Centre.

Ngangkari have been invited to “cleanse” the Alice Springs Hospital, to make sure that that no spirits of people who had passed away remain in the hospital. This is an ongoing service to the hospital, which ensures the well-being and comfort of Aboriginal patients.

Ngangkari, Pantjiti McKenzie, was awarded an Order of Australia Medal in January 2019, in recognition of her work as a healer and as a senior cultural authority. The Administrator of the Northern Territory presented it to her in a special ceremony at NPY Women’s Council.

PRESENTATIONS

Members of the Ngangkari team were invited to Kings College in London in May 2019, to open an exhibition ‘The Art of Healing’ celebrating Indigenous knowledge and practices of healing. This exhibition is travelling to Germany and Canada in 2020.

The Ngangkari team presented keynote addresses at the 2019 Lowitja Institute International Indigenous Health & Wellbeing Conference and the 2018 NT Writers Festival. The team also presented the 2018 Deans Lecture at the Faculty of Medicine at the University of Melbourne with Marcia Langton AM.

Members of the Ngangkari team were invited to speak about their work at the NT, SA & WA annual Scientific Meeting of the Royal Australian College of Surgeons in Alice Springs and the annual conference of the Council of Aboriginal Torres Strait Islanders Nurses and Midwives (CATSINAM) in Adelaide.

Ngangkari talked about traditional birthing practices at the pre-conference dinner for the Royal Australian and NZ College of Obstetricians and Gynecologists (RANZCOG) conference Indigenous working group.

The NT GP Education forum in Alice Springs invited the Ngangkari team to address new GP’s about traditional healing practices. The Ngangkari team also attended the second Indigenous Suicide Prevention Conference in Perth, as part of the healing team supporting participants by providing treatments and delivering a presentation about their work.

UTI KULINTJAKU

Uti Kulintjaku is a dynamic initiative led by respected Anangu cultural and community leaders in collaboration with mental health and social service professionals to develop solutions to address levels of violence and trauma in communities. It employs around 20 senior Anangu women as consultants.

Uti Kulintjaku creates an environment where traditional knowledge and modern science are equally valued in the development of solutions for better mental health and wellbeing. It facilitates clear thinking, enables safe ways to talk about difficult issues, fosters healing and empowerment and promotes finding new ways to enhance mental health and wellbeing to foster sustainable community healing.

Highly valued by Anangu and local health and mental health service providers across Central Australia for its strong positive impact, *Uti Kulintjaku* is recognised nationally and internationally for improving how Anangu and non-Aboriginal people work together to overcome complex community issues. The *Uti Kulintjaku* project’s 2018 independent evaluation demonstrates the transformative systems change the project is achieving, and that its process and outcomes are consistent with the most effective and appropriate ways of enhancing Aboriginal wellbeing and suicide prevention.

In 2019, the team created a virtual reality film called *Wamananyi – the song on the wind*, a traditional story about a man who becomes trapped inside a hollow log. *Uti Kulintjaku* has created a rich culturally relevant resource for promoting discussion and insight into mental health in communities addressing the complex problems of youth suicide and addiction. The goal is to deploy this work to young people across remote communities.

Uti Kulintjaku has struggled with a lack of adequate funding in 2019, despite its many awards and accolades, and a comprehensive evaluation. It has continued with support from NTPHN, Perpetual Trustee’s, and from other programs within NPYWC.



UTI KULINTJAKU WATIKU (MEN'S) PROJECT

The Uti Kulintjaku Watiku (Men's) Project is an innovative, Anangu-led initiative to develop community capacity and resilience, promote healing and prevent family violence.

The project brings together a team of respected senior and younger Anangu men and non-aboriginal health professionals to learn from each other and identify ways to strengthen Anangu identity and increase Anangu wellbeing to prevent family violence.

The Uti Kulintjaku men come from communities in the Ngaanyatjarra Pitjantjatjara Yankunytjatjara region (Pipalyatjara, Kalka, Amata, Pukatja, Finke, Docker River and Blackstone).



Between June 2018 and June 2019, the Uti Kulintjaku men attended four trauma workshops with western mental health practitioners, four resource development workshop days, one trauma healing combined workshop with the Uti Kulintjaku women's group, and a healing camp on country.

An important development of the project has been the positioning of Anangu men's voice within the dialogue and sharing of ideas to prevent family violence and to strengthen young people's wellbeing. The project also strengthens men's confidence and capacity for healthy intergenerational relationships. As part of their work, the team members have developed innovative language- and place-based resources that can be used in a range of different settings.



These resources include:

- A series of six posters and accompanying videos and postcards. Each poster includes a photograph of one of the Anangu team members engaging with a younger man in different activities. These activities are strengths-based images of Anangu men. They tell the stories from the Uti Kulintjaku Watiku team members about positive ways for senior and younger men to engage and learn from each other.
- The postcards are used within families and by health and social service providers to prompt conversations and storytelling and to explore ways to think about the strengths in men and their relationships.
- Inspired by the women's book *Tjulpu and Walpa: Two children*, the men are working with a facilitator to develop their own book. The men draw on their own experiences to tell the story of a boy who experiences challenges as he is growing up. It is a story about trauma healing, family support and recovery. The care and love that the boy receives will enable him to grow into a strong young man. The book is in development and is expected to be published in 2020.







CHILD AND FAMILY WELLBEING SERVICE

Shelagh Woods, Manager



ABOUT THE SERVICE

NPY Women's Council's Child and Family Wellbeing Service (CFWS) includes the Child Nutrition and Wellbeing Program, Walytjapiti Program (Intensive Family Support Service) and the Child Advocacy Officer (CAO).

All three programs work with children and their families to address factors that impact on child, family and community wellbeing in the NPY Region.

CHILD NUTRITION AND WELLBEING PROGRAM



70

children and their families enrolled and engaged with the program



18

referrals received from range of sources including Health Services, Child Protection agencies, ASH and community members



Market Basket Surveys and store data analysis across the NPY Region



Collaborative Research Study to improve Food Security and Nutrition in the APY Region completed

WALYTJAPITI PROGRAM



64 workshops held with 523 participants



31

new referrals received



34

families received intensive support through the program



7

families exited the program



Presentation at the International Trauma Conference – *The Therapeutic Benefits of Bush Picnics*

CHILD ADVOCACY OFFICER



Advocated for 21

families in the tristate child protection systems



Support from the Child Advocacy Service has been sought by mothers, fathers, grandparents, aunts and uncles. Many mothers supported have been clients of the NPY DFVS service

Worked with authorities in all three jurisdictions.

17

of the 21 children are living off the lands in regional towns or cities across NT, SA, and WA



CHILD NUTRITION PROGRAM

The Child Nutrition Program (CNP) delivers nutrition services and case management to families with children under five who are at risk of, or actively growth faltering. Our team of five Child Nutrition Development Officers work in communities across the NPY region to improve the health and nutrition of children. They assist communities and families to live healthier lives by providing and promoting good nutrition and holistic well-being. The Program also provides a critical service for families from the NPY Lands when they come to Alice Springs, including follow up with health services, support with Centrelink and accommodation and individual cooking workshops and nutrition advice.

The Child Nutrition Development Officers continued to provide one on one targeted and intensive nutrition interventions as well as education and training, advocacy and assistance, and support with social and emotional wellbeing. Nutrition workshops are held in a diverse range of contexts, including at bush picnics, in family centres, at school holiday programs, during community development/special events and at the NPYWC Nutrition Office in Alice Springs. The nutrition team has also developed best practice tools on key nutrition issues to ensure that nutritional education and messaging is consistent across the program.



The CNP continued to work with community stores to ensure that healthy food is available and promoted as well as collaborating on strategies to ensure that the healthy choice is the first and easiest choice. The team again participated in Market Basket Surveys led by Professor Amanda Lee, Senior Advisor of The Australian Prevention Partnership Centre, Sax Institute. The surveys compared prices and looked at the accessibility and promotion of healthy affordable foods in community stores across the NPY Lands with data shared with individual stores managers.

The program continued and concluded its collaboration with Mai Wiru Regional Stores Aboriginal Corporation, Nganampa Health and with the support of the Australian Prevention Partnership Centre to improve nutrition and food security on the APY Lands. The research initiative sought to address food supply issues by revising and strengthening the Mai Wiru Stores Nutrition Policy, whilst also focusing on demand side factors and community involvement. Funded by the Medical Research Future Fund (MRFF), a project officer worked in two communities on the APY Lands with the brief to "do anything the community ask to help improve nutrition". Activities undertaken with community members included cooking, product demonstrations, bush picnics, nutrition sessions



with children, healthy food and recipe promotion and supporting the stores. Preliminary results suggest there has been marked improvement in the availability, affordability, product placement and promotion of healthy foods in participating stores, while overall, the intake of healthy food/drinks increased from 52% to 54% energy intake, the first such improvement in over forty years!

The Child Nutrition Program also continued its long-standing collaboration with Adelaide University, with two team members and a senior Indigenous woman from the APY Lands conducting a workshop on nutritional issues on the APY Lands for undergraduate nutrition students.

WALYTJAPITI PROGRAM

NPY Women's Council's Walytjapiti Program is an intensive family-support program that began in early 2012. The program works intensively and holistically with children aged zero to 12 years and their families where neglect is substantiated or at risk of occurring. Walytjapiti case managers work in a way that integrates an Anangu worldview and child rearing practices and work toward preventing children entering the child protection system. The program is currently contracted to work in the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands and in the Northern Territory until 2020, with services provided in Apatula, Imanpa, Mutitjulu and Docker River, and in the APY communities of Mimili, Indulkana, Ernabella and Amata.

Walytjapiti works from a trauma informed framework, recognising how the compounding effect of socioeconomic and structural disadvantage along with personal traumatic experiences can lead to a compromised capacity for caregivers. The core focus

is on providing increased support to overcome and manage the acute and chronic stressors that caregivers experience through a trauma informed and strengths based approach. Walytjapiti case managers support families through home visits, conducting bush picnics, workshops and community outreach, and participate in family meetings and appointments when requested by family members. Workshops are delivered around a number of themes, including money management, child protection, school attendance, keeping families strong, supervision and support and positive parenting.

Walytjapiti continues to work in partnership with the Australian Childhood Foundation to imbed trauma informed practice within our program. Walytjapiti are trialling the use of a Goal Attainment Scale, co-designed with the Australian Childhood Foundation, in an effort to better measure change and success within the service offerings of the program. Our team has carried out consultation and a workshop with Senior Anangu leaders to better understand Anangu child rearing practices, and which has been integral to informing our work with families. Walytjapiti has also designed a new practice tool for workers using neurosequential theory (Bruce Perry), along with input from Senior Anangu Women. This practice tool informs the work on the ground and equips Walytjapiti workers with the relevant theory, knowledge and skill to work with families in a trauma informed way.

Walytjapiti also continues to have great success with families utilising the Bush Picnic approach with our work. Walytjapiti workers are all equipped with bush picnic resources and engaging activities and find this is a much safer and respectful way to work with families in our communities. In late July 2018, Walytjapiti presented at the International Trauma Conference and received very positive feedback on this approach among trauma specialists.



CHILD ADVOCACY OFFICER

The Child Advocacy Officer (CAO) position began in early 2014 and is now well established in the CFWS service. The position was created in response to significant and increasing requests for support from Anangu families who reported feeling confused, overwhelmed and disempowered in their interactions with the tristate Child Protection systems in the NPY region.

The current state based Child Protection systems result in multiple challenges and the Child Advocacy Officer works with families from across the NPY region where children have been removed. The CAO assists children in out-of-home care to stay connected with family and community; helps families identify kinship carers; supports families to negotiate the child protection system, including attending meetings and understanding the nature of documents and orders; and assists with reunification plans and placement of children back with community and family.

The Child Advocacy Program services all twenty-six communities of the cross border region, and importantly has the capacity to build a relational and empowering orientation to families to optimize outcomes from their interactions with the Child Protection system/s. The CAO systematically collects data to build evidence that can influence processes, policy and laws and drive the correlation between Aboriginal children in the Child Protection systems and domestic violence to ensure the safety of mothers and their children.



DOMESTIC AND FAMILY VIOLENCE SERVICE

Corrina Graham, Manager



SNAPSHOTS



26
bush
picnics

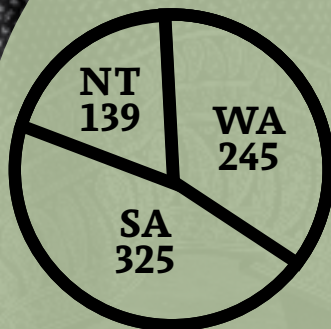


Developed
Monitoring, Evaluation
and Learning
Framework



Hosted
3

Social Work
Degree Students



709

women supported through service



Presentation at the
*Sharing and Strengthening
our Practice*
Conference Darwin

STAFF

The Domestic and Family Violence Service (DFVS) employs 22 staff members, including eight caseworkers, four specialist staff, four Anangu Support Workers, three coordinators and a manager. Two administration staff continue to be an integral part of the DFV Service by assisting and supporting the caseworkers and specialist programs workers. Anangu staff continue to be a vital component of the team. Their role includes working alongside caseworkers in delivering community women's groups, facilitating women's camps and advising DFVS staff on cultural matters. Our Anangu staff are instrumental and the implementation of a language strategy.

INTAKE

The DFVS continues to operate an Intake service Monday to Friday. This free call service enables women to reach out for assistance and support when caseworkers are not working in community. The program has experienced an increase in the number of women contacting through intake, both via phone and in person. Intake remains integral to the work we do and reinforces the need for women to have a safe, confidential and responsive place to be heard.

STRENGTHENING COMMUNITY CAPACITY TO END VIOLENCE

DFVS continue to focus on implementing our Strengthening Community Capacity to End Violence Practice Framework (Strengthening Communities Framework). The framework outlines a series of eleven actions and strategies to guide practice in work with women, children and communities. Under the robust guidance of NPYWC members and Directors, the Framework focuses on transforming our practice to enhance and amplify strong connections and relationships that are the core of our work. The framework greatly influences the way case work is undertaken and individual client work is more deliberately combined with holistic and community-level work.

DFVS group work activities create meaningful dialogues in which women are able to come together in culturally safe, repetitive and predictable environments. These are valuable exchanges in which women can share stories of strength and resilience. They are also able to identify acts of resistance to violence – by themselves, family members or others. The DFVS team collects these stories, and with permission, share them across communities.

With more women contributing to these stories, sharing and re telling these stories we are sowing the seeds of strengthened communities. By practicing in a culturally safe way, DFVS are nurturing ongoing mental health and well-being and building, empathy and common understanding, creating strong communities.

EXTERNAL PRESENTATIONS

The DFVS conducted workshops at the Nganganawili Aboriginal Health Service, Wiluna, WA. The 2018 workshops focused on the Strengthening Communities Framework and how the team implements it in practice.

The DFVS team presented at the 2019 Sharing and Strengthening our Practice Conference in Darwin. The 'women only' presentation included a research project currently being undertaken (Sexual Assault Participatory Action Research), which will provide opportunities for enriched and innovative methods of working with women who have experienced sexual assault.

Several other presentations to service providers were accomplished throughout the year including to services in Amata, Warakurna, Warburton and Pipalyatjara.

STRONG STORIES WALL

Many of our clients who have shared their stories about how they stay strong have given permission for these stories to be shared with others on the Strong Stories Wall in our Alice Springs office. The stories are also taken to communities to be shared in our group work activities. The 'Strong Stories Wall' idea has spread to other communities, and there are now strong stories walls in Indulkana and Warburton.

RESEARCH AND EVALUATION

Sexual Assault Participatory Action Research (SA PAR) is a project aimed at drawing on the knowledge and ability of senior Anangu women to inform, strengthen and better meet the needs of Anangu women who have experienced sexual assault. The outcomes from the project will provide an increased shared understanding of Anangu perspectives of sexual assault; its impacts on Anangu women, their families and communities; ways to talk safely to Anangu women who have experienced sexual assault and the types of support they need.



FOURTH ACTION PLAN

The Forth Action Plan is the final action plan of the National Plan to Reduce Violence Against Women and Their Children 2010 – 2022. It has been devised through extensive consultations with people affected by violence, and the people working to stop it. The Fourth Action Plan sets out eight principles to guide the way all industries, sectors and areas of government work together to address domestic, family and sexual violence. In response to the fourth action plan, DFVS have received funding to establish an Anangu Women's Advisory Group. The group is made up of Anangu women from NT, SA and WA who offer cultural support and work in the Malparara way to assist the DFV Service to deliver culturally safe, relevant and appropriate programs. This program was funded by the Community-led Projects to Prevent Violence against Women and their Children grant.



LEGAL SERVICES

We have continued to advocate for better outcomes for women from the legal system. This work is undertaken through our relationships with the police, legal services and the courts. The Specialist Legal Educator works with the DFVS staff and women in advocacy, education and support. The DFVS is committed to ensuring that women have support and assistance when navigating the legal system.

ADVOCACY

DFVS provides strong advocacy for Anangu women including:

- Written submissions:
 - The WA 10 year Strategy for Reducing Family Violence
 - NT Aboriginal Justice Agreement
 - NT Gender Equity Consultation Paper
 - NT Sexual Violence Prevention and Response Framework
 - Changes in the National provision of Aboriginal Legal Services
- Family Violence Prevention Legal Service lobbying meetings representation
- Regular meetings with Government in relation Domestic and Family Violence issues
- Representing NPY Women's Council in a variety of networks across the three jurisdictions

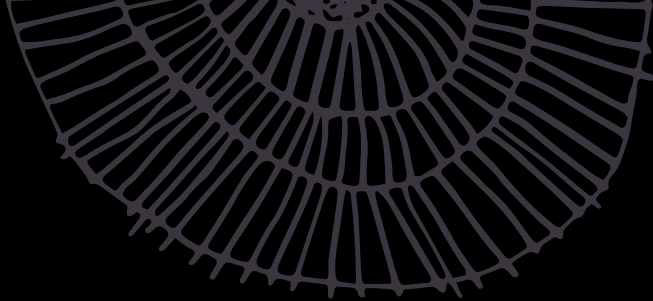
CONCLUSION

DFVS continues to be strong advocates for the safety of women and children in our region and will work to ensure that community members feel included in conversations to inform ways of strengthening communities to end violence. NPYWC members and Directors continue to support and guide us in all aspects of our work. We value their expertise, experience and knowledge and it is the foundation of all that we do.



TJUNGU TEAM

KIM MCRAE, MANAGER



NATIONAL DISABILITY SERVICES NT

The Tjungu team manager continued as a Committee Member for National Disability Services NT, and represents NDS NT on the National Committee on

Workforce as well as being a representative on the NDS Zero Tolerance (Prevention of Abuse & Neglect) NT Working Group.



SNAPSHOTS

Client numbers & contacts by Tjungu Team project

Project	Number of Clients	Number of Contacts
Aged Care SA	119	593
Disability Advocacy	90	512
NDIS Appeals	64	139
Respite	190	899
Tri-State Disability	83	697
Total	546	2840

RESEARCH

Research report *Walykumunu Nyinaratjaku / To Live a Good Life* was released late in 2018. The research focused on conversations with Anangu with disability and their families about what they feel is important for them to live a good life. The research found that Anangu with a disability want to live in their communities, on the NPY lands, with family. This was more important to them than the quality of care they receive, or the availability of services. For those Anangu and Yarnangu with a disability who are living in community, a good life also means being included and participating in cultural, family and community activities.

Tjitji Atunymankupai Walytja Tjutanguku, Looking after Children with Disabilities from the NPY Region was released in 2019. The research report investigated the needs of families with children with a disability in the NPY Lands. Families and workers noted the lack of day-to-day support for the care of children with disabilities who live on the Lands. The lack of support services was reported as a major reason for sending children with disabilities, particularly those with high-care needs, away from their families and their culture. It is crucial that culturally appropriate in-home care support be available on the Lands to assist families of children with disabilities.

ANANGU WORKFORCE DEVELOPMENT ON COUNTRY

The NT Government funded Tjungu Team to provide support for people wanting to become disability workers in Alice Springs and remote NT communities serviced by NPYWC. The Tjungu team employed staff to provide intensive support for people interested in this work. Staff helped people with their pre-employment checks and other requirements. Ten new casual staff were employed as a result.

Tjungu Team also received funding for a Workforce Development Project Officer in WA. Tjungu now has staff visiting WA Communities to identify people who would like to be disability support workers.

NATIONAL DISABILITY INSURANCE SCHEME

The NDIS became available to all people on the APY Lands on the 1st of July 2017. NPYWC is a registered provider for the NDIS in SA and has been helping people access their NDIS plan through the role of Coordinator of Supports.

Tjungu employed twenty people to fill the role of NDIS Community Connectors in the APY Lands. The Community Connectors assisted the NDIA to work in remote NPYWC communities in a culturally appropriate way and supported Anangu to access the scheme. The funding for remote Community Connectors finished on June 30th 2019.

Cultural orientation training was delivered by NPY Women's Council to staff from the NDIS in Alice Springs. The roll out of the NDIS for NT and NG Lands has now begun and Anangu with a disability are slowly enrolling in the scheme.



“ANANGU SPEAKING UP ABOUT PROPER HELP” PROJECT

This Project was funded by the NT Government to assist people with disability and their families in remote NT communities to better-understand their rights and how to express those rights through self-advocacy. The Tjungu Team conducted workshops and information sessions in remote NT communities serviced by NPWC to explain how to access advocacy support. The Project ended on June 30th 2019.

TJUNGU TEAM QUALITY ASSURANCE

NDIS Quality & Safeguards Audit against the NDIS Practice Standards South Australia

Tjungu team successfully completed the requirements to be approved as a provider of NDIS services in South Australia. The audit team was satisfied that NPY Women's Council is compliant to the requirements of the NDIS Standards and therefore recommended Certification.

National Disability Advocacy Program National Standards for Disability Services

A re-certification audit for NPY Women's Council was successfully conducted in March 2019. NPY Women's Council meets the requirements of the National Standards for Disability Services and the requirements of JAS/ANZ National Disability Advocacy Program Scheme.

ABORIGINAL MENTAL HEALTH FIRST AID

The Aboriginal Mental Health First Aid course was delivered twice during the year. Thirty-six people from NPYWC and other organisations attended to learn how to help people with mental health problems in remote communities.



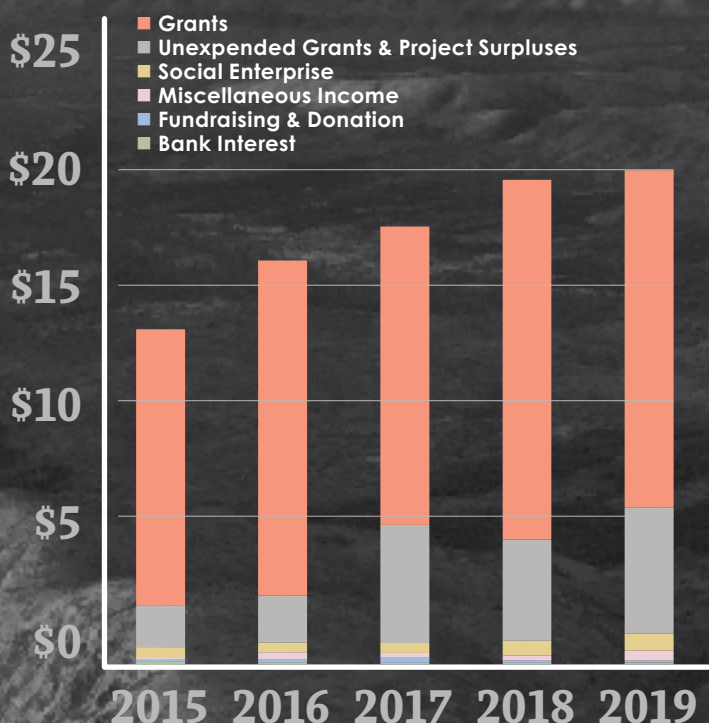
FINANCE

Lavenia Saville, Manager

NPY Women's Council reported a surplus of \$4.6M for the year ending 30 June 2019. The early release of funds for 2019-2020 FY from Department of Prime Minister and Cabinet which had to be recognised as at 30 June 2019 and the 2018-19 unexpended grants contributed significantly to the operating surplus. The underlying operating result, excluding unexpended grants and project surpluses that will be carried forward to 2019-2020 financial year was \$0.1M. Various factors that contributed to the unexpended grants and project surpluses include difficulty in recruitment, early release of funds as at 30 June 2019 by various funding agencies; generated income through selling of artwork, educational materials from programs and the income generated under the NDIS scheme.

COMPONENTS OF TOTAL COMPREHENSIVE INCOME \$M

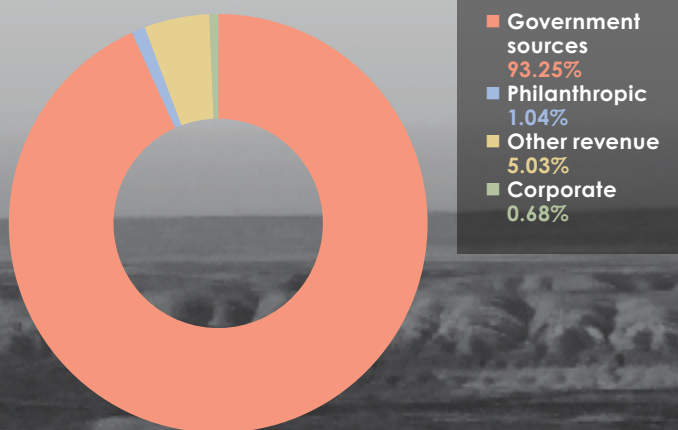
MILLION



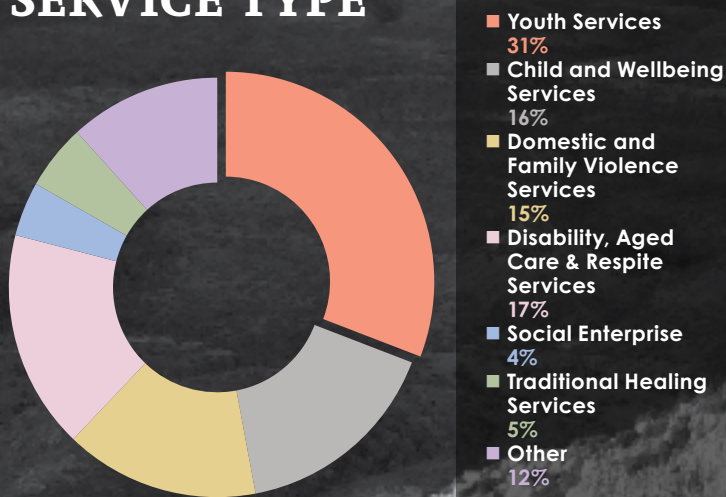
REVENUE

NPY Women's Council revenue from funded activities has shown a decline by around 1.9% in 2018-2019 to \$17M with disability funding from both SA and NT government ending on the 30 June 2019. Funding from the Department of Prime Minister and Cabinet, Department of Social Services, Department of Health and Department of Human Services (SA Govt.) accounted for the majority of the funded activities.

REVENUE FROM FUNDED ACTIVITIES



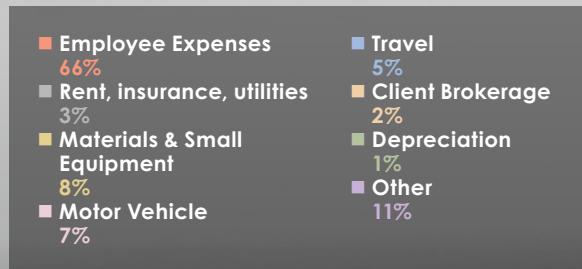
REVENUE BY PROGRAM SERVICE TYPE



EXPENSES

Labour costs comprise over 66% of the total costs. A number of initiatives have been implemented to improve staff retention.

BREAKDOWN OF EXPENDITURE



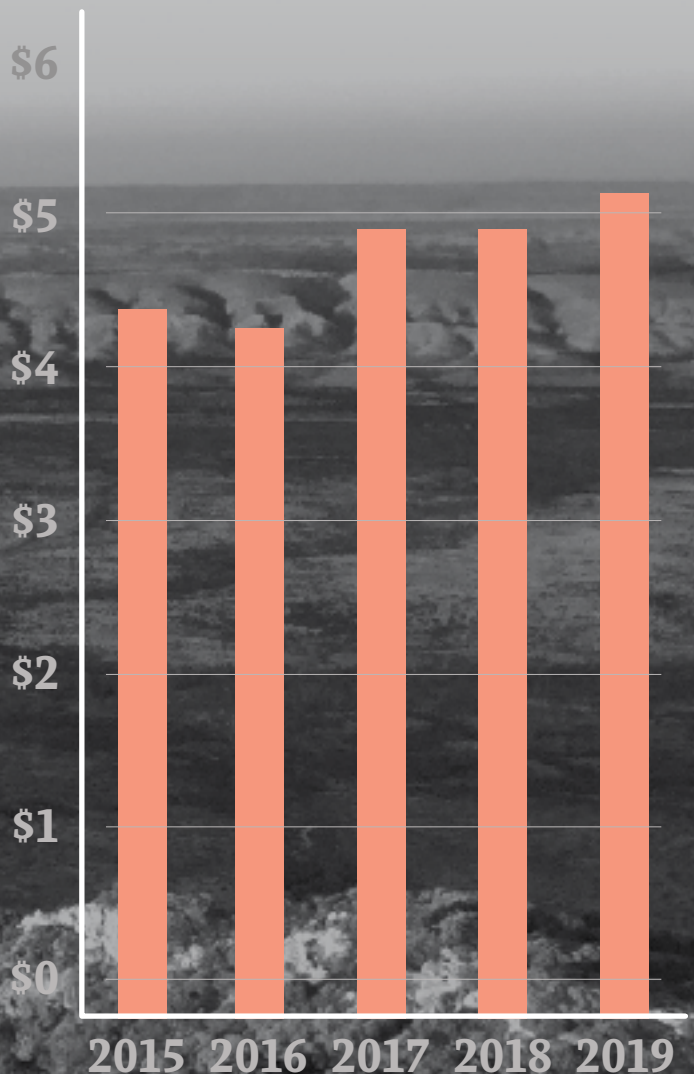
Our detailed Annual Audited Financial Report for the year ended 30 June 2019 can be accessed from our website: www.npywc.org.au/publications

NET ASSETS

Net assets of NPY Women's Council have increased by \$0.1M to \$5.1M. NPY Women's Council is in a good financial position and continues to have sufficient funds to meet all its current liabilities when they fall due.

NPY WOMEN'S COUNCIL NET ASSETS

MILLION



The complete NPY Women's Council
General Purpose Financial Report
for the year ended 30 June 2019
is available on Women's Council's website:

www.npywc.org.au/publications

CONTACTS

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**Ngaanyatjarra
Pitjantjatjara
Yankunytjatjara
Women's Council**